

UA Cossatot Program Learning Outcomes Results----General Education Fall 2021

Program	PLOs	Assessment Activity	Benchmark/Target	Results	Analysis	CLO Alignment
Education – AEK6, AE48, AMLE (both LA/SS and M/S)	identify attributes of an effective teacher, including establishing a positive classroom environment, maintaining student/teacher rapport, and understanding cultures and diverse backgrounds of students	EDUC 2003 Assignment: Effective Instruction Essay	Students will score 70% proficiency at the Adequate Level on each assignment	Identifies Attributes of Effective Teacher: 64% scored adequate or above Positive Classroom Environment: 73% scored adequate or above Maintaining Good Rapport With Students: 73% scored adequate or above Understanding Diverse Backgrounds of Students: 73% scored adequate or above Engages Students in Learning: 73% scored adequate or above Passion for Teaching: 73% scored adequate or above	Students achieved target on all areas except one. Maintain assignment and check again in the spring 2020 semester to see assessment data.	Occupational Skills Life Skills Social Skills
	demonstrate application of technology used to complete activities and lesson plans.	EDUC2013 Creating a Wiki Creating Your Own Blog Create Your Own WebQuest Create Your Own Podcast Create Your Own Video Lecture	Students will score 70% proficiency at the Adequate Level on each assignment	Content and Curricular Connections: 20% scored adequate or above Role of Technology: 40% scored adequate or above Ethical Issues: 0% scored adequate or above Project Design: 40% scored adequate or above	Students did not achieve targets in any areas. The rubric may have flaws.	Communication Occupational Skills Technology

Program	PLOs	Assessment Activity	Benchmark/Target	Results	Analysis	CLO Alignment
Psychology	understand diversity of gender, race, social class, ethnicity, and sexuality in their own and other cultures and societies.	<p>PSYC 2033</p> <p>Gender differences in the behavior of infant girls and boys. Compare/contrast the differences in children in the US and in developing countries.</p> <p>Write a summary of the Milwaukee Project, and discuss the differences in social class and intelligence.</p> <p>SOC 2003</p> <p>Week 10 Video Paper</p> <p>Week 11 Video Paper</p>	Students will score 70% proficiency at the Adequate Level on each assignment	<p>Understanding Diversity in Their Own Culture and Society: 92% scored adequate or above</p> <p>Understanding Diversity in Other Cultures and Societies: 83% scored adequate or above</p>	Targets were achieved in both areas. Continue to assess and monitor.	Communication Social Skills
	use critical thinking to analyze, synthesize, and evaluate information and ideas from multiple perspectives.	<p>PSYC 2303</p> <p>Discuss the causes of abnormal behavior using the biological, psychological, sociocultural, biopsychosocial, and spiritual perspectives.</p> <p>SOC 2003</p> <p>Week 8 PowerPoint Presentation</p>	Students will score 70% proficiency at the Adequate Level on each assignment	<p>Interpretation: 82% scored adequate or above</p> <p>Analysis and Evaluations: 64% scored adequate or above</p> <p>Uses Multiple Perspectives: 82% scored adequate or above</p>	Students achieved target in one area. Continue to monitor.	Communication Life Skills Technology

Program	PLOs	Assessment Activity	Benchmark/Target	Results	Analysis	CLO Alignment
STEM	demonstrate proper lab techniques and safety practices.	BIOL 1014 Microscopy Lab DNA extraction lab BIOL 1034 Fundamentals Lab BIOL 2064 Lab 2 BIOL 2074 Lab 11 BIOL 2094 Final Lab Exam		Following Procedure: 96% scored adequate or above Lab Techniques: 92% scored adequate or above Safety: 92% scored adequate or above Clean-Up: 88% scored adequate or above	Targets were achieved in all areas. Continue to assess and monitor.	Occupational Skills Life Skills Technology
	apply scientific knowledge, skills, and understandings to problems and issues in daily life.	BIOL 1014 Fish tank lab BIOL 1024 Dyes Lab BIOL 1034 animal classification lab BIOL 2074 Lab 20 Blood Clotting Disorders Essay		Applies Scientific Knowledge to Problems and Daily Life Issues: 92% scored adequate or above Applies Scientific Skills to Problems and Daily Life Issues: 80% scored adequate or above Applies Scientific Understandings to Problems and Daily Life Issues: 80% scored adequate or above	Targets were achieved in all areas. Continue to assess and monitor.	Communication Social Skills

UA Cossatot Program Learning Outcomes Results---General Education Spring 2022

Program	PLOs	Assessment Activity	Benchmark/Target	Results	Analysis	CLO Alignment
Education – AEK6, AE48, AMLE (both LA/SS and M/S)	identify attributes of an effective teacher, including establishing a positive classroom environment, maintaining student/teacher rapport, and understanding cultures and diverse backgrounds of students	EDUC 2003 Assignment: Effective Instruction Essay	Students will score 70% proficiency at the Adequate Level on each assignment	Identifies Attributes of Effective Teacher: 52.7% scored adequate or above Positive Classroom Environment: 42.2% scored adequate or above Maintaining Good Rapport With Students: 57.9% scored adequate or above Understanding Diverse Backgrounds of Students: 21.1% scored adequate or above Engages Students in Learning: 63.2% scored adequate or above Passion for Teaching: 31.6% scored adequate or above	Students did not achieve targets on any areas. This is a decline from previous semesters when most students achieved mastery on most areas.	Occupational Skills Life Skills Social Skills
	demonstrate application of technology used to complete activities and lesson plans.	EDUC2013 Creating a Wiki Creating Your Own Blog Create Your Own WebQuest Create Your Own Podcast Create Your Own Video Lecture	Students will score 70% proficiency at the Adequate Level on each assignment	Content and Curricular Connections: 66.7% scored adequate or above Role of Technology: 44.4% scored adequate or above Ethical Issues: 100% scored adequate or above Project Design: 33.3% scored adequate or above	Students achieved target in one area which is better than the previous semester.	Communication Occupational Skills Technology

