

notations have been added to assist with development and determining the depth/level of information students are expected to acquire.

## WRITING INSTRUCTIONAL OBJECTIVES

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Educators have used instructional, or behavioral, objectives for at least four decades. Robert Mager's little text, *Preparing Instructional Objectives*, first printed in 1962, assisted many instructors in formulating and writing objectives. Since then, the use of objectives has become commonplace in education. The National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) also affirms the value of objectives. Specifically, Essentials 12 and 13 address the importance of incorporating objectives within the curriculum and specific units of study.

The purpose of this unit is to assist the educator in writing objectives using a standard protocol. Objectives are not difficult to write if one follows the guidelines noted below.

Instructional objectives are written for the student and they state what the student is expected to do following instruction. Objectives are specific, observable, and measurable learning outcomes. In contrast, goals are general and non-specific. Goals are appropriate for an entire course or a curriculum of study, while objectives are written for individual units of study.

There are benefits to incorporating objectives within our coursework. Objectives emphasize major points and reduce non-essential material. Objectives simplify note taking and cue the students to emphasize major points. Objectives assist students in organizing and studying content material. They guide the students to what is expected from them and help them to study important information. Objectives assist the student in studying more efficiently. Finally, when examination items mirror objectives, students can use the objectives to anticipate test items.

There are four components of an objective: 1) the action verb, 2) conditions, 3) standard, and 4) the intended audience (always the student). The action verb is the most important element of an objective and can never be omitted. The action verb states precisely what the student will do following instruction. Verbs are categorized by domains of learning and various hierarchies. Benjamin Bloom and his colleague, David Krathwohl, were pioneers in categorizing the domains and levels.

The three domains of learning are the cognitive domain that emphasizes thinking; the affective domain highlighting attitudes and feelings; and the psychomotor domain featuring doing. The first domain that was characterized by Bloom was the cognitive, which is further divided into six levels or hierarchies.

## Cognitive (Thinking) Domain

Knowledge  
Comprehension  
Application  
Analysis  
Synthesis  
Evaluation

Determination of depth/level of information presented on a specific topic (Basic, Intermediate, Advanced) should be based on the verbs used in the Knowledge based learning objectives and what students are expected to do with the information when assessed.

Sometimes the six hierarchies or levels listed above are grouped into three categories:

- Basic (foundational) → Level 1. Recall – Knowledge and Comprehension
- Intermediate → Level 2. Interpretation – Application and Analysis
- Advanced → Level 3. Problem-Solving – Synthesis and Evaluation

Recall objectives are at the basic taxonomic level and involve recall or description of information. Interpretation is a higher level of learning and involves application and examination of knowledge. Problem-solving skills test the highest level of learning and involve construction and assessment of knowledge. Examples of appropriate verbs for use with each of the three domains follow.



**Writing Objectives: Key Verbs  
Attitudinal or Affective (Valuing) Domain**

aka: Attitudes

CHARACTERIZATION  
BY A VALUE OR  
VALUE COMPLEX

			<u>ORGANIZATION</u>	
		<u>VALUING</u>		
	<u>RESPONDING</u>			
<u>RECEIVING</u>				
Accept	Agree	Adopt	Anticipate	Act
Acknowledge	Allow	Aid	Collaborate	Administer
Attend (to)	Answer	Care (for)	Confer	Advance
Follow	Ask	Complete	Consider	Advocate
Listen	Assist	Compliment	Consult	Aid
Meet	Attempt	Contribute	Coordinate	Challenge
Observe	Choose	Delay	Design	Change
Receive	Communicate	Encourage	Direct	Commit (to)
	Comply	Endorse	Establish	Counsel
	Conform	Enforce	Facilitate	Criticize
	Cooperate	Evaluate	Follow through	Debate
	Demonstrate	Expedite	Investigate	Defend
	Describe	Foster	Judge	Disagree
	Discuss	Guide	Lead	Dispute
	Display	Initiate	Manage	Empathize
	Exhibit	Interact	Modify	Endeavor
	Follow	Join	Organize	Enhance
	Give	Justify	Oversee	Excuse
	Help	Maintain	Plan	Forgive
	Identify	Monitor	Qualify	Influence
	Locate	Praise	Recommend	Motivate
	Notify	Preserve	Revise	Negotiate
	Obey	Propose	Simplify	Object
	Offer	Query	Specify	Persevere
	Participate (in)	React	Submit	Persist
	Practice	Respect	Synthesize	Praise
	Present	Seek	Test	Profess
	Read	Share	Vary	Promote
	Relay	Study	Weigh	Promulgate
	Reply	Subscribe		Question
	Report	Suggest		Reject
	Respond	Support		Resolve
	Select	Thank		Seek
	Try	Uphold		Serve
				Strive
				Solve
				Tolerate
				Volunteer (for)

The affective domain is concerned with changes (growth) in interests, attitudes and values. It is divided into five major classes arranged in hierarchical order based on level of involvement (from receiving, to characterization by a value).

