

# Public Administration Assessment Report

Spring 2017

Author: Joseph F. van Gaalen, Ph.D., Director, Assessment & Effectiveness

## 1 INTRODUCTION

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Florida SouthWestern State College's Business Department gathers a multitude of data from various courses as assessment tools in support of the Florida Department of Education Curriculum Framework. The courses included in assessment are PAD 3204 *Financial Management in the Public Sector*, PAD 4332 *Strategic and Operational Planning*, and PAD 4878 *Public Safety Administration Capstone*. The assessment outcomes are intended to provide a baseline and measurement of achievement moving forward. The assessment plan also provides combined results of all PAD courses, comparisons between dual Enrollment and non-dual enrollment students, online versus traditional students, and by site, where possible. Where data is sufficient, additional analyses are provided including distribution studies and longitudinal studies.

For additional detail or further analysis not provided in this report, please contact Dr. Joseph F. van Gaalen, Director of Assessment & Effectiveness, Academic Affairs ([jfvanGaalen@fsw.edu](mailto:jfvanGaalen@fsw.edu); x16965).

## 2 PAD 3204

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### 2.1 LEARNING OBJECTIVES AND DESCRIPTIVE STATISTICS

The FSW Business faculty defined one area of interest for evaluation in support of the state framework which was clarified for the spring 2017 term. The outcomes related to PAD 3204 are:

- PAD PO2 - Formulate a public policy proposal.
- PAD PO3 - Justify the validity and reliability of a program.
- PAD PO5 - Demonstrate knowledge of laws and regulations regarding labor relations and hiring/firing practices.
- PAD PO6 - Analyze and develop planning strategies in response to homeland security issues including public relations, terrorism and emergency management.
- PAD PO7 - Employ a series of strategies, including quality assurance, and critical thinking to manage activities ranging from normal to special assignments.
- PAD PO8 - Identify components of a public agency financial system and explain how each fits into the overall organizational structure.

The measurement and objectives related to PAD 3204 are:

- ❖ Outcome 1 – The total scores measured (combined total of assignments associated with Program Outcome) average '4' or higher and that 100% of artifacts score '4' or better. {This outcome is measured both by course (PAD 3204) and across all PAD courses (see Section 5 for results).}

During the spring 2017 semester, an enrollment of 26 contributed to scores tallied from 1 of 1 sections of PAD 3204. Descriptive statistics for achievement of outcomes are shown in Table 1. The graphical representation of mean scores is shown in Figure 1 and percentage of artifacts scoring '4' or higher is shown in Figure 2. Outcome means range from 4.7 to 5.0. Outcome percentages scoring '4' or better range from 94% to 100%. The goal that the total scores measured (combined total of assignments associated with Program Outcome) average '4' or higher and that 100% of artifacts score '4' or better was partially met.

<i>Outcomes</i>	<i># of Assignments Linked to Outcome</i>	<i>n</i>	<i>Mean</i>	<i>% Scoring 4 or Higher</i>
PAD PO2 - Formulate a public policy proposal.	13	301	4.7	95%
PAD PO3 - Justify the validity and reliability of a program.	13	301	4.7	95%
PAD PO5 - Demonstrate knowledge of laws and regulations regarding labor relations and hiring/firing practices.	1	24	5.0	100%
PAD PO6 - Analyze and develop planning strategies in response to homeland security issues including public relations, terrorism and emergency management.	12	277	4.7	94%
PAD PO7 - Employ a series of strategies, including quality assurance, and critical thinking to manage activities ranging from normal to special assignments.	13	301	4.7	95%
PAD PO8 - Identify components of a public agency financial system and explain how each fits into the overall organizational structure.	13	301	4.7	94%

Table 1. Student achievement level by Outcome for PAD 3204.