Program	PLOs	Assessment Activity	Benchmark/Target	Results	Analysis	CLO Alignment
Psychology	understand diversity of gender, race, social class, ethnicity, and sexuality in their own and other cultures and societies.	<p>PSYC 2033</p> <p>Gender differences in the behavior of infant girls and boys. Compare/contrast the differences in children in the US and in developing countries.</p> <p>Write a summary of the Milwaukee Project, and discuss the differences in social class and intelligence.</p> <p>SOC 2003</p> <p>Week 10 Video Paper</p> <p>Week 11 Video Paper</p>	Students will score 70% proficiency at the Adequate Level on each assignment	<p>Understanding Diversity in Their Own Culture and Society: 40.9% scored adequate or above</p> <p>Understanding Diversity in Other Cultures and Societies: 27.3% scored adequate or above</p>	Targets were not achieved in either area which is a decline from previous semesters.	Communication Social Skills
	use critical thinking to analyze, synthesize, and evaluate information and ideas from multiple perspectives.	<p>PSYC 2303</p> <p>Discuss the causes of abnormal behavior using the biological, psychological, sociocultural, biopsychosocial, and spiritual perspectives.</p> <p>SOC 2003</p> <p>Week 8 PowerPoint Presentation</p>	Students will score 70% proficiency at the Adequate Level on each assignment	<p>Interpretation: 13.3% scored adequate or above</p> <p>Analysis and Evaluations: 40% scored adequate or above</p> <p>Uses Multiple Perspectives: 93.3% scored adequate or above</p>	Students achieved target in one area. Continue to monitor.	Communication Life Skills Technology

Program	PLOs	Assessment Activity	Benchmark/Target	Results	Analysis	CLO Alignment
STEM	demonstrate proper lab techniques and safety practices.	BIOL 1014 Microscopy Lab DNA extraction lab BIOL 1034 Fundamentals Lab BIOL 2064 Lab 2 BIOL 2074 Lab 11 BIOL 2094 Final Lab Exam	Students will score 70% proficiency at the Adequate Level on each assignment	Following Procedure: 72.5% scored adequate or above Lab Techniques: 60.8% scored adequate or above Safety: 98% scored adequate or above Clean-Up: 98% scored adequate or above	Targets were achieved in all but one area. Continue to assess and monitor.	Occupational Skills Life Skills Technology
	apply scientific knowledge, skills, and understandings to problems and issues in daily life.	BIOL 1014 Fish tank lab BIOL 1024 Dyes Lab BIOL 1034 animal classification lab BIOL 2074 Lab 20 Blood Clotting Disorders Essay	Students will score 70% proficiency at the Adequate Level on each assignment	Applies Scientific Knowledge to Problems and Daily Life Issues: 75% scored adequate or above Applies Scientific Skills to Problems and Daily Life Issues: 45% scored adequate or above Applies Scientific Understandings to Problems and Daily Life Issues: 30% scored adequate or above	Targets were achieved in one area which is a decline from previous semesters. Continue to assess and monitor.	Communication Social Skills

UA Cossatot Program Learning Outcomes Results---General Education Fall 2022

Program	PLOs	Assessment Activity	Benchmark/Target	Results	Analysis	CLO Alignment
Education – AEK6, AE48, AMLE (both LA/SS and M/S)	identify attributes of an effective teacher, including establishing a positive classroom environment, maintaining student/teacher rapport, and understanding cultures and diverse backgrounds of students	EDUC 2003 Effective Instruction Essay Classroom Interaction Developing Teacher Expertise (Lesson Plan)	Students will score 70% proficiency at the Adequate Level on each assignment	Identifies Attributes of Effective Teacher: 28% scored adequate or above Positive Classroom Environment: 28% scored adequate or above Maintaining Good Rapport With Students: 33% scored adequate or above Understanding Diverse Backgrounds of Students: 6% scored adequate or above Engages Students in Learning: 39% scored adequate or above Passion for Teaching: 22% scored adequate or above	Students did not achieve targets on any areas. Part of the reason is the inclusion of additional assignments to gather more artifacts. The Classroom Interaction and Developing Teacher Expertise assignments do not align with the rubric.	Occupational Skills Life Skills Social Skills
	demonstrate application of technology used to complete activities and lesson plans.	EDUC2013 Creating a Wiki Creating Your Own Blog Create Your Own WebQuest Create Your Own Podcast Create Your Own Video Lecture	Students will score 70% proficiency at the Adequate Level on each assignment	Content and Curricular Connections: 33% scored adequate or above Role of Technology: 0% scored adequate or above Ethical Issues: 6% scored adequate or above Project Design: 0% scored adequate or above	Students did not achieve target in any areas. The instructions for some of the assignments are vague and do not entirely relate to the rubric. The directions should be specific.	Communication Occupational Skills Technology

Program	PLOs	Assessment Activity	Benchmark/Target	Results	Analysis	CLO Alignment
Psychology	understand diversity of gender, race, social class, ethnicity, and sexuality in their own and other cultures and societies.	<p>PSYC 2033</p> <p>Gender differences in the behavior of infant girls and boys. Compare/contrast the differences in children in the US and in developing countries.</p> <p>Write a summary of the Milwaukee Project, and discuss the differences in social class and intelligence.</p> <p>SOC 2003</p> <p>Week 10 Video Paper</p> <p>Week 11 Video Paper</p>	Students will score 70% proficiency at the Adequate Level on each assignment	<p>Understanding Diversity in Their Own Culture and Society: 43% scored adequate or above</p> <p>Understanding Diversity in Other Cultures and Societies: 39% scored adequate or above</p>	Targets were not achieved in either area which also occurred in the previous semester. The assignments may not fit with the rubric and may need to be adjusted.	Communication Social Skills
	use critical thinking to analyze, synthesize, and evaluate information and ideas from multiple perspectives.	<p>PSYC 2303</p> <p>Discuss the causes of abnormal behavior using the biological, psychological, sociocultural, biopsychosocial, and spiritual perspectives.</p> <p>SOC 2003</p> <p>Week 8 PowerPoint Presentation</p>	Students will score 70% proficiency at the Adequate Level on each assignment	<p>Interpretation: 22% scored adequate or above</p> <p>Analysis and Evaluations: 47% scored adequate or above</p> <p>Uses Multiple Perspectives: 89% scored adequate or above</p>	Students achieved target in one area, although percentages did increase in the other areas. Assignments may need to be adjusted.	Communication Life Skills Technology

