Professional Institutional Learning Outcomes

Loma Linda University

In today's world it is important for all LLU graduates to have excellent professional skills in addition to being experts in their fields in both knowledge and skills. LLU graduates should have excellent critical thinking, oral and written communication, information literacy, and quantitative reasoning skills that are appropriate to their discipline and level. Whole patient care depends on these kinds of professionals. Thus, clinical versions of the rubrics or those from professional accreditors are appropriate to use with students in clinical programs. It is an alternative assessment approach for programs that have trouble using the standard Institutional Learning Outcomes (ILOs) and rubrics to fit their discipline/profession and level.

LLU has the responsibility to define, assess, and document learning in our own way. The following alternative approach to the LLU's existing ILOs and assessment tools is one of the ways for programs to meet their unique needs:

1. Transform the Institutional Learning Outcomes (ILOs) into Professional Institutional Learning Outcomes (Professional ILOs). *Note*: The Professional ILOs *do not* replace the regular Program Learning Outcomes (PLOs) that address the specific curriculum and skills of the program's discipline or profession.
2. Develop definitions for the ILOs that are meaningful for the program's discipline and level.
3. Select or develop a rubric that accurately assesses student learning for the program's new Professional ILO definitions. Programs may continue to use the current LLU/AAC&U VALUE Rubrics, or a rubric used within the program's discipline/profession. Alternatively, programs may choose to use clinical versions of the LLU/AAC&U rubrics that will be developed by the Learning Outcomes Committee.

All programs need to choose whether to continue to use the regular ILOs or to move to the Professional ILO alternative assessment process.

Professional ILOs in LiveText

How will changing from LLU's ILOs to Professional ILOs impact using LiveText and the overall assessment reporting for LLU?

LLU ILO Rubrics: All of the LLU existing ILO rubrics will remain in LiveText for programs to continue to use, as desired.

Professional ILO Rubrics: Professional ILO rubrics in LiveText are tagged to their corresponding ILOs. As a result of this tagging, data reports can be run in LiveText as usual even when programs use different rubrics.

Support: Workshops are to help programs set up their new rubrics after they either have developed their own rubrics or have selected existing rubrics from their discipline/profession. Once the rubrics are set up and tagged properly in LiveText, faculty can use them for assessments as usual.

Annual Reports: All programs will complete the annual assessment reports, as usual, based on their assessments using either the traditional ILOs and rubrics, or their own Professional ILOs with appropriate rubrics.

Assessment Schedule: Many programs have found that although it first appears to be easier to only assess the "ILO/Professional ILO of the year[2]," this approach has not fit into their program either effectively or sustainably. Thus, many programs are choosing to assess each of the ILOs/Professional ILOs every year, which is much easier to implement using LiveText. By assessing each yearly programs can get a better understanding of where their students are each year and can take appropriate actions if they are not meeting the criteria for success. This approach is considered best practice and is strongly encouraged.

Mix and/or Match: Programs may choose the ILOs or Professional ILOs they want to use. They can transform each ILO into appropriate Professional ILOs for their program, or they can keep some of the ILOs and only transform a few to be their program's unique Professional ILOs. No matter how a program chooses the ILOs/PILOs, there will only be five all together with no duplicates. The final selection should be a great match for the program's discipline and level.

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[2] LLU's ILO Assessment and Schedule: https://home.llu.edu/sites/home.llu.edu/files/2022-04/ILOs-and-schedule.pdf

Resources

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