



Developing Specific Learning Objectives

Your Learning Objectives on the **CPD Plan** may include both Long-Term Learning Goals and Emerging Learning Needs.

Learning Objectives are specific, active, focused, and describe what you will be able to do better or want to be able to do in practice after the CPD activity. Well-defined Learning Objectives help you:

- Focus learning on your specific needs;
- Identify useful resources to meet your needs;
- Make your learning relevant to practice; and
- Evaluate the impact of your professional development activities on your practice.

How do I create a Learning Objective?

When writing learning objectives, it may help you by starting with the phrase:

“After active engagement in professional development activities, I want to be better able to” (fill in the blank).

The “blank” will be filled in with an **action**, **criteria**, and a **context**.

In other words, each Learning Objective has three parts:

1. **Active verb** which describes a practice behaviour

Use Action verbs such as:

Write	Assess
List	Examine
Identify	Practice
Compare	Estimate
Construct	Plan
Match	Treat
Describe	Select
Diagnose	Operate
Explain	

Avoid non-specific verbs such as:

Know
Learn
Appreciate
Understand
Grasp
Realize
Be aware of
Believe
Be familiar with

2. Specific **criteria** (i.e. for specific patient type, treatment, or disease)
3. Defines **context** (i.e. in a specific practice setting , or for a specific patient type)

For Example:

“After active participation in this CPD opportunity, I want to be better able to:

- **Prescribe** (*verb*) three new treatment options for **inappropriate elimination behaviour** (*criteria*) in felines maintained **indoors only** (*context*).”