

Campus-Wide Assessment Workshop

Building the House of Assessment

Understanding ILOs, PLOs & Course Assessment

The House of Assessment



Each level builds upon and supports the others

Three Levels of Assessment

Course Level

Your day-to-day assessment work in individual classes

Evaluate specific learning outcomes within your course

Example: Can students write a thesis statement in ENG 101?

Program Level

Department assesses broader educational goals

Looks across multiple courses in the program

Example: Are Biology majors graduating with strong lab skills?

Institutional Level

College-wide measures of overarching objectives

Evaluates overall institutional effectiveness

Example: Are graduates prepared for careers and citizenship?

Institutional Learning Outcome	Student Mastery Rate	What This Means
Collaboration	74%	Our students excel at teamwork – the highest performing outcome!
Communication	70%	Strong writing, speaking and presentation skills
Information Literacy	70%	Excellent research and critical thinking abilities
Personal & Social Responsibility	68%	Strong ethical reasoning & civic engagement
Quantitative Reasoning	67%	Solid analytical & mathematical application skills

What are Institutional Learning Outcomes (ILOs)?

ILOs are the core competencies we want **EVERY** Phoenix College graduate to demonstrate, regardless of their program of study

Key Characteristics:

- Apply to **ALL** students across ALL programs
- Represent essential skills for success in work and life
- Measured across the entire institution
- Guide curriculum development and improvement

Phoenix College's Five ILOs

1. Collaboration

Working effectively in teams and contributing to group success

2. Communication

Expressing ideas clearly in written, oral, and visual formats

3. Information Literacy

Finding, evaluating, and using information effectively

4. Personal & Social Responsibility

Demonstrating ethical reasoning and civic engagement

5. Quantitative Reasoning

Using concepts and data analysis

What are Program Learning Outcomes (PLOs)?

PLOs are specific competencies students should demonstrate upon completing a particular program or degree

Key Characteristics:

- Specific to each academic program
- Align with industry standards and workforce needs
- Assessed within required courses of the program
- Connect to and support ILOs
- Guide program curriculum design

Examples:

Nursing Program:

Demonstrate safe medication administration practices

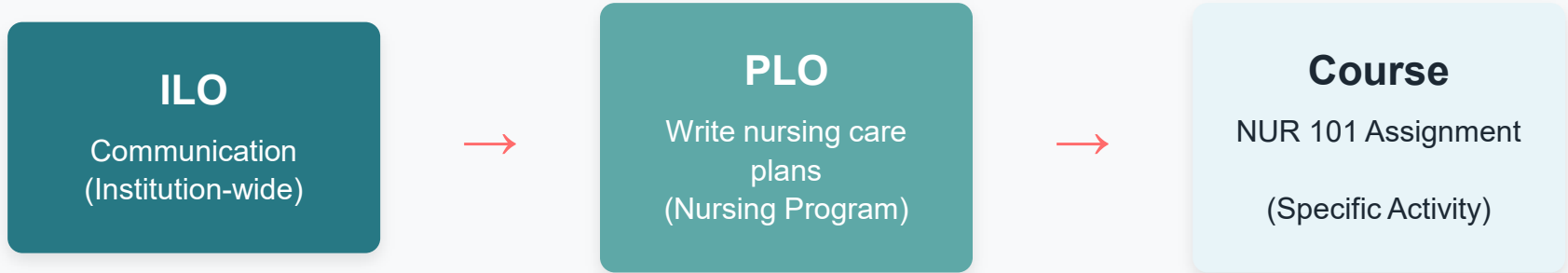
Business Program:

Create comprehensive business plans

Computer Science:

Design and implement database systems

How ILOs and PLOs Connect



The Alignment Principle:

One ILO → Multiple PLOs → Multiple Course Assessments

PLOs should align with relevant ILOs whenever possible. This creates a coherent assessment system where course work supports program goals, which in turn demonstrate institutional effectiveness.

Assessment Methods

Direct Methods

Observable evidence of learning

Examples: Exams, Projects, Presentations

Indirect Methods

Student perceptions of learning

Examples: Surveys, Interviews

Formative Assessment

Ongoing feedback during learning

Examples: Quizzes, Discussions

Summative Assessment

Final evaluation of achievement

Examples: Final Exams, Capstones

The 3-Year Assessment Cycle

Year 1

Assess PLOs 1-2
Begin ILO assessment

Year 2

Assess PLOs 3-4
Continue ILOs

Year 3

Assess remaining PLOs
Complete cycle

Key Requirements:

- ALL PLOs assessed at least once in 3 years
- ALL regular courses assess ILOs in 3 years
- Align PLOs with ILOs when possible

Our Results

Mastery Rates

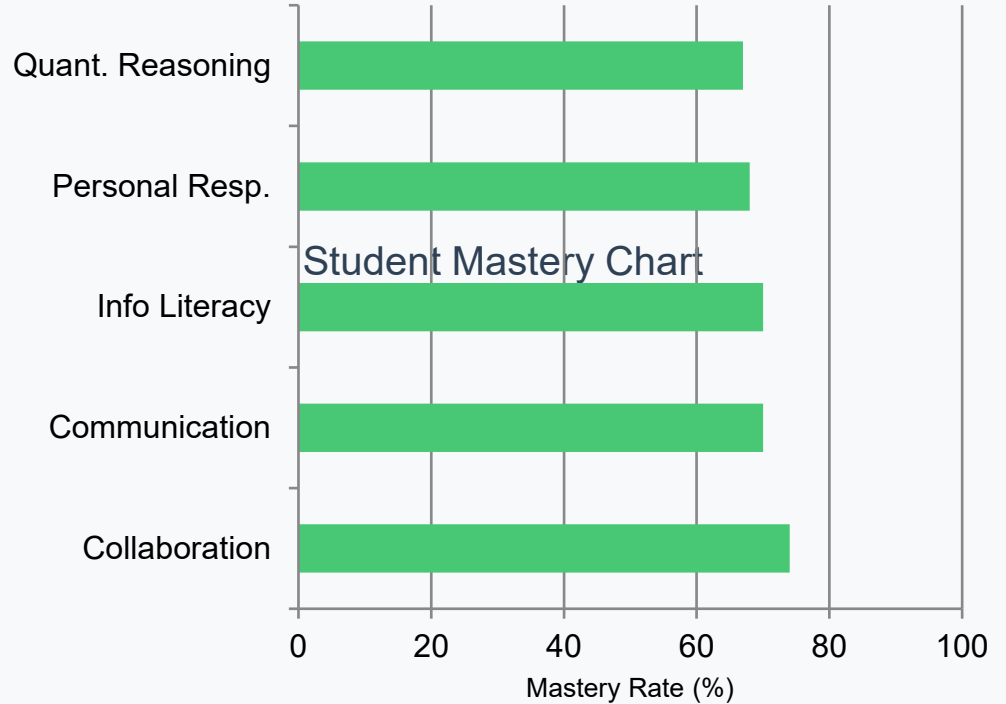
Collaboration: **74%**

Communication: **70%**

Info Literacy: **70%**

Personal Resp: **68%**

Quant Reasoning: **67%**



Next Steps: Your Role in Assessment

1. Plan

Review courses and identify ILOs/PLOs to assess

2. Assess

Use aligned assignments with rubric scale

3. Document

Enter data in Canvas or spreadsheet

4. Improve

Use results to enhance teaching

Assessment is about continuous improvement!

Resources & Support

Assessment Website

Step-by-step videos

FAQ documents

Assessment templates

Direct Support

One-on-one assistance

Canvas integration help

Department liaisons

Questions? We're Here to Help!

AskPCAssessment@PhoenixCollege.edu