ISLOs: 1) COMMUNICATION: Communicate effectively; 2) ANALYSIS: Analyze and apply knowledge; 3) ETHICS: Employ ethical decision making.

<table>
<thead>
<tr>
<th>PSLO PROGRAM STUDENT LEARNING OUTCOMES</th>
<th>ISLO INSTITUTIONAL STUDENT LEARNING OUTCOMES</th>
<th>ASSESSMENT &amp; CRITERIA (Benchmarks)</th>
<th>SUMMARY OF ASSESSMENT</th>
<th>USE OF RESULTS/ ACTIONS UNDERTAKEN</th>
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Use the instructions as a brief guide to completing your Program Assessment Plan. Each row of the template represents a specific ISLO assessed in the program. Program Assessment Plans should include a minimum of least three (3) program outcomes to measure and evaluate for the ISLO identified.

**Program/Unit:** Identify a primary department, program, or administrative unit for this report

**Column 1: Program Outcomes**

Enumerate program outcomes that will support the stated ISLO in Column 2, including any tangible outputs or tasks that will be to accomplished.

**Column 2: ISLO**

Identity a ISLO you expect to be made more effective by the success of the program activity to be implemented and assessed.

**Column 3: Assessment**

Identify appropriate outcome measures that will be used to evaluate the effectiveness outcomes entered in Column 1. Outcome measures should be meaningful and likely to reflect improvement towards the achievement of objectives entered in Column 1. Where appropriate, multiple methods of measurement should be considered to ensure robust evaluation.

Criteria for determining success are to be provided for each outcome measure. Each criterion should be attainable and meaningfully represent achievement of an outcome. Criteria that describe both average outcomes and variability in outcomes will assist in identifying overall effectiveness as well as potential gaps in effectiveness.

**Column 4: Effectiveness Results/Summary of Data**

Results are clearly summarized for each effectiveness measure and evaluated using its criterion of success indicated in Column 3. Numeric data is reported in summary form, with frequencies expressed in both raw counts and sample percentages [e.g., 59 of 84 (70%)]. Sample sizes and measures of variability should be provided when reporting averages [e.g., “based upon 134 respondents, the average survey rating was 4.5 with a range of 1.5 to 5.0].

**Column 5: Use of Results/Actions Undertaken**

Based upon the information provided in Column 4, identify how results were or will be used to improve effectiveness in the future. Changes to existing programs, policies, procedures, and practices based on data and results may be summarized and documented (i.e., meeting minutes, action plans, approval of changes/revisions to existing materials, etc.). Avoid aspirational language that describe future actions or decisions that you "plan to" or "hope to" accomplish: content in this column should reflect concrete actions or specific decisions actually taken.

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Questions? Assistance? Please contact:
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“Simplicity facilitates manageability and sustainability.” nqw