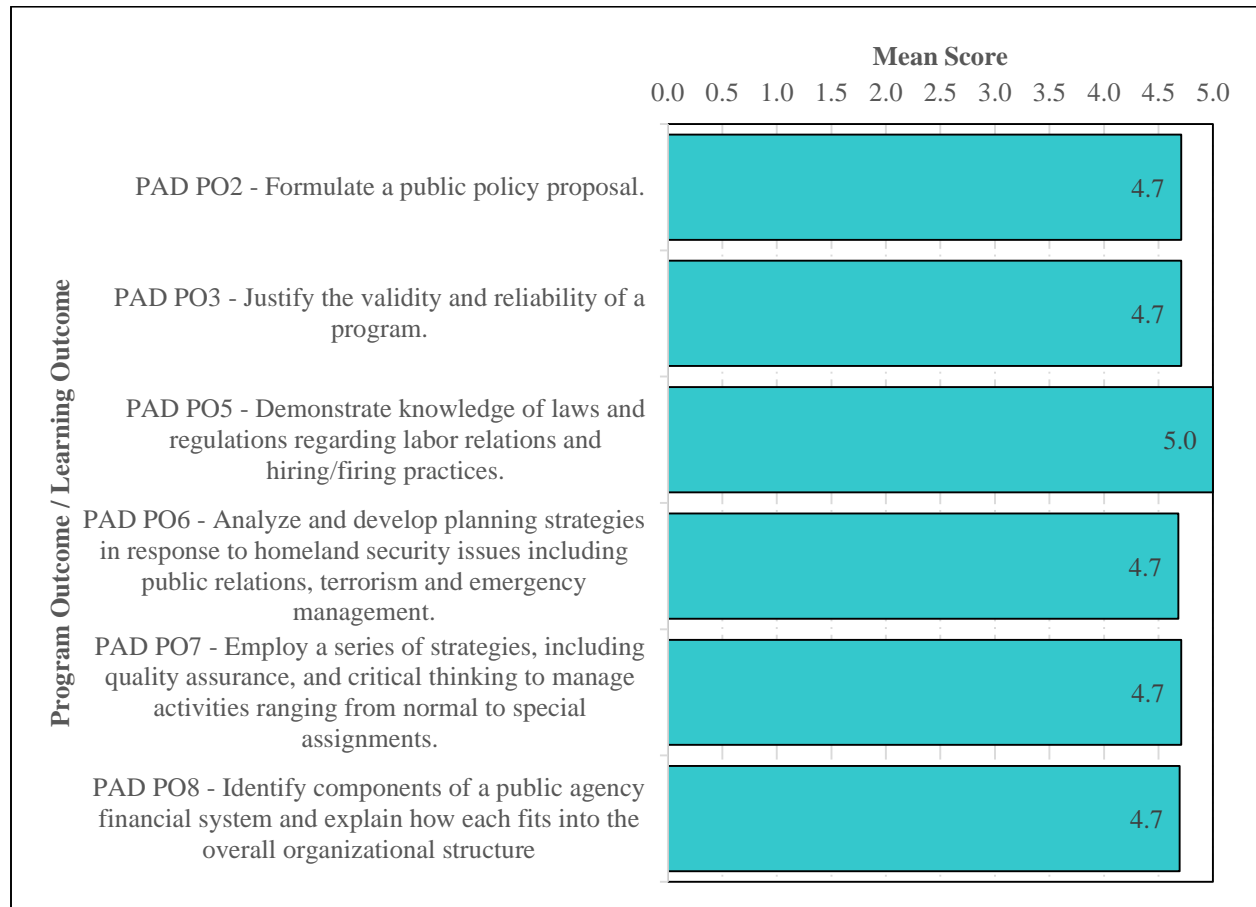


Figure 1. Bar graph of mean score by Outcome for PAD 3204.

