

Writing Learning Objectives

Social Service / Mental Health Field Experience

Identify at least 3 Learning Objectives/Activities that you expect to achieve during this work-based learning experience.
Additional sheets may be attached if needed.

I. Learning Objective: _____

HOW are you going to accomplish it? (List the steps to achieve objective.)

A. _____

B. _____

C. _____

HOW will you measure the results? _____

II. Learning Objective: _____

HOW are you going to accomplish it? (List the steps to achieve objective.)

A. _____

B. _____

C. _____

HOW will you measure the results? _____

III. Learning Objective: _____

HOW are you going to accomplish it? (List the steps to achieve objective.)

A. _____

B. _____

C. _____

HOW will you measure the results? _____

- **First**, ask yourself, “What do I **want** to learn and/or what do I think I might learn?”
- **Second**, reflect on how you will accomplish this learning.
- **Third**, think about how you will evaluate what you learned and demonstrate to others what you learned.

- After deciding upon the general areas of learning that you want to focus on, write your specific learning objectives as clearly and succinctly as you can.
- Use action verbs to develop your objectives. Some action verb examples: apply, design, develop, present, compile, identify, determine, evaluate, produce, implement, analyze, critique, compare.

Examples of Action Verbs

(especially those circled in red)

Knowledge	Comprehension	Application	Analysis	Synthesis	Evaluation
arrange	classify	apply	analyze	anticipate	appraise
describe	describe	choose	appraise	assemble	argue
define	discuss	demonstrate	calculate	collect	assess
label	explain	dramatize	categorize	combine	choose
list	express	employ	compare	compose	compare
memorize	identify	illustrate	contrast	construct	critique
name	indicate	implement	criticize	create	decide
order	locate	interpret	differentiate	design	evaluate
recall	predict	operate	discriminate	formulate	judge
recognize	recognize	practice	distinguish	integrate	justify
relate	report	prepare	examine	manage	predict
repeat	restate	produce	experiment	organize	prove
reproduce	review	schedule	infer	plan	rate
state	select	sketch	prioritize	prepare	score
tell	translate	solve	question	propose	select
write	understand	use	test	revise	support

See next page for examples of how to write out your learning objectives...

Learning Objectives Examples:

- **Apply** treatment methods for chemical dependency
- **Organize** client files for efficiency
- **Recognize** body language in clients and communicate effectively with them
- **Practice** interviewing clients regarding their immediate needs
- **Develop** a working knowledge of the counseling techniques when working with domestic violence victims
- **Observe** the role of a social worker in a court room setting
- **Conduct** group facilitation when leading support groups for teenagers
- **Compose** effective communication for writing assessment or treatment plans
- **Prepare** presentations and articulate information to groups of clients
- **Identify** when a referral is needed and match the referral to the client need

Learning Activities & Strategies to Accomplish the Learning Objectives

After identifying your specific learning objectives, you need to determine how you will accomplish or make progress toward achieving your objectives

For each of your learning objectives, write down three learning activities that relate directly to achieving that learning objective:

- Ask yourself: What tasks, projects, or assignments will I do?
- Who are the people I will consult?
- What resources (written, verbal, etc.) will I utilize?
- What tools (forms, software, referral agencies, etc.) will I utilize to help serve the clients?

Many of your learning strategies will come from your job tasks, but go beyond your job description to stretch your learning experiences:

- What will you do on your own to enhance your learning and understanding: Read related journals, books, or articles?
- Interview professionals in the field that you encounter during your field experience?
- Attend staff meetings, or a community or board meeting?

See next page for examples of how to write out accomplishing your learning objectives...

EXAMPLES: Learning Activities & Strategies for Accomplishing Learning Objectives

HOW are you going to accomplish it? (List the steps to achieve objective.)

Sample Learning Objective: *Observe the role of a social worker in a court room setting*

Example Step One to Achieve Learning Objective:

Review chart notes about specific case to understand background of client's court case

Example Step Two to Achieve Learning Objective:

Write notes in courtroom when observing social worker advocating for client, including questions to ask

Example Step Three to Achieve Learning Objective:

Discuss observations, impressions, and ask questions about the court appearance with supervisor

See next page for how you will measure the results...

Evaluate/Measure Results

After you have determined your learning objectives and strategies, how will you know you have accomplished what you set out to do?

- 1) Field Site supervisors evaluate interns' performance by observing/listening to you at the site, and provide guiding feedback for you throughout the quarter.
- 2) Field Site supervisors review interns' tasks or duties (e.g., assessment reports or other tasks). Field Site supervisors provide immediate verbal feedback to interns in supervision sessions.
- 3) Field Site supervisors may want to see examples of what you have worked on (notes you've taken, client paperwork, etc.)

NOTE: You may need to consult with your field site supervisor how they will determine your progress on accomplishing your learning objectives before you write out how they will be measured or evaluated.