Program	PLOs	Assessment Activity	Benchmark/Target	Results	Analysis	CLO Alignment
STEM	demonstrate proper lab techniques and safety practices.	BIOL 1014 Microscopy Lab DNA extraction lab BIOL 1034 Fundamentals Lab BIOL 2064 Lab 2 BIOL 2074 Lab 11 BIOL 2094 Final Lab Exam	Students will score 70% proficiency at the Adequate Level on each assignment	Following Procedure: 70% scored adequate or above Lab Techniques: 58% scored adequate or above Safety: 90% scored adequate or above Clean-Up: 75% scored adequate or above	Targets were achieved in all but one area. Continue to assess and monitor.	Occupational Skills Life Skills Technology
	apply scientific knowledge, skills, and understandings to problems and issues in daily life.	BIOL 1014 Fish tank lab BIOL 1024 Dyes Lab BIOL 1034 animal classification lab BIOL 2074 Lab 20 Blood Clotting Disorders Essay	Students will score 70% proficiency at the Adequate Level on each assignment	Applies Scientific Knowledge to Problems and Daily Life Issues: 56% scored adequate or above Applies Scientific Skills to Problems and Daily Life Issues: 40% scored adequate or above Applies Scientific Understandings to Problems and Daily Life Issues: 50% scored adequate or above	Targets were not achieved in any areas. Some of the labs may not fit exactly with the rubric. Update the assignments when completing the Department Plan.	Communication Social Skills

Medical Education PLO Assessment

The Division of Medical Education completes PLO assessment differently than the other division due to the specialized accreditation processes and procedures.

Medical Education assessment is included in a separate document.

UA Cossatot Program Learning Outcomes Results----Professional Studies Fall 2021

Program	PLOs	CLO Alignment	Assessment Activity	Benchmark/Target	Results	Analysis
Digital Media and Marketing	Support brands, websites and social media channels through message, design and creative	Communication	MNG 2123 Chapter 16 Case Study MNG 1103 Week 8 Canva Exercise MNG 2123 Week 5 Assignment: Web Site Design and Development	Students will demonstrate 70% proficiency	The one student who was assessed achieved adequate on creative concepts and designs and developing on message.	Only one course was offered this fall due to the limited number of students enrolled in the Digital Media and Marketing program. The program will be evaluated for effectiveness in the coming semesters.
	Identify an audience for specific interactive digital and social media platforms.	Life Skills	MNG 2123 Chapter 7 Case Study	Students will demonstrate 70% proficiency	This outcome was not assessed in fall 2021 because the courses did not make.	We will try again in a future semester.
	Manage search engine optimization (SEO) of digital content and websites.	Occupational Skills	MNG 2123 Chapter 3 Case Study	Students will demonstrate 70% proficiency	This outcome was not assessed in fall 2021 because the courses did not make.	We will try again in a future semester.
	Develop digital business strategies and understand current and anticipated future marketing	Social Skills	MNG 2123 Simulation Recap MNG 2323 Week 6 Chapter 17 Assignment	Students will demonstrate 70% proficiency	There was only one student in the courses to be assessed, and this student did not achieve mastery.	The assignment does not ask for a demonstration of skills or development of a plan. The final project would be a better fit as it asks the student to research a Fortune 500 company's SEO.
	Implement analytic tools to track and measure the effectiveness of digital and social media	Technology	MNG 2123 Round 1 of Student Simulation Answers	Students will demonstrate 70% proficiency	This outcome was not assessed in fall 2021 because the courses did not make.	We will try again in a future semester.

Program	PLOs	CLO Alignment	Assessment Activity	Benchmark/Target	Results	Analysis
AAS General Business	Demonstrate an effective use of technology and software applications appropriate to the business	Technology Occupational Skills	BUS 1003 Week 2 Project BUS 2013 Excel Lesson 7 & 12 Exercises ACCT 2143 Exercise 4-1	Students will demonstrate 70% proficiency	Many of the artifacts received a “not observed” on the rubric because the rubric did not match the assignment that was selected for assessment. Of the artifacts that were assessed, 83% achieved adequate or mastery level on the rubric.	Target was achieved. However, we need to determine a different assignment or use a different rubric in order to use all of the artifacts collected.
	Model appropriate and effective verbal and non-verbal communication in a business setting.	Communication	BUS 1313 Week 5 Assignment: Communicate with Employees BUS 2023 Week 4 "Show What You Know" Assignment BUS 1503 Lesson 3 Assignment - Communicate Effectively Exercise	Students will demonstrate 70% proficiency	Overall, the assessment showed 92% of student artifacts received adequate or mastery.	Students achieved target. Continue to monitor.
	Identify, analyze and apply data to complete the basic accounting cycle and to demonstrate	Life Skills	ACCT 2113 Lesson 4, Assignment 1 ACCT 2123 Lesson 5 Assignment	Students will demonstrate 70% proficiency	This PLO was not assessed fall 2021.	We will try again in a future semester.
	Apply math concepts to solve business and financial related problems and conduct business	Life Skills	BUS 1113	Students will demonstrate 70% proficiency	Both students achieved adequate or mastery on the assessment.	This assignment does not fit the rubric because students are not asked to thoroughly discuss their mathematical computations.

