

Program Assessment Review

Criterion	Initial	Emerging	Developed	Highly Developed
Assessment Planning	No formal assessment plan.	Relies on intermittent planning.	Clear, regularly-used plan.	Clear, multi-year plan with several years of implementation.
Assessable Outcomes	Non-specific outcomes. Do not state student-learning outcomes.	Most outcomes indicate how students demonstrate learning.	Each outcome describes student demonstration of learning.	Outcomes describe demonstration of student learning. Outcomes used for improvement.
Assessment Implementation	Not clear that assessment data is collected.	Evidence collected and faculty have discussed relevant criteria for reviewing.	Evidence collected and faculty use relevant criteria.	Evidence is collected, criteria is determined, and faculty discuss multiple data sets. Data is used.
Alignment	No clear relationship between outcomes and curriculum.	Some alignment between curriculum and outcomes.	Clear alignment between curriculum and outcomes.	Curriculum, grading, and support services are aligned with outcomes.
Valid Results	Little evidence that measures are valid.	Majority of measures are valid.	Valid measures in regular use.	Multi-year use of valid measures.
Reliable Results	No process to check for inter-rater reliability.	Faculty preparing inter-rater reliability.	Faculty check for inter-rater reliability.	Multi-year use of process and evidence of good inter-rater reliability.
Annual Feedback on Assessment Efforts	Nobody provides feedback to departments on quality of their assessment plan.	Occasional feedback by person or committee.	Annual feedback by person or committee. Departments use feedback.	Annual feedback, departmental use, and institutional support.
Results are Used	Results for outcomes are collected but not discussed.	Results collected and discussed, but not used.	Results collected, discussed, and used.	Results collected, discussed and used. Evidence that changes lead to improved learning.
Planning and Budgeting	Outcomes not integrated into planning and budget.	Alignment of outcomes and planning and budgeting occurs informally.	Some formal attempts at aligning outcomes and planning and budgeting.	Alignment of outcomes and planning is systematic and intentional.