

## DOCTOR OF PHILOSOPHY HUMAN SERVICES ANNUAL ASSESSMENT PLAN & FINDINGS 2020-2021 ACADEMIC YEAR

	<i>PLO 1</i> <i>Design research related to human services theories and systems.</i>	<i>PLO 2</i> <i>Critique incorporation of social justice matters in human services organizations.</i>	<i>PLO 3</i> <i>Assess human services performance structures, capacity building, and talent development implementation strategies.</i>	<i>PLO 4</i> <i>Evaluate concepts, skills, and policies and initiatives that are fundamental to ethical and legal practice in the human services settings.</i>	<i>PLO 5</i> <i>Formulate strategies to navigate the complexities of human services systems based on best practices.</i>	<i>PLO 6</i> <i>Apply systems thinking concepts to effectively implement and manage public health interventions as members of interdisciplinary teams.</i>
<i>HUM 7100 History &amp; Systems of Human Services</i>			I	I		
<i>HUM 8105 Applied Human Services Policy</i>		I	R	R	I	I
<i>RES 7105 Scholarly Argument I</i>			R	R		
<i>HUM 7160 Organizational Operations &amp; Human Services Administration</i>		R	M	M	R	R
<i>HUM 8115 Theories &amp; Strategies of Community Development &amp; Advocacy</i>		R	R	R	R	M
<i>RES 7400 Research Design &amp; Methods - Quantitative</i>	M					
<i>RES 7410 Research Design &amp; Methods - Qualitative</i>	M					
<i>ORG 8518 Professional &amp; Business Ethics in Organizational Leadership</i>		M	R	M	R	R
<i>RES 7480 Evidence-Based Practice</i>			R	R	M	
<i>HUM 7175 Program Review &amp; Evaluation</i>	M	R	M	R	M	M
<i>RES 7110 Scholarly Argument II</i>	R					R
<i>RES 7415 Advanced Statistics</i>	M					
<i>RES 7440 Advanced Study in Qualitative Research</i>	M					
<i>DOC 8770 Doctoral Capstone Seminar</i>	M	M	M	M	M	M
<i>RES 8910 Dissertation Planning I</i>	M	M	M	M	M	M
<i>RES 8912 Dissertation Planning II</i>	M	M	M	M	M	M
<i>RES 8989-8992 Dissertation I-IV</i>	M	M	M	M	M	M

I (Introduced), R (Reinforced), or M (Mastered).

<b>ANNUAL ASSESSMENT PLAN FINDINGS</b>					
<b>PLO 1 - Design research related to human services theories and systems.</b>					
<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA</b>
Direct Measure 1: RES7410 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	<b>INSUFFICIENT DATA</b>

<p>Direct Measure 2: Dissertation</p>	<p>80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p><b>INSUFFICIENT DATA</b></p>
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**PLO 2 - Critique incorporation of social justice matters in human services organizations.**

<p><b>MEASURE</b></p>	<p><b>ACCEPTABLE TARGET</b></p>	<p><b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b></p>	<p><b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b></p>	<p><b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b></p>	<p><b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET  2. MEETS THE ACCEPTABLE TARGET  3. DOES NOT MEET THE ACCEPTABLE TARGET  4. INSUFFICIENT DATA</b></p>
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Direct Measure 1: HUM8115 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Direct Measure 2: Dissertation	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
<b>PLO 3 - Assess human services performance structures, capacity building, and talent development implementation strategies.</b>					
<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET  2. MEETS THE ACCEPTABLE TARGET  3. DOES NOT MEET THE ACCEPTABLE TARGET</b>

					4. INSUFFICIENT DATA
Direct Measure 1: HUM7175 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Direct Measure 2: Dissertation	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
<b>PLO 4 - Evaluate concepts, skills, and policies and initiatives that are fundamental to ethical and legal practice in the human services settings.</b>					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET  2. MEETS THE ACCEPTABLE TARGET

					<b>3. DOES NOT MEET THE ACCEPTABLE TARGET</b>  <b>4. INSUFFICIENT DATA</b>
Direct Measure 1: ORG8518 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Direct Measure 2: Dissertation	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
<b>PLO 5 - Formulate strategies to navigate the complexities of human services systems based on best practices.</b>					
<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING</b>	<b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET</b>

				ACCEPTABLE TARGET	2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: RES7480 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Direct Measure 2: Dissertation	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
<b>PLO 6 - Apply systems thinking concepts to effectively implement and manage public health interventions as members of interdisciplinary teams.</b>					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS	TOTAL NUMBER OF STUDENT	ASSESSMENT RESULTS:	ASSESSMENT RESULTS:

		MEETING ACCEPTABLE TARGET	RECORDS OBSERVED	PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: HUM8115 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Direct Measure 2: HUM7160 Final Assignment	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Direct Measure 3: Dissertation	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-	N/A	N/A	N/A	INSUFFICIENT DATA



	Performance, Below Expectations, Basic, Proficient, or Distinguished.				
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**OVERALL RECOMMENDATIONS**

*Overall, it is recommended that the Program Chair for the PhD in Human Services review the assessment plans (including measures used, alignment mapping, and targets set) and Curriculum Map in preparation for the 2021-2022 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.*

**ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT**

OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<b>PLOs</b>	<b>N/A</b>	<b>Kristin Ballard</b>	<b>Not Complete</b>	<b>2022</b>
<i>Action Details</i>	<b>Update PLOs to match the catalog, including adding PLO 7.</b>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<b>Curriculum Map</b>	<b>N/A</b>	<b>Kristin Ballard</b>	<b>Not Complete</b>	<b>2022</b>
<i>Action Details</i>	<b>Review curriculum map and update alignment (I, R, M) if necessary.</b>			