	Demonstrate an understanding of the primary function of management and its application to decision making through effective leadership skills.	Social Values	MNG 2313 Week 7: The essentials of control MNG 2813 Week 2: Family Business Assignment BUS 2063 Capstone Project BUS 1503 Lesson 6 Case Assignment	Students will demonstrate 70% proficiency	There was one artifact assessed, and the skills were marked as not observed. The assignments selected did not match the rubric.	Change assignment to better fit.
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Program	PLOs	CLO Alignment	Assessment Activity	Benchmark/Target	Results	Analysis
AS: Agriculture	Demonstrate knowledge of scientific principles and emerging technologies related to Agriculture	Technology Life Skills	AS 1004 Research Question: Misconceptions about the poultry industry FOR 1103 Survey123 Leaf Collection	Students will demonstrate 70% proficiency	All students achieved adequate or mastery on the leaf collection rubric.	Leave assignment as is for now.
	Understand and analyze current events and issues occurring in agriculture and how they affect the future of agriculture	Social Values	AS 1004 Misconceptions about the poultry industry AGRI 1903 Research Question: Does oil and natural gas production cause earthquakes?	Students will demonstrate 70% proficiency	No results were identified for fall 2021.	
	Apply critical thinking skills in analyzing information, problem	Life Skills	AGRI 1504 Cow-Culator Project AGRI 1604	Students will demonstrate 70% proficiency	No results were identified for fall 2021.	

	solving and interpreting results		Particle Size Analysis Lab			
	Demonstrate ethical practices in the diverse agriculture industry.	Social Values	AGRI 1114 Pesticide Label Assignment AGRI 1903 Carbon Footprint Calculation	Students will demonstrate 70% proficiency	No results were identified for fall 2021.	

Program	PLOs	CLO Alignment	Assessment Activity	Benchmark/Target	Results	Analysis
AS: Business	Operate and utilize software for problem solving, critical thinking, data manipulation and Communication	Life Skills Occupational Skills	BUS 1003 Excel Lesson 7 & 12 Exercises	Students will demonstrate 70% proficiency	No students achieved the databases section of the rubric. 70% achieved in software applications and 23% in spreadsheets.	We may need to change up the assignments to better fit.
	Apply acceptable communication skills to produce clear, complete and accurate messages	Communication	BUS 1313 Assignment: Communicate with employees BUS 2023 "Show What You Know" Assignment BUS 2103 Week 12 Ethical Dilemma Essay Question	Students will demonstrate 70% proficiency	The Technological and Visual Elements section of the rubric was not observed for any of the artifacts. Students demonstrated proficiency in purpose, audience, and clarity. They did not demonstrate proficiency in grammar and content development.	The Technological and Visual Elements section of the rubric may need to be deleted or different assignments selected.
	Identify, analyze and apply data to demonstrate accounting concepts.	Occupational Skills	ACCT 2113 Lesson 4, Assignment 1 ACCT 2123 Lesson 5 Assignment	Students will demonstrate 70% proficiency	No students achieved proficiency.	

Program	PLOs	CLO Alignment	Assessment Activity	Benchmark/Target	Results	Analysis
AS: Criminal Justice	Student will use critical thinking to analyze, synthesize and evaluate information and ideas from multiple perspectives	Life Skills	CRJU 1103 Police Ethics	Students will demonstrate 70% proficiency	All students achieved mastery level on identifying the problem and choosing/justifying an action. However, no students achieved mastery on considering ethical standards and analyzing alternatives.	The rubric and/or assignment may need to be adjusted.
	Students will demonstrate legal and effective practices when interacting with offenders, including juvenile offenders.	Occupational Skills	CRJU 2503 You be the defense attorney (week 7) CRJU 1103 Police Ethics	Students will demonstrate 70% proficiency	All students achieved mastery level on identifying the problem and choosing/justifying an action. However, no students achieved mastery on considering ethical standards and analyzing alternatives.	
	Possess a basic knowledge of criminal justice laws, requirements and procedures.	Occupational Skills	CRJU 1103 Fair sentencing Act Essay (Week 5)	Students will demonstrate 70% proficiency	100% of students achieved mastery.	
	Students will exemplify ethical conduct and professionalism	Social Values	CRJU 1103 – Police Ethics	Students will demonstrate 70% proficiency	No results were identified for fall 2021.	

Program	PLOs	CLO Alignment	Assessment Activity	Benchmark/Target	Results	Analysis
AS: Natural Resources	Demonstrate knowledge of scientific principles and emerging technologies related to Agriculture	Life Skills Technology	FOR 1103 Survey123 Leaf Collection	Students will demonstrate 70% proficiency	All students achieved adequate or mastery on the leaf collection rubric.	Leave assignment as is for now.

Understand and analyze current events and issues occurring in agriculture and how they affect the future of agriculture	Occupational Skills	AGRI 1903 Research Question: Does oil and natural gas production cause earthquakes?	Students will demonstrate 70% proficiency	50% of students achieved mastery.	
Apply critical thinking skills in analyzing information, problem solving and interpreting results	Life Skills	AGRI 1604 Particle Size Analysis Lab	Students will demonstrate 70% proficiency	No results were identified for fall 2021.	
Demonstrate ethical practices in the diverse agriculture industry.	Social Values	AGRI 1114 Pesticide Label Assignment AGRI 1903 - Carbon Footprint Calculation	Students will demonstrate 70% proficiency	All students achieved adequate in assumption of responsibility, but no students demonstrate well developed decision making skills or recognition of ethical issues.	
Understand ecological processes, including human impacts that influence ecosystems change and the future sustainability of natural resources.	Social Values	AGRI 1903 Carbon Footprint Calculation AGRI 1604 Soil Nutrient Presentation	Students will demonstrate 70% proficiency	All students were rated as “not observed” on the rubric for the soil nutrient presentation. All students showed proficiency on the carbon footprint calculation as it aligns better to the rubric.	The Soil Nutrient presentation is not a good fit for this outcome. A different assignment should be selected.
Describe how the use, management and allocation of natural resources are affected by laws, policies, economic factors, and private and public resource owners and users.	Occupational Skills	AGRI 1903 Does Oil and Gas Production Cause Earthquakes? FOR 1103 Reflection Essay from Biological Succession Field Trip	Students will demonstrate 70% proficiency	No students achieved mastery.	The assignment may not be a good fit for the rubric.