aka: Skills

**Writing Objectives: Key Verbs  
Psychomotor (Doing or Skills) Domain**

Absorb	Dispense	Macerate	Separate
Add	Dispose	Measure	Set
Adsorb	Dissect	Mix	Sever
Adjust	Dissolve	Moisten	Shake
Aliquot	Drain	Mount	Sharpen
Apply	Draw	Observe	Ship
Aspirate	Dry	Obtain	Siphon
Assemble	Elute	Open	Spin
Balance	Employ	Operate	Spread
Bind	Estimate	Pack	Squeeze
Blend	Evacuate	Palpate	Stain
Build	Examine	Participate	Standardize
Calculate	Expel	Perform	Start
Calibrate	Fasten	Pick	Stick
Centrifuge	Fill	Pipet	Stir
Change	Filter	Place	Stop
Choose	Fractionate	Plate	Stopper
Classify	Frame	Plot	Store
Clean	Freeze	Position	Suspend
Collate	Grade	Pour	Take
Collect	Grasp	Prepare	Test
Combine	Grind	Press	Thaw
Connect	Group	Process	Thread
Construct	Guide	Produce	Tilt
Control	Handle	Program	Time
Combine	Heat	Pull	Tip
Confirm	Hemolyze	Puncture	Titrate
Connect	Identify	Push	Trim
Construct	Illustrate	Read	Touch
Control	Incubate	Record	Transfer
Cool	Inject	Release	Troubleshoot
Correct	Input	Remove	Turn
Count	Insert	Replace	Type
Create	Invert	Resuspend	Use
Crush	Investigate	Retest	Utilize
Cut	Isolate	Rinse	View
Decant	Label	Roll	Warm
Demonstrate	Locate	Rotate	Wash
Describe	Localize	Save	Watch
Design	Lyse	Scan	Weigh
Dialyze	Maintain	Score	Withdraw
Differentiate	Make	Screen	Wipe
Dilute	Maneuver	Seal	Wrap
Discard	Manipulate	Select	
Dismantle	Mark	Sensitize	

## Writing Objectives

The ABCD method of writing objectives is similar to the theory explained here; the terminology is just slightly different. *A* is the audience, always the student. *B* is the behavior or the action verb. *C* is the condition for the objective and *D* is the degree of achievement or acceptable criteria.

### Conditions

Conditions describe the relevant factors associated with the desired performance. For example:

1. after attending a lecture. . . .
2. following review of a demonstration. . . .
3. given a case study. . . .
4. after completing the assignment. . . .
5. given a specific instrument. . . .

### Criteria

The criteria are specified as the acceptable level of achievement desired. They tell how well the learner must perform. This part of the objective may be omitted when there is no deviation from standard procedures or protocols. For example:

1. percent of correct responses
2. within a given time period
3. in compliance with criteria presented by the faculty

### Order and Tense

There is a preferred order when writing objectives. The condition is usually placed first, followed by the behavior or verb, and then the criteria. Objectives are written in the future tense. For example:

Recall: After attending lecture and reading the assigned materials, the student will state the function of a thermometer.

Interpretation: After attending lecture and studying the assigned materials, the student will demonstrate how a thermometer works.

Problem-Solving: After attending lecture and studying the assigned materials (including problem sets), the student will formulate the degrees in C given the degrees in F, or vice versa.

To avoid redundancy in writing objectives an educator often lists a single condition with the objectives underneath.

After attending lecture and studying the assigned materials, the student will:

1. ....
2. ....
3. ....

### Nonfunctional Verbs

The following verbs cannot be measured or are redundant. They should be avoided when writing objectives.

able to	shows interest in
appreciation for	knows
awareness of	has knowledge of
capable of	learns
comprehend	memorizes
conscious of	understands
familiar with	will be able to

### Examples of Objectives for the Cognitive Domain

Poor	To increase the student's ability to visually identify white cells on a differential.
Better	The student will identify correctly all white cells on a differential.

Poor	The student will gain knowledge of automated chemistry tests.
Better	The student will state the principle for each automated chemistry test listed.

Poor	The student will be familiar with red blood cell maturation in the bone marrow.
Better	The student will diagram the maturation of red blood cells.

Poor	The student will understand the interpretation of hemoglobin electrophoresis patterns.
Better	Given several electrophoretic scans, the student will correctly diagnose each normal or abnormal pattern.

## Levels Within the Cognitive Domain

### LEVEL #1. KNOWLEDGE

Knowledge involves recognition or recalling of

- definitions
- specifics

Here, one is expecting learners to:

- remember an idea, phenomenon, or a fact in somewhat the form in which it was presented.

