Program Assessment Rubric

Program Name: _____ **Academic Year:** _____

Mark one category per row and include evidence for each element referenced.

Source Document	Capacity Criteria	Initial	Emerging	Developed
Program Mission, Goals Outcomes	Program Mission	☐ Program mission fails to identify three or more elements (program name, purpose, key functions, stakeholders and alignment with the college mission).	☐ Program mission identifies program name, purpose, key functions but lack clarity of stakeholders and alignment to the college mission.	☐ Program mission clearly identifies program name, purpose, key functions, stakeholders and evidences alignment with the college mission.
	Program Goals	☐ Program learning goals are not aligned to the program mission and do not address knowledge, skills, and/or values.	☐ Program learning goals appear to be aligned to the program mission and one or more learning domains are not addressed, i.e. knowledge, skills, and/or values.	☐ Program learning goals are aligned to the program mission and are stated in broad terms of knowledge, skills, and/or values.
	Program Student Learning Outcomes (PSLOs)	☐ Program student learning outcomes lack alignment with the program goals and are not observable, measurable and student centered.	☐ Program student learning outcomes are inconsistently aligned with the program goals, and not each PSLO is observable, measurable and student centered.	☐ Each program student learning outcomes is aligned with the program goals, is observable, measurable and is student centered.
Curriculum Map	Curriculum Map	☐ Not all program student learning outcomes are listed and/or only a subset of required courses are mapped to the program SLOs; progress of each outcome in the curriculum (I, R, M) is not identified/clear.	☐ All program student learning outcomes are listed and most of the major required/elective courses are mapped to the program SLOs; progress of each outcome in the curriculum (I, R, M) is somewhat clear.	☐ All program student learning outcomes are listed and all of the major required/elective courses (regularly offered) are mapped to the program SLOs; progress of each outcome in the curriculum (I, R, M) is clearly identified.
Annual Program Assessment Plan	Annual Program Assessment Plan	☐ The program has no formal annual plan or is missing three or more critical elements i.e. PGs, PSLOs, measures and evaluation tool.	☐ The program has an annual plan which consists of rationale and at a minimum the following elements: mission, PGs, PSLOs, measures and evaluation	☐ The program has a reasonable annual plan which consists of logical rationale and the following elements: mission, PGs, PSLOs, measures, sample size, timeline,

			tool.	evaluation tool and next steps.
Five Year Program Assessment Plan	Five-Year Program Assessment Plan	☐ The plan does not cover five years and is missing four or more components: mission, PGs/PSLOs, source of evidence, measures, expected level of student achievement, rubric, faculty involved, year of reassessment.	☐The plan covers five years, identifies mission and PGs/PSLOs but is missing less than three components: source of evidence, measures, expected level of student achievement, rubric, faculty involved, year of reassessment.	☐The plan covers five years and includes all components: mission, PGs/PSLOs, source of evidence, measures, expected level of student achievement, rubric, faculty involved, year of reassessment.
Annual Program Assessment Report	Annual Report Elements	☐ Annual program assessment report is lacking five or more elements i.e. mission, targeted PGs and PSLOs, measures, rubric, expected Level of achievement, action plan, actions implemented and plan for next year.	☐ Annual program assessment report includes critical elements i.e. mission, PGs, PSLOs, data collection and evaluation tools but lacks action plan, actions implemented and plan for the next year.	☐ Annual program assessment report includes mission, targeted PGs and PSLOs, measures, rubric, expected level of achievement, action plan, actions implemented and plan for next year.
	Assessment Measures	☐ Has not yet developed (or identified) direct measures.	☐ Has developed (or identified) direct assessment measures, but may not be appropriate to program level assessment.	☐ Has developed (or identified) direct and/or indirect assessment measures that effectively convey information about student learning outcomes.
	Sample size	☐ Does not identify the sample size and courses used to collect data.	☐ Has identified the sample size and courses used to collect data but may not be representative of the program student population.	☐ Has identified the sample size and courses used to collect data. The sample size is appropriate and representative of the program student population
	Program Assessment Rubric	☐ Has rubric that does not evidence alignment with PGs and PSLOs and lacks criteria and descriptors that are mutually exclusive	☐ Has rubric that aligns with PGs and PSLOs, evidences scale, and has one or more criteria and descriptors that are not mutually exclusive	☐ Has rubric that aligns with PGs and PSLOs, evidences scale and includes criteria and descriptors that are mutually exclusive
	Expected level of achievement	☐ Expected level of achievement is not defined.	☐ Expected level of achievement identifies a percentage but lacks specifics on performance levels (rubric).	☐ Expected level of achievement identifies a percentage and includes specifics on performance levels (rubric).

	Action Plan	☐ Program does not yet have plans for next steps and there is no understanding on what action is needed.	☐ Program has plans for next steps including the required action, but they are not yet clear or feasible.	☐ Program has concrete plans for next steps with goals, roles, timelines and required actions.
	Implementation of action plan	☐ Program does not demonstrate *closing the loop* as per assessment action plan from last year.	☐ Program partially demonstrates *closing the loop* as per assessment action plan from last year but is missing at least one of these components, i.e. time of implementation and future assessment of the change	☐ Program has demonstrated *closing the loop* as per assessment action plan from last year, time of implementation and future assessment of the change
	Next year Assessment Plan	☐ Program does not identify an assessment plan for next year.	☐ Program identifies an assessment plan for next year including PGs, PSLOs, but lacks at least one of the following: specific course and sections and assessment measure.	☐ Program identifies an assessment plan for next year including PGs, PSLOs, specific course and sections and identified assessment measure.

Completed by _____ Date_____