UA Cossatot Program Learning Outcomes Results-Professional Studies Spring 2022

Program	PLOs	CLO Alignment	Assessment Activity	Benchmark/Target	Results	Analysis
AAS Digital Media and Marketing	Support brands, websites and social media channels through message, design and creative	Communication	MNG 2123 Chapter 16 Case Study MNG 1103 Week 8 Canva Exercise MNG 2123 Week 5 Assignment: Web Site Design and Development	Students will demonstrate 70% proficiency	This outcome was not assessed in Spring 2022 because the courses did not make.	We will try again in a future semester.
	Identify an audience for specific interactive digital and social media platforms.	Life Skills	MNG 2123 Chapter 7 Case Study	Students will demonstrate 70% proficiency	This outcome was not assessed in Spring 2022 because the courses did not make.	We will try again in a future semester.
	Manage search engine optimization (SEO) of digital content and websites.	Occupational Skills	MNG 2123 Chapter 3 Case Study	Students will demonstrate 70% proficiency	There was only one artifact assessed, and that artifact was only at the beginning level of the rubric.	The assignment does not ask for a demonstration of skills. The final project would be a better fit as it asks for student to research Fortune 500 company's SEO.
	Develop digital business strategies and understand current and	Social Skills	MNG 2123 Simulation Recap MNG 2323	Students will demonstrate 70% proficiency	This outcome was not assessed in Spring 2022 because the courses did not make.	We will try again in a future semester.

	anticipated future marketing		Week 6 Chapter 17 Assignment			
	Implement analytic tools to track and measure the effectiveness of digital and social media	Technology	MNG 2123 Round 1 of Student Simulation Answers	Students will demonstrate 70% proficiency	This outcome was not assessed in Spring 2022 because the courses did not make.	We will try again in a future semester.

Program	PLOs	CLO Alignment	Assessment Activity	Benchmark/Target	Results	Analysis
AAS General Business	Demonstrate an effective use of technology and software applications appropriate to the business	Technology Occupational Skills	BUS 1003 Week 2 Project BUS 2013 Excel Lesson 7 & 12 Exercises ACCT 2143 Exercise 4-1	Students will demonstrate 70% proficiency	81% of students achieved adequate or mastery on the software applications portion of the rubric. However, just like fall 2021, there were too many artifacts that were marked as not observed for the spreadsheets and databases portion of the rubric.	Some of these assignments do not match the rubric and may need to be updated and/or different assignments selected for assessment artifacts. Rubric does not align with assessment in regard to evaluating spreadsheets and databases.
	Model appropriate and effective verbal and non-verbal communication in a business setting.	Communication	BUS 1313 Week 5 Assignment: Communicate with Employees BUS 2023 Week 4 "Show What You Know" Assignment BUS 1503	Students will demonstrate 70% proficiency	50% of students achieved adequate or mastery on the rubric.	Rubric does not align with assignment in regard to Technology/ Visual Elements. We need to adjust the rubric and/or assignments.

			Lesson 3 Assignment - Communicate Effectively Exercise			
Identify, analyze and apply data to complete the basic accounting cycle and to demonstrate	Life Skills	ACCT 2113 Lesson 4, Assignment 1 ACCT 2123 Lesson 5 Assignment	Students will demonstrate 70% proficiency	60% of students achieved adequate or mastery on the rubric.	This did not meet the target. Drill down to determine if the assignment matches the rubric.	
Apply math concepts to solve business and financial related problems and conduct business	Life Skills	BUS 1113	Students will demonstrate 70% proficiency	There was only one student artifact, and the student did achieve adequate and mastery level.	We may need to pick a different class/assignment so that we can get more student artifacts.	
Demonstrate an understanding of the primary function of management and its application to decision making through effective leadership skills.	Social Values	MNG 2313 Week 7: The essentials of control MNG 2813 Week 2: Family Business Assignment BUS 2063 Capstone Project BUS 1503 Lesson 6 Case Assignment	Students will demonstrate 70% proficiency	One assignment fits the rubric and that artifact achieved mastery on all facets of the rubric. However, the other 2 artifacts were flagged as not observed because the assignment does not fit.	The assignment does not meet this rubric. Accounting II has a team project this may fit better.	

Program	PLOs	CLO Alignment	Assessment Activity	Benchmark/Target	Results	Analysis
AS: Agriculture	Demonstrate knowledge of scientific principles and emerging	Technology Life Skills	AS 1004 Research Question: Misconceptions about the poultry industry	Students will demonstrate 70% proficiency	No results were identified for spring 2022.	

	technologies related to Agriculture		FOR 1103 Survey123 Leaf Collection			
	Understand and analyze current events and issues occurring in agriculture and how they affect the future of agriculture	Social Values	AS 1004 Misconceptions about the poultry industry AGRI 1903 Research Question: Does oil and natural gas production cause earthquakes?	Students will demonstrate 70% proficiency	No results were identified for spring 2022.	
	Apply critical thinking skills in analyzing information, problem solving and interpreting results	Life Skills	AGRI 1504 Cow-Culator Project AGRI 1604 Particle Size Analysis Lab	Students will demonstrate 70% proficiency	No results were identified for spring 2022.	
	Demonstrate ethical practices in the diverse agriculture industry.	Social Values	AGRI 1114 Pesticide Label Assignment AGRI 1903 Carbon Footprint Calculation	Students will demonstrate 70% proficiency	100% of students achieved mastery level on assumption of responsibility, but none achieved adequate or mastery on the other aspects of the rubric.	

Program	PLOs	CLO Alignment	Assessment Activity	Benchmark/Target	Results	Analysis
AS: Business	Operate and utilize software for problem solving, critical thinking, data manipulation and communication	Life Skills Occupational Skills	BUS 1003 Microcomputer Applications - Excel Lesson 7 & 12 Exercises	Students will demonstrate 70% proficiency	72% of students achieved adequate or mastery on software applications; 38% on spreadsheets; and 24% on databases.	While this is an increase for databases over previous semesters, the assignment still does not fit the rubric.

