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- “The overriding purpose of assessment is to understand how educational programs are

ASSESSMENT

- *Program Review*: comprehensive review of an academic program, unit, or division within the university. Conducted on a cycle of 5-6 years. May involve bringing in outside evaluators as well as an in-depth self-review of the unit. Assessment Plans and Assessment Report form a part of the Program Review.
- *Assessment Plan*: an annual plan detailing unit goals and outcomes; how those outcomes are measured.
- *Assessment Report*: a yearly report presenting the results of the unit's assessment measures and how the results are used to inform unit improvements.
- *Strategic Goals/Objectives*: broad general statements of long range intended outcomes
 - Institutional Goals: goals related to process. *Example: Chemistry department will increase the number of students majoring in chemistry.*
 - Learning Outcome Goals: broad statements of knowledge, skills, and abilities that a student attains as a result of the program. *Example: Allatealsstudent*

- Bloom's Taxonomy of Educational Objectives:
 - Cognitive: knowledge recall and intellectual skills: Knowledge, comprehension, application, analysis, synthesis, and evaluation
 - Affective: concerned with attitudes, values, interests, appreciation and feelings towards people, ideas, places and objects. Affective Outcomes range from receiving (or willingness to participate in an activity) to adopting a value system that directs behavior.
 - Skills: Bloom's taxonomy did not develop this area originally. Others have defined the skill domain to "classify movement patterns and behaviors."
- Building a Learning Outcome: Use concrete verbs not passive or vague verbs. Keep the statements simple.
 - See Appendix A for list of verbs associated with the various cognitive, affective, and skill levels.
- A good learning outcome is SMART:
 - Specific – clear and using action words
 - Measurable – quantify objectives with targets and benefits
 - Achievable – objectives can be achieved in steps
 - Realistic – keep in mind time-frame and monetary concerns
 - Time-bound – when are objectives measured and when is objective achieved
- Perry's Model of Intellectual Development (See Appendix B)
 - Student development through a sequence of nine positions which can be grouped into four major categories
 - Dualism – division of meaning into two realms – ex. Good vs. bad
 - Multiplicity – diversity of opinion and values is recognized as legitimate in areas where right answers are not yet known.
 - Relativism – diversity of opinion, values, and judgment derived from coherent sources, evidence, logic, systems, and patterns allowing for analysis and comparison.
 - Commitment – an affirmation, choice, or decision made in the awareness of relativism.
- Learning Outcomes need to relate to the Mission of the University and your School/Division or Unit.
 - Mission of the University of X is: "The mission of the University of X is to sustain a collaborative learning and research community that supports the personal development of its members and the creation of new knowledge. A X Education prepares students to lead lives of purpose, thoughtful inquiry, and responsible leadership in a global and pluralistic society.

Table

- *Direct Measures*
 - Capstone experience
 - Portfolio assessment
 - Standardized tests (major field achievement, tests of critical thinking, etc.)
 - Performance on national licensure exams
 - Locally developed tests (final examinations in key courses, qualifying examinations, and comprehensive examinations)
 - Gains between entry/exit on published or local tests
 - Student Writing
 - Juried reviews (speeches, performances)
 - External internship evaluations linked to learning outcome objectives
 - Summaries/analyses of electronic discussion threads
 - Student reflections on their values, attitudes and beliefs
- *Indirect measures*
 - Student and alumni surveys
 - Exit interviews
 - Time to degree studies
 - Job placement data
 - Satisfaction survey
 - Self-report measures of student learning
 - Enrollment trends
 - Data from courses
- *Rubric*
 - Guides to score student performance and work. Can be used for assessment, program evaluation and improvement of student learning.
- What is **N** a measure of student learning?
 - Faculty publications and recognition
 - Faculty/student ratio
 - GPAs
 - Curriculum review reports
 - Grades

These are what are termed “Institutional” or “Programmatic” Goals or Outcomes

Grades vs Learning Outcomes

- Grades are the summative evaluation of individual student performance in a specific course
- Learning Outcomes represent the formative evaluation of programs based on all elements of the curriculum

1A

1A

1

Bloom's levels of cognitive skills are provided in the table below, along with definitions for each

