

# Learning Circle Goal & Objectives



**Introduction:** The learning circle involves a form of cooperative learning where the group meets together to learn about the practice setting within which they work. The content of what is discussed needs to be an organizational priority to ensure that the learning circle is addressing topics which are important to the organization. However, because a key feature of the learning circle is that it is democratic and participatory, the participants must also be actively involved in selecting the topic area. The selection of topic area, and subsequent learning goal and objectives, therefore requires a balance between the organizational priorities and those of the participants. This resource provides a description of one way to go about this.

**Selection of General Theme/Topic Area:** It is recommended that an overarching general theme for the series of learning circles be selected in conversation with organizational sponsors to ensure that the topic area is an organizational priority. It may be useful at this point to come up with a list of potential topic areas for the learning circle with the site and/or organizational sponsors. This list can then be reviewed in conversation with participants at the first session, and the group can select one topic area which they would like to address within the learning circles.

**Setting Goal & Objectives:** After selecting the topic area the main goal and objectives can be written. These will be based on the topic area but will be more specific to what the group aims to accomplish. The goal and objectives for the learning circle need to be created in conversation with the participants and should be decided early on within the series of learning circles. It may be useful to provide the group with a draft goal and objectives which they can comment on and reword or change as necessary. Once a final draft of the goal and objectives is decided on, this should be printed and provided to all participants for their reference.

Please see below for a list of important elements of learning objectives, and examples of learning circle goal and objectives from prior sessions:

## Learning Objectives:<sup>1</sup>

- o Include a verb which describes an observable action.
- o Should be specific. Include only one objective per statement.
- o Can refer to either developmental learning or expected outcomes.
- o Are realistic and practical.
- o Must be clear and understandable to the learners.
- o When used in cooperative learning, need to be created with the learners.

<sup>1</sup>Please see the following reference for further detail on creating learning objectives:  
Knowles, M.S., Holton, E.F., & Swanson, R.A. (2011). *The adult learner: The definitive classic in adult education and human resource development*. Burlington: Elsevier.

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## Previous Examples:

Topic Area:	Effective Leadership	Teamwork
<b>Goal:</b>	To increase RNs' knowledge of effective leadership.	To improve teamwork.
<b>Objectives:</b>	<ul style="list-style-type: none"> <li>o To identify what effective leadership looks like in my unit.</li> <li>o To understand how effective leadership can increase support for my role.</li> <li>o To understand how appreciation and positive feedback increase my team's motivation.</li> <li>o To learn how to foster continuity of care on my floor.</li> </ul>	<ul style="list-style-type: none"> <li>o To explore assumptions about how we are currently working together and identify areas for improvement.</li> <li>o To identify ways to improve communication to more effectively work as a team within the building.</li> <li>o To show tolerance and respect for each other and build trust.</li> </ul>