Defining Success

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Express Targets as Percentages, Not Averages

• “90% will score 65 or better”

• NOT “The average will be 72.”
• Most information is useless.

• Give yourself permission to dismiss it.

– Harris & Muchin

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

Inadequate  Adequate  Outstanding

Target  Target

Define Success as a Range, Not an Arbitrary Number

RED ALERT!  Adequate  Outstanding

Base Target  Aspirational Target
Many Ways to Set Targets

- Against a standard (0% Never?)
  - *Justifiable, externally informed*
- Against the other criteria
  - *Strengths & weaknesses*
- Against peers
- Over time
- Against the beginning of the course or program
  - *Value-added*

Consulting with Others is Critical

- *Employers*
- *Graduate/4-year programs*
- *Peers*

- Externally informed
- No navel gazing!
**Do Some Research**

- Have others set standards?
  - *Disciplinary associations*
  - *Online searches*
  - *Colleagues in peer programs and colleges*

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**Use Samples of Student Work to Inform Your Thinking.**

- Would this paper embarrass us?
- Would this paper make us proud?
- Why?
Use Rubrics to Articulate Local Standards

- Minimally acceptable performance may be a minimum standard for
  - *Every trait*
  - *The sum or average of all traits*
  - *Certain traits*

- *Justifiable*
- *Externally informed*

Defining Success is an Iterative Process
Questions? Comments?