

Guiding Questions for the Development of Program Learning Outcomes – *Drafting Language for Observable Demonstrations of Student Learning*

It is recommended that there be at least three and no more than five program learning outcomes per program. The following questions might be helpful to consider while drafting and refining program learning outcomes:

1. Do the outcomes clearly identify the knowledge, skills, or dispositions that students should be able to demonstrate as a result of completing the major at Loyola?
2. Are the outcomes aligned with Loyola’s mission to inspire students to learn, lead, and serve in a diverse and changing world?
3. Are the outcomes aligned with specific elements of the Undergraduate Educational Aims for undergraduate programs or Graduate Learning Goals for graduate programs?
4. Do the outcomes attend to inclusive academic excellence?¹
 - a. Do the outcomes represent the learners as active participants and partners in their own education and that of others?
 - b. Will the outcomes lead to an inclusive learning process that empowers all student majors to appropriate the knowledge and skills inherent and to make them their own?
5. Are the outcomes observable and stated in assessable terms of what students should know and be able to do (i.e., can they be demonstrated with evidence of student work)?
 - a. Will the outcomes result in evidence, a student “product,” if you will? (e.g., term papers, final exams, a capstone project, student-generated lesson plans, student-generated diagnostic reports or therapy plans/reports)
 - b. Does the language of the outcomes elicit ideas of concrete assignments or experiences through which students could demonstrate the knowledge or skill?
 - c. Are the outcomes achievable in the scope of the program?
6. Do the outcomes indicate the degree of academic rigor or level of student performance and achievement? (i.e., is the verb indicative of the expected or targeted level of student achievement?)
7. Will these outcomes lead to evidence (i.e., student work) that will be meaningful in evaluating the achievement of institutional learning outcomes and Loyola’s mission?

¹Sub-questions are paraphrased from the 2020 report on a new vision of educational excellence, *What Liberal Education Looks Like* (Association of American Colleges and Universities, 2020)