



## Developing Whole Person Learner Outcomes for your Pilots

*This guide will help your team agree on outcomes for your learners during this pilot period. It can be hard work to decide "what you will take as evidence of success." However, developing outcomes can help you make important decisions regarding the learning experiences that you will design for your pilots. Please refer to the [LOMED Handbook](#), beginning on page 41, to learn more about Whole Person Learning and identifying Learner Outcomes.*

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Setting outcomes for learners in your pilots enables you to:

1. **Focus** the design
2. **Adjust** your pilot
3. **Communicate** with leadership

**Outcomes will focus the design of the learning experience:** You'll need to make decisions about a number of things when creating your pilot including: content, space, and activity. When you are equipped with learner outcomes you can say yes to some things (e.g. learning in homes or what big idea to explore) and no to others.

**Outcome data can help you** determine pilot impact so you can **make needed adjustments** by asking:

- "To what degree is this new pilot having impact on our learners?"
- "What should we adjust to better reach our outcomes?"

**Outcomes will allow you to communicate clearly with leadership.** Leaders will need to decide if you should "do more of what we've always done," or less of that, and "more of the new model." The data you collect can help inform that decision.

### Getting Started on Identifying Learner Outcomes

Try an imagination exercise with your team. "When our pilot of our new model is successful, what will we see?" Consider the following:

- What Jewish lived action do you see learners doing differently as a result of the experiences in the pilot?
- What would learners need to know to do this new lived Jewish action?
- What new relationships will they be developing that support them doing this new lived Jewish action? (e.g. peers, mentors)
- How will they express how they value /challenge this "new Jewish lived action"?

Once you've done this imagination exercise you can create whole person learner outcomes.



## Creating Learner Outcomes

With this kind of imagination you can name outcomes for learners:

- What will learners **KNOW**? (K)
- What will learners **DO**? (D)
- Who will learners connect with or increase their sense of **BELONG** (ing) to? (B)
- And what **VALUES/BELIEFS** will they explore? (B)

We call this way of naming outcomes, **WHOLE PERSON LEARNING**. Whole person learning attends to the four target areas of knowledge, doing, belief/values and belonging. It assumes that if learners are to make deep and long lasting connections, all four target areas must be addressed. Whole person learning also honors the personal alchemy of each individual. Some individuals, for example, connect mostly through action/doing, while other connect through knowledge or relationships.

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*Please refer to page 125 of the [Coalition Handbook Volume 2](#) for examples of learner outcomes. Note that “noticing targets” is another name for “learner outcomes.”*

*It is can be very helpful to use the [Pilot Design Template](#) as you are answering these questions.*