Apply acceptable communication skills to produce clear, complete and accurate messages	Communication	BUS 1313 Intro to Business - Assignment: Communicate with employees BUS 2023 Business Communications - "Show What You Know" Assignment BUS 2103 Business Law - Week 12 Ethical Dilemma Essay Question	Students will demonstrate 70% proficiency	The Technological and Visual Elements section of the rubric was not observed for any of the artifacts. Students demonstrated proficiency in purpose, audience, content development, grammar, and clarity.	The students improved in content development and grammar, but the Technological and Visual Elements section of the rubric was still not observed.
Identify, analyze and apply data to demonstrate accounting concepts.	Occupational Skills	ACCT 2113 Accounting I - Lesson 4, Assignment 1 ACCT 2123 Accounting II - Lesson 5 Assignment	Students will demonstrate 70% proficiency	All artifacts were marked as not observed for all portions of the rubric.	The assignment and/or rubric need to be changed.

Artifacts for assessing the Criminal Justice and Natural Resources programs may have been collected, but no data or results were found among the files left behind by the former Division Chair of Professional Studies.

UA Cossatot Program Learning Outcomes Results-Professional Studies Fall 2022

There is no program assessment data for Professional Studies programs for fall 2022. The Division Chair of Professional Studies retired at the end of the fall 2022 semester. Some assessment data was flagged for collection in fall 2022; however, the assessment process was not completed.

The Assessment Council was not aware of this until data was collected for the assurance argument.

Program Learning Outcomes Mapping – Skilled and Technical Programs – AY 2021-22

*Note – these programs utilize a strict attendance policy and a robust one-on-one teacher to student experience yielding positive results

Automotive/Diesel Service Technology				
Core Abilities	Program Learning Outcomes	Assessment Activity	Benchmark/Target	Results
Technology Occupational Skills Live Skills Social Values	Gain a thorough knowledge of industry and OSHA safety standards for mechanical safety, hazardous waste material control, handling and disposal, and proper vehicle lift safety.	Watch OSHA safety video and take the safety test	Written/Hands-on performance 70% pass rate	100%
Technology Occupational Skills	Demonstrate knowledge and skills to inspect, diagnose, and repair to industry standards the major systems found in current auto and diesel vehicles.	Carefully inspect and align suspension parts of auto and diesels	Written/Hands-on performance 70% pass rate	100%
Communication Occupational Skills	Identify and explain the function of automotive and diesel parts and systems.	Parts ID Checklist	Written/Hands-on performance 70% pass rate	90%
Occupational Skills	Demonstrate proper technique while performing routine inspections and preventive maintenance on diesel technology.	Inspection Checklist	Written/Hands-on performance 70% pass rate	90%
Technology Occupational Skills Communication	Demonstrate proper techniques involved in completely removing, disassembling, cleaning, servicing, and re-assembling an automotive and diesel engine.	Hands on activity of disassembling an engine and putting it back together	Written/Hands-on performance 70% pass rate	100%
Technology Occupational Skills	Determine the proper use of hand tools and advanced diagnostic equipment commonly used in the service and repair of automotive and diesel technology.	Using the diagnostic scan tool to accurately diagnose an engine problem	Written/Hands-on performance 70% pass rate	100%
Life Skills Occupational Skills	Accurately calculate mathematical problems common to the automotive and diesel technology industry such as, but not limited to the following: gear ratios, conversion between metric and US measurements, electrical circuits (Ohm's Law), alignment angles, voltmeter, ammeter, ohmmeter readings, and cubic inch replacement.	Test	Written/Hands-on performance 70% pass rate	90%

Cosmetology

Core Abilities	Program Learning Outcomes	Assessment Activity	Benchmark/Target	Results
Occupational Skills Social Values	Perform haircare services for all types of hair including hair analysis, haircutting, hairstyling, hair coloring and lightening, permanent waving, and chemical relaxing; perform natural nail services including manicuring and pedicuring; perform basic skincare services including skin analysis, facials, makeup application, and superfluous hair removal; obtain the necessary skills to pass the Arkansas State Licensure Exam (Principles of Cosmetology).	State Board practical and written exam	Practical Exam – 75% Written Exam – 70%	Practical Exam – 100% Written Exam – 100%
Communication Occupational Skills Technology Life Skills	Perform salon business, such as front desk operations, dispensary inventory and loss prevention, resume building and interviewing skills, self-marketing, and the basic knowledge of starting one’s own salon business (Professionalism and Business Skills).	Salon Business Project	Students will score 70% proficiency at the Adequate Level on each assignment	92%
Life Skills Occupational Skills	Have thorough knowledge of decontamination control, public hygiene, and special sanitation procedures used for the protection of the client and operator (Sanitation Practices).	Infectious Control	Students will score 70% proficiency at the Adequate Level on each assignment	80%

Industrial Electricity

Core Abilities	Program Learning Outcomes	Assessment Activity	Benchmark/Target	Results
Occupational Skills	Identify the National Electrical Code standards and recommended practices	Symbols Identification Lab	Written/Hands-on performance 70% pass rate	100%
Occupational Skills Life Skills	Read and interpret basic blueprints, shop drawings, and electrical schematics.	Industrial Fundamentals Lab	Written/Hands-on performance 70% pass rate	100%
Occupational Skills Communication	Perform electrical calculations to determine voltage, amperage, and resistance using Ohm’s and Kirchhoff’s Law.	Basic Electricity Lab	Written/Hands-on performance 70% pass rate	100%
Occupational Skills	Identify proper electrical controls used for industrial motors and equipment.	Motors and Controls Lab	Written/Hands-on performance 70% pass rate	100%
Occupational Skills	Install and wire electrical components and motors including conduit bending and installation.	Motors and Controls Labs	Written/Hands-on performance 70% pass rate	100%
Occupational Skills Technology	Troubleshoot problems associated with industrial equipment utilizing Programmable Logic Controllers (PLCs).	PLC Lab	Written/Hands-on performance 70% pass rate	100%