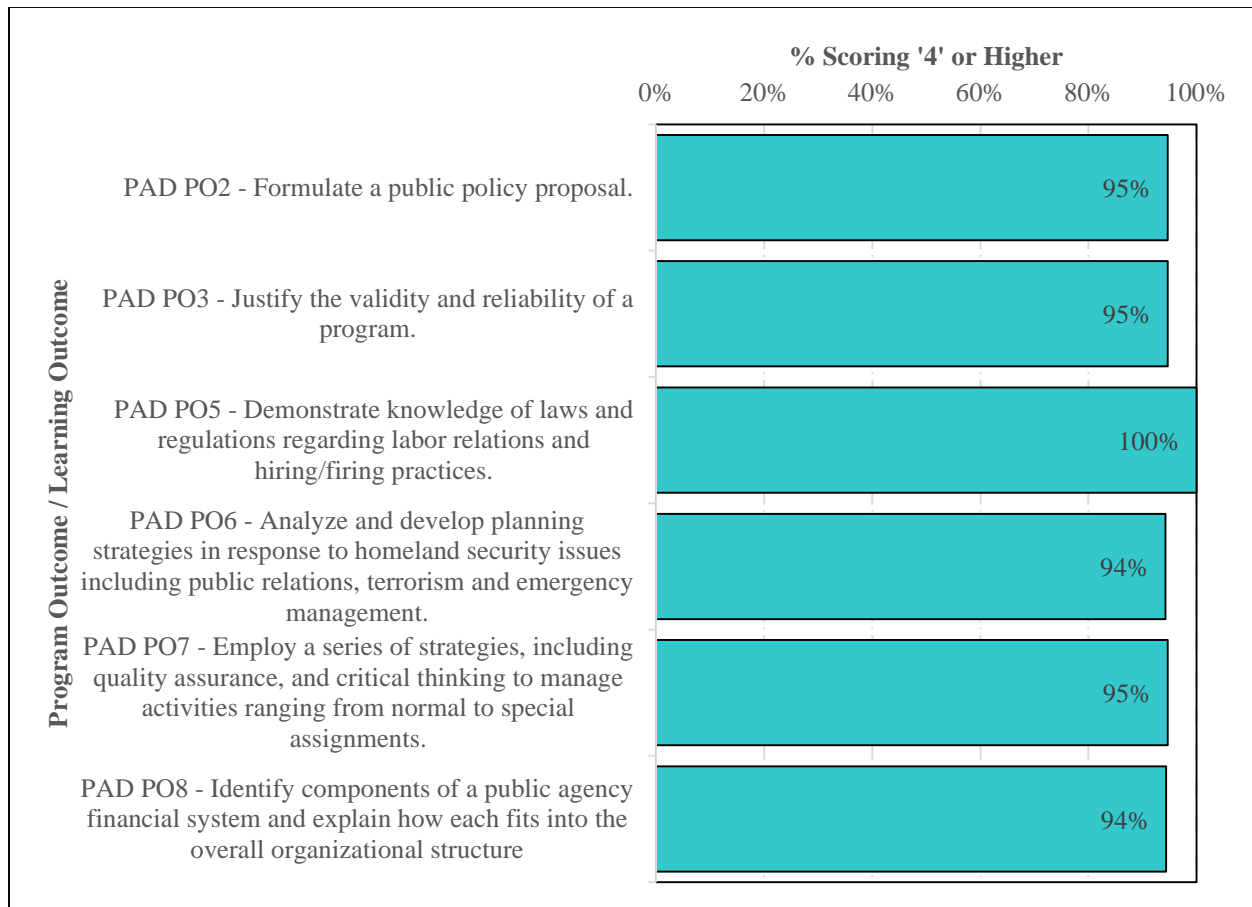


Figure 2. Bar graph of percentage of artifacts scoring '4' or higher by Outcome for PAD 3204.

## 2.2 EXPLORATORY ANALYSIS AND SIGNIFICANCE TESTING

Multiple comparisons of artifact scores across varying formats, campuses, and student types were made, where possible, in order to add depth to the causes of the distribution of the artifacts. Each course was divided into the appropriate subgroups to perform the analysis. In cases where a subgroup is not represented in the course comparisons were not conducted and are noted for comprehensiveness.

### 2.2.1 Dual Enrollment to Non-Dual Enrollment Comparison

No dual enrollment sections of the course were run during spring 2017 so no comparison study between dual enrollment and non-dual enrollment could be completed.

### 2.2.2 Online to Traditional Comparison

Only one section of the course was run during the spring 2017 semester and so no comparison of online to traditional sections could be completed.

### 2.2.3 Comparison by Campus/Site

Only one section of the course was run during the spring 2017 semester and so no cross-campus comparison could be completed.

## 2.3 LONGITUDINAL STUDY

As further data is collected in coming terms, this section will track achievement through time and highlight strengths, weaknesses and any long term trends.

# 3 PAD 4332

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## 3.1 LEARNING OBJECTIVES AND DESCRIPTIVE STATISTICS

The FSW Business faculty defined one area of interest for evaluation in support of the state framework which was clarified for the spring 2017 term. The outcomes related to PAD 4332 are:

- PAD PO1 - Direct employees to achieve organizational goals.
- PAD PO2 - Formulate a public policy proposal.
- PAD PO3 - Justify the validity and reliability of a program.
- PAD PO4 - Recommend employable and ethical solutions to current management challenges.
- PAD PO5 - Demonstrate knowledge of laws and regulations regarding labor relations and hiring/firing practices.
- PAD PO6 - Analyze and develop planning strategies in response to homeland security issues including public relations, terrorism and emergency management.
- PAD PO7 - Employ a series of strategies, including quality assurance, and critical thinking to manage activities ranging from normal to special assignments.
- PAD PO8 - Identify components of a public agency financial system and explain how each fits into the overall organizational structure.

