

Department: Instructional Design and Technology

Program Name: Certificate, Organizational Systems and Leadership

Program Code: D-INS_CERT00

CIP Code:

Domain	Program-Level Student Learning Outcome (From ALC or ALP)	Year 1	Year 2	Year 3	Year 4	Year 5
		2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
Content	Apply theoretical and empirical best practices to create solutions to resolve complex organizational and individual instructional and performance problems.	Data Collection: Gather baseline data	Implement action plan	Data Collection: Follow up assessment		
Communication	Develop logical, well-reasoned arguments to guide future research endeavors and projects in instructional and performance technology.	Data Collection: Gather baseline data	Implement action plan	Data Collection: Follow up assessment		
Integrity/Values	Apply ethical research practices when conducting research studies.		Data Collection: Gather baseline data	Implement action plan	Data Collection: Follow up assessment	
Critical Thinking	Critically evaluate inferences drawn from empirical research and practice in the field of Instructional and Performance Technology.			Data Collection: Gather baseline data	Implement action plan	Data Collection: Follow up assessment

Assessment Activity (Examples)

Gather baseline data
 (Revise rubric; gather data)
 Implement actions for improvement
 Follow-up assessment (impact data)

Methods of Assessment

Direct Measures:	Indirect Measures:	External Direct Measures:
Analysis Plan	Focus group	Supervisor/Employer feedback
Review of Relevant research	Exit interview	Employee feedback
Research Plan	Alumni survey	
Communication Plan		

Last Revised: Feb. 5, 2024