**Effective PLOs**

AoL is program-level work. It is *not*:

* Evaluation of individual students
* Evaluation of faculty
* Collection of course evals
* Grades data
* ADR / APR

It’s about student learning and your ongoing work to meet students’ needs as a program. To begin program-level student learning assessment, start with clear statements explaining what your program is for.

4 to 7 broad statements:

* Post-graduation entry-level knowledge, skills, and abilities your graduates should be able to demonstrate
* What are the 4-7 competencies your grads’ employers, receiving institutions, etc., would expect?

Uses:

1. Establish student learning objectives against which you assess program strengths and areas for improvement
2. Promote development across courses through the program (your program is an integrated curriculum, not just a bunch of courses)
3. Align teaching across faculty (don’t forget term, part-time, adjuncts, etc!)
4. Contextualize general education, graduation, and any other University requirements
5. Tool for communication about your program

Characteristics:

* Learner centered
* Specific
* Measurable
* Cognitively appropriate

Structure:

Graduates will be able to <action verb, something measurable/observable> <specific object>.