Assurance of Student Learning			
2018-2019			
College of Health and Human Services	School of Kinesiology, Recreation & Sport		
Sport Management #572			

Use this pa	Use this page to list learning outcomes, measurements, and summarize results for your program. Detailed information must be completed in the					
ost mis pu	subsequent pages.					
Student Lea	Student Learning Outcome 1: SPM students will demonstrate their ability to assume leadership roles in a variety of settings and with a variety of					
	in the community they serve.	C	J			
Instrument 1						
Instrument 2	Direct: Internship final summary report – SPM 490 Practicum					
Instrument 3	Indirect: Internship supervisor evaluations – SPM 490 Practicum					
Based on your i	esults, circle or highlight whether the program met the goal Student Learning Outcome 1.	Met	Not Met			
Student Lea	rning Outcome 2: SPM students will demonstrate fiscal competence and the ability to manage budgets and w	rite financi	al proposals.			
Instrument 1	Direct: Group financial policy project – SPM 300 Public Policy in Sport					
Instrument 2	Direct: Individual budget project – SPM 402 Fiscal Practices in Sport					
Based on your i	esults, circle or highlight whether the program met the goal Student Learning Outcome 2.	Met	Not Met			
Student Lea	rning Outcome 3: SPM students will exhibit understanding and appreciation of the diverse microcosm of spe	ort and its e	ffects upon			
society and c	ulture.		•			
Instrument 1	Direct: Individual Reflection paper – SPM 310 Sport Ethics and Morals					
Based on your i	esults, circle or highlight whether the program met the goal Student Learning Outcome 3.	Met	Not Met			
Program Sumi	nary (Briefly summarize the action and follow up items from your detailed responses on subsequent pages.)		1			
The results from our assessment indicate the SDM program has reached and/or exceeded the self-reported assessment goals for our listed SLOs. Improvement in course content						

The results from our assessment indicate the SPM program has reached and/or exceeded the self-reported assessment goals for our listed SLOs. Improvement in course content and delivery has helped strengthen our overall program goals and are better preparing students for jobs in the field.

We recommend the following based on this assessment:

- Examination of overall program learning outcomes:
  - What do we want our students to look like?
  - O What is an enthusiastic hire in sport? How do we go beyond competent?
  - o Are the learning outcomes formulated well? Consider changing measure of understanding how sport effects on culture and society.
  - o Continue to consult with the SPM Advisory Board.
  - o Consistently conduct and improve exit interviews with students.
- Consider opportunity for a capstone project, portfolio or research paper:
  - o Provide evidence for multiple outcomes within one instrument.
  - o Produce a detailed rubric for the evaluation.
  - O Have all faculty evaluate the project (names removed) to remove potential bias.
  - o Consider linking/correlation of multiple outcomes.

	Student Learning Outcome 1				
Student Learning Outcome		s will demonstrate their ability to assum	ne leadership roles in a variety of se	ettings and with a	
	•	tures within the community they serve.			
Measurement Instrument 1		e SPM 452 core course were given the finance of the second evaluation and application. A written			
	Identify and examine the elements of leadership theory and practices as they relate to the various managerial responsibilities				
	<ul> <li>Expan</li> </ul>	d and reflect on the leadership style (theor	ry) you believe best represents your st	tyle.	
	<ul> <li>Explain how you will strive to be a good leader and manager in your future career.</li> <li>Think about what difficulties you might face</li> </ul>				
	Think about how you will be mindful of stress behaviors and mediate that behavior to increase productivity				
	0	In what ways do you feel that this course manager?	has prepared you for your future suc	cess as a leader and	
	Articulate personal leadership strengths and weaknesses, and recognize and mediate personal behaviors as they relate				
	to leadership		, and recognize and mediate personal	ocitavious as they relate	
	-	in how you plan to use the information you	have learned about yourself as you	enter your profession.	
	0	Utilize your previous examined needs, st			
		of how you will use that information to b	e more successful in your future care	er.	
Criteria for Student		90% of the students see	ore 90% or higher on project.		
Success					
Program Success Target for	this	90%	Percent of Program Achieving	100%	
Measurement			Target		
Methods		n the class were required to complete the p	• •	<u>o</u>	
	Final evaluation and scores were determined by the professor in class, which included peer evaluations at 10% of the grade.				
Measurement Instrument 2		rnship in Sport students must submit a fina			
	course. This is a detailed report of the semester long experience. The report requires the student to explain and reflect				
	on the work as a leader within the organization and community in which the internship was completed. The report				
	requires the following key components:				
	Introduction				
	Site Descripti				
		ence Description			
	Experience Sa	atisfaction			

