Program Outcomes and Curriculum Mapping for Program Reviews

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Overview

• Situating program review in the curriculum

• Must haves:
  • Program Goals
  • Learning Outcomes
  • Curriculum Map
  • Student voice
  • Depth of analysis

• How CTE can help
Curriculum development process

- Four integrated phases
  - Design and development
  - Implementation
  - Formative assessment
  - Program review and accreditation
Shared vision

- Describe an **ideal graduate** of your program
  - What do they know?
  - What skills do they possess?
  - What do they value?

- What **distinguishes** your program from other programs?
  - Why should a potential student pick this discipline for their degree?
  - Why at Waterloo?

- What do you hope an alumnus would say they learned from the program and still value 20 years after graduation?
Program goals

What we want for our students

- Goals
- Objectives
- Aims

Program Goal

- The overall goal of the CUT program is for participants to be self-aware, critically-reflective teachers who have gained both theoretical knowledge and skills that contribute to success in an academic career

Source: CTE’s Certificate in University Teaching
Program outcomes

What all students should be able to do by the graduation

- Degree-Level Expectations
- Program Learning Outcomes
- Competencies
- Graduate Attributes

Example Program Outcomes

- Adopt a reflective approach to teaching through collecting feedback and continually modifying instructional approaches
- Develop and implement active-learning teaching method

Source: CTE’s Certificate in University Teaching
Shared language – program learning outcomes

- Reflect what all students should be able to do by the end of the program
  - Cognitive: knowledge and intellectual skills
  - Psychomotor
  - Affective: values, beliefs and attitude
- Incorporate the disciplinary context of the program
- Align to the program vision and aspirations
- Help to set assessment criteria across the curriculum
Sample outcome

Apply principles (concepts) of conflict analysis and transformation at community, institutional and systemic levels

Master of Peace and Conflict Studies

- Goal is for each outcome to be:
  - Specific
  - Measurable
  - Attainable

- Resource: Writing intended learning outcomes (CTE Tip Sheet)
Critiquing the outcomes

- **Design**
  - e.g. Must reflect abilities and attributes of all students

- **Function**
  - e.g. Sufficiently distinguish program from similar programs (e.g., B Math in CS vs B CS)

- **Discipline**
  - e.g., Integrate the language of the discipline

- **Resource:** [CTE’s Critiquing program outcomes](#)
Degree level expectations

- Developed by Ontario Council of Academic Vice-Presidents
- Same requirements for **all programs in Ontario** at that degree level
  - General
  - Honours
  - Master
  - PhD

- Resource: [UDLEs (DOC)](DOC) and [GDLEs (DOC)](DOC)
Undergraduate DLEs

1. Depth and breadth of knowledge
2. Knowledge of methodologies
3. Application of knowledge
4. Communication skills
5. Awareness of limits of knowledge
6. Autonomy and professional capacity
7. Experiential learning
8. Diversity
Graduate DLEs

1. Depth and breadth of knowledge
2. Research and scholarship
3. Level of application and knowledge
4. Professional capacity/autonomy
5. Level of communication skills
6. Awareness of limits of knowledge
Additional sources for program outcomes

- Past program review documents
- Accreditation bodies
- Professional associations (discipline-related but also librarian, graduate studies, etc.)
- Similar programs at other institutions
From the Quality Council

4.3.3 Curriculum

a) The curriculum reflects the **current state of the discipline** or area of study.

b) Evidence of any **significant innovation or creativity** in the content and/or delivery of the program relative to other such programs.

c) Mode(s) of delivery to **meet the program’s identified learning outcomes** are appropriate and effective.
Outcomes key steps

• Gather key documents (*spring* term):
  • Previous program reviews
  • New program proposal if program is less than 10 years old

• Visioning
  • Are you still heading in the right direction?

• Outcomes creation or critique (*spring* or *fall* term)
  • Most or all undergrad programs have outcomes already
  • Some grad programs do not have outcomes yet
Shared process - curriculum mapping

- Visual representation of curriculum
- Can help to identify gaps/redundancies
- How, when, and where students are developing attributes
- Show progression toward various points in a degree
- Undergraduate
  - Levels of student proficiency (Introductory → Developing → Proficient)
- Graduate
  - Depth and breadth (Not Addressed, Covered, Assessed)
### Parts of the map

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**Templates:**
- [Undergraduate](#) (XLS)
- Master (XLS)
- PhD (XLS)
Map more than just course work

- Need to capture how other work contributes to fulfilling program outcomes
  - Thesis/dissertation
  - Comprehensive exams
  - Teaching assistantships
  - Supervising/research mentoring
  - Co-op and WatPD
  - Key co-curricular experiences
  - Milestones (e.g., Academic Integrity)
Mapping key steps

• Create/critique program learning outcomes (spring and fall)
• Create map (fall)
  • CTE available to help with data collection through map survey
• Critique map (late fall, early winter)
  • Best when done as a program-wide activity
Shared process - assessment

- Consider both typical and atypical assessments
  - e.g., exams, lab reports, presentations, projects, peer evaluations, case studies, etc.
- Might emphasize different assessments between undergraduate and graduate levels
- Ensure **alignment** between outcomes and type of assessment
Framework of assessment

OBSERVATION
Obtaining evidence of learning

INTERPRETATION
Reasoning from the evidence

PURPOSE
Why am I assessing?

LEARNING OUTCOMES

From the Quality Council

4.3.4 Teaching and assessment

a) Methods for assessing student achievement of the defined learning outcomes and degree learning expectations are appropriate and effective.

b) Appropriateness and effectiveness of the means of assessment, especially in the students’ final year of the program, in clearly demonstrating achievement of the program learning objectives and the institution’s (or the program’s own) statement of Degree Level Expectations.

Resource: Quality Assurance Framework (Section 4.3)
Shared influence - leadership and ownership

- Leadership (Diamond, 2008)
  - Support from Chair
  - Resources

- Ownership
  - Focus on a faculty-driven process (Wolf, 2007)

- Succession planning
  - Who will support this work over the next seven years?
Student engagement in the process

- Include evidence from students
  - Surveys (workshop June 7 at 10:00am, NH 3318)
  - Focus groups
  - Discussions with student leaders

- Discuss how to regularly engage students in curriculum development and review
Make this your program review

- Program outcomes are central to all aspects of curriculum
- Visioning and outcomes helps us look critically at our program
- Supports integrated, aligned assessment strategy
  - Includes both formative and summative elements
- Shared process among all department members
- On-going assessment conversations reinforce vision, encourage shared practice
Getting started

- Start with the program outcomes (Spring/Fall)
  - Critique existing outcomes (see last review or new program proposal)
  - Create outcomes (all undergrad program should have outcomes, some grad programs do not)

- Create curriculum map (Fall)

- Gather stakeholder feedback (Fall/Winter)
CTE Program Review Support

- Program outcomes
  - Design and critique
- Curriculum mapping
  - Instructor survey
- Department discussions and retreats
  - Visioning, SWOT, critiquing map and outcomes
- Consultations
CTE Support

- Scott Anderson - Environment; Accounting & Finance; Political Science; Economics
- Paul Kates - Mathematics
- Samar Mohamed – Engineering (until June 25, 2019)
- Victoria Feth - Arts and AFIWs
- Jason Thompson - Science
- Christine Zaza - Applied Health Sciences, Psychology, Sociology & Legal Studies, and Support Units
- Veronica Brown – Curriculum and Quality Enhancement
References
