

Assessment Institute at Indianapolis
October 30, 2012

Defining Success

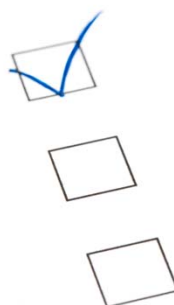
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Tallying Results

- Use percentages.
- Averages have little meaning.
- Use numbers with small groups.



Rubric Results for 40 Students	Excep- tional	Very Good	Ade- quate	Inade- quate
Purpose & audience	40%	50%	5%	5%
Central idea & overall organization	5%	55%	40%	0%
Paragraph structure	25%	55%	15%	5%
Content/reasoning	30%	30%	30%	10%
Sentence structure	15%	35%	50%	0%
Tone & word choice	35%	50%	15%	0%
Conciseness	25%	75%	0%	0%
Grammar/mechanics	55%	15%	15%	15%



**For the rubric
results that follow...**

Which criterion results
are you **most satisfied**
with? **Why?**

Rubric Results for 40 First-Year Students	Excep- tional	Very Good	Ade- quate	Inade- quate
1. Purpose & audience	40%	50%	5%	5%
2. Central idea & overall organization	5%	55%	40%	0%
3. Paragraph structure	25%	55%	15%	5%
4. Content/reasoning	30%	30%	30%	10%
5. Sentence structure	15%	35%	50%	0%
6. Tone & word choice	35%	50%	15%	0%
7. Conciseness	25%	75%	0%	0%
8. Grammar/mechanics	55%	15%	15%	15%

For the rubric results that follow...

- Which criterion **results most trouble** you?
Why?
- *“Houston, we have a problem with student achievement here!”*



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8. Grammar/mechanics	55%	15%	15%	15%

Your Targets May Vary

- Is this competency essential?
 - *Calculating dosages*
 - *Making effective oral presentations*

- Is this competency basic or aspirational?
 - *Grammar*
 - *Creative insight*

- What is the cost of perfection?



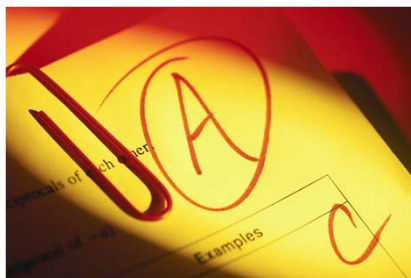
Merely Adequate is Not Good Enough.

- Two targets?
 - *Adequate*
 - *Outstanding*

Many Ways to Set Targets

- Against a standard (“Adequate”)
- Against the other criteria
- Against peers in other classes/programs/colleges
- Over time
- Against the beginning of the course or program (value-added)

Use Samples of Student Work to Inform Your Thinking.



- Would this paper embarrass us?
- Would this paper make us proud?
- **Why?**

Internship Supervisors' Ratings

	Exceptional	Very Good	Adequate	Inadequate
Communicates ideas & concepts effectively when speaking	60%	29%	10%	1%
Brainstorms/develops options & ideas	58%	25%	14%	3%
Exhibits a vibrant approach to work	67%	22%	9%	2%
Sets appropriate priorities	67%	22%	9%	2%
Seeks out & utilizes appropriate resources	60%	26%	13%	1%
Understands written materials	62%	27%	9%	2%
Communicates ideas & concepts clearly in writing	56%	30%	10%	4%
Participates effectively in meetings or group settings	57%	32%	10%	1%
Dress & appearance are appropriate	78%	18%	3%	1%
Manages & resolves conflict in a productive manner	48%	35%	16%	1%
Demonstrates assertive but appropriate behaviors	58%	27%	14%	1%
Overall rating	64%	26%	8%	2%