The measurement and objectives related to PAD 4332 are:

- ❖ Outcome 1 – The total scores measured (combined total of assignments associated with Program Outcome) average ‘4’ or higher and that 100% of artifacts score ‘4’ or better. {This outcome is measured both by course (PAD 4332) and across all PAD courses (see Section 5 for results).}

During the spring 2017 semester, an enrollment of 13 contributed to scores tallied from 1 of 1 sections of PAD 4332. Descriptive statistics for achievement of outcomes are shown in Table 2. The graphical representation of mean scores is shown in Figure 3 and percentage of artifacts scoring ‘4’ or higher is shown in Figure 4. Outcome means range from 4.5 to 4.7. Outcome percentages scoring ‘4’ or better range from 91% to 95%. The goal that the total scores measured (combined total of assignments associated with Program Outcome) average ‘4’ or higher and that 100% of artifacts score ‘4’ or better was partially met.

<i>Outcomes</i>	<i># of Assignments Linked to Outcome</i>	<i>n</i>	<i>Mean</i>	<i>% Scoring 4 or Higher</i>
PAD PO1 - Direct employees to achieve organizational goals.	11	138	4.7	94%
PAD PO2 - Formulate a public policy proposal.	10	125	4.7	95%
PAD PO3 - Justify the validity and reliability of a program.	18	240	4.5	91%
PAD PO4 - Recommend employable and ethical solutions to current management challenges.	4	50	4.7	92%
PAD PO5 - Demonstrate knowledge of laws and regulations regarding labor relations and hiring/firing practices.	4	50	4.7	92%
PAD PO6 - Analyze and develop planning strategies in response to homeland security issues including public relations, terrorism and emergency management.	20	264	4.6	92%
PAD PO7 - Employ a series of strategies, including quality assurance, and critical thinking to manage activities ranging from normal to special assignments.	18	239	4.6	92%
PAD PO8 - Identify components of a public agency financial system and explain how each fits into the overall organizational structure.	20	264	4.6	92%

Table 2. Student achievement level by Outcome for PAD 4332.

