

Once you have determined your learning outcomes for a course, you'll need to consider how best to gauge (through graded work) that the students have reached them. The design process is likely to be iterative, so you often find you're alternating between revising outcomes and assignments until you're satisfied with the alignment between the two. [Note: For SU's Core Revision, "learning objectives" have already been established. Be sure to refer to the relevant documents.]

One way of thinking about aligning learning outcomes and graded work

The table below indicates the extent to which each of the types of graded work listed is LIKELY to achieve the various outcomes on the left-hand side of the chart. Naturally, these are subjective, and you may well think of graded work where the results are very different.

KEY: × Unlikely ✓ Possible ✓✓ Likely ✓✓✓ Very likely

TYPES OF OUTCOMES	TYPES OF GRADED WORK											
	Written communication			Exam			Reflection		Oral communication		Practicals	
	Essay paper	'Audience' focus: Report, review	Closed-book exam	Open-book exam	Multiple choice or true/false exam	Reflective portfolio	Journals	Presentation	Oral exam	Lab work	Studio work	
A Knowledge & understanding	✓✓	✓✓	✓✓✓	✓✓✓	✓✓	✓✓	✓✓	✓✓	✓✓✓	✓✓	✓✓	
B Intellectual skills*	✓✓	✓✓✓	✓✓	✓✓	✓	✓✓	✓✓	✓✓	✓✓✓	✓✓	✓✓✓	
C Subject-specific skills	✓	✓✓	✓	✓	×	×	×	✓	✓	✓✓✓	✓✓✓	
D Transferable skills:*												
i. Interpersonal skills* (between)	✓✓	✓✓	✓✓	✓✓	×	✓✓	✓✓	✓✓✓	✓✓✓	✓✓	✓	
ii. Intrapersonal skills* (self)	✓	✓	✓	✓	×	✓✓✓	✓✓✓	✓✓	✓✓	×	✓✓✓	
iii. Technical skills*	✓✓	✓✓	✓	✓	×	✓	✓	✓✓	✓	✓✓	✓✓	

*B. Intellectual skills	*Di. Interpersonal skills	*Dii. Intrapersonal skills	*Diii. Technical skills
Application	Written communication	Action planning	Computer literacy
Analysis	Oral communication	Initiative	Information literacy
Evaluation	Empathy	Reflection	Quantitative literacy
Synthesis/Creating	Leadership	Self-awareness	
Ethical judgments	Team working	Self-promotion	
	Negotiating skills	Self-regulatory skills	
	Networking skills	(time management)	
	Professional socialization		

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