

## Writing Effective Simulation Session Objectives:

Here are a few simple steps to help write effective and useful simulation session objectives. Ideal objectives will include items as appropriate from:

- Cognitive Skills,
- Technical Skills, and
- Relationship and Communication Skills

### I. Preparation:

1. Identify program level learning outcomes to which this session is intended to contribute. Examples might be learner appropriate milestones or EPA's.
2. Identify any specific clinical protocols or decision criteria, which should be reviewed in the session.
3. Identify any specific skills that are required. If skills are not the primary outcome, then indicate as "integrated".
4. Identify any communication and teaming skills that are expected to be demonstrated or mastered in this session.
5. Review list and eliminate any that are not the focus in the debriefing.

### II. Draft objectives:

6. [Draft objectives](#) by completing the sentence, "By the end of this session, the learners will be able to..."
7. Consider beginning the objectives with a [verb of appropriate complexity](#) for the learner level\*. For example, novice learners might benefit from less complex objectives such as remembering facts, while more expert learners might be ready to demonstrate more advanced competencies such as managing or integrating. (See list of sample verbs below).
8. Four to six objectives per session are usual.

### III. Consult and pilot:

9. Consult an education specialist at any point, and pilot assessments tied to these before full implementation.
10. Review the pilot session outcomes and assessments, and update the objectives as needed, assuring alignment between these.

\*Sample list of verbs (Novice to Expert) with examples

1. Remember/Recall (Novice)
  - Report, Identify
2. Understand/Recognize (Adv Beginner)
  - Interpret, Explain, Describe
3. Apply/Implement
  - Perform, complete,
4. Analyze/Manage (Competent)
  - Differentiate, Organize, Problem solve
5. Evaluate
  - Compare, critique
6. Create (Expert)
  - Develop, generate, synthesize

Additional resources: <https://cft.vanderbilt.edu/guides-sub-pages/blooms-taxonomy/>