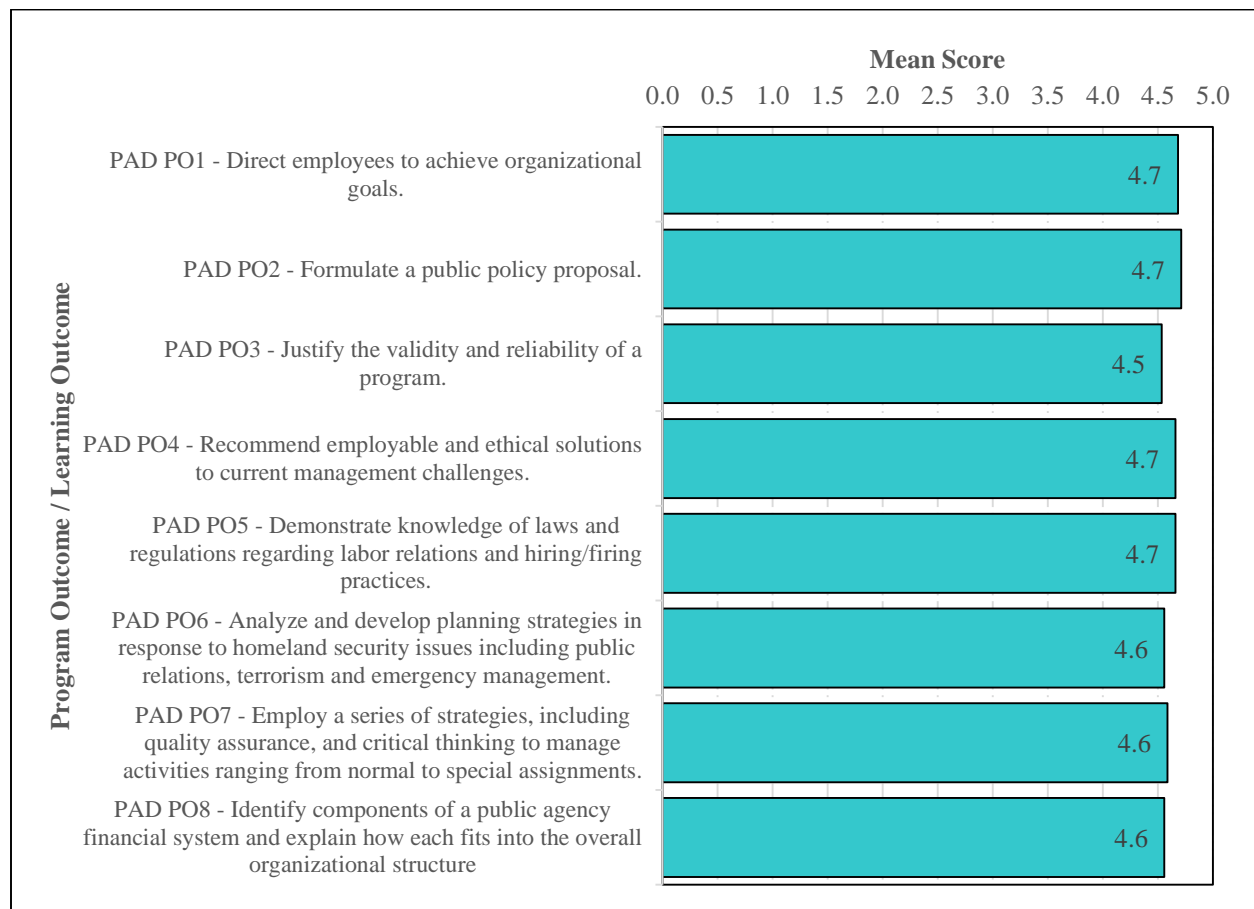


Figure 3. Bar graph of mean score by Outcome for PAD 4332.

