Characteristics of Outcomes

1. Describe complex role performances

2. Integrate knowledge/concepts/skills/dispositions

3. Represent essential role performance for graduates

4. Are verifiable/measurable/assessable using qualitative or quantitative means

5. Represent learning that is transferable to a variety of contexts

6. Do not dictate curriculum; rather, the curriculum should provide multiple ways for students to learn knowledge, skills, values AND to practice what the outcome means, developmentally

7. Are clear and understandable to learners, educators, employers, and general public

8. Reflect principles of equity and fairness for diverse learners

9. Are realistic and achievable within reasonable timeframes

10. Represent present and anticipated needs