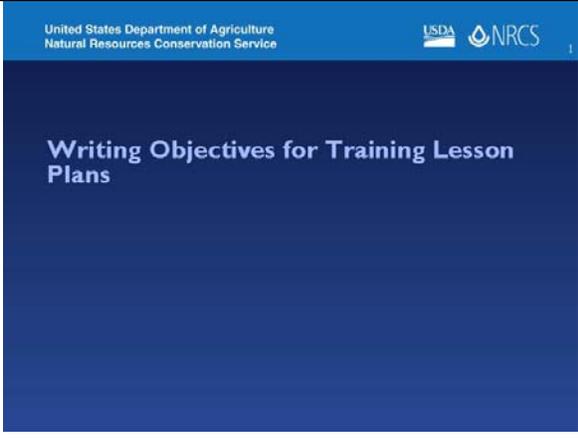
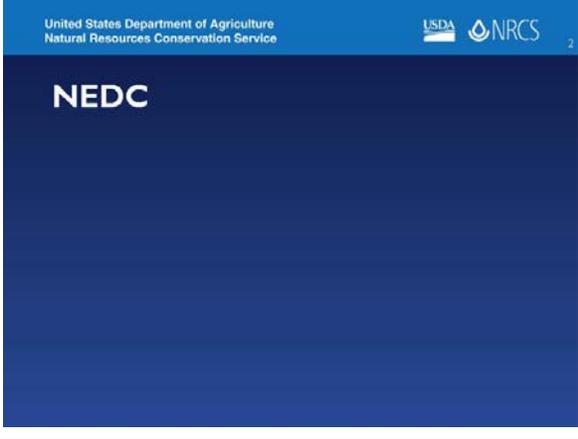
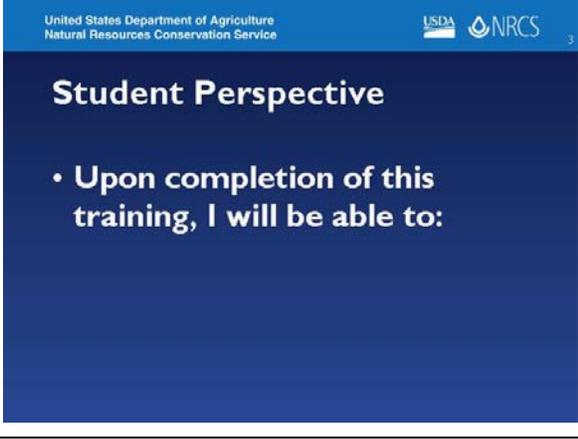


# Writing Training Objectives

Document created on: 6/26/2007

<b>Slide 1</b>	 The slide features a blue header with the text "United States Department of Agriculture Natural Resources Conservation Service" and the USDA and NRCS logos. The main content area is dark blue with the title "Writing Objectives for Training Lesson Plans" in white text.	Writing objectives for training lesson plans
<b>Slide 2</b>	 The slide features a blue header with the text "United States Department of Agriculture Natural Resources Conservation Service" and the USDA and NRCS logos. The main content area is dark blue with the text "NEDC" in white.	NEDC Provides information regarding writing performance objectives on their Instructional Systems Design (ISD) portion of their website, found at:  <a href="http://www.nedc.nrcs.usda.gov/isd/isd5.html">http://www.nedc.nrcs.usda.gov/isd/isd5.html</a>
<b>Slide 3</b>	 The slide features a blue header with the text "United States Department of Agriculture Natural Resources Conservation Service" and the USDA and NRCS logos. The main content area is dark blue with the title "Student Perspective" and a bullet point: "• Upon completion of this training, I will be able to:" in white text.	Training objectives should always be about the student and what they should be able to do with the training. Hence, the expectation that "Upon completion of this training, I will be able to:" is an important thing to consider when developing training.

Slide 4

United States Department of Agriculture  
Natural Resources Conservation Service



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## A course description

A course description tells us something about the content and procedure of the course

Slide 5

United States Department of Agriculture  
Natural Resources Conservation Service



5

## An objective

An objective is a description of a performance you want learners to be able to exhibit before you consider them competent. An objective describes an intended **result** of instruction, rather than the **process** of instruction itself.