	Experience Relevancy Student Responsibilities/leadership roles Associates Education Living Arrangements Educational Opportunities Social/Cultural Opportunities			
		ge (report reviewed and signed by on site	e supervisor)	
Criteria for Student Success		tudents score 90% or higher	_	
Program Success Target Measurement	t for this	90%	Percent of Program Achieving Target	100%
Methods	worth 20% o		udents submitted the reports for review	. A completed report is
Measurement Instrument 3	required to pass the internship course.		p ability): time lent consistently exceeds s of performance. due to inconsistency in ement is needed in all le standards.	

	Recommended				
	Hesitant recommendation				
	No re	ecommendation – unsuitable			
Criteria for Student		90% of students will receive good	l or excellent ratings on leadership abi	ility	
Success		and receive enthusiasm r	recommendations for future hire.		
Program Success Target for this		90%	Percent of Program Achieving	92%	
Measurement			Target		
Methods	The evaluation	ons are all reviewed at the midpoint and er	nd of the internship. Feedback is provi	ded at both tir	nes, with
	the midpoint	evaluation allowing for intervention if nee	eded. As part of the process, the form	requires discu	ssion with
	the supervisor and a signature at both evaluations. The internship coordinator also discussed the results with any				
	student who falls below expectations.			·	
Based on your results, circle or highlight whether the program met the goal Student Learning Outcome 1.			Met	Not Met	

Actions (Describe the decision-making process and actions planned for program improvement. The actions should include a timeline.)

Evaluative data from the success criteria demonstrates that students are reaching intended goals of the outcome. However, the program coordinator, faculty and the site supervisors annually review assessment strategies for leadership development. The SPM 452 Sport Leadership class changed content and delivery to specifically address more leadership theory and personal reflection. The course has also been added to the fall and spring schedule resulting in lower enrollments (better student to faculty ratio). This course will also be taught in a new active learning classroom when available, with SPM faculty attending an active learning training. The SPM program recently formed an advisory board that meets yearly. This board address issues specific to our industry. The last meeting addressed the program learning outcomes and the need for leadership development was discussed.

Follow-Up (Provide your timeline for follow-up. If follow-up has occurred, describe how the actions above have resulted in program improvement.) Regarding internship evaluations a 4% increase in enthusiastic evaluations for hire was seen. The number of positive phone calls and visits for interns also increased. Agencies were calling asking for students, we had more jobs than students, showing our students were in high demand. Grades on the SPM 452 final leadership project improved, with all positive peer feedback. Since the project format was modified a comparison of percentages from previous assignments was not completed. Moving forward a detailed rubric will be used.