Sort Results from Highest to Lowest

	Exceptional	Very Good	Adequate	Inadequate
Dress & appearance are appropriate	78%	18%	3%	1%
Sets appropriate priorities	67%	22%	9%	2%
Exhibits a vibrant approach to work	67%	22%	9%	2%
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Brainstorms/develops options & ideas	58%	25%	14%	3%
Participates effectively in meetings or group settings	57%	32%	10%	1%
Communicates ideas & concepts clearly in writing	56%	30%	10%	4%
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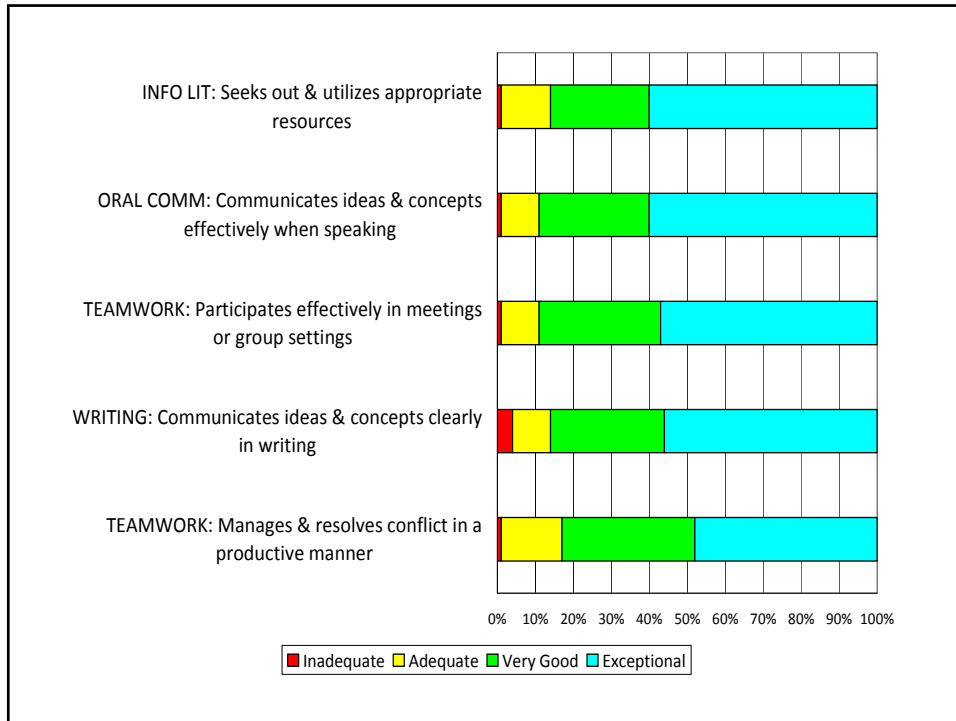
- Most information is useless.
- Give yourself permission to dismiss it.

–Harris & Muchin

Riverfront College Learning Outcomes

- Develop and express ideas in **writing**.
- **Speak** purposefully to affect listeners' understanding, attitudes, or behaviors.
- Contribute meaningfully and effectively to **team** discussions and tasks.
- Locate, evaluate, analyze, and synthesize **information**, and use it to make intelligent decisions.

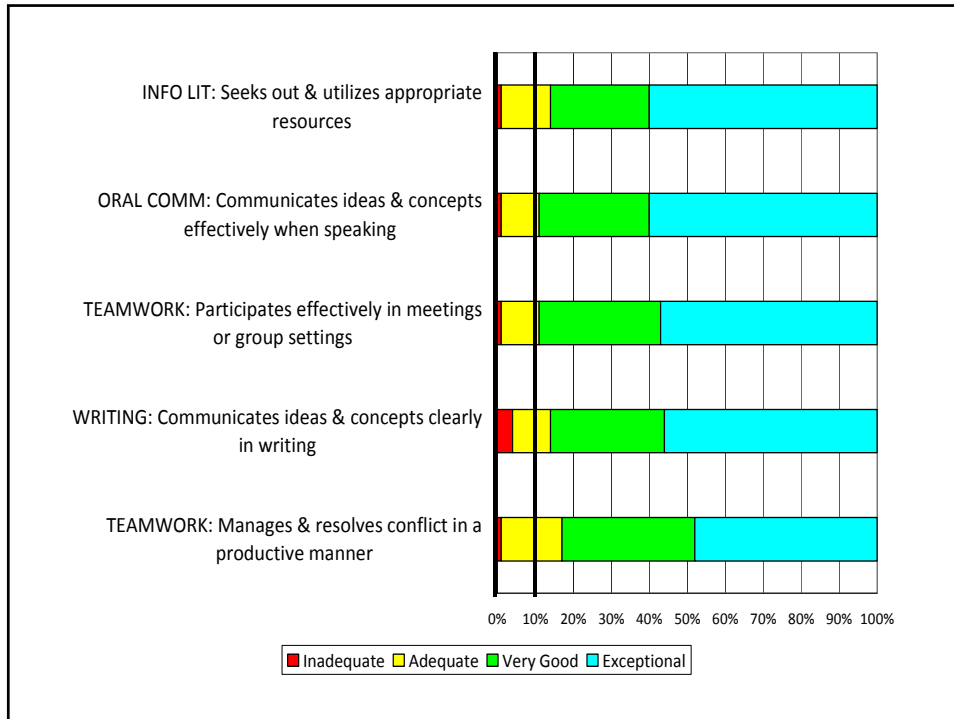
	Excep- tional	Very Good	Ade- quate	Inade- quate
INFO LIT: Seeks out & utilizes appropriate resources	60%	26%	13%	1%
ORAL COMM: Communicates ideas & concepts effectively when speaking	60%	29%	10%	1%
TEAMWORK: Participates effectively in meetings or group settings	57%	32%	10%	1%
WRITING: Communicates ideas & concepts clearly in writing	56%	30%	10%	4%
TEAMWORK: Manages & resolves conflict in a productive manner	48%	35%	16%	1%



Riverfront's Standards Based on Employer Interviews

- 100% at least "adequate"
- 90% at least "very good"





Consulting with Others is Critical

- *Employers*
- *Disciplinary associations*
- *Graduate programs*
- *Peers*

- Externally informed
- No navel gazing!

Time to Reflect!