Slide 6

United States Department of Agriculture  
Natural Resources Conservation Service



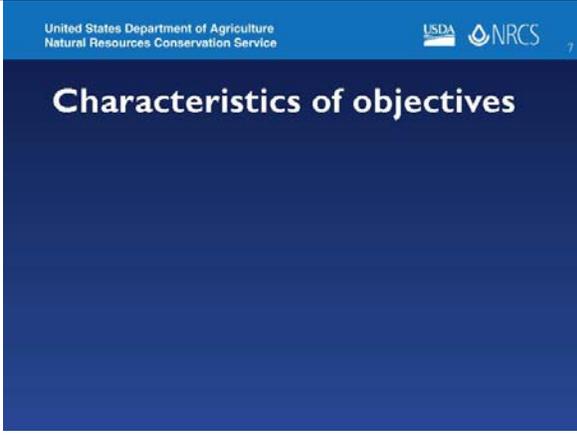
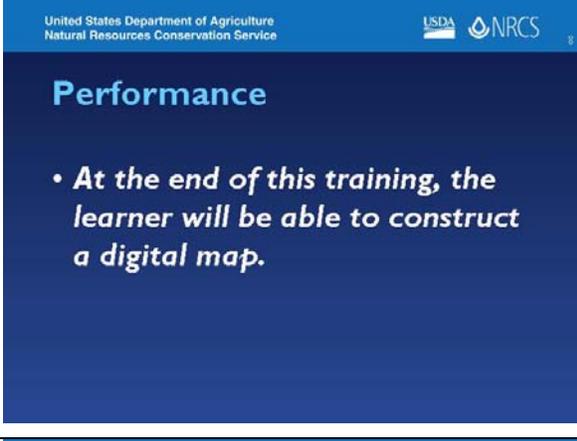
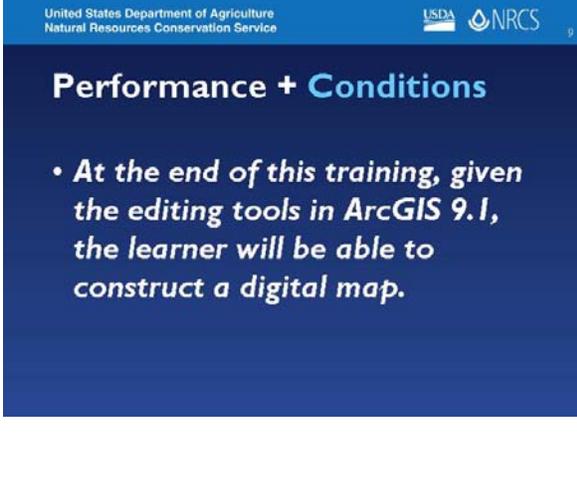
6

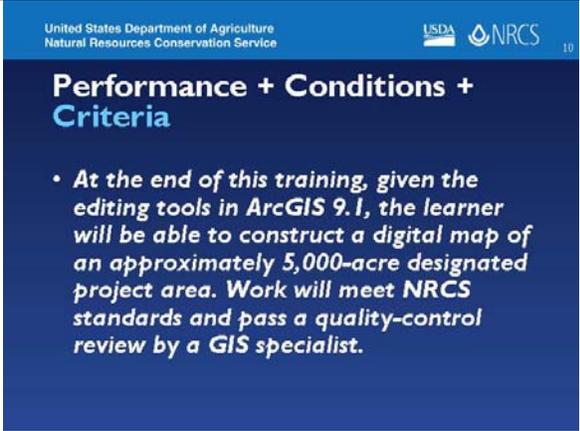
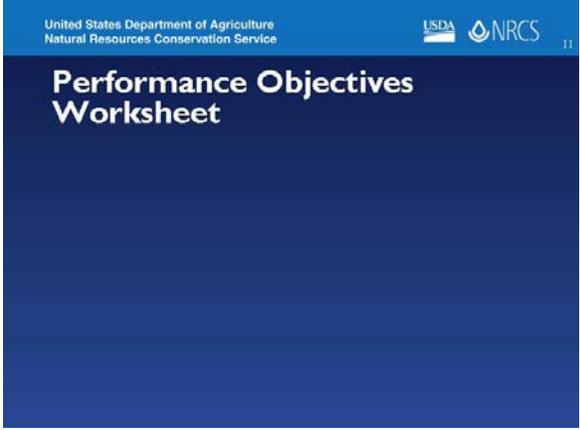
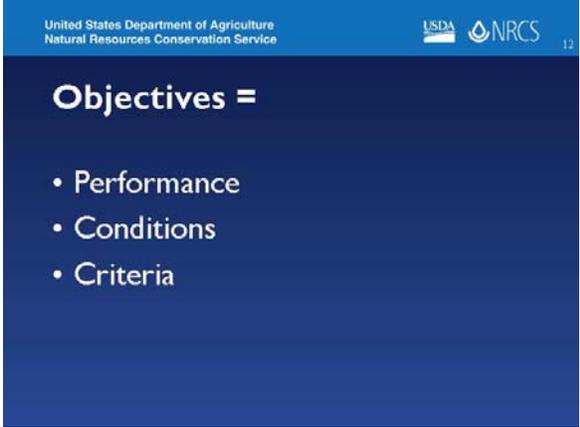
## 3 reasons for explicit objectives

