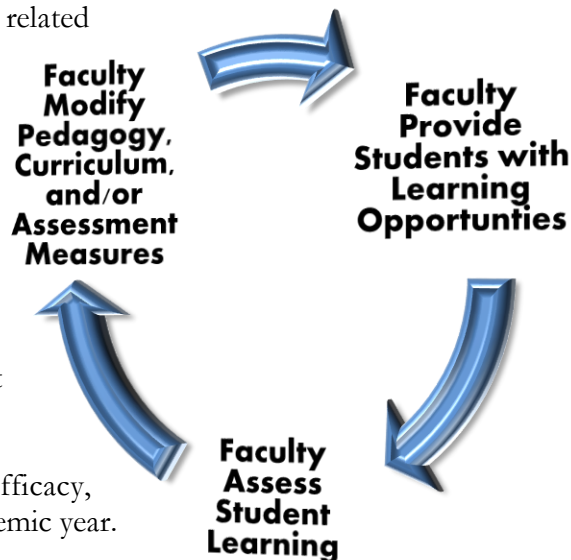## USD-SOLES Program Assessment Plan

Program Name: Master of Arts in Nonprofit Leadership and Management

Date Assessment Plan was Developed or Revised: 2/27/14

Annual Program Assessment

All programs in the School of Leadership and Education Sciences complete an annual assessment cycle by using faculty determined methods to measure program related student learning outcomes. Facilitated by the Director of Assessment, every program establishes and publishes student learning outcomes outlined in a curriculum map which shows appropriate points in the program for assessing candidate development. These data are collected using the *USD-SOLES Assessment of Student Learning Form* provided by the SOLES Office of Assessment. Completed forms are collected and stored by the Office of Assessment for easy retrieval by program faculty for decision making regarding pedagogy, curriculum, accreditation, assessment process, or program efficacy, as documented in action plans for the next academic year.

Faculty Modify Pedagogy, Curriculum, and/or Assessment Measures → Faculty Provide Students with Learning Opportunties → Faculty Assess Student Learning

Assessment should be ***natural*** - flowing from teaching and learning, program and course outcomes, and college and university mission statements.

Assessment should be ***purposeful*** - monitoring learning, teaching, program efficacy, institutional effectiveness, or public accountability.

Assessment should be ***feasible*** - maximizing the use of technology, while minimizing time and effort.

Assessment should be ***informative*** – utilizing findings to make decisions regarding learning, teaching, program efficacy, institutional effectiveness, or public accountability.

A comprehensive *program assessment plan* includes measurable *program outcomes* and *student learning outcomes*. The plan should contain at least three program outcomes and at least three student learning outcomes. The tool for measuring the outcome is the *assessment method* and the standard for success is the *benchmark*.

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Program of Study

The goal of this 36 unit program is to provide existing and aspiring nonprofit practitioners with cutting-edge leadership theories and state-of-the-art management tools that can be used to create high-performing organizations. Students learn new ways of conceptualizing their work through their studies with noted faculty from the School of Leadership and Education Sciences as well as from prominent practitioners who teach in our program. Most courses include consulting projects with locally-based nonprofits and foundations where concepts learned in the classroom come to life.

<table>
<tr>
<td rowspan="4">Program Outcome #1</td>
<td>Program Outcome 1:Knowledge</td>
<td>The Nonprofit Leadership and Management Program (NLMP) will prepare candidates to learn advanced knowledge and leadership skills in applied contexts, where the student evaluates and articulates best practices using critical thinking and research to address problems within nonprofits and philanthropies.</td>
</tr>
<tr>
<td>Assessment Method 1:</td>
<td>1) NLMP faculty will identify outstanding student work eligible to be posted to the Online Best Practice Library.
2) The Applied Projects Evaluation will assess the professionalism of students and degree to which projects have been implemented.</td>
</tr>
<tr>
<td>Benchmark 1:</td>
<td>1) Fifteen to twenty new artifacts will qualify to be posted annually on the Online Best Practice Library.
2) The Applied Projects Evaluation will be reviewed for positive trends.</td>
</tr>
<tr>
<td colspan="2">Timeline: Biennially</td>
</tr>
</table>

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Program Outcome # 2	Program Outcome 2:Applied Learning	The Nonprofit Leadership and Management Program (NLMP) develops the abilities of candidates to address core issues within the discipline from multiple frameworks, including applied/investigative/creative work.
	Assessment Method 2:	NLMP candidates will submit their portfolio at the end of the program.
	Benchmark 2:	80% of the portfolio rubric scores will fall within the acceptable range determined by the department at the preliminary review stage.
	Timeline: Biennially	

