Developing Program Learning Outcomes/Rubric
(Academic Departments)

Program Learning Outcomes **are statements describing significant and essential learning that students will achieve at the completion of a program. They are clear statements that articulate the knowledge and skills that students must demonstrate or produce at the completion of the program. These outcomes form the basis for program assessment.**

Constructing Program Learning Outcomes:

- **What do you want students to know or be able to do at the end of your program?**
  The answer constitutes the learning outcomes for the program.

- **Tips: use strong action verbs to construct program learning outcomes**
  (examples of strong verbs include: create, analyze, apply, compare, evaluate, identify, represent, interpret, formulate, calculate, design, distinguish)

CHECKLIST:

- **Do program outcomes reflect the Mission Statement of the Program?**
- **Do program outcomes reflect BCC's Gen Ed and/or Pathways proficiencies?[1]**
- **Are outcomes well written and concise?**
- **Is each program outcome written with a strong action verb?**
- **Are the outcomes SMART? Specific, Measurable, Attainable, Relevant, Timely**

Rubric for Assessing Program Outcomes

Exemplary	Acceptable	Developing
- Outcomes are SMART - specific, measurable, attainable, relevant, timely. - Outcomes are aligned with program and institutional goals - Outcomes clearly address the breadth of knowledge, skills, or services associated with program - Outcomes are well-written and concise - Outcomes contain action verb emphasizing student activity.	- Outcomes seek to be SMART - specific, measurable, attainable, relevant, timely. - Outcomes are aligned with program and institutional goals. - Outcomes address the breadth of knowledge, skills, or services associated with program - Outcomes are appropriate, but language may be vague or need revision	- Outcomes do not appear SMART - Outcomes not aligned with program or institutional goals. - Incomplete—does not address the breadth of knowledge, skills, or services associated with the program - Language of outcomes needs attention

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[1] As part of this effort (in FA15-SP16) the College will link the Gen Edu and Pathways proficiencies; map Pathways course outcomes with Pathways proficiencies; and assess/reconsider the appropriateness of the BCC General Education Proficiencies.