Departmental Annual Review with SLOs Rubric 2019-2020

	Not Met	Met	Exceeding
Mission Statement	There is no Mission Statement.	Provides a description of the program's mission, and vaguely aligns purpose with the University's mission. Statement is too long and loses clarity for all audiences.	Provides a complete description of the program's overall mission and function, and closely aligns this with the University's mission.
Vision Statement	Vision statement is not stated.	Provides a description of the program's inspirational long-term vision, and vaguely aligns purpose with the University's vision. Statement is too long and loses clarity for all audiences.	Provides clear and inspirational long-term desired change resulting from department or program's work and closely aligns with the University's vision.
Departmental Outcomes/Goals	One or more of the outcomes are not measurable. One or more of the outcomes are not the same as the one's listed on the website.	Most of the outcomes are measurable. One or more of the outcomes are the same as the one's listed on.	All of the outcomes are measurable. All of the outcomes are the same as the one's listed on the website.
Student Learning Outcomes	One or more of the outcomes are not measurable. One or more of the outcomes do not measure skills, ability, content knowledge or attitudinal domain. One or more of the outcomes does not include action verbs (e.g. apply, interpret, analyze, evaluate, develop, create, etc.) that measure a higher level or learning. One or more of the outcomes are not the same as the one's listed on the website.	Most of the outcomes are measurable. Most of the outcomes clearly measure skills, ability, content knowledge or attitudinal domain. Most of the outcomes include action verbs (e.g. apply, interpret, analyze, evaluate, develop, create, etc.) that measure a higher level or learning. One or more of the outcomes are the same as the one's listed on the website.	All of the outcomes are measurable. All of the outcomes clearly measure skills, ability, content knowledge or attitudinal domain. All of the outcomes include action verbs (e.g. apply, interpret, analyze, evaluate, develop, create, etc.) that measure a higher level or learning. All of the outcomes are the same as the one's listed on the website.
Assessment Plan - Goals	At a superficial level, it appears the content assessed by the measures matches the outcomes, but no	General detail about how outcomes relate to measures is provided.	Detail is provided regarding the measurements and how it relates to the outcome.

	explanation is provided.	Examples of assessment methods (surveys, pre-test/post-test, data from report, event attendance report, etc.)	Evaluation tool or rubrics is provided to show how faculty evaluated student work.
Acceptable Target - Goals	Provides incomplete or vague description of the desired result or level of success.	Description of assessment criteria vaguely relates to the outcome and assessment method.

More clarity and alignment is required. | The assessment criteria specifically state the desired result or level of success this service should accomplish (e.g. All applications will be processed within 3 days; 100% of project will be complete; 5% more visits to the center, 5% increase in student participation, 95% satisfaction rate, etc.) |
| Assessment Plan - SLOs | At a superficial level, it appears the content assessed by the measures matches the outcomes, but no explanation is provided. | General detail about how outcomes relate to measures is provided.

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| Findings - Goals | Data Results and Analysis for outcomes are not stated. | Results are present, and they directly relate to outcomes and the criteria presented for desired results; however, results are not clearly presented to provide clarity for all audiences. | Results are present, and they directly relate to outcomes and the desired results. Results are clearly presented to provide clarity for all audiences.

Indicates that criteria were met or not met. |
| Findings - SLOs | Data Results and Analysis for outcomes are not stated. | Results are present, and they directly relate to outcomes and the criteria presented for desired results; however, results are not clearly presented to provide clarity for all audiences. | Results are present, and they directly relate to outcomes and the desired results. Results are clearly presented to provide clarity for all audiences.

Indicates that criteria were met or not met. |
| Use of Results for Improvement - Goals | Doesn't indicate whether criteria were met or not met. If criteria were not met, | Indicates that criteria were met or not met.

 Provided a vague/incomplete | **Criteria were met**
Include whether you will continue this outcome with the same assessment method and criteria. If the criteria have |

	explanation provided is incomplete or vague.	explanation if criteria were not met.	been at the same level for several years, you may want to scale up efforts. **Criteria not met** Specifically states how program will use the data results and analysis to make specific, action-oriented improvements for the upcoming academic year.
Use of Results for Improvement - SLOs	Doesn't indicate whether criteria were met or not met. If criteria were not met, explanation provided is incomplete or vague.	Indicates that criteria were met or not met. Provided a vague/incomplete explanation if criteria were not met.	**Criteria were met** Include whether you will continue this outcome with the same assessment method and criteria. If the criteria have been at the same level for several years, you may want to scale up efforts. **Criteria not met** Specifically states how program will use the data results and analysis to make specific, action-oriented improvements for the upcoming academic year.
Status Update (For the Previous Year)	Department/program does not state how it Closed the Loop on the Use of Results it set last year. * Did you do what you said you were going to do?	Examples of improvements are vague or don't provide relationship to the findings/results from goals set.	Department specifically states how it used the information from previous year's annual report to make "actionable" improvements this year to include: stating whether actions were implemented; goals were met; goals were not met; goals had to be dropped because priorities were changed, etc.
Points of Pride	Points of Pride are not stated.	Provides a description of the department or program's achievements, accomplishments, or awards but doesn't provide explanation of why it's significant. Provides points of pride that are not significant.	Provides a clear description of the department or program's achievements, accomplishments, or awards and explains why it is significant and how it made a significant impact.