

WEAVE

Assessment Plan

General Guidance – Closeout Phase

- Supporting Evidence
- Findings
- Recommendations
- Improvement Plan

Supported Evidence

- **Strong evidence should include:**
 - Scoring rubrics for each measure
 - Complete data – Reports findings for every assessment measure
 - Overall and subscore results – Includes total scores and relevant rubric subscores.
 - Multiple assessment cycles – Shows results over time and allows the program to identify trends.
 - Comparison to a target – Clearly shows whether students met, exceeded, or fell below the expected level
 - **Specific findings** – Identifies areas of strength and areas needing improvement

SAMPLE RUBRIC – Research Project

Criteria	4 – Excellent	3 – Meets Expectations	2 – Developing	1 – Needs Improvement
Research Methodology	Uses appropriate research methods; sources are credible, relevant, and well integrated; methodology is clearly justified.	Uses appropriate research methods and credible sources; methodology is clearly described.	Research methods or sources are only partially appropriate; methodology needs more explanation.	Research methods are inappropriate or unclear; sources are limited or unreliable.
Analysis	Provides insightful analysis; effectively interprets evidence and makes strong connections to the research question.	Clearly analyzes evidence and connects findings to the research question.	Provides limited analysis; connections between evidence and findings need development.	Provides little or no analysis; conclusions are unsupported by evidence.
Communication	Presents ideas clearly, logically, and professionally; writing/presentation is engaging and effectively communicates findings.	Communicates ideas clearly and logically with appropriate academic style.	Communication is generally understandable but lacks clarity, organization, or consistency.	Communication is unclear, poorly organized, or makes findings difficult to understand.



Research Project Rubric Dataset (OUTCOME 1)

Scoring: 1–4 scale

Benchmark: Score of 3 or higher

RAW DATA

Student	Research Methodology	Analysis	Communication	Overall
1	4	3	4	4
2	3	3	3	3
3	4	4	4	4
4	3	2	3	3
5	3	3	4	3
6	4	3	3	3
7	3	4	3	3
8	4	4	3	4
9	3	3	4	3
10	2	3	3	3
11	4	3	4	4
....				

**Summary DATA
(SUPPORTS FINDINGS)**

Measure	Students Scoring 3+	Percentage	Target	Result
Overall Score	41/50	82%	80%	Met
Research Methodology	39/50	78%	75%	Met
Analysis	37/50	74%	75%	Not Met
Communication	41/50	82%	75%	Met

Findings

Strong Findings: What the Evidence Shows

- A strong finding is one that is complete, comparative, and shared with the people who can use it.
- The finding should be brief and point directly to the data

KEY COMPONENTS:

- 1) **Every measure reported** — Findings are provided for **all assessment measures**.
- 2) **Complete results** — Both **total scores and sub-scores** are reported when the assessment includes both.
- 3) **Multiple cycles** — Findings are presented across **multiple assessment cycles**, allowing trends and progress to be identified.
- 4) **Faculty engagement** — Findings are **shared with program faculty** to support discussion, interpretation, and continuous improvement.

Findings cont...

TARGET: At least 80% of students will achieve an overall score of 3 or higher on the research project rubric. Additionally, at least 75% of students will score 3 or higher on each of the following rubric subscores: research methodology, analysis, and communication.

Sample Finding:

Overall performance: 82% of students achieved an overall score of 3 or higher

Subscores:

Research Methodology: 78% scored 3 or higher

Analysis: 74% scored 3 or higher

Communication: 81% scored 3 or higher

This is a strong finding because it reports the **overall score and every required subscore**, clearly compares results to the **stated targets**, and identifies areas that can inform **continuous improvement**

Recommendations

TARGET: At least 80% of students will achieve an overall score of 3 or higher on the research project rubric. Additionally, at least 75% of students will score 3 or higher on each of the following rubric subscores: research methodology, analysis, and communication.

Sample recommendation:

Include a brief **analysis**: Students met or exceeded the overall performance target and demonstrated strong performance in research methodology and communication. **Analysis** was the only subscore that fell below the target, identifying a specific area for faculty discussion and improvement. **A stronger analysis will compare data from multiple cycles.** Over 3 cycles analysis was the only subcore that fell below target.

Recommendation based on finding:

- Faculty will review student work to identify common areas of difficulty in analysis.
- Provide additional instruction and practice on interpreting research findings and connecting evidence to conclusions.
- Incorporate formative feedback opportunities before students complete the final research project.

Improvement Plan

Improvement plans are developed during the closeout phase of each assessment cycle. They use the findings and data from the current cycle to identify specific areas for improvement and establish targeted actions to be implemented in the next assessment cycle.

Start with the findings:

- Develop improvement actions based on assessment findings

Identify the improvement action

- Each action should match the list of 10 approved actions (Revise Curriculum, Revise Instruction, Revise Measure or Assessment...)

Write the specific action

- Describe what will change in the next cycle

List the steps

- Break the action into manageable activities.
- Identify **who is responsible** for each action and establish a timeline.

Track progress

- Document progress during the designated checkpoints and indicate the percentage completed. Note whether the action was completed.

Improvement Plan Example



Institutional Effectiveness Improvement Plan 2026-2027
Academic Program: BA WEAVE EDUCATION
Date: 8/18/26
Outcome developed by program faculty or faculty sub-committee? (Y/N): YES

Action type (Select all that apply to actions below)

Revise Curriculum	☐	Revise Target	☐
Revise Instruction	☒	Adopt or Expand Technologies	☐
Restructure Outcome Statement	☐	Professional Development	☐
Revise Measurement or Assessment	☐	Collaboration with Another Department, Unit or Program	☐
Gather Additional Data	☐	Other	☐

Improvement Plan Example cont..

ACTION 1:

Desired Annual Action 1:	Type: Revise Instruction	Action: Strengthen instruction in RES 4500 to improve students' ability to interpret evidence, connect findings to the research question, and develop supported conclusions.				
Steps	Person(s) Responsible	Timeline	Tracking / Percent completed			Completed (Y/N)
			August	December	May	
Review student research projects to identify common weaknesses in analysis.	Research Faculty	August	100%	-	-	Y
Incorporate additional guided practice focused on interpreting evidence and developing conclusions.	Research Faculty	August–December	25%			
Provide formative feedback on analysis before the final research project.	Research Faculty	December	0%			
Reassess student performance using the research project rubric.	Program Coordinator	May	0%			

Notes Outcome 1:

The current finding indicates that 74% of students met the Analysis benchmark, compared with the 75% target. Additional instructional support will focus specifically on analysis while maintaining the practices contributing to strong performance in Research Methodology and Communication.