P&M

B

B

B

<u>B</u>	<u>B</u>	<u>B</u>
<u>B</u>	<p><u>Position 1</u></p> <p><u>B</u> <u>B</u>Uncertainty is not adequately perceived. <i>Truth</i> is out there and accepted. Authorities know, and if we work hard, read every word, and learn Right Answers, all will be well.</p>	<p>But what about those Others I hear about? And different opinions? And uncertainties? Some of our own <i>authorities</i> disagree with each other or don't seem to know, and some give us problems instead of <i>answers</i>.</p>
<u>B</u>	<p><u>Position 2</u></p> <p><u>B</u> <u>B</u> . True <i>authorities</i> must be right, the others are frauds. We remain <i>right</i>. Others must be different and wrong. Good <i>authorities</i> give us problems so we can learn to find the right answers by our own independent thought.</p>	<p>But even <i>good authorities</i> admit they don't know all the answers, yet.</p>
<u>B</u> ---> <u>M</u>	<p><u>Position 3</u></p> <p><u>B</u> <u>B</u> <u>B</u> <i>authorities</i>. Then some uncertainties and different opinions are real and legitimate <i>temporarily</i>, even for <i>authorities</i>. They're working on them to get to the <i>truth</i>.</p>	<p>But there are so many things they don't know <i>answers</i> to! And they won't for a long time.</p>



	<p>4b</p> <p>Where <i>authorities</i> don't know the <i>right answers</i>, everyone has a right to his own opinion; no one is wrong.</p>	<p>About what?</p>
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Position 4b

M


In certain courses *authorities* are not asking for the right answer. They want us to *think* about things in a certain way, *supporting* opinion with data.




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	<p style="text-align: center;"><u>Position 8</u></p> <p>I've made several commitments. I've got to balance them; how many, how deep? How certain, how tentative?</p>	<p style="text-align: center;">Things are becoming contradictory. I can't make logical sense out of life's dilemmas.</p>
	<p style="text-align: center;"><u>Position 9</u></p> <p>This is how life will be. I must be wholehearted while tentative, fight for my values yet respect others, believe my deepest values to be right yet be ready to learn. I see that I shall be retracing this whole journey again and again; but, I hope, more wisely</p>	<p style="text-align: center;">Back to square one.</p>

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According to Dary (reflecting Perry -- hey, that rhymes!) the Scale of Intellectual Development, there are  of intellectual development characteristic of college students. However, later research on the model has shown that most college students do not complete the cycle of stages and that development continues into adulthood.

	
	<p>Dualistic thinking is characterized by binary thought processes. That is, met with a course which presents many theoretical positions on a given issue, the typical college freshman will ask, "so, which one is right?" The dualistic thinker sees the world as black and white,</p>

	<p>missing the many shades of gray. Respect for an authoritative position is a hallmark of dualistic thought.</p>
	<p>The relativistic thinker views the world from a multiplicity of perspectives. However, the relativistic thinker still looks to external authority for guidance. The relativistic thinker has a greater tolerance for uncertainty and can reference the context of an argument, thus, at least in a rudimentary fashion, evaluate the authority within that context. In other words, the relativistic thinker might evaluate a political argument depending upon whether the source was representing the Republican or the Democratic position.</p>
	<p>The commitment-level thinker sees the multiplicity of divergent viewpoints and has developed a coherent belief system. This thinker acknowledges alternative views but can argue the committed position in a cogent fashion while not punishing others for the alternative view. This thinker can walk a mile in another's shoes and modify cognitive structures accordingly within the frame of reference of a cohesive belief system.</p>
	<p>The empathetic thinker can genuinely see the world as others see it and is constantly aware of the impact of one's own belief system on the society and culture. The empathetic thinker is capable of using the view of others to defuse argumentation while presenting one's own position effectively. This thinker acknowledges the rights of others to divergent positions while maintaining a cohesive belief system.</p>

C

M

An efficacious method of mapping outcomes onto the curricular structure is by producing a curriculum map. Below is a simple method of constructing a curriculum map.

Curriculum Map for [enter program name and CIP Code]

Key:

Step 6: Test the rubric by using it with a few student papers.

- If necessary, make changes based on the use with trial papers.
- It is now time to establish inter-rater reliability.

Step 7: Have one or more colleagues review the rubric.

- If necessary, make changes based on agreement with colleagues.
- Have the colleagues score an array of sample work which you have already scored using the same rubric.
- Calculate the correlation between your scores and the scores of your colleagues.
- The correlation should be 0.7 or higher.
- NOTE: you may ask the Office of Assessment or Institutional Research for assistance in calculating the correlation coefficients.

Step

Rating

NOTE: the column and row structure as well as the numerical scale related to the skill level.

1	1 - 2	2 - 3	3 - 4	4 - 5
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*performance
elements are in*