

Department: Instructional Design and Technology

Program Name: Certificate, Instructional & Performance Improvement Interventions

Program Code:

CIP Code:

		Year 1	Year 2	Year 3	Year 4	Year 5
Domain	Program-Level Student Learning Outcome (From ALC or ALP)	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
Content	Resolve complex organizational and individual 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 the field.	Data Collection: Gather baseline data	Implement action plan	Data Collection: Follow up assessment		
Integrity/Values	Apply appropriate code of ethics to professional interactions.		Data Collection: Gather baseline data	Implement action plan	Data Collection: Follow up assessment	
Critical Thinking	Conceptualize solutions for individual and organizational performance problems			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
Problem of Practice Assig	Focus group	Supervisor/Employer feedback
Quantitative and Qualitat	Exit interview	Employee feedback
Quantitative and Qualitat	Alumni survey	
UWF IRB Assignment		

Last Revised: September 28, 2023

Approved May 2024