

Millersville University

Outcomes Assessment Principles

- I. Outcomes assessment is based upon the expertise of faculty, staff, and administrators.
- II. Outcomes assessment serves as an opportunity for reflection and improvement in direct relationship to unit goals, college goals, divisional goals, or strategic goals.
- III. Outcomes assessment will be conducted with purpose and preplanned reporting strategies that identify appropriate constituents. Prior to conducting outcomes assessment, the questions “What do we expect to learn from this?” and “How will this information be used?” will guide the selection of measures and reporting formats and audiences.
- IV. Outcomes assessment measures should identify how the results may be used. The utility of the assessment measures are discussed and shared with appropriate constituents.
- V. Outcomes assessment strategies, when feasible, should be informed more by direct, embedded, or authentic assessment rather than by indirect assessment measures, such as student perceptions of their experiences.
- VI. Outcomes assessment results will be displayed and aggregated in such ways that facilitate decision-making processes.
- VII. Decisions informed by outcomes assessment processes will be based upon multiple and valid measures or indicators and systematic processes.
- VIII. Achievement targets for learning outcomes will be appropriate to the level of learning expected.
- IX. While commitment to outcomes assessment is important to an individual’s role within the University, assessment results will only be used to improve courses, programs, continuous improvement initiatives, or learning experiences at the unit, department, college, or University levels. Outcomes assessment results will not be used to evaluate an individual but may be used to inform professional development offerings. Outcomes assessment results may be used to inform planning and resource allocations.