

# Promoting Continuous and Sustainable Academic Assessment through Incentivized Reporting Practices

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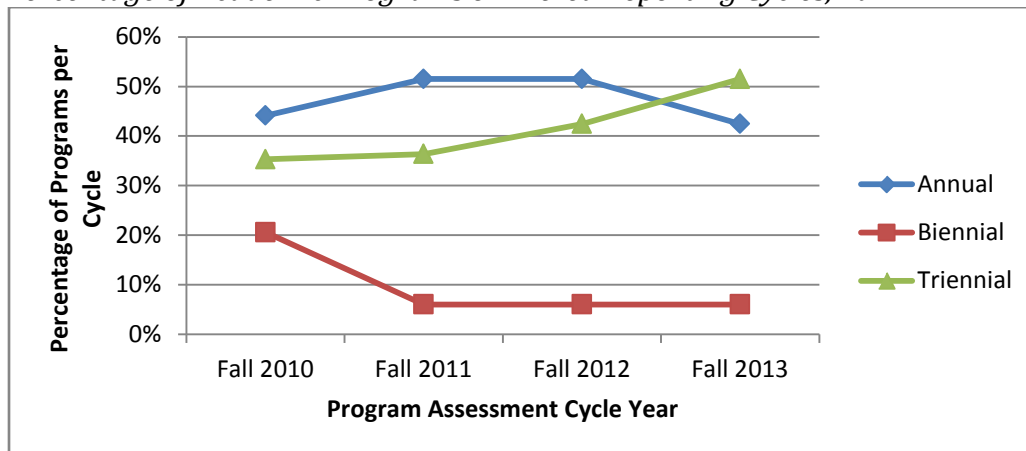
Implementing an incentivized reporting structure in academic program assessment can promote and reward true continuous improvement in assurance of student learning.

## Scoring Rubric

Programs are scored on how well their assessment plans align with best practices in 6 main categories: goals, outcomes, measures & tools, data and success criteria, continuous improvement, and feedback loop. Based on those scores, programs are placed into one of three reporting cycles:

- Triennial Cycle: update report each year, full report every 3 years (rubric score 19-25)
- Biennial Cycle: update report each year, full report every 2 years (rubric score 16-18)
- Annual Cycle: full report every year (rubric score 0-15)

*Percentage of Academic Programs on Tiered Reporting Cycles, Fall 2010-2013*



## Revise & Resubmit Process

Programs who submitted a full report are eligible to revise within 90 days of feedback

*Revise-Resubmit Submissions, Fall 2011- 2013*

	<u>Fall 2011</u>	<u>Fall 2012</u>	<u>Fall 2013</u>
<b>Total Eligible</b>	12	8	2
<b>Percentage Submitted</b>	58%	25%	--
<b>Percentage Improved Cycle</b>	60%	100%	--

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### Tiered Reporting Cycles

#### 3-Tiered System

- A three-tiered reporting cycle of annual, biennial, or triennial report submission based on the state of the assessment system.
- A scoring rubric was used to score and assign reporting cycles.

#### Challenges

- First year: reviewing and assigning all programs
- Second year: dealing with biennial programs that moved down
- Third year: revising the rubric to better align to new process

#### Benefits

- **Expected**
  - reduced reporting
  - decreased review time
  - increased quality of feedback
  - reward high performing programs
- **Unexpected**
  - incentivized continuous improvement
  - promotes best practices
  - state of assessment has improved

### Revise & Resubmit

#### Process

- Programs who submitted a full report are eligible to revise within 90 days of feedback
  - annual: add 2 pts to their score and submit an update report
  - biennial: add 1 pt to their score and counts as an update report

#### Faculty Benefits

- Immediate, detailed feedback
- Decreases time to cycle--reach higher level sooner
- Reduces reporting burden in long-term by serving as report submission for the following year

#### System Benefits

- Promotes year-round evaluation of assessment data and conversations about improvement of student learning, while supporting incremental and continuous improvement

### Moving Forward

#### Continuous

- Program coordinators group: meet to discuss assessment in their programs and across campus
  - share success stories
  - highlight best practices
  - promote innovation
  - identify needs

#### Improvement

- Peer mentoring to help struggling programs: some annual programs see issues such as small enrollment and few faculty as barriers
  - triennial peers with similar challenges can mentor those programs

#### Rewards

- Showcase top programs through campus sessions
- Travel/Conference funding for innovative programming
- Provide system-wide engagement opportunities related to assessment initiatives