CALIFORNIA STATE
UNIVERSITY
EAST BAY

**Department of Human Development and Women's Studies / CLASS**

**ASSESSMENT PLAN: Human Development**

**Date Updated: Spring 2022**

| PROGRAM LEARNING OUTCOMES (PLOs) | |
|---|---|
| Students graduating with a Human Development BA will be able to: | |
| PLO 1 | Demonstrate core knowledge in biological, psychological, and socio-cultural aspects of human development. (ILO6) |
| PLO 2 | Model critical thinking ability by summarizing, comparing, synthesizing, and critiquing interdisciplinary human development perspectives. (ILO1) |
| PLO 3 | Assess information; design and conduct individual and/or group research projects, and present them clearly, logically, and persuasively. (ILO2) |
| PLO 4 | Identify and evaluate problems by applying human development knowledge in diverse contexts. (ILO3) |
| PLO 5 | Infer the ability to understand themselves reflectively and others empathetically. (ILO3) |

**Note that Years 2- 5 will utilize the revised PLOs listed as outcomes in Year 1, Question 6: Assessment Activity, if they are approved by APS. If PLO modifications are not approved, we will continue to assess using HDEV's existing PLOs.**

| Year 1: 2020-2021 | |
|---|---|
| 1. Which PLO(s) to assess | With the permission of AD Sarah Neilsen, the HDEV faculty decided to assess our existing PLOs to determine whether they reflected diversity and equity in the curriculum. In 2021-22, the faculty will return to the traditional model of assessing one PLO annually. |
| 2. Is it aligned to an ILO? | yes |
| 3. If yes, list ILO. | Our PLOs are aligned to ILOs 1, 2, 3 & 6 |
| 4. Course name and number | N/A |
| 5. SLO from course | N/A |
| | |
| 6. Assessment activity | The faculty created an agreed-upon definition of "diversity." We then assessed each PLO to determine the presence/absence and quality of diversity. |

**Sampling Procedure**: Examination of existing PLOs. The faculty assessed each PLO for diversity and cultural inclusivity. Using this lens, we strove to understand:

- What still works in the PLO
- What no longer works in the PLO
- What PLOs need more unpacking to better reflect our definition of diversity.

**Recommendations for Program Improvement:** The department faculty determined that the PLOs should be modified to more accurately and appropriately reflect the significance of diversity within Human Development's learning outcomes. The pre-existing PLOs are stated directly below:

*"Original" Semester System HDEV PLOs:*
Students graduating with a B.A. in Human Development from California State University, East Bay will be able to:

1. Demonstrate core knowledge in biological, psychological, and socio-cultural aspects of human development. (ILO6)
2. Model critical thinking ability by summarizing, comparing, synthesizing, and critiquing interdisciplinary human development perspectives. (ILO1)
3. Assess information; design and conduct individual and/or group research projects, and present them clearly, logically, and persuasively. (ILO2)
4. Identify and evaluate problems by applying human development knowledge in diverse contexts. (ILO3)
5. Infer the ability to understand themselves reflectively and others empathetically. (ILO3)

After our examination, the HDEV PLOs have been modified as follows:

*"Revised" Semester System HDEV PLOs:*

Students graduating with a B.A. in Human Development from California State University, East Bay will be able to:

PLO1: Demonstrate core knowledge in diverse* biological, psychological, and socio-cultural aspects of

human development across the lifespan. (ILO6)

PLO2: Model critical thinking by summarizing, comparing, synthesizing, and evaluating human development perspectives using an interdisciplinary approach. (ILO1)

PLO3: Assess information and ethical implications; responsibly design and conduct individual and/or group research projects, and present them clearly, logically, and persuasively. (ILO2)

PLO4: Identify and evaluate individual/population needs, and promote social justice, by applying human development knowledge in community contexts. (ILO3)

PLO5: Critically evaluate one's own lifespan development and biases as a means to understand people empathetically, including historically marginalized people. (ILO3)

*HDEV/WOST defines diversity in terms of intersecting identities including: race/ethnicity/culture, class, caste, gender, sexuality, age, religion/spirituality, immigration status, disability status, and neuro-diversity, with attention paid to local/national/international contexts, access to institutional resources, distribution (contexts) of power, historical implications, and other forms of diversity and/or social injustice.