For example, one might design an activity that requires a learner to:

- write the formula for ethyl alcohol
- define diuresis
- list the six levels in the cognitive domain of Bloom's taxonomy

Generally, KNOWLEDGE encompasses the cognitive process of remembering learned material

### LEVEL#2. COMPREHENSION

Comprehension usually involves

- translation
- associations

Here, one is expecting the learner to:

- communicate an idea or thing (event) in a new or different form (translation)
- see relationships among things or events (associations)

For example, one might design an activity that requires a learner to:

- describe three distinguishing features of the Lewis blood group system
- explain the rationale for using "selective media" in microbiology

Generally, COMPREHENSION encompasses the cognitive process of explaining material that has been learned.

### LEVEL #3 APPLICATION

Application is described by Bloom as “the use of abstract forms in particular and concrete situations. The abstractions may be in the form of general ideas, rules or procedures, generalized methods.”

In application, one expects the learner to

- relate or apply ideas to new situations
- use what he/she comprehends from a variety of areas to solve problems

For example:

- when given the clinical situation of a patient needing a transfusion, submit the most suitable blood product to be used
- apply Universal Precautions to establish and maintain a safe laboratory environment

Generally, APPLICATION involves using knowledge to find or develop new solutions.

### LEVEL #4 ANALYSIS

Analysis involves examining

- elements
- relationships
- organizational principles

Here, one is expecting the learner to:

- break “things” down into their component parts
- uncover the unique characteristics of a concept or event

For example,

- when given a patient’s hematologic data, appraise that data to ascertain whether they are internally consistent and can be reported
- when given various cell panels, analyze the results to identify an unexpected antibody(s)

Generally, ANALYSIS involves the ability to break down material into component parts so that its organizational structure may be understood.

## LEVEL #5 SYNTHESIS

Synthesis involves an ability to

- generate a set of abstract relations (to “hypothesize”)
- create a plan or propose a set of operations

Here, one is expecting the learner to:

- take “things “ and reorganize them in a new way
- create new or original concepts

For example,

- prepare appropriate financial statements for decision-making
- propose a “core laboratory” structure to optimize efficiency and effectiveness

Note: the processes with SYNTHESIS involve inductive, not deductive reasoning. This can be difficult when one considers that the profession of clinical laboratory science usually uses information to arrive at conclusions. (We are skilled deductive thinkers, but may not be as skilled inductive thinkers.) Thus, preparing objectives at this level may be difficult.

## LEVEL #6 EVALUATION

Evaluation includes the ability to judge, using

- internal standards and
- external criteria

to bring about informed decisions

Here, one is expecting the learner to:

- make judgments about “things” or events based on internal and external criteria
- accept or reject “things” or events based on established standards

For example:

- evaluate and select a chemistry automated system in view of costs, personnel, productivity and space available
- validate all of the laboratory data received from a patient with a recent bone marrow transplant

Generally, this cognitive function involves the ability to judge the value of some thing for a given purpose.

The educator should use a combination of all three levels of cognitive verbs when writing learning outcomes. The test question should reflect the level of the objective; thus if an objective is recall, then a similar verb like “state” should be used in the test question. If the objective is problem solving, then the test question might use a verb such as “diagnose” or “evaluate.”

### **Additional Examples of Objectives**

#### Lecture Objectives (Hemolytic Anemias)

After attending the lecture, reading the assignment, and performing the tests in the laboratory, the student will:

1. Define the term hemolytic anemia. (recall)
2. Classify the major hemolytic anemias by their intrinsic or extrinsic causes. (recall)
3. Summarize each disease discussed in lecture including distinguishing characteristics, clinical manifestations, laboratory findings, pathology, and treatment. (recall)
4. For each disease discussed in lecture, determine the appropriate tests to resolve the problem. Include the principle and mechanism of each test in the evaluation. (interpretation)
5. Given a set of laboratory data and patient history, correctly diagnose the disease. (problem-solving)

#### Affective Objectives

After attending a lecture on Essential Functions, the student will exhibit the following behaviors:

1. Communicate effectively in written and spoken English.
2. Appropriately assess nonverbal and verbal communication.
3. Follow written and verbal directions.
4. Work independently and with others under time constraints.

5. Prioritize requests and work concurrently on at least two different tasks.
6. Maintain alertness and concentration during a normal work period.
7. Apply knowledge, skills, and values learned from course work and life experiences to new situations.
8. Show respect for self and others
9. Project an image of professionalism including appearance, dress, and confidence.

### Psychomotor Objectives

Upon completion of the laboratory exercise the student will:

1. Correctly perform the electrophoretic procedure and obtain a satisfactory pattern that could be accurately interpreted by both the student and the faculty member.
2. Interpret normal and abnormal electrophoretic patterns with 100% accuracy as compared with patterns interpreted by the CLS.
3. Using a densitometer, obtain the concentration of each protein fraction within 10% of faculty member's results.
4. Perform calcium determinations on serum using a direct spectrophotometric method within 10% of the reported result.
5. Demonstrate skill in using micropipetting devices to the satisfaction of the faculty member.

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