Program Improvement Planning		
Program	**Chair**	**Program Team**
INR	Dr. Freudenrich	Dr. Libertus Dr. Hailu Prof. Branham

1. Review the Program Improvement Plan from January 2022

- **List the recommendations made**
- **Note if they were implemented or not**
- **Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate**

#	Recommendations	Did We Do This?		Effect of Change
		Yes	**No**	
1	Improve Literature Review	X		Improved from 2.86 to 3.37 and the quality of the Senior papers improved
2	Adding classroom and professional guidance to internship/field experience class.	X		This is now very intense for 150 hours. Everything is solidified in Handshake a month before.

2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

*All scores were above 3.0/4.0 (see below)

#	Action	Rationale/Data	Person Responsible	Timeline
1	Improve student ability to use traditional and non-traditional (visual) sources for literature review	Students are leaning towards various new media sources that are visual and online sources of information.	Dr. Hailu Prof. Branham	2023
2	Include more field experts in program to present in class	Provides deeper insight into the field and changing context.	Dr. Libertus Prof. Branham	2023
3	Strengthen rubrics to clearly communicate expectations to students	Rubrics help to clearly communicate the values and vision of the professor to the student and differentiate the levels of achievement.	Dr. Hailu Dr. Libertus Prof. Branham	2023

2021-2022 Data Reviewed

Criterion	# of Students					Total Points for Criterion	Total Students	Average Score
	Level 0	Level 1	Level 2	Level 3	Level 4			
INR-1-A-Concept Description	0	0	0	0	19	76	19	4.000
INR-1-B-Concept Explanation	0	0	0	0	19	76	19	4.000
INR-1-C-Concept Evaluation	0	0	0	0	19	76	19	4.000
INR-2-A-Written Description	0	0	0	4	15	72	19	3.789
INR-2-B-Written Argument	0	0	0	7	12	69	19	3.632
INR-2-C-Mechanics and Style	0	0	3	8	8	62	19	3.263
INR-2-D-Oral Description	0	0	0	2	17	74	19	3.895
INR-2-E-Oral Argument	0	0	0	4	15	72	19	3.789
INR-2-F-Presentation Mechanics	0	0	0	0	19	76	19	4.000
INR-2-G-Presentation Organization	0	0	0	5	14	71	19	3.737
INR-3-A-Literature Review	0	0	1	10	8	64	19	3.368
INR-3-B-Thesis Development	0	0	0	3	16	73	19	3.842
INR-3-C-Causal Explanation	0	0	0	10	9	66	19	3.474
INR-3-D-Data Sources	0	0	0	8	11	68	19	3.579
INR-4-A-Internship Completion	0	0	0	0	5	20	5	4.000
INR-4-B-Professional Mentoring Response	0	0	0	0	5	20	5	4.000
INR-5-A-Worldview Influence	0	0	0	1	21	87	22	3.955
INR-5-B-Worldview Development	0	0	0	0	22	88	22	4.000
INR-5-C-Practical Influence	0	0	0	1	21	87	22	3.955