

COUNCIL FOR THE ADVANCEMENT OF STANDARDS

Learning & Development Outcomes

DOMAIN	DIMENSIONS	EXAMPLES OF LEARNING AND DEVELOPMENT OUTCOMES
Knowledge acquisition, construction, integration, and application	1. Understanding knowledge from a range of disciplines	Possesses knowledge of human cultures and the physical world; possesses knowledge of a specific subject matter
	2. Connecting knowledge to other knowledge, ideas, and experiences	Uses multiple sources of information and their synthesis to solve problems; knows how to access diverse sources of information such as the internet, text observations, and data bases
	3. Constructing knowledge	Personalizes learning; makes meaning from text, instruction, and experience; uses experience and other sources of information to create new insights; generates new problem-solving approaches based on new insights; recognizes own capacity to create new understandings from learning activities and dialogue with others
	4. Relating knowledge to daily life	Seeks new information to solve problems; relating knowledge to major and career decisions; makes the connections between classroom and out-of-classroom learning; articulates career choices based on assessment of interests, values, skills and abilities; documents knowledge, skills and accomplishments resulting from formal education, work experience, community service, and volunteer experiences
Cognitive Complexity	5. Critical thinking	Identify important problems, questions, and issues; analyze, interpret and make judgments of the relevance and quality of information; assess assumptions and consider alternative perspectives and solutions
	6. Reflective thinking	Applies previously understood information, concepts, and experiences to a new situation or setting; rethinks previous assumptions
	7. Effective reasoning	Uses complex information from a variety of sources including personal experience and observation to form a decision or opinion; is open to new ideas and perspectives
	8. Creativity	Integrates mental, emotional, and creative processes for increased insight; formulates a new approach to a particular problem
Intrapersonal Development	9. Realistic self-appraisal, self- understanding, and self- respect	Assesses, articulates, and acknowledges personal skills, abilities, and growth areas; articulates rationale for personal behavior; seeks and considers feedback from others; employs self-reflection to gain insight; functions without need for constant reassurance from others; balances needs of self with needs of others
	10. Identity development	Integrates multiple aspects of identity into a coherent whole; recognizes and exhibits interdependence; recognizes and exhibits interdependence in accordance with cultural and personal values; identifies and commits to important aspects of self
	11. Commitment to ethics and integrity	Incorporates ethical reasoning into action; explores and articulates the values and principles involved in personal decision- making; acts in congruence with personal values; exemplifies dependability, and trustworthiness; accepts personal accountability
	12. Spiritual awareness	Develops and articulates personal belief system; understands roles of spirituality in personal and group values and behaviors; critiques, compares, and contrasts various belief systems; explores issues of purpose, meaning, and faith

Interpersonal Competence	13. Meaningful relationships	Establishes healthy, mutually beneficial relationship with others; treats others with respect; manages interpersonal conflicts effectively, demonstrates assertive behavior
	14. Interdependence	Seeks help from others when needed and offers assistance to others; shares a group or organizational goal and works with others to achieve it; learns from the contributions and involvement of others; accepts supervision and direction as needed
	15. Collaboration	Works cooperatively with others, including people different from self and/or with different points of view; seeks and values the involvement of others; listens to and considers others' points of view
	16. Effective leadership	Demonstrates skill in guiding and assisting a group, organization, or community in meeting its goals; identifies and understands the carrying dynamics of a group; exhibits democratic principles as a leader or group member; communicates a vision, mission, or purpose that encourages commitment and action in others
Humanitarianism and Civic Engagement	17. Understanding and appreciation of cultural and human differences	Understands one's own identity and culture; seeks involvement with people different from oneself; articulates the advantages and impact of a diverse society; identifies systematic barriers to equality and inclusiveness, then advocates and justifies means for dismantling them; in interactions with others, exhibits respect and preserves the dignity of others
	18. Social responsibility	Recognizes social systems and their influence on people; appropriately challenges the unfair, unjust, or uncivil behavior of other individuals or groups; participates in service/volunteer activities that achieve reciprocity; articulates the values and principles involved in personal decision making; affirms and values the worth of individuals and communities
	19. Global perspective	Understands and analyzes the interconnectedness of societies worldwide; demonstrates effective stewardship of human, economic, and environmental resources
	20. Sense of civic responsibility	Demonstrates consideration of the welfare of others in decision making; critiques decisions and learns from mistakes; engages in principled dissent; understands and participates in relevant governance systems
Practical Competence	21. Effective communication	Conveys meaning in a way that others understand by writing and speaking coherently and effectively; Writes and speaks after reflection; able to influence others through writing, speaking or artistic expression; effectively articulates abstract ideas; uses appropriate syntax; makes and evaluates presentations or performances; listens attentively to others and responds appropriately
	22. Capacity to manage one's personal affairs	Exhibits self-reliant behaviors; manages time effectively; develops strategies for managing finances
	23. Vocational competence	Takes steps to initiate a job search or seek advanced education; can construct a resume based on clear job objectives and with evidence of knowledge, skills and abilities
	24. Maintain personal health and wellness;	Chooses behaviors and environments that promote health and reduce risk; articulates the relationship between health and wellness in accomplishing lifelong goals; exhibits behaviors that advance a healthy community
	25. Living a purposeful and satisfying life	Makes purposeful decisions regarding balance between education, work and leisure time; articulates and makes plans to achieve long term goals and objectives; acts in congruence with personal identity, ethical, spiritual and moral values; articulates long-term goals and objectives
	26. Demonstrating professionalism	Accepts supervision and direction as needed; values the contributions of others; holds self accountable for obligations; assesses, critiques, and then improves the quality of one's work on one's work environment
	27. Pursuing goals	Sets and pursues individual goals; articulates rationale for personal and educational goals and objectives; identifies and works to overcome obstacles that hamper goal achievement