


Developing Performance-Based Objectives (PBO)




Lesson Objective

Terminal Objective (TO): Given a competency, develop a **measurable performance-based objective** that contains a condition, performance, and criteria component.



Route

1. Purpose of Instructional Objectives
2. Importance of Objectives
3. Types of Objectives
4. Parts of a Terminal Objective
5. Examples
6. Steps for developing Objectives
7. Exercise



Purpose of Objectives

They provide a clear statement that provides a focus for instructional planning, delivery procedures, and learning

Why are objectives important?

1. Provide focus for instruction.
2. Conveys instructional intent to instructors/students.
3. Provides targets for assessments.
4. Provides guidelines for learning.



Types of Objectives

Terminal Objective –

Describe, in broad terms, what the learner's expected level of performance, competency, or knowledge must be at the end of a course, module, or lesson.

Enabling Objectives –

Are derived from the terminal objective and are more detailed by defining the specific performance and/or knowledge of the learner.

**Terminal Objectives
Three Parts**

Condition (C) – Under what circumstance(s) will the task(s) be performed?

Performance (P) – What is the task you're asking the students to perform?

Criteria (CR) – What is the criteria for success when evaluating each student?

Terminal PBO Examples

Given one piece of 8.5x11 paper, make a paper airplane that flies using only 8 or less folds.

Terminal PBO Examples

In a simulated classroom environment, deliver a training presentation in 30-minutes or less that supports stated performance-based objectives and meets the minimum criteria specified in the NTC Instructor Evaluation Rubric (IER).

Terminal PBO Examples

**Using only cockpit instrumentation,
Land the F-16E Falcon
at night.**

Terminal PBO Examples


**Understand the main concepts of an
energy efficient passive solar house.**

**Give 3 photos of solar houses,
Identify the correct energy efficient
concept in each solar house photo.**

Terminal PBO Examples

**Given a mineral material
appraisal (C), adjust the
fair market value
estimate of the mineral
material (P) using the
proper Producer Price
Index and within +/- .05
cents (CR).**

**How do I develop
Performance-Based
Objectives (PBO)**

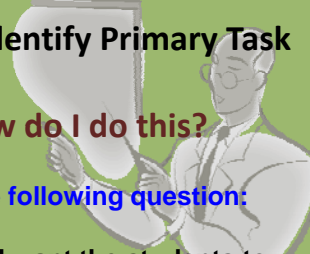


Step 1: Identify Primary Task

How do I do this?

Ask the following question:

What do I want the students to be able to “do”?



Position: Mineral Materials Coordinator (Geologist)

Competency: Administer Mineral Materials Program

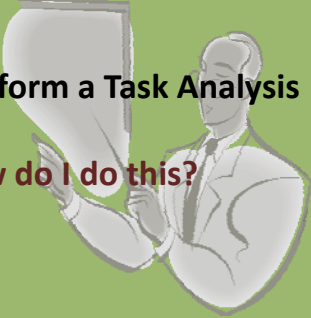
- Develop and review reclamation plans.
- Develop and review plans of operations.
- Review reclamation fund estimates.
- Conduct appraisals.
- Identify sources of market information.
- Perform industrial mineral market surveys.
- Analyze appraisal/economic data.
- Prepare appraisal reports.
- Make a fair market value determinations.

Primary Task = Goal of the Training!



Step 2: Perform a Task Analysis

How do I do this?

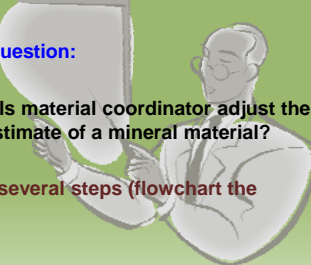


Step 2: Perform A Task Analysis

Ask the following question:


How does a minerals material coordinator adjust the fair market value estimate of a mineral material?

Answer: There are several steps (flowchart the process).




