



Three-Year Time Period for  
SLO Assessment  
Explained

# What is the three-year time period for assessment?

---

- WPU started the three-year time period for assessment in 2022-2023
- It consists of three one-year assessment cycles. For example: 2022-2023, 2023-2024, 2024-2025
- Over a three-year period, all SLOs for a program should be assessed at least once.
- For example, if a program has five outcomes, one possible plan for the three-year time period would be:

SLO	Year Assessed
#1	2022-2023
#2	2023-2024
#3	2023-2024
#4	2024-2025
#5	2024-2025

# Why are we using the three-year time period?

---

- Reason #1: It takes time for changes that are made to impact student learning outcomes. For instance,
  - Suppose assessment results led to an action plan of changing curriculum to infuse more opportunities for students to develop competency in data analysis before their capstone (where the SLO is assessed).
  - It would take time for students to experience the changes, and thus time for the impact to be seen in capstone.
- Reason #2: Assessing all outcomes every year is a lot to monitor, change, and track.
  - Each SLO assessment leads to an action plan, some of which can be complex (see reason #1)
  - Multiple revisions to a curriculum (potentially one for each SLO) could be difficult to implement simultaneously.
  - Action plans may not be It could also then be difficult to attribute any changes in student performance to one of the specific actions.

# What happens after the three-year time period ends?

- After 2024-2025, we start over again, *with one change*.
- The change involves reflecting on the implementation of action plans to date before re-assessing
- For example, for one SLO, the process may look like:

First Three-Year Period			Second Three-Year Period		
2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Assess and develop action plan based on results.	Begin implementing action plan.	Continue implementing action plan	<i>Reflect on implementation of action plan to date.</i>  Re-assess and develop (new) action plan based on results.	Begin implementing (new) action plan.	Continue implementing (new) action plan.

# What happens after the three-year time period ends?

- After 2024-2025, we start over again, *with one change*.
- The change involves reflecting on the implementation of action plans to date before re-assessing
- For example, for one SLO, the process may look like:

First Three-Year Period			Second Three-Year Period		
2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Assess and develop action plan based on results.	Begin implementing action plan.	Continue implementing action plan	<i>Reflect on implementation of action plan to date.</i>  Re-assess and develop (new) action plan based on results.	Begin implementing (new) action plan.	Continue implementing (new) action plan.

# How does Anthology fit in?

---

- [Anthology](#) is the platform that WP uses to keep a record of SLO assessment.
- There are three touchpoints throughout the year when information is entered into Anthology.
- Touchpoint 1: **Due October 31**
  - SLO(s) to be assessed that year are affirmed (Y/N)
  - Measure to be used is recorded
  - Performance target (xx% of students....) is noted
- Touchpoint 2: **Due June 30**
  - Assessment results are recorded
  - Notation of whether the performance target was met (Y/N) is made
- Touchpoint 3: **Due September 30 of the following year**
  - Analysis of results is documented
  - Action plan for continuous improvement is described

# Why are action plans entered after the year is over?

---

- Action plans are entered into Anthology by September 30<sup>th</sup> of the year **following the year in which the SLO was assessed**.
  - For instance, for an SLO that was assessed in 2022-2023, the action plan is entered by September 30, 2023.
- The due date was set based on faculty feedback.
  - While it is possible to determine results by June 30<sup>th</sup>, it is not always possible to analyze them thoroughly, discuss as a department, and develop action plans by that date.
  - Thus, the date for action plan submission was moved to the beginning of the next academic year, giving faculty the opportunity to analyze and discuss results.

# What are Anthology dates for the next few one-year cycles?

Year activities performed	Year to which assessment applies	Due date	Anthology Activity
2023-2024	2022-2023	September 30, 2023	Review 22-23 results, develop and enter action plans into Anthology (to be implemented over next two years)
	2023-2024	October 31, 2023	Confirm in Anthology outcome(s) to be assessed in 23-24 and set performance targets
	2023-2024	June 30, 2024	Enter assessment results for outcome(s) (Met/Not Met)
2024-2025	2023-2024	September 30, 2024	Review 23-24 results, develop and record action plans (to be implemented over next two years)
	2024-2025	October 31, 2024	Confirm in Anthology outcome(s) to be assessed in 24-25 and set performance targets
	2024-2025	June 30, 2025	Enter assessment results for outcome(s)(Met/Not met)
2025-2026	2024-2025	September 30, 2025	Review 24-25 results, develop and record action plan (to be implemented over next two years)
	2025-2026	October 31, 2025	Confirm in Anthology outcome(s) to be assessed in 25-26, <b>report on implementation of action plans from previous 3-year period</b> , set performance targets for current 25-26 period
	2025-2026	June 30, 2026	Enter assessment results for outcome(s) (Met/Not Met)