There are 3 good reasons for developing explicit objectives:

1. When clearly defined objectives are developed, there is a sound basis for the selection or designing of instructional materials, contents, or methods.
2. We will be able to measure whether the objective has, in fact, been accomplished.
3. Students will have a means of organizing their own efforts toward accomplishment of the objectives.

Get that last one? The students will know what our expectations are for their learning.

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Slide 7</p>		<p>There are 3 main characteristics of well written objectives:</p> <ol style="list-style-type: none"> <li>1. <b>Performance</b> (what the learner is to be able to do)</li> <li>2. <b>Conditions</b> (important conditions under which the performance is expected to occur)</li> <li>3. <b>Criteria</b> (the quality or level of performance that will be considered acceptable)</li> </ol>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Slide 8</p>		<p>Performance is described by a <b>doing</b> or <b>action</b> verb. Examples of these are found on the NEDC ISD website and the Soil Survey Division Training website, instructors guidance section.</p> <p>An example of an objective statement with performance only:</p> <p style="text-align: center;"><b><i>At the end of this training, the learner will be able to construct a digital map.</i></b></p> <p>The action verb is “<b>construct</b>” in this example.</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Slide 9</p>		<p>Did the performance statement alone make it clear what you expect the student to be able to do? Sometimes, stating a performance only may not be enough. That is when we want to add conditions. Let’s add a condition to our previous performance objective.</p> <p style="text-align: center;"><b><i>At the end of this training, given the editing tools in ArcGIS 9.1, the learner will be able to construct a digital map.</i></b></p> <p>The condition is that they will be expected to use the editing tools in ArcGIS 9.1 to <b>construct</b> the map.</p>

<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Slide 10</b></p>	 <p>United States Department of Agriculture Natural Resources Conservation Service</p> <p>USDA NRCS</p> <h3>Performance + Conditions + Criteria</h3> <ul style="list-style-type: none"> <li>• <i>At the end of this training, given the editing tools in ArcGIS 9.1, the learner will be able to construct a digital map of an approximately 5,000-acre designated project area. Work will meet NRCS standards and pass a quality-control review by a GIS specialist.</i></li> </ul>	<p>The performance statement with a condition is somewhat clearer, and maybe it is enough. At least, we now know that the learner should be able to complete a map with the condition that ArcGIS 9.1 editing tools will be used. We could, however, go a step further and add criteria. An example:</p> <p style="text-align: center;"><b><i>At the end of this training, given the editing tools in ArcGIS 9.1, the learner will be able to construct a digital map of an approximately 5,000-acre designated project area. Work will meet NRCS standards and pass a quality-control review by a GIS specialist.</i></b></p> <p>Now, we have criteria applied as well as the condition. The objective now states that there is a project area of a designated size and that the work must meet standards and pass review, using ArcGIS 9.1 as a condition, in the performance of constructing a digital map.</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Slide 11</b></p>	 <p>United States Department of Agriculture Natural Resources Conservation Service</p> <p>USDA NRCS</p> <h3>Performance Objectives Worksheet</h3>	<p>A performance objectives worksheet is provided to assist you in developing your objectives. It can be found on our website (NCSS Training-Instructor Guidance-Lesson Plans) and at the NEDC IDP website (see url below).</p> <p>ftp://ftp-fc.sc.egov.usda.gov/NEDC/isd/performance_objectives_worksheet.pdf</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Slide 12</b></p>	 <p>United States Department of Agriculture Natural Resources Conservation Service</p> <p>USDA NRCS</p> <h3>Objectives =</h3> <ul style="list-style-type: none"> <li>• Performance</li> <li>• Conditions</li> <li>• Criteria</li> </ul>	<p>In summary, a well written objective will start with performance. Then, if needed to clarify the objective, addition of conditions and/or criteria may be needed. Well written objectives will help everyone understand what your training is trying to accomplish.</p>