Step 2: Task Analysis

- Establish the commodity to be appraised
- Determine the current appraised value
- Access the BLS website
- Select the proper PPI
- Select the correct data
- Complete PPI computations
- Adjust the contract price
- Identify the steps making fair market value determination
- Explain why making fair market value adjustments is important



Step 3: Determine the Condition(s)

How do I do this?

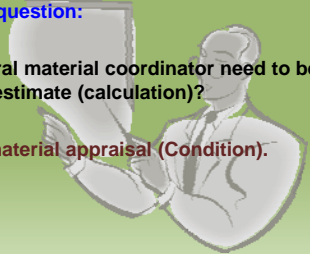


Step 3: Determine Condition

Ask the following question:

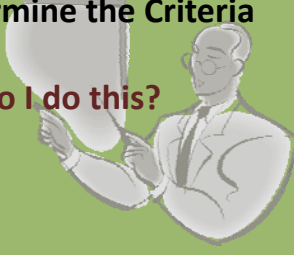
What does a mineral material coordinator need to be able to make this estimate (calculation)?

Answer: Mineral material appraisal (Condition).



Step 4: Determine the Criteria

How do I do this?

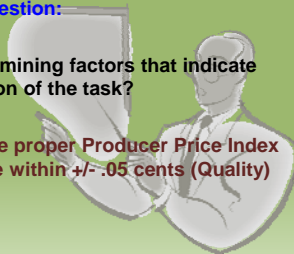


Step 3: Determine Criteria

Ask the following question:

What is/are the determining factors that indicate successful completion of the task?

Answer: (1) Using the proper Producer Price Index
(2) Estimate within +/- .05 cents (Quality)



What will the objective look like when I present my lesson?



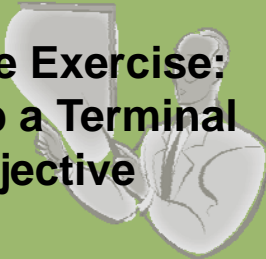
Terminal PBO

Given mineral material appraisal data, adjust the fair market value estimate of the mineral material disposal using the proper Producer Price Index and within +/- .05 cents.

Enabling Objectives

- Establish the commodity to be appraised
- Determine the current appraised value
- Access the BLS website
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- Complete PPI computations
- Adjust the contract price

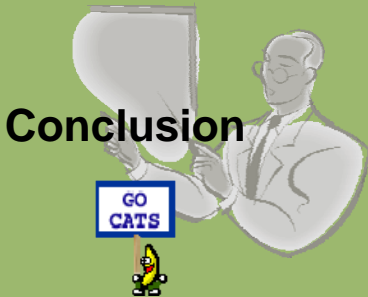
Practice Exercise: Develop a Terminal Objective



Example Presentation Tasks

1. Calculate retirement date
2. Recognize facility discrepancies
3. Identify VRM mistakes
4. Determine if a bearing tree is marked properly (scribe)
5. Identify legal land description parcels
6. Recognize indicators of a marijuana site
7. Determine if site reclamation was properly accomplished
8. Pack a fire mobility “red bag”
9. Fill out parts of a form
10. Determine pace


Conclusion



GO
CATS


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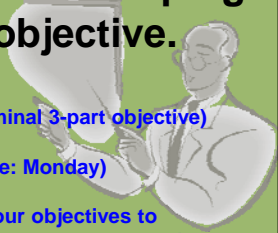


Good luck developing your objective.

(Only the Terminal 3-part objective)

(Due: Monday)

(Email your objectives to
Laura Harner & Kerry Kinslow)



Enabling Objectives

Enabling Objectives (EO): In order to reach the TO each student should, by the end of the lesson, be able to...

1. Explain the purpose of performance-based objectives.
2. Explain why performance-based objectives are important to training.
3. Describe the components of a terminal performance-based objective.
4. Differentiate between terminal and enabling performance-based objectives.
5. Recognize well-written terminal performance-based objectives.
6. Describe how to develop terminal and enabling performance-based objective.