	Student Learning Outcome 2				
Student Learning Outcome	SPM student	SPM students will demonstrate fiscal competence and the ability to manage budgets and write financial			
	proposals.	roposals.			
Measurement Instrument 1	SPM 300 stud	SPM 300 students completed a demanding group assignment requiring coordination to propose, defend, and present a			
	plan related to	o financial policy. The assessment used a	specific assigned example, justification	on/process of Oly	ympic
	bids, to impro	ove financial outcomes in the appropriate	location.		
Criteria for Student		80% of studer	nts score 80% or higher		
Success					
Program Success Target for	this	80%	Percent of Program Achieving	87%	Ò
Measurement			Target		
Methods	All students in	n the class were required to complete the	project ( $N=35$ ). Final evaluation and s	scores were deter	rmined by
	the professor	in class.			
Measurement Instrument 2	SPM 402 stud	lents complete a semester long project to	develop a yearly budget, including an	investment port	tfolio, for a
	sport related of	organization. Utilizing examples from act	ual organizations, the project requires	technical analys	sis, stock
	valuation upd	ates, security analysis and accounting pro	cedures appropriate to the organization	n.	
Criteria for Student		80% of studer	nts score 80% or higher		
Success					
Program Success Target	t for this	80%	Percent of Program Achieving	87%	)
Measurement			Target		
Methods	All students in the class were required to complete the project (N=40). Final evaluation and scores were determined by			rmined by	
	the professor in class.				
Based on your results, circle	Rased on your results, circle or highlight whether the program met the goal Student Learning Outcome 2				Not Met

Actions (Describe the decision-making process and actions planned for program improvement. The actions should include a timeline.)

Assignments are appropriate for the classes, and have be retained, but were modified to improve understanding. Appropriate classes, topics and assignments related to finance were the topic of a specific SPM program meeting (Aug, 2018), with the ultimate decision made by the professor of record for assignments. This was an important outcome for examination, considering the ACCT 200 class was dropped from the SPM curriculum. The Olympic bidding process was appropriate assignment to measure outcomes and relevant to others considering timing of the Olympic games and the lengthy bidding process.

Follow-Up (Provide your timeline for follow-up. If follow-up has occurred, describe how the actions above have resulted in program improvement.)

Grades on the budget assignment have improved. Criteria was adjusted to success at 80% instead of a 70% standard and the goal was met at a 2% higher rate. The modification of the assignment and collaboration among faculty was used for the SPM 402 class. Also, the addition of a specific assigned topic improved the assignment on policy. Using timely examples allow students to understand the material and watch course topics play out in real time.

Student Learning Outcome 3					
Student Learning Outcome	SPM student upon society	s will exhibit understanding and appreand culture.	ciation of the diverse microcosm of	sport and its	effects
Measurement Instrument 1	Reflection pa Guidelines:	Reflection paper from SPM 310 Sport Morals and Ethics. Guidelines:			
	1) A thorpoints 2) Preser discus 3) Cite a Refection Pa with an expla Reflection Pa Student-Athle	rough explanation/summary of the discuss and demonstrate an understanding and known the your thoughts/experiences on the topic, asion. Do you agree, disagree, why? Strengend discuss your thoughts on a recent exampler 1 Your first topic will cover the ethical nation of which one seems to fit your back the proper 2 Topics for consideration (choose 1 pete's).  Taper 3 Topics for consideration (choose 1 pete's) and Disability in the proper 1 to 1 t	nowledge of the topic. react to the points from the readings, gths/weakness of authors and your pos- nple in sport that applies to the topic. al theories from the introduction. Con- kground/reasoning. ) include (Sportsmanship, Cheating, P	cases, and cla sition on the si sider each ethi	ss ubject. ical theory oitation of
Criteria for Student Success		80% of student	s score 80% or higher		
Program Success Target for Measurement	this	80%	Percent of Program Achieving Target	949	%
Methods	Methods Three papers were required for a passing grade in the course. Reflection Paper 3 was chosen, based on required topics, to address the outcome (N=42). Final evaluation and scores were determined by the professor in class.				
Based on your results, circle	Based on your results, circle or highlight whether the program met the goal Student Learning Outcome 3.  Met Not Met				Not Met
Actions (Describe the decision-making process and actions planned for program improvement. The actions should include a timeline.)					
The SPM faculty discussed how to meet outcomes regarding society and culture. The SPM 310 Sport Ethics and Morals class was chosen as a					
		ll topics covered within the course. The ro			
		ring the class and within assignments. Th			
	_	and supplemental readings within the co			se. The
course will be evaluated each	n semester for o	content and will be modified as needed to	ensure student outcomes are being me	et/addressed.	