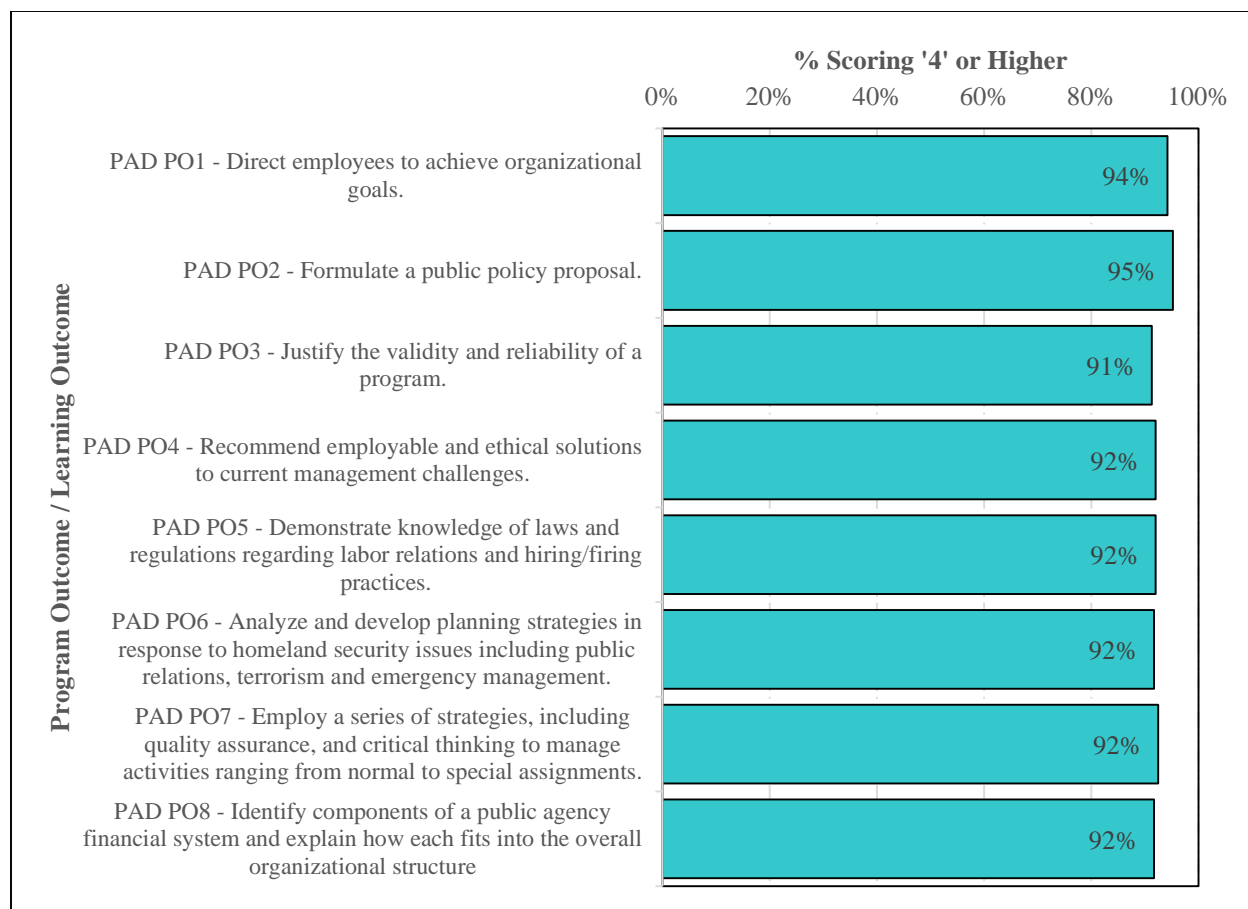


Figure 4. Bar graph of percentage of artifacts scoring '4' or higher by Outcome for PAD 4332.

### 3.2 EXPLORATORY ANALYSIS AND SIGNIFICANCE TESTING

Multiple comparisons of artifact scores across varying formats, campuses, and student types were made, where possible, in order to add depth to the causes of the distribution of the artifacts. Each course was divided into the appropriate subgroups to perform the analysis. In cases where a subgroup is not represented in the course comparisons were not conducted and are noted for comprehensiveness.

#### 3.2.1 Dual Enrollment to Non-Dual Enrollment Comparison

No dual enrollment sections of the course were run during spring 2017 so no comparison study between dual enrollment and non-dual enrollment could be completed.

#### 3.2.2 Online to Traditional Comparison

Only one section of the course was run during the spring 2017 semester and so no comparison of online to traditional sections could be completed.

#### 3.2.3 Comparison by Campus/Site

Only one section of the course was run during the spring 2017 semester and so no cross-campus comparison could be completed.

### 3.3 LONGITUDINAL STUDY

As further data is collected in coming terms, this section will track achievement through time and highlight strengths, weaknesses and any long term trends.

## 4 PAD 4878

### 4.1 LEARNING OBJECTIVES AND DESCRIPTIVE STATISTICS

The FSW Business faculty defined three areas of interest for evaluation in support of the state framework which was clarified for the spring 2017 term. The measurement objectives related to PAD 4878 are listed as duplicates (one measuring grades, the other measuring rubric scores). Because no rubric Learning Outcomes (LOs) or Program Outcomes (POs) were found in the Learning Management System (LMS) for the course, only the original grade measurements can be reported. These measurements are as follows:

- ❖ Outcome 1 – 80% of candidates will earn a grade of 80% or higher on the Capstone rubric section associated with the Comprehensive Analytical Research Project during AY 2016-2017.
- ❖ Outcome 2 – 80% of candidates will earn a grade of 80% or higher on the capstone rubric section associated with the final project (PowerPoint project) during the AY 2016-2017.
- ❖ Outcome 3 – 80% of the students will earn a grade of 80% or higher on the research rubric associated with essays, discussions, and research assignments.

During the spring 2017 semester, 4 scores were tallied from 1 of 1 sections of PAD 4878. Descriptive statistics for achievement of outcomes are shown in Table 3. The distribution of scores is presented in Table 4.

<i>Measurement Method</i>	<i>% Scoring 80% or Higher</i>
<i>Comprehensive Analytical Research Project</i>	<b>100%</b>
<i>(PowerPoint) Project</i>	<b>100%</b>
<i>Essays, Discussions, &amp; Research Assignments*</i>	<b>100%</b>

Table 3. Student achievement level by assessment for PAD 4878. \*Many assignments were listed as “Complete” or “Incomplete” without a grade associated with them. Those which did include a numeric grade are included here.

	<i>Analytical Research Project</i>	<i>PowerPoint Project</i>	<i>Essays, Discussions &amp; Research Assignments</i>
<i>Maximum score</i>	1200	100	100
n	4	4	4
Max	1140	95	100
Min	1020	90	100
Median	1065	93.5	100
Mode	1020	95	100
Mean	1072.5	93.0	100
Standard deviation	61.85	2.45	0.00
Skewness	0.20	-0.54	n/a
Kurtosis	-4.86	-2.94	n/a

Table 4. Descriptive statistics for PAD 4878 assessment.

## 4.2 EXPLORATORY ANALYSIS AND SIGNIFICANCE TESTING

Multiple comparisons of artifact scores across varying formats, campuses, and student types were made, where possible, in order to add