Occupational Skills Technology	Write and install programs to perform a variety of operations utilizing Allen Bradley PLCs and software.	PLC lab	Written/Hands-on performance 70% pass rate	100%
Industrial Technology				
Core Abilities	Program Learning Outcomes	Assessment Activity	Benchmark/Target	Results
Occupational Skills Technology	Repair and maintain hydraulic and pneumatic systems.	Assemble hydraulic motor and describe parts	Written/Hands-on performance 70% pass rate	92%
Occupational Skills Communication	Attain knowledge of basic electrical systems.	Unit 8 test – Basic Electricity Combination Circuits Basic Electricity Lab	Written/Hands-on performance 70% pass rate	82% 100%
Occupational Skills Technology Communication Life Skills	Perform basic welding repairs.	Cut and weld a bevel plate	Written/Hands-on performance 70% pass rate	87%
Occupational Skills Life Skills	Read and interpret basic blueprints, shop drawings, and electrical schematics.	Module 5 in Core Curriculum book Intro to Construction Drawings test Industrial Fundamentals Lab	Written/Hands-on performance 70% pass rate	95% 100%
Occupational Skills Communication	Install belts, sheaves/pulleys, cylinders, motors, pumps, valves, couplings, chains, sprockets, gears, gearboxes, and other components essential to industrial maintenance repair and installation.	Install a 3 belt & pulleys system and align on Lad Volt Mechanical trainer	Written/Hands-on performance 70% pass rate	84%
Technology Occupational Skills Communication Social Values	Demonstrate NCCER curriculum standards.	Pass all NCCER written and performance tests to receive card	Written/Hands-on performance 70% pass rate	95%
Pipe Welding				
Core Abilities	Program Learning Outcomes	Assessment Activity	Benchmark/Target	Results

Occupational Skills Technology Communication Life Skills Social Values	Pass guided bend test to AWS standards in the following: <ul style="list-style-type: none"> • SMAW carbon steel pipe (uphill and downhill) • SMAW stainless steel pipe • GMAW carbon steel pipe • FCAW carbon steel pipe • GTAW carbon, stainless, and aluminum pipe 	National Center for Construction and Educational Research (NCCER) Written and Performance Exams	Written/Hands-on performance 70% pass rate	100%
Welding				
Core Abilities	Program Learning Outcomes	Assessment Activity	Benchmark/Target	Results
Occupational Skills Technology	Demonstrate welds in flat, horizontal, vertical, and overhead positions using the basic welding processes: SMAW, GMAW, FCAW, and GTAW.	Performance Accreditation Task	Written/Hands-on performance 70% pass rate	78%
Occupational Skills	Demonstrate metal layout and cut processes.	Welding #1 – Module 2	Written/Hands-on performance 70% pass rate	100%
Occupational Skills	Demonstrate the fundamentals of welding processes.	Welding #1 – Module 7	Written/Hands-on performance 70% pass rate	100%
Occupational Skills	Demonstrate the principles of metallurgy during the welding process.	Welding #2 – Module 3	Written/Hands-on performance 70% pass rate	90%
Occupational Skills Life Skills Communication	Read and interpret basic blueprints and welding symbols to fabricate components.	Welding #2 – Module 1	Written/Hands-on performance 70% pass rate	72%
Life Skills Occupational Skills	Apply basic math and measurement.	Welding #1 – Module 2	Written/Hands-on performance 70% pass rate	100%
Technology Occupational Skills Communication Social Values	Follow industry and NCCER standards and safety practices.	Welding #1 – Module 1	Written/Hands-on performance 70% pass rate	100%

Program Learning Outcomes Mapping – Skilled and Technical Programs – Fall 2022

*Note – these programs utilize a strict attendance policy and a robust one-on-one teacher to student experience yielding positive results

Automotive/Diesel Service Technology				
Core Abilities	Program Learning Outcomes	Assessment Activity	Benchmark/Target	Results
Technology Occupational Skills Live Skills Social Values	Gain a thorough knowledge of industry and OSHA safety standards for mechanical safety, hazardous waste material control, handling and disposal, and proper vehicle lift safety.	Watch OSHA safety video and take the safety test	Written/Hands-on performance 70% pass rate	100%
Technology Occupational Skills	Demonstrate knowledge and skills to inspect, diagnose, and repair to industry standards the major systems found in current auto and diesel vehicles.	Carefully inspect and align suspension parts of auto and diesels	Written/Hands-on performance 70% pass rate	90%
Communication Occupational Skills	Identify and explain the function of automotive and diesel parts and systems.	Parts ID Checklist	Written/Hands-on performance 70% pass rate	100%
Occupational Skills	Demonstrate proper technique while performing routine inspections and preventive maintenance on diesel technology.	Inspection Checklist	Written/Hands-on performance 70% pass rate	90%
Technology Occupational Skills Communication	Demonstrate proper techniques involved in completely removing, disassembling, cleaning, servicing, and re-assembling an automotive and diesel engine.	Hands on activity of disassembling an engine and putting it back together	Written/Hands-on performance 70% pass rate	90%
Technology Occupational Skills	Determine the proper use of hand tools and advanced diagnostic equipment commonly used in the service and repair of automotive and diesel technology.	Using the diagnostic scan tool to accurately diagnose an engine problem	Written/Hands-on performance 70% pass rate	100%
Life Skills Occupational Skills	Accurately calculate mathematical problems common to the automotive and diesel technology industry such as, but not limited to the following: gear ratios, conversion between metric and US measurements, electrical circuits (Ohm’s Law), alignment angles, voltmeter, ammeter, ohmmeter readings, and cubic inch replacement.	Test	Written/Hands-on performance 70% pass rate	100%

