All About Learning Outcomes

- Learning Outcomes are key to the success of an internship. They are your 'course syllabus' for each term you are in a CWE placement.
- Your supervisor, the CWE Instructor, and you are a team in creating appropriate Learning Outcomes.
- You are the Lead on this team, it is your opportunity to "write your own ticket". Figure out what you want to know, the skills and the experiences you want to have by the end of your internship and build those into your written objectives.
- Approach writing your objectives as if you are a new employee at your site. What would you need to know to do your job well? What would you want your supervisor to make sure you experience in order to feel competent?
- Write a draft of your Learning Outcomes to take with you to your meeting with your supervisor and instructor.
- Learning Outcomes should be written in a simple formula:
    - WHAT do you want to learn?
    - HOW (specifically) will you learn it?
        - Example: Demonstrate and understand of placement site structure, mission, ethics, services and policies: by reading agency employee orientation materials, reviewing case files, reviewing applicable parts of the ORS-Oregon Revised Statutes, interviewing a case manager, and participating in available training.
- Learning Outcomes should build over time. If you are in CWE for more than one term you should plan ahead so your knowledge and skills build over time. Your second term could contain the following based on the example above:
        - Example: Practice and apply appropriate documentation in at least 5 case files. Seek feedback on quality and accuracy from supervisor and experienced case managers.
- Remember that a 3 credit CWE-Internship is just 90 hours, which is equivalent to a bit over two weeks of full time employment. Even if you do 12 credits for your degree, that is equivalent to just 6 weeks on the job. You will not become an expert in your field in that short a time, but you can get a good beginning

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foundation, a good feel for the work, and current field experience to build your resume.

Standardized HS Learning Outcomes

HS 280 Standardized Learning Outcomes

Demonstrate an understanding of placement site structure, mission, ethics, services & policies.

Discuss the role and function of an entry level Human Service worker in the agency.

HS 281 Standardized Learning Outcomes

Demonstrate an understanding of the processes and procedures involved in case documentation with the population served by the agency, applying knowledge of services, structure, assessment & ethics.

Describe local inter-agency relationships and the role that the agency of placement plays with other service providers in the community.

HS 282 Standardized Learning Outcomes

Engage in internship responsibilities with increasing independence, applying knowledge of placement site, services, ethics, policies & procedures.

Research current employment and transfer opportunities in human services field.

When writing Learning Objectives in order to achieve these or other goals, keep in mind:

- They are two parts: WHAT (the outcome) and HOW (the action and measurement)
- They should focus on outcomes, not processes
- Start them with an action verb
- Avoid vague verbs such as “know” and “understand”
- Make sure that outcomes are observable and measurable
- Write outcomes in terms of what YOU will do, not others

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Preparation for Field Experience: Action Verbs

A	B	C	D	E	F/G	I
Abstract Activate Acquire Adjust Analyze Appraise Arrange Articulate Assemble Assess Assist Associate	Breakdown Build	Calculate Carry out Catalog Categorize Change Check Cite Classify Collect Combine Compare Compute Contrast Complete Compose Compute Conduct Construct Convert Coordinate Count Criticize Critique	Debate Decrease Define Demonstrate Describe Design Detect Develop Differentiate Direct Discuss Discover Distinguish Draw Dramatize	Employ Establish Estimate Evaluate Examine Explain Explore Express Extrapolate	Formulate Generalize	Identify Illustrate Implement Improve Increase Infer Integrate Interpret Introduce Investigate

J/L	M/N/O	P	R	S	T	U/V/W
Judge Limit List Locate	Maintain Manage Modify Name Observe Operate Order Organize Perform Plan Point Predict Prepare	Perform Plan Point Predict Prepare Prescribe Produce Propose	Rank Rate Read Recall Recommend Recognize Reconstruct Record Recruit Reduce Reflect Relate Reorganize	**S**chedule Score Select Separate Sequence Sing Sketch Simplify Skim Solve Specify State Structure	**T**abulate Test Theorize Trace Track Train Transfer Translate	**U**pdate Use Utilize **V**erbalize Verify Visualize **W**rite

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	Prescribe Produce Propose		Repair Repeat Replace Report Reproduce Research Restate Restructure Revise Rewrite	Summarize Supervise Survey Systematize		

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PRACTICE

STUDENT NAME:

_____

AGENCY NAME:

_____

LEARNING OUTCOMES:

1.

2.

3.

4

5.

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