



Office of Assessment

**Quick Reference: Assessment Plan Item Definitions**

<b>Goal:</b>	
A broad statement of mission or purpose that serves as a guiding principle for a unit.	
<b>Learning Objective:</b> A specific, detailed statement of the expected knowledge or skills someone should gain as a result of receiving instruction or training.	<b>Performance Objective:</b> A specific, detailed statement of the expected attainment of non-learning tasks (e.g., satisfaction with service, attendance/participation levels).
<b>Indicator:</b> The instrument, process, or evidence (direct or indirect) used by a unit to assess a learning objective.	<b>Key Performance Indicator (KPI):</b> The instrument, process, or evidence (direct or indirect) used by a unit to assess a performance objective.
<b>Criterion:</b> The specific level of expected attainment for a learning objective.	<b>Target:</b> The specific level of expected attainment or success for a performance objective.
<b>Findings:</b> The collected information and data resulting from the unit's assessment measures (including whether an objective was met, what was discovered as a result of the assessment, and identified areas for improvement).	<b>Results:</b> The collected information and data resulting from the unit's assessment measures (including whether an objective was met, what was discovered as a result of the assessment, and identified areas for improvement).
<b>Action:</b> The next steps to be taken in response to specific assessment findings.	<b>Action:</b> The next steps to be taken in response to specific assessment results.
<b>Update to Previous Cycle's Plan for Continuous Improvement (PCI):</b> A past tense narrative providing an update of progress toward completing the action items identified in the previous year's PCI.	
<b>Plan for Continuous Improvement (PCI):</b> A future tense narrative summarizing all actions to be implemented into one coherent plan.	

*Note: Learning objectives are required for degree programs and optional for academic, student, or administrative support units. Performance objectives are required for all support units but optional for degree programs.*