Follow-Up (Provide your timeline for follow-up. If follow-up has occurred, describe how the actions above have resulted in program improvement.)
The SPM 450 Sport Law class uses case studies throughout that examine legal consequences within the sport industry and will be used for assessment in spring 2020. A faculty member left WKU and we were not able to gather data from this course for this review for this review, but will be included in the next assessment.

## SPM 310 Reflection Paper Rubric

Criteria	Exceeds expectations (20)	Meets expectations (15)	Approaches expectations (10)	Does not meet expectations (5)	Points (100)
Explanation of issue	Issue is stated clearly and described comprehensively, delivering all relevant information necessary for full understanding.	Issue is stated, described, and clarified so that understanding is not seriously impeded by omissions.	Issue is stated but description leaves some terms undefined, ambiguities, unexplored, boundaries undetermined, and/or backgrounds unknown.	Issue is stated without clarifications or description.	
Evidence: Selecting and using information to investigate a point of view or conclusion	Information is taken from source(s) with enough interpretation/evaluation to develop a comprehensive analysis or synthesis. Viewpoints of experts are questioned thoroughly.	Information is taken from source(s) with enough interpretation/evaluation to develop a coherent analysis or synthesis. Viewpoints of experts are subject to questioning.	Information is taken from source(s) with some interpretation/evaluation, but not enough to develop a coherent analysis or synthesis. Viewpoints are taken as mostly fact, with little questioning.	Information is taken from source(s) without any interpretation/evaluation. Viewpoints of experts are taken as fact without question.	
Influence of context and assumptions	Systematically and methodically analyzes own and others' assumptions and carefully evaluates the relevance of contexts when presenting a position.	Identifies own and others' assumptions and several relevant contexts when presenting a position.	Questions some assumptions. Identifies several relevant contexts when presenting a position. May be more aware of others' assumptions than one's own (or vice versa).	Shows an emerging awareness of present assumptions. Begins to identify some contexts hen presenting a position.	
Student's position (perspective, thesis/hypothesis)	Specific position is imaginative, taking into account the complexities. Limits are acknowledged and other viewpoints synthesized.	Specific position takes into account the complexities of an issue. Others' points of view are acknowledged within position	Specific position acknowledges different sides of an issue.	Specific position is stated, but is simplistic and obvious.	
Conclusions and related outcomes (implications and consequences)	Conclusions and related outcomes are logical and reflect student's informed evaluation and ability to place evidence and perspectives discussed in priority order.	Conclusion is logically tied to a range of information, including opposing viewpoints; related outcomes are identified clearly.	Conclusion is logically tied to information (because information is chosen to it the desired conclusion); come related outcomes are identified clearly.	Conclusion is inconsistently tied to some of the information discussed; related outcomes are over simplified.	

# **Stock Market/Budget Project Grading Rubric**

Criteria	1	2	3	4	Points
Answer to questions	Crude work, little to no explanation provided. Spelling and grammar is not much better than elementary school.	Sufficient work, limited explanations were given with little detail provided. Several spelling and writing errors.  Pts = 20-29	Adequate work, most things were explained well and understandable. A few writing and spelling errors existed.	Exemplary work, everything was well explained and easily understandable. Professionally written with no typographical errors  Pts = 40-50	
Revised Budget	Pts =10-19  Crude Work, no evidence that coaches requests were considered, no calculations in budget	Sufficient work, little evidence that feedback was used, calculations were rough/ Incorrect	Adequate work, feedback from others was evident to some extent, calculations were figured by calculator	Exemplary work, properly used feedback, formulas used for calculations, budget is easily understood	
	Pts = 10-19	Pts = 20-29	Pts = 30-39	Pts = 40-50	
<b>Executive Summary</b>	Crude work, little to no explanation provided. Spelling and grammar is not much better than elementary school.	Sufficient work, limited explanations were given with little detail provided. Several spelling and writing errors.	Adequate work, most things were explained well and understandable. A few writing and spelling errors existed.	Exemplary work, everything was well explained and easily understandable. Professionally written with no typographical errors	
	Pts = 0- 7	Pts = 8-10	Pts = 11-13	Pts = 14-16	
Coaches Memo	Crude work, little to no explanation provided. Spelling and grammar is not	Sufficient work, limited explanations were given with little detail provided. Several	Adequate work, most things were explained well and understandable. A few writing and	Exemplary work, everything was well explained and easily understandable.	

