

Rubric for Evaluating Outcomes Assessment Plan and Progress

Criterion	Initial	Emerging	Developed	Highly Developed
Assessment Planning	No formal plan	Relies on short-term planning	Clear multi-year 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 Faculty have discussed relevant criteria for reviewing	Evidence is collected and faculty use relevant criteria	Evidence collected, criteria determined and faculty discuss multiple sets of data. 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 to no 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	No person or committee 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 clear institutional support.
Results are Used	Results for outcomes are collected but not discussed.	Results collected, discussed but not used.	Results collected, discussed and used.	Results collected, discussed, used and evidence to confirm that changes lead to improved learning
Planning and Budgeting	Outcomes not integrated into planning and budget	Attempts at aligning outcomes and planning and budget	Alignment of outcomes and planning and budget occurs informally	Alignment of outcomes and planning is systematic and intentional