### Example Showing a Link Between Objectives and Assessment

#### Refining a Goal Into Measurable Objectives

**Goal:** Students will be familiar with the major theories of the discipline.

Does this goal convey any information?

- Would a student know what was expected of his/her work?
- Would a colleague know the focus of your department’s teaching?
- Would an employer know what your students could do?

#### Refining the goal into a measurable objective

<table>
<thead>
<tr>
<th>Students will be familiar with the major theories of the discipline.</th>
<th>Explanation of the process</th>
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<tbody>
<tr>
<td>Objective = <strong>verb</strong> (active behaviors) + <strong>object</strong> (products, skills/performances, content/knowledge, attitudes/dispositions)</td>
<td>Objective = (be familiar with) + (major theories of the discipline)</td>
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<td>Start with the <strong>object</strong> aspect of the objective. Suppose five major approaches (theories) to conflict resolution are: withdrawal, smoothing, forcing, compromising, and problem solving.</td>
<td>Specifying what the department views as <em>the major approaches (theories)</em> is an improvement in the wording of the objective.</td>
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Students will be familiar with withdrawal, smoothing, forcing, compromising, and problem solving.

Sharpening the verb will also make it better – what does “be familiar with” imply about a student's knowledge or skills?

Objective = (be familiar with) + (withdrawal, smoothing, forcing, compromising, ...)

- Avoid vague phrases: appreciate, understanding, have an awareness of, etc.
- Use action verbs: generalize, produce, evaluate, etc.

Action oriented verbs make objectives more concrete.

This objective might be revised into two objectives:

- Students will summarize ...
- Students will choose and defend ...

**Objectives** obtained through the revision of the original Goal:

- Students will summarize the five major approaches to conflict resolution: withdrawal, smoothing, forcing, compromising, and problem solving.
- Students will choose and defend a conflict resolution approach appropriate for a given situation.