				Total
	Pts = 0-7	Pts = 9-11	Pts = 12-14	Pts = 15- 17
Booster Club Memo	Crude work, little to no explanation provided. Spelling and grammar is not much better than elementary school.	Sufficient work, limited explanations were given with little detail provided. Several spelling and writing errors.	Adequate work, most things were explained well and understandable. A few writing and spelling errors existed.	Exemplary work, everything was well explained and easily understandable. Professionally written with no typographical errors
	Pts = 0-7	Pts = 8-10	Pts = 11-13	typographical errors  Pts = 14-16
	much better than elementary school.	spelling and writing errors.	spelling errors existed.	Professionally written with no

#### STUDENT EVALUATION FORM

This form should be filled out by the agency supervisor and reviewed with the student prior to both signing the form. Once agreement has been made and both parties have signed, it should be mailed or faxed to the Sport Management coordinator at Western Kentucky University.

The following rating scale should be utilized when filling out this form.

5 = Excellent

4 = Good

3 = Average

2 = Poor

1 = Unacceptable

N/A = Not applicable at this time

The following definitions are given to aid the agency supervisor in evaluating the student.

**Excellent:** Outstanding, performance is unquestionably well above acceptable

standards, student consistently exceeds job requirements.

**Good:** Performance is consistent in all areas; student frequently exceeds

acceptable standards of performance.

**Average:** Performance meets acceptable standards; however, some improvement is

indicated due to inconsistency in some areas.

**Poor:** Performance is below average, student does not meet acceptable standards

and improvement is needed in all areas.

• <u>Unacceptable:</u> Performance is sub-poor, student is consistently deficient and

below acceptable standards.

## **EVALUATION AREAS**

A.	<u>PROFESSIONALISM</u>							
	The	student:						
	1.	Demonstrates Teamwork						
	2.	Demonstrates Cooperation						
	3.	Has Proper Personal Appearance	<del></del>					
	4.	Is Punctual	<del></del>					
	5.	Has a Proper Attitude						
	6.	Is Dependable						
	7.	Demonstrates Self-Discipline						
	8.	Shows Integrity, Loyalty, Honesty						
	9.	Has a Willingness to learn	***************************************					
Com	ments:							
В.	DEP	ENDABILITY						
		Student:						
	1.	Is Reliable						
	2.	Is Willing to take on new tasks	***************************************					
	3.	Completes tasks in a timely manner						
	4.	Is Thorough in completing tasks						
Com	ments:							
••••								