Program Outcome #3	Program Outcome 3: Career Advancement, Networking and Contribution to the Field	The Nonprofit Leadership and Management Program (NLMP) will provide candidates with the tools to advance their careers, increase their network and make contributions to the field.
	Assessment Method 3:	NLMP alumni will complete the SOLES alumni survey.
	Benchmark 3:	Alumni Survey data will indicate at least 80% of program participants will report a promotion and/or raise, at least 80% will remain in contact with other alumni, and at least one quarter will have presented at a conference or served on a nonprofit board.
	Timeline: Biennially	

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Student Learning Outcome #1	**Student Learning Outcome 1:**	NLMP students will describe and critique the scope and significance of the nonprofit sector, voluntary action and philanthropy within a global political and socio-economic context.
	Assessment Method 1:	LEAD 501 students will be assessed using weekly writing assignments based on assigned readings.
	Benchmark 1:	90% of Nonprofit MA students will earn a cumulative grade of B or higher on the weekly writing assignments pertaining to the scope and significance of the nonprofit sector, voluntary action and philanthropy within a global political and socio-economic context.
	Timeline: Biennially	

Student Learning Outcome #2	**Student Learning Outcome 2:**	NLMP students will articulate, assess and discern ethical behavior that is grounded in standards, codes of conduct, accountability, and values.
	Assessment Method 2:	1) LEAD 502 students will be assessed using their weekly written reflections, case studies, and their final project.
	Benchmark 2:	85% of Nonprofit MA students will earn a B or higher on the weekly written reflections, case studies, and final project.
	Timeline: Biennially	

Student Learning Outcome # 3	**Student Learning Outcome 3:**	NLMP students will develop a perspective embedded within applied and academic literature that explains and evaluates the role and efficacy of nonprofit governance.
	Assessment Method 3:	LEAD 510 students will be assessed on their research project.
	Benchmark 3:	85% of students will earn a grade of B or above on their research project.
	Timeline: Biennially	

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Student Learning Outcome # 4	**Student Learning Outcome 4:**	NLMP students will articulate, assess, and implement strategies for engaging in advocacy and social change.
	Assessment Method 4:	LEAD 507 students will be assessed on their Proposed Community Action Plan.
	Benchmark 4:	90% of students will submit, with a grade of B+ or above, a practical Community Action plan with specific recommendations that help the nonprofit engage in social change.
	Timeline: Biennially	

Student Learning Outcome # 5	**Student Learning Outcome 5:**	NLMP students will apply principles and approaches that assess the operational and fiscal health of an organization.
	Assessment Method 5:	1) LEAD 503 students will be evaluated on their case study project on an organization's financial controls. 2) LEAD 509 students will be assessed using their case studies on employment law.
	Benchmark 5:	1) 85% of LEAD 503 students will earn a rubric score of at least 3 (using a 4-point scale) on the financial case study project that assesses the operational and fiscal health of an organization. 2) 85% of LEAD 509 students will earn a score of B or above on their case studies on employment law.
	Timeline: Biennially	

Student Learning Outcome # 6	**Student Learning Outcome 6:**	NLMP students will determine the appropriate strategies and create an integrated marketing and fundraising strategy for an organization.
	Assessment Method 6:	LEAD 506 students will be evaluated on their small group final project involving the creation of an integrated marketing and fundraising strategy for an organization.
	Benchmark 6:	90% of students will complete an Integrated Marketing and Fundraising Strategy, earning a grade of B or above.
	Timeline: Biennially	

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Student Learning Outcome # 7	**Student Learning Outcome 7:**	NLMP students will facilitate leadership and organizational management practices that promote healthy decision-making, planning, change-management and the prudent use of resources.
	Assessment Method 7:	LEAD 511 Student teams will be assessed on their strategic planning report. LEAD 505 students will be assessed via a case study assignment and presentation.
	Benchmark 7:	90% of LEAD 511 students will receive a grade of B or better on all writing assignments. 90% of the LEAD 511 strategic planning reports will receive positive feedback from community partners 90% of LEAD 505 students will receive a grade of B or better on their case study assignment, analysis, and presentation of final recommendations.
	Timeline: Biennially	

Student Learning Outcome # 8	**Student Learning Outcome 8:**	NLMP students will produce scholarly work that demonstrates the integration of knowledge and practice; fully document and articulate how information from multiple sources contribute to a program design and evaluation model.
	Assessment Method 8:	LEAD 500 students are evaluated with a final project where they produce a scientifically researched program proposal.
	Benchmark 8:	85% of students will earn a grade of B or above ON their final project.
	Timeline: Biennially	