| | |
|---|---|
| *7. Assessment Instrument* | Five existing HDEV PLOs. |
| *8. How data will be reported* | Via Annual Report |
| *9. Responsible person(s)* | Patricia Drew |
| *10. Time (which semester(s))* | Spring 2021 |
| *11. Ways of closing the loop* | The department will be submitting our revised PLOs for University approval to Associate Dean Luz Calvo during the 21-22 AY. The department PLOs will be shared with tenured faculty, tenure track faculty, and lecturers for use in creating course syllabi and content. |

## Year 2: 2021-2022

| | |
|---|---|
| *1. Which PLO(s) to assess* | PLO3: Assess information and ethical implications; responsibly design and conduct individual and/or group research projects, and present them clearly, logically, and persuasively. (ILO2) |
| *2. Is it aligned to an ILO?* | yes |
| 3. If yes, list ILO. | ILO 3 |
| 4. Course name and number | HDEV 499 |
| 5. SLO from course | T3. Assess information; design and conduct individual and/or group research projects, and present them clearly, logically, and persuasively. |
| 6. Assessment activity | Secondary assessment of student artifacts from HDEV 499 |
| 7. Assessment Instrument | Rubric |
| 8. How data will be reported | Qualitatively and/or quantitatively |
| 9. Responsible person(s) | Department Assessment Coordinator |
| 10. Time (which semester(s)) | Spring 2022 |
| 11. Ways of closing the loop | Course or program refinement |

## Year 3: 2022-2023

| | |
|---|---|
| *1. Which PLO(s) to assess* | PLO 4: Identify and evaluate individual/population needs, and promote social justice, by applying human development knowledge in community contexts. (ILO3) |
| *2. Is it aligned to an ILO?* | yes |
| 3. If yes, list ILO. | ILO 3 |
| 4. Course name and number | HDEV 499 |
| 5. SLO from course | 4. Identify and evaluate problems by applying human development knowledge in diverse contexts. |
| 6. Assessment activity | Secondary assessment of student artifacts from HDEV 499 |
| 7. Assessment Instrument | Rubric |
| 8. How data will be reported | Qualitatively and/or quantitatively |
| 9. Responsible person(s) | Department Assessment Coordinator |
| 10. Time (which semester(s)) | Spring 2023 |
| 11. Ways of closing the loop | Course or program refinement |

## Year 4: 2023-2024

| | |
|---|---|
| *1. Which PLO(s) to assess* | PLO5: Critically evaluate one's own lifespan development and biases as a means to understand people empathetically, including historically marginalized people. (ILO3) |
| *2. Is it aligned to an ILO?* | yes |
| 3. If yes, list ILO. | ILO 3 |

| | |
|---|---|
| *4. Course name and number* | HDEV 499 |
| *5. SLO from course* | 5. Infer the ability to understand themselves reflectively and others empathetically. |
| *6. Assessment activity* | Secondary assessment of student artifacts from HDEV 499 |
| *7. Assessment Instrument* | Rubric |
| *8. How data will be reported* | Qualitatively and/or quantitatively |
| *9. Responsible person(s)* | Department Assessment Coordinator |
| *10. Time (which semester(s))* | Spring 2024 |
| *11. Ways of closing the loop* | Course or program refinement |

| Year 5: 2024-2025 | |
|---|---|
| *1. Which PLO(s) to assess* | PLO1: Demonstrate core knowledge in diverse* biological, psychological, and socio-cultural aspects of human development across the lifespan. (ILO6) |
| *2. Is it aligned to an ILO?* | yes |
| *3. If yes, list ILO.* | ILO 6 |
| *4. Course name and number* | HDEV 499 |
| *5. SLO from course* | 1. Demonstrate core knowledge in biological, psychological, and socio-cultural aspects of human development. |
| *6. Assessment activity* | Secondary assessment of student artifacts from HDEV 499 |
| *7. Assessment Instrument* | Rubric |
| *8. How data will be reported* | Qualitatively and/or quantitatively |
| *9. Responsible person(s)* | Department Assessment Coordinator |
| *10. Time (which semester(s))* | Spring 2025 |
| *11. Ways of closing the loop* | Course or program refinement |