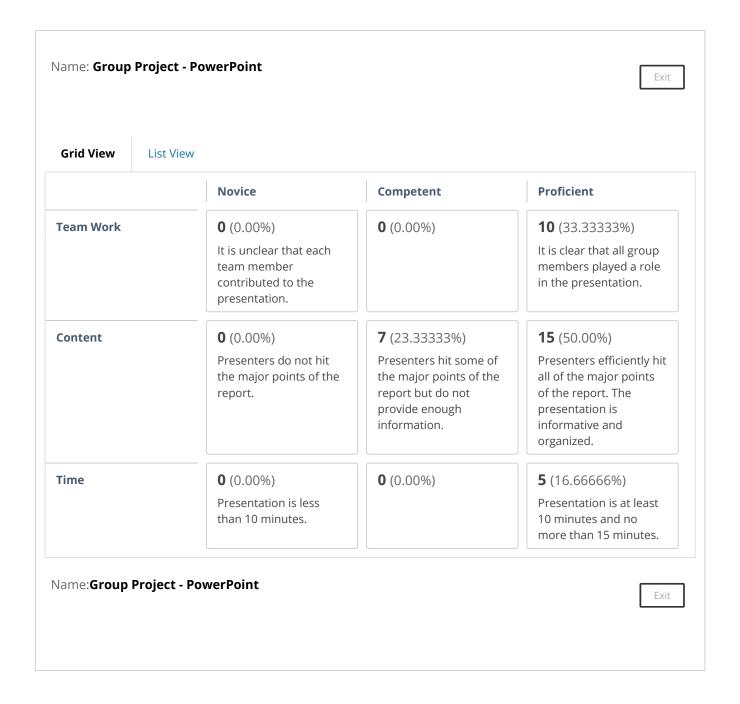
C.	<u>LEADERSHIP</u>							
	The	Student:						
	1.	Understands the needs of customers						
	2.	Demonstrates originality & creativity						
	3.	Displays resourcefulness						
	4.	Commands confidence						
	5.	Demonstrates Ability to analyze problems						
	6.	Demonstrates Adaptability						
	7.	Is Able to handle disciplinary problems	······					
	8.	Accepts criticism Well						
	9.	Shows Skill in completing specific activities						
	10.	Shows an interest in others	•••••					
	11.	Shows general leadership ability						
Comi	nents:							
	-							
D.	ADM	INISTRATIVE ABILITIES						
	The S	Student:						
	1.	Demonstrated the ability to plan & coordinate	•					
	2.	Demonstrated the ability to organize						
	3.	Is Able to express plans in writing						
	4.	Cares for equipment & property	<del></del>					
	5.	Able to interpret agency policies						
	6.	Observes agency policies & rules						
	7.	Submitted accurate Reports						
	8.	Submitted reports on time						
	9.	Has time management skills						
	10.	Contributes ideas and suggestions						
Comi	nents							
COIII								
-								

E.	ACTIVITY PLANNING		
	PLANNING The Student Demonstrates the: 1. Ability to determine appropriate goals 2. Ability to determine objectives to reach goals 3. Ability to plan for equipment needs 4. Ability to budget activities appropriately		
Com	ments:		
Comi	IMPLEMENTING ACTIVITIES The Student Demonstrates the Ability to: 1. begin & end activities on time 2. Follow objectives set forth in plan 3. Demonstrate leadership skills & techniques 4. Manage conflicts  ments:		
	EVALUATION SKILLS  The Student Demonstrates the Ability to:  1. Conduct an objective analysis of activity  2. Construct an objective instrument  3. Formulate reports from evaluations	·	
Comi	ments:		
•			
E.			

F.	COMMUNITY/POPULATION KNOWLEDGE The Student Demonstrated:			
	<ol> <li>Knowledge of the population</li> <li>Knowledge of appropriate a</li> </ol>			
	community	ictivities for the		
	4. Attendance at community e	vents		
Com	ments:			
G.	RECOMMENDATION			
	ght of the above ratings and all other e ent becoming an efficient employee an	vidence available, my overall opinion of this d a credit to the profession is:		
	Enthusiastic recommendation	on		
	Confident recommendation			
***	Recommended			
	Hesitant recommendation			
	No recommendation – unsu	itable		
Plea Man	se indicate if you would like these conse review this evaluation with the stagement Coordinator.  ent's response to evaluation:	nments to be confidentialYesNo udent before submitting it the Sport		
SIGì	IATURES:			
Stud	ent:	Date:		
Ager	cy Supervisor:	Date:		

### Rubric Detail

Select Grid View or List View to change the rubric's layout. More Help



#### Rubric Detail

Select Grid View or List View to change the rubric's layout. More Help

