



### **Examples of Direct Measures**

- Exit and other interviews
- Standardized exams
- Locally developed exams
- Portfolios
- Simulations
- Performance appraisal
- External examiner
- Oral exams
- Behavioral observations

### **Examples of Indirect Measures**

- Written surveys and questionnaires
- Exit and other interviews (yes, they can also be direct measures!)
- Archival records
- Focus groups

### **Steps to Writing Program Indicators**

1. Analyze a program outcome to determine how it is currently being assessed or how it could be assessed.
2. Develop a statement that indicates the method of assessment along with the specific characteristics students should exhibit to show achievement.
3. Name the expected performance using an observable action verb to define the expected learning.

### **Level of Learning to Define Success:**

All students will demonstrate the capacity to use a core set of instruments. 30% will be certified by the faculty as expert users.

### **Office of Assessment and Institutional Learning**

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