

## BSOL Annual Learning Results Summary, AY 2016-17

The following table summarizes the assessment of PLOs for the Bachelor of Science in Organizational Leadership (BSOL) program for assessment cycle (2016-17). This process is conducted regularly as part of the annual learning results assessments, which measure two or three PLO's for each program each year. This summary report is to be submitted to the EEC upon its completion.

<b>Program</b>	Bachelor of Science in Organizational Leadership
<b>Assessment Period</b>	Summer 2016 to Spring 2017
<b>Program Learning Outcomes (PLOs)</b>	<p>PLO 5: Develop a strategic plan to assess internal/external market pressures and propose a strategy that honors people, the organization, and the external environment. (BSOL 410)</p> <p>PLO 6: Appraise one's understanding of strengths, learning styles, and temperament to assess organizational employee needs. (BSOL 302)</p>
<b>Standards of Success</b>	<p>PLO 5: Passing for individual artifacts consisted of each artifact passing two out of the three criteria.</p> <p>80% of artifacts will meet the 'Proficient' level as measured by the 'Direct Assessment' rubrics developed for the <b>Applied Summary Essay: Leadership Styles and Organizational Strategy, Pt. 2</b></p> <p>PLO 6: Passing for individual artifacts consisted of each artifact passing two out of the three criteria.</p> <p>80% of artifacts will meet the 'Proficient' level as measured by the 'Direct Assessment' rubrics developed for the <b>Applied Summary Essay: Professional Development Plan, Pt. 2</b></p>
<b>Evidence</b>	<p>PLO 5: BSOL 410 Leadership Styles and Organizational Strategy Essay (pt. 2). Sample size: 35 randomly selected artifacts (40% of 88 essays).</p> <p>PLO 6: BSOL 302 Professional Development Plan Essay (pt. 2). Sample size: 32 randomly selected artifacts (40% of 80 essays).</p>
<b>Assessment Tool</b>	<p>PLO 5: Direct-assessment rubric for evaluating artifact; inter-rater reliability exercise conducted.</p> <p>PLO 6: Direct-assessment rubric for evaluating artifact; inter-rater reliability exercise conducted.</p>
<b>Assessors</b>	PLOs 5 & 6: Dr. Fred Garlett, Dr. Robert Waltz, Gordon Jorgenson (tie-breaker)
<b>Results</b>	<p>PLO 5: 35 out of the 35 artifacts were proficient (100% pass rate)</p> <p>PLO 6: 29 out of the 32 artifacts were proficient (91% pass rate)</p>

<b>Discussion of Results</b>	<p>PLO 5: There was unanimous agreement that the PLO is aligned to the CLO and also the assignment rubric. There was also agreement that the PLO rubric was properly aligned to the assignment instructions and a good representation of whether or not the students were meeting PLO 5. The results confirm that the most recent revisions to the BSOL 410 course in the spring of 2017 are on track and meet our expectations for alignment and assessment practices.</p> <p>PLO 6: Again, there was unanimous agreement that the PLO is aligned to the CLO and also the assignment rubric. There was also agreement that the PLO rubric was properly aligned to the assignment instructions and a good representation of whether or not the students were meeting PLO 6.</p> <p>On a side note, unrelated to this assessment exercise, the group found the rubric for Part 3 of the Professional Development Plan assignment was incomplete and misaligned to the assignment. It has also been noted that revisions to the instructions for Part 3 need revision. This course was also redeveloped completely back in the spring of 2017. Significant changes were made to the CLOs so they better aligned with the PLOs. The review team is confident that these revisions have strengthened the program. The assessment results support this claim as 91% of the students met the expectations of the outcome.</p>
<b>Proposed Changes</b>	<p>PLO 5: No changes are proposed for PLO 5. This entire course was completely redeveloped last year to address multiple issues with the program and courses.</p> <p>PLO 6: No changes are proposed for PLO 6. This entire course was completely redeveloped last year to address multiple issues with the program and courses. The panel did discover inconsistencies with Part 3 of the Professional Development plan. The SMC will work with the AD and submit revisions to the assignment instructions as well as the assignment rubric</p>
<b>Rationale for Proposed Changes</b>	<p>PLO 5: N/A</p> <p>PLO 6: The proposed change is a direct result of the discovery of the misalignment of the assignment and rubric for Part 3 of the Professional Development Plan during the assessment process.</p>
<b>Financial Resources Required</b>	<p>PLO 5: None</p> <p>PLO 6: The changes will only involve minor edits to the assignment. No additional funding is required. Suggested changes will be submitted to eLearning by 6/15/18. Effective implementation should be in place by the beginning of Fall 1 2018.</p>
<b>Annual Learning Report Approved</b>	<p>June 6, 2018</p>
<b>Follow Up (Closing the Loop)</b>	<p>PLO 5 and 6: In the time that has passed since the last PLO assessment of the BSOL program, the entire program was revised. Several of the old PLOs were removed with new ones added. There was a course dropped from the program and a new one added. This was a significant and complete revision. Because of this, we are starting from the beginning with regard to closing the loop on program outcomes. A comparison of the old PLOs would be completely out of synch to the new PLOs.</p>