Cosmetology

Core Abilities	Program Learning Outcomes	Assessment Activity	Benchmark/Target	Results
Occupational Skills Social Values	Perform haircare services for all types of hair including hair analysis, haircutting, hairstyling, hair coloring and lightening, permanent waving, and chemical relaxing; perform natural nail services including manicuring and pedicuring; perform basic skincare services including skin analysis, facials, makeup application, and superfluous hair removal; obtain the necessary skills to pass the Arkansas State Licensure Exam (Principles of Cosmetology).	State Board practical and written exam	Practical Exam – 75% Written Exam – 70%	89%
Communication Occupational Skills Technology Life Skills	Perform salon business, such as front desk operations, dispensary inventory and loss prevention, resume building and interviewing skills, self-marketing, and the basic knowledge of starting one’s own salon business (Professionalism and Business Skills).	Salon Business Project	Students will score 70% proficiency at the Adequate Level on each assignment	*The activity is not assessed in the fall.
Life Skills Occupational Skills	Have thorough knowledge of decontamination control, public hygiene, and special sanitation procedures used for the protection of the client and operator (Sanitation Practices).	Infectious Control	Students will score 70% proficiency at the Adequate Level on each assignment	80%

Industrial Electricity

Core Abilities	Program Learning Outcomes	Assessment Activity	Benchmark/Target	Results
Occupational Skills	Identify the National Electrical Code standards and recommended practices	Symbols Identification Lab	Written/Hands-on performance 70% pass rate	100%
Occupational Skills Life Skills	Read and interpret basic blueprints, shop drawings, and electrical schematics.	Industrial Fundamentals Lab	Written/Hands-on performance 70% pass rate	100%
Occupational Skills Communication	Perform electrical calculations to determine voltage, amperage, and resistance using Ohm’s and Kirchhoff’s Law.	Basic Electricity Lab	Written/Hands-on performance 70% pass rate	80%
Occupational Skills	Identify proper electrical controls used for industrial motors and equipment.	Motors and Controls Lab	Written/Hands-on performance 70% pass rate	100%

Occupational Skills	Install and wire electrical components and motors including conduit bending and installation.	Motors and Controls Labs	Written/Hands-on performance 70% pass rate	100%
Occupational Skills Technology	Troubleshoot problems associated with industrial equipment utilizing Programmable Logic Controllers (PLCs).	PLC Lab	Written/Hands-on performance 70% pass rate	100%
Occupational Skills Technology	Write and install programs to perform a variety of operations utilizing Allen Bradley PLCs and software.	PLC lab	Written/Hands-on performance 70% pass rate	100%
Industrial Technology				
Core Abilities	Program Learning Outcomes	Assessment Activity	Benchmark/Target	Results
Occupational Skills Technology	Repair and maintain hydraulic and pneumatic systems.	Assemble hydraulic motor and describe parts	Written/Hands-on performance 70% pass rate	94%
Occupational Skills Communication	Attain knowledge of basic electrical systems.	Unit 8 test – Basic Electricity Combination Circuits	Written/Hands-on performance 70% pass rate	87%
		Basic Electricity Lab		80%
Occupational Skills Technology Communication Life Skills	Perform basic welding repairs.	Cut and weld a bevel plate	Written/Hands-on performance 70% pass rate	100%
Occupational Skills Communication Life Skills	Read and interpret basic blueprints, shop drawings, and electrical schematics.	Module 5 in Core Curriculum book Intro to Construction Drawings test	Written/Hands-on performance 70% pass rate	90%
		Industrial Fundamentals Lab		
Occupational Skills Life Skills	Install belts, sheaves/pulleys, cylinders, motors, pumps, valves, couplings, chains, sprockets, gears, gearboxes, and	Install a 3 belt & pulleys system and	Written/Hands-on performance 70% pass rate	92%

	other components essential to industrial maintenance repair and installation.	align on Lad Volt Mechanical trainer		
Communication Occupational Skills Life Skills Social Values	Demonstrate NCCER curriculum standards.	Pass all NCCER written and performance tests to receive card	Written/Hands-on performance 70% pass rate	100%
Pipe Welding				
Core Abilities	Program Learning Outcomes	Assessment Activity	Benchmark/Target	Results
Communication Occupational Skills Technology	Pass guided bend test to AWS standards in the following: <ul style="list-style-type: none"> • SMAW carbon steel pipe (uphill and downhill) <ul style="list-style-type: none"> • SMAW stainless steel pipe • GMAW carbon steel pipe • FCAW carbon steel pipe • GTAW carbon, stainless, and aluminum pipe 	National Center for Construction and Educational Research (NCCER) Written and Performance Exams	Written/Hands-on performance 70% pass rate	100%
Welding				
Core Abilities	Program Learning Outcomes	Assessment Activity	Benchmark/Target	Results
Occupational Skills Technology	Demonstrate welds in flat, horizontal, vertical, and overhead positions using the basic welding processes: SMAW, GMAW, FCAW, and GTAW.	Performance Accreditation Task	Written/Hands-on performance 70% pass rate	100%
Occupational Skills	Demonstrate metal layout and cut processes.	Welding #1 – Module 2	Written/Hands-on performance 70% pass rate	100%
Occupational Skills	Demonstrate the fundamentals of welding processes.	Welding #1 – Module 7	Written/Hands-on performance 70% pass rate	100%
Occupational Skills	Demonstrate the principles of metallurgy during the welding process.	Welding #2 – Module 3	Written/Hands-on performance 70% pass rate	90%
Technology Occupational Skills	Read and interpret basic blueprints and welding symbols to fabricate components.	Welding #2 – Module 1	Written/Hands-on performance 70% pass rate	90%

Technology Occupational Skills Life Skills	Apply basic math and measurement.	Welding #1 – Module 2	Written/Hands-on performance 70% pass rate	100%
Technology Occupational Skills Communication Social Values	Follow industry and NCCER standards and safety practices.	Welding #1 – Module 1	Written/Hands-on performance 70% pass rate	100%