

Outcomes Based Learning: Stampeding into the Future of Higher Education

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Outline

1. What is Outcomes Based Learning?
2. How does Outcomes Based Learning Relate to Higher Education?
3. How does Outcomes Based Learning Relate to Housing and Residence Life?
4. How can you start using Outcomes Based Learning?
 - a. Affinity Process
 - b. Outcome Statements
5. Brief Closing Comments by Presenter
6. Questions/Discussion

Learning Outcomes

1. Participants will learn the history, current state and future of Outcomes Based Learning in Higher Education.
2. Participants will learn how to facilitate and administer an Affinity Process.
3. Participants will learn how to write strong and concise outcomes statements based off of Affinity Process results.

What is Outcomes Based Learning?

- Definition:
 - “Clearly focusing and organizing everything in an educational system around what is essential for all student to be able to do successfully at the end of their learning experiences. This means starting with a clear picture of what is important for students to be able to do, then organizing the curriculum, instruction, and assessment to make sure this learning ultimately happens” (Spady, 1994:1).
- Concept existed since late 1970’s
- Gained more attention and application over last decade

How Does Outcomes Based Learning Relate to Higher Education?

- Spellings Report
 - Margaret Spellings – Secretary of Education
 - Report of a commission that was created to see how to make higher education more affordable and accessible
 - Report published and released in September 2006
 - Contained recommendations for financial aid, admissions, accreditation, etc.
- Accrediting Agencies and Classroom Instruction
 - Part of Spellings Report. Community Colleges are working a great amount to re-design their curriculum in order to stay accredited.
 - Will this happen at the four year university level as well? Is it only a matter of time?

How does Outcomes Based Learning Relate to Housing and Residence Life?

- Any situation where knowledge is being passed through training
- Can be macro or micro
- It’s all about the learner or the participants knowledge – what do they want to be able to do when they leave the training room?
- Examples
 - Resident Assistant Training
 - Resident Assistant In-services
 - Hall Specific Training
 - Resident Director Training
 - Resident Assistant Spring Class
 - One specific training topic

How Can You Start Using Outcomes Based Learning

- Affinity Process
 - Definition: "collection of ideas and/or issues organized into related groups for analysis". (Brussard, 1989)
 - Useful when...
 - Want everyone in group to participate
 - Want to visually see the brainstorming process
 - There is chaos (i.e. lots of ideas on the table)
 - Practice!
 - Walk you through facilitating it while you participate
 - Groups of four or five
 - Will be coming up with ideas around a training
 - What do ___ need to DO "out there" that we're responsible for "in here"?

How Can You Start Using Outcomes Based Learning cntd...

- Facilitating An Affinity Process
 - Rules
 - Groups no more than 6
 - Members must be standing
 - Encourage everyone to participate
 - Any idea is a good idea
 - Each answer on sticky note begins with an action word (i.e. facilitate floor meeting)
 - Announce the idea to the group and stick it up
 - Brainstorm ideas and stick them up
 - Sort ideas into groups or themes
 - One person sorts at a time, take turns
 - Sort silently until all of the group is satisfied with groups
 - After have main themes, note what the heading would be for each one

How Can You Start Using Outcomes Based Learning cntd...

- What do you do with Affinity Process results or your "themes"?
- Writing Outcomes Statements
 - Importance of action words
 - Strong and verbose
 - Write overall outcome statement for each theme
 - Write outcome statement for each outcome underneath the theme
- Practice!
 - With the themes and sub outcomes you came up with what would be some of the outcome statements you would write?
- Next steps after outcomes statements
 - Mapping
 - Assessment

Closing Comments

- Outcomes Based Learning is on the rise in Higher Education
- Outcomes Based Learning is necessary in our work in housing and residential life if we are to continue to serve our staff and students
- Outcomes Based Learning is good practice and will increase our efficiency and decrease our mistakes

Resources

- Brussard, M. (1989). Affinity diagram. *Memory Jogger Plus+*. GOAL/QPC.
- Stiehl, R., Lewchuk, L. (2002). *The Outcomes Primer: Reconstructing the College Curriculum*. Corvallis, OR: The Learning Organization.
- Spady, W. (1994). Outcome-based education: Critical issue and answers. Arlington, VA: American Association of School Administrators.
- A Test of Leadership: Charting the Future of United States Higher Education.
<http://www.ed.gov/about/bdscomm/list/hiedfuture/index.html>
Accessed: February 22nd, 2007.

Questions/Discussion

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