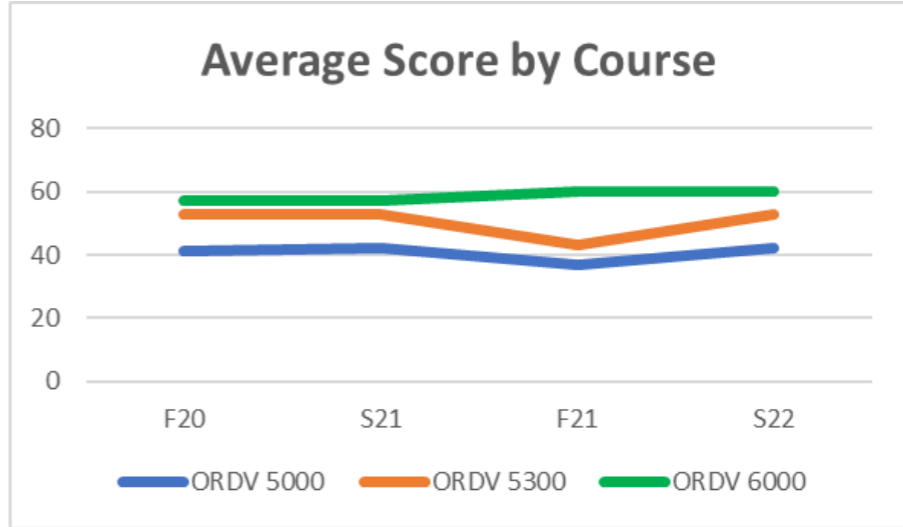
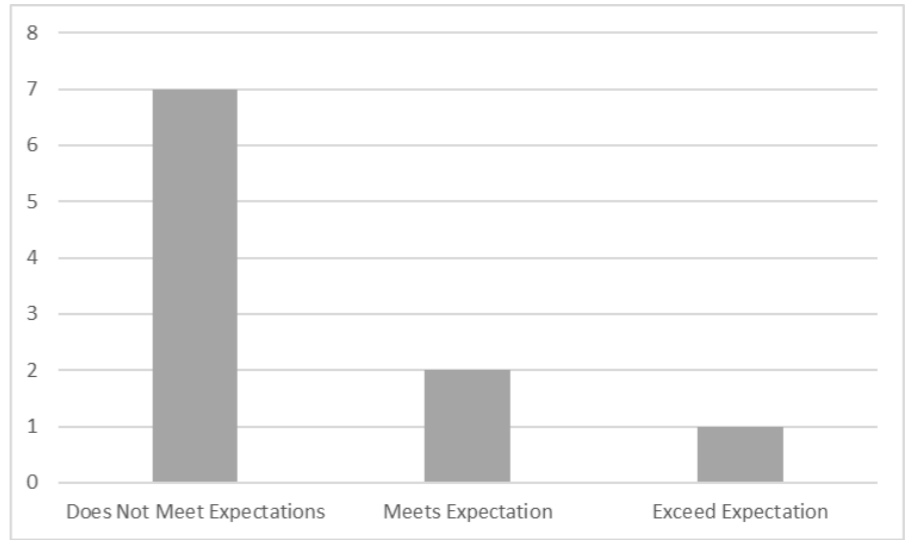



## Standard #4 Measurement and Analysis of Student Learning and Performance

<b>Student Learning Results: PLO 1</b>	<b>Students will possess an advanced understanding of the field of Organizational Development and Change and be able to apply the principles and methods to complex organizational situations.</b>																								
		<b>Analysis of Results</b>																							
<b>Performance Measure</b>	<b>What is your measurement instrument or process?</b>	<b>Current Results</b>	<b>Analysis of Results</b>	<b>Action Taken or Improvement Made</b>	<b>Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)</b>																				
Knowledge of foundation areas for OD & C program with score 10 out of 20 and above.	Grades from 20 OD & C Principles & Methods Quiz Questions. Internal, direct, formative, summative.	A goal of 60 percent was set as a benchmark with an average score of 60% in <b>2022</b> .	It is demonstrated that as the OD & C Students graduate from the earlier classes to the Capstone classes that they are increasing their proficiency in the OD & C principles and methods.	Increased use of Canvas platform to support courses. Uploaded syllabi, videos, documents, etc.	 <table border="1" style="margin: 10px auto; border-collapse: collapse;"> <caption>Average Score by Course</caption> <thead> <tr> <th>Course</th> <th>F20</th> <th>S21</th> <th>F21</th> <th>S22</th> </tr> </thead> <tbody> <tr> <td>ORDV 5000</td> <td>42</td> <td>43</td> <td>38</td> <td>43</td> </tr> <tr> <td>ORDV 5300</td> <td>52</td> <td>53</td> <td>43</td> <td>53</td> </tr> <tr> <td>ORDV 6000</td> <td>58</td> <td>59</td> <td>60</td> <td>60</td> </tr> </tbody> </table>	Course	F20	S21	F21	S22	ORDV 5000	42	43	38	43	ORDV 5300	52	53	43	53	ORDV 6000	58	59	60	60
Course	F20	S21	F21	S22																					
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## Standard #4 Measurement and Analysis of Student Learning and Performance

<b>Student Learning Results: PLO 2</b>	<b>Students will demonstrate evidence of competency development in all of the major skill sets of organizational development and change.</b>												
		<b>Analysis of Results</b>											
<b>Performance Measure</b>	<b>What is your measurement instrument or process?</b>	<b>Current Results</b>	<b>Analysis of Results</b>	<b>Action Taken or Improvement made</b>	<b>Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)</b>								
The Students knowledge, skills and abilities with OD & C foundation knowledge and models.	The Students rates themselves on 17 major OD & Competency categories. They then evaluated their own competency. Finally they compared the two evaluations to determine their personal capability gap. This knowledge they use to develop their PLO 3 Personal Development Plan.	A goal of 10% percent of the class should be <b><u>Exceeds Expectation</u></b> and goal of 90% percent of the class should be <b><u>Meets Expectation</u></b> . Currently 10% Exceed while only 20% Meets Expectations.	The scoring result was that only 30 percent of the class meet or exceeded expectation. This demonstrated that the Students have the data on where to improve with the PLO 3 Personal Development Plan.	Increased use of Canvas platform to support courses. Uploaded syllabi, videos, documents, etc.	 <table border="1" style="margin: 10px auto; border-collapse: collapse;"> <caption>Student Performance Trends</caption> <thead> <tr> <th>Category</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Does Not Meet Expectations</td> <td>7</td> </tr> <tr> <td>Meets Expectation</td> <td>2</td> </tr> <tr> <td>Exceed Expectation</td> <td>1</td> </tr> </tbody> </table>	Category	Count	Does Not Meet Expectations	7	Meets Expectation	2	Exceed Expectation	1
Category	Count												
Does Not Meet Expectations	7												
Meets Expectation	2												
Exceed Expectation	1												

## Standard #4 Measurement and Analysis of Student Learning and Performance

<b>Student Learning Results: PLO 3</b>	<b>Students will create and possess a personal and professional development plan to guide ongoing achievement in the field of organizational development and change.</b>														
Performance Measure	What is your measurement instrument or process?	Current Results	Analysis of Results	Action Taken or Improvement made	Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)										
The student will demonstrate in the <b>Personal Development Plan</b> they understand their personal strengths and weakness. They will then develop a plan to	The student develops a <b>Personal Development Plan</b> to improve their OD & C knowledge and abilities, especially with their ability to consult internally and externally on how to improve organization performance.	A goal of 70% of A's was set as a benchmark with a score of 86% in <b>S 2022</b>	It is demonstrated that as with our OD & C Students they have a firm grasp on their own OD & C capabilities and what they need to improve their competencies.	Increased use of Canvas platform to support courses. Uploaded syllabi, videos, documents, etc.	 <table border="1" style="margin: 10px auto; border-collapse: collapse;"> <caption>% Meeting Goal</caption> <thead> <tr> <th>Term</th> <th>% Meeting Goal</th> </tr> </thead> <tbody> <tr> <td>S19</td> <td>100%</td> </tr> <tr> <td>S21</td> <td>100%</td> </tr> <tr> <td>F21</td> <td>100%</td> </tr> <tr> <td>S22</td> <td>86%</td> </tr> </tbody> </table>	Term	% Meeting Goal	S19	100%	S21	100%	F21	100%	S22	86%
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S19	100%														
S21	100%														
F21	100%														
S22	86%														