



Common Learning Outcomes Assessment Date: 6/4/2021 rev. 02-20-2024

Common Learning Outcomes		Measurement Tool	Timeline/Frequency of Assessment	Target	Review
Knowledge, skill, or behavior students can demonstrate at graduation					
1	Think critically and communicate clearly	Heighten Critical Thinking Assessment. Direct, summative assessment of analysis and synthesis using a standardized, benchmarked tool.	Annual administration to sample of seniors as identified by participating academic departments.	80% of Hope seniors at a proficient or advanced level in overall critical thinking score.	Results reviewed by faculty & staff team organized by Assessment Committee in 2021-22, 2022-23, then every two years after. Assessment summary and recommendations reviewed by the Assessment Committee, Academic Affairs Board, and Deans' Council. Assessment reports available to Hope constituencies on the assessment website.
		National Survey of Student Engagement (NSSE) Academic Challenge Indicators: Higher Order Learning and Reflective & Integrative Learning. Indirect, summative assessment using a standardized, benchmarked tool.	Annual administration to all seniors through 2020, then biennial administration beginning in 2022.	College mean for each item that is equal to or greater than Great Lakes Private institutions; decrease the gap between Hope mean and that of our Carnegie Class institutions.	
2	Approach knowledge with a liberal arts foundation	National Survey of Student Engagement (NSSE): Quantitative Reasoning. Indirect, summative assessment using a standardized, benchmarked tool.	Annual administration to all seniors through 2020, then biennial administration beginning in 2022.	Decrease the gap between Hope mean and that of other Great Lakes Private institutions.	Results reviewed by faculty & staff team organized by Assessment Committee in 2021-22, 2022-23, then every two years after. Assessment summary and recommendations reviewed by the Assessment Committee, Academic Affairs Board, and Deans' Council. Assessment reports available to Hope constituencies on the assessment website
		Intellectual Engagement with the Christian Faith Survey. Hope-developed indirect assessment.	Administered every four years to cohorts in their 3 rd -6 th year (2016, 2020, 2024, etc.).	95% of respondents have learned about the content of Christianity in one or more courses. Mean response of 4.0 (on a 5-pt scale) on the item "Has the coursework you have taken so far effectively encouraged you to explore the intellectual content of the Christian faith?"	
		Tool developed to directly assess Anchor Plan Outcome 1.	Consistent with assessment of Anchor Plan Outcome 1.	Consistent with Anchor Plan targets.	

3	Engage in intensive study	Assessment of individual program learning outcomes using department/program adopted tools.	Department-identified assessment timeline.	Department-identified targets.	Program assessment results reviewed by department with actions/improvements identified. Assessment reports submitted to Hope College Assessment Portal and discussed in chair-dean meeting.
		National Survey of Student Engagement (NSSE): High Impact Practices. Indirect, summative assessment using a standardized, benchmarked tool.	Annual administration to all seniors through 2020, then biennial administration beginning in 2022.	College mean for each item that is equal to or greater than that of our Carnegie Class institutions.	Results reviewed by faculty & staff team organized by Assessment Committee in 2021-22, 2022-23, 2023-24, then every two years after. Assessment summary and recommendations reviewed by the Assessment Committee, Academic Affairs Board, and Deans' Council. Assessment reports available to Hope constituencies on the assessment website
		Six-months out Graduate Survey. Hope-developed survey consistent with NACE standards. Indirect assessment of items related to employment, preparation for employment, graduate school enrollment, and preparation for graduate school.	Annual survey of graduates from the previous academic year.	96% of recent graduates are either employed in their field of study or/and in graduate school; 95% feel very well or well prepared for graduate school; 95% feel more prepared or prepared about the same as their colleagues for their current role.	
		Five-years and Ten-years out Alumni Survey. Indirect assessment using a standardized, nationally-benchmarked tool of items related to employment preparation.	Annual survey administered by NACM to all Hope graduates 5 years and 10 years after graduation.	Hope graduates who are five- and ten-years out feel more prepared for their career than our comparison group of private institutions.	
4	Integrate knowledge, experience, and purpose	National Survey of Student Engagement (NSSE): Reflective & Integrative Learning. Indirect, summative assessment using a standardized, benchmarked tool.	Annual administration to all seniors through 2020, then biennial administration beginning in 2022.	College mean that is greater than Great Lakes Private institutions; decrease the gap between Hope mean and that of our Carnegie Class institutions.	Results reviewed by faculty & staff team organized by Assessment Committee in 2021-22, 2022-23, 2023-24, then every two years after. Assessment summary and recommendations reviewed by the Assessment Committee, Academic Affairs Board, and Deans' Council. Assessment reports available to Hope constituencies on the assessment website.
		Senior Seminar Lifeview Paper. Direct assessment of a random sample of papers using a Hope-developed rubric.	Sample of papers collected every semester that reflect a 90% confidence level and assessed by faculty every 3 academic years (2020-21, 2023-24, 2026-27).	80% of students at good (4) or excellent (5) on the 5-point rubric for the items "Describes a coherent and compelling philosophy of life," "Demonstrates commitments and convictions in conversation with the Christian Faith" and "Demonstrates engagement with diverse life-giving purposes and perspectives by which people live."	

5	Demonstrate cultural awareness and competency	Heighten Intercultural Competency & Diversity Assessment. Direct assessment of students' intercultural approach, analyze, and act competencies using a standardized, nationally-benchmarked tool.	Annual administration to first-year and senior students.	Approach Score: 100% of seniors at neutral or high Analyze & Act Score: 95% of seniors at proficient or advanced	Results reviewed by faculty & staff team organized by Assessment Committee in 2021-22, 2022-23, 2023-24, then every two years after. Assessment summary and recommendations reviewed by the Assessment Committee, Academic Affairs Board, and Deans' Council. Assessment reports available to Hope constituencies on the assessment website.
		National Survey of Student Engagement (NSSE): Discussions with Diverse Others Engagement Indicator. Indirect assessment using a standardized, benchmarked tool.	Annual administration to all first-year and senior students through 2020, then biennial administration beginning in 2022.	College mean for first-year and senior students is not significantly different from that of Private Great Lakes institutions.	