

## Outcome based education foundations card

*One page for a department meeting. The four principles, the chain, and the questions that start the work.*

### Definition

An approach in which the curriculum, the teaching and the assessment are all derived from what learners must be able to do at the end. The outcome is decided first and everything else is selected because it serves that outcome.

### The four principles

| Principle            | What it means                                                        | One question to test it                                                |
|----------------------|----------------------------------------------------------------------|------------------------------------------------------------------------|
| Clarity of focus     | Everybody knows the outcome and what counts as success               | Can three students state the outcome of the module they are sitting in |
| Designing back       | Plan from the graduate profile backwards to sessions and assessments | Was this assessment designed from the outcome or from the content      |
| High expectations    | The standard is set by what safe practice requires                   | Who set this pass standard, and from what                              |
| Expanded opportunity | More than one route and more than one chance to reach it             | What is the second route for a student who misses it                   |

### The outcome chain

| Graduate profile   | Programme outcomes         | Course outcomes         | Assessment                  | Attainment and decision             |
|--------------------|----------------------------|-------------------------|-----------------------------|-------------------------------------|
| The public promise | Eight to twelve statements | Three to six per course | Evidence of the performance | The number and the change it causes |

- A programme outcome that no course outcome serves is decoration.
- A course outcome that no assessment tests is a wish.
- An attainment number that changes nothing is arithmetic.

Based on the ERAS Africa Outcome Based Education course, 2026, the EAA training manuals on competency based curriculum implementation and education quality assurance, the ETA Implementation Guideline for Accreditation of Medical and Health Science Programs (January 2022) and the WFME global standards. Free to copy and adapt with attribution.