Evaluation Rubric of Program Student Learning Outcomes Assessment Reports

Criterion	Initial	Emerging	Developed	Highly Developed
Assessment Plan	• Assessment plan includes most but not all required elements. • PLOs may or may not be aligned with relevant ILOs.	• Assessment plan includes all required elements using the USLOAC template. • PLOs are aligned with relevant ILOs.	• Assessment plan includes all required elements using the USLOAC template. • PLOs are aligned with relevant ILOs.	• Assessment plan includes all required elements using the USLOAC template. • PLOs are aligned with relevant ILOs.
Curriculum Map	• Curriculum map may not be accurate or appropriate.	• Curriculum map may not be accurate or appropriate.	• Curriculum map is accurate and appropriate with all relevant courses identified and assessed at different levels of proficiencies.	• Curriculum map is accurate and appropriate with all relevant courses identified and assessed at different levels of proficiencies.
Assessment Measures	• The measures depend heavily on course grades, GPA, or other gross measures of performance. • There may also be a dependence upon indirect data. • No explicit rationale for the measures is provided.	• Direct measures are used (e.g., specific course assignments or performance other than course grades or GPA). • Indirect measures may or may not be used. • A rationale for the measures is provided but lacks detail or is unsound.	• Direct measures are used (e.g., specific course assignments or performance other than course grades or GPA). • Indirect measures may or may not be used. • A rationale for the measures is provided that is clear and sound.	• The measures include both direct (e.g., student course work) and indirect (e.g., student perceptions) evidence. • A rationale for the measures is provided that is clear and sound.
Assessment Rubrics	• No rubrics are provided.	• Rubrics are used, but not PLO-specific or only used grading rubrics.	• PLO-specific assessment rubrics are used to assess student work.	• PLO-specific assessment rubrics are used to assess student work. • Rubrics contain relevant characteristics of the PLO and detailed descriptions of different levels of learning.
Analysis of Evidence	• No evidence is collected.	• Evidence is collected but not closely related to PLOs.	• The evidence collected relates to PLOs but the analysis lacks depth.	• The evidence collected relates to PLOs and has been analyzed in depth.
Student Awareness	• No mention of student awareness of PLOs.	• No mention of student awareness of PLOs.	• Students are aware of PLOs (e.g., through program's website and/or course syllabi, etc.).	• Students are aware of PLOs (e.g., through program's website and/or course syllabi, etc.).
DEI in Assessment	• No mention of DEI in assessment.	• No mention of DEI in assessment.	• DEI in assessment is mentioned but lacks detail and depth.	• Provides strong evidence of integration of DEI into assessment (e.g., procedure, data analysis, suggested actions).
Criteria for Success	• Criteria for success are not stated.	• Criteria for success are stated but levels of performance are not appropriate or feasible for the degree level awarded.	• Criteria for success are stated and levels of performance are appropriate and feasible for the degree level awarded.	• Criteria for success are stated and levels of performance are appropriate and feasible for the degree level awarded.
Program Improvement	• No mention of actions for program improvements	• Needed improvements are identified • Plan to implement and assess recommended changes is not clear	• Needed improvements are identified • There is a clear plan to implement and assess recommended changes	• Needed improvements are identified • There is a clear plan to implement and assess recommended changes • Addressed previous USLOAC feedback • Previous actions were addressed (closing the loop)

Sources: USLOAC Checklists for Evaluating Assessment Plans, Rubrics, Indirect Measures, and Reports; WASC Program Learning Outcomes: Rubric for Assessing the Quality of Academic Program Learning Outcomes.