

Outcome Formula:  
\_\_\_\_\_ (Audience) in \_\_\_\_\_ (condition), will \_\_\_\_\_ (behavior in future tense) to a \_\_\_\_\_ (degree).

Staff participants in the Community of Practice session will write an operational/learning objective that describes one of their departmental assessment efforts.

SWIBAT Formula:

Outcome = SWIBAT + Action Verb + Condition

Students will be able to differentiate between two styles of leadership as a result of attending the leadership workshop.

## SMART Checklist

Specific

Measurable

Aggressive-but attainable

Results-oriented

Relevant

Time-bound

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