

Outcomes: what is the different between objectives and outcomes?

When completing the gap analysis for your continuing professional nursing education, ultimately, the *outcome* should reflect that the gap was identified has been *closed*.

A learning outcome “reflects what the learner will be able to do as a result of participating in the educational activity” (2015, ANCC Primary Accreditation Manual, p. 25).

Outcomes should be observable and measurable and should reflect knowledge, skills, and/or practices.

Bloom’s Taxonomy is a good place to state in determining the knowledge level you want to achieve and to identify verbs that can make contribute to making measurable outcomes.

OUTCOME STATEMENT EDUCATION

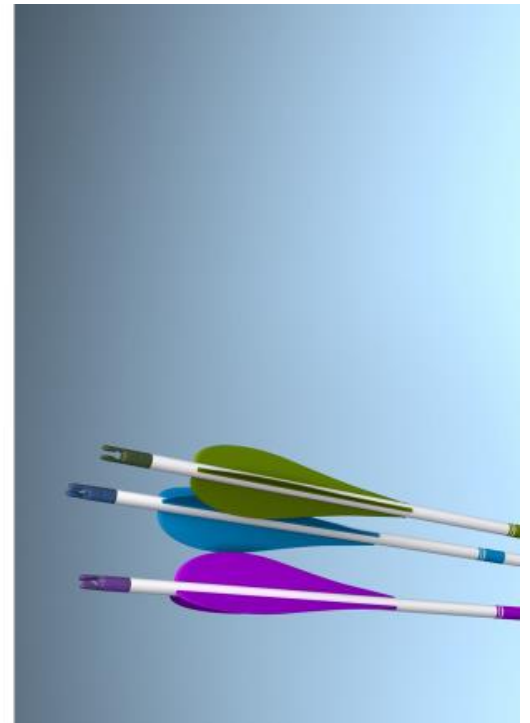
What is the difference between objectives and outcomes?

Objectives...

Differ from outcomes in that they focus on content and skills.

Represent the “stepping-stones’ to the outcomes.

Describe the goals and intentions of the *presenter* who teaches the program/activity.



OUTCOME STATEMENT EDUCATION

What is the difference between objectives and outcomes?

Outcomes...

express higher-level thinking skills.

reflect “end-game” expectations

provide *measurable* evidence of change from the “current state” to the “desired state” when using the gap analysis

integrate the content of the program/activity or presentation and the activities provided in the activity

can be evaluated as a skill, or useable knowledge upon completion of the program.

EXAMPLE

Objective:

Describe characteristics of effective communication styles.

Outcome:

Knowledge: At conclusion of the program/activity, participants will self-report 2 effective communication styles on the program evaluation.

Skill: Participants will document 1 communication style to use in the case study provided.

References

American Nurses Credentialing Center. (2015). 2015 ANCC primary accreditation provider application manual. Silver Spring, MD: Author. American Nurses

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