

Developing Outcomes

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What are Student Learning Outcomes (SLO's)?

These outcomes are used by academic programs, as well as those who work directly with students/who provide services to students. SLO's are measurable and meaningful, as well as specific and realistic. In each assessment plan, there needs to be a minimum of three SLO's.

What are the steps to writing SLO's?

1) Answer the following questions:

- What do you want students to learn?
- What do you want students to gain from the program?

2) Focus on what you want the student to be able to demonstrate or know upon completion of the program.

3) Consider how this information can be expressed through knowledge, skills, attitudes, or values.

4) Answer the following question:

- How will you know when the students have learned what you want them to know?

5) Draft your outcome by utilizing action verbs. (See chart on next page for some examples of action verbs.)

What are Functional Outcomes?

These outcomes are used by those who do not work directly with students. Functional outcomes are measurable and meaningful, as well as specific and realistic, and there should be a minimum of three. Academic programs can include functional outcomes in their assessment plan, but they must be in addition to, and not in place of, the three required SLO's.

What are the steps to writing Functional Outcomes?

1) Answer the following questions:

- What kind of services do you strive to offer?
- What is the purpose of the services you provide?

2) Decide on what you want the focus of your assessment to be. The following are some examples:

- Reducing production time
- Reducing errors
- Increasing efficiency
- Increasing accuracy
- Increasing paperless efforts
- Decreasing use of paper
- Compliance with standards
- Compliance with regulation
- Satisfaction of clients

3) Draft your outcome by utilizing action verbs. (See chart on next page for some examples of action verbs.)

Bloom's Taxonomy, Learning in Action

KNOWLEDGE	COMPREHENSION	APPLICATION	ANALYSIS	SYNTHESIS	EVALUATION
count define describe draw identify label list match name outline point quote read recall recite recognize record repeat reproduce select state write	associate compute convert defend discuss distinguish estimate explain extend extrapolate generalize give example infer paraphrase predict rewrite summarize	add apply calculate change classify complete compute demonstrate discover divide examine graph interpolate interpret manipulate modify operate prepare produce show solve subtract translate use	analyze arrange breakdown combine design detect develop diagram differentiate discriminate illustrate infer outline point out relate select separate subdivide utilize	categorize combine compile compose create derive design devise explain generate group integrate modify order organize plan prescribe propose rearrange reconstruct relate reorganize revise rewrite summarize specify transform	assess compare conclude contrast criticize critique determine grade interpret judge justify measure rank support test

The chart above was borrowed and updated from the Office of Assessment at Kansas State University:
<https://www.k-state.edu/assessment/toolkit/outcomes/action.html>

What are some examples of SLO's?

- 1) *Students will be able to **demonstrate** good resume writing skills upon completion of a meeting with someone at the Career Management Center.*
- 2) *Students will be able to **describe and analyze** the strengths and limitations of various research designs.*
- 3) *Students in the B.A. in Spanish program will be able to **describe** the cultural trends, values, ideas, and different perspectives as manifested through art, literature, and music in Spanish-speaking Latin America.*
- 4) *Students in the B.S. in Mathematics program will be able to **demonstrate** the ability to construct rigorous logical arguments by employing a variety of proof techniques.*

What are some examples of Functional Outcomes?

- 1) The Print Shop will **increase** the amount of money generated in shredding services.
- 2) MSU Texas employees who participated in HR's new employee orientation will **rank** the training as excellent.
- 3) The number of students enrolling in the B.S. in Mechanical Engineering program will **increase** in the year 2020-2021.
- 4) The Office of Public Information and Marketing will **distribute** a specific number of copies of Sunwatcher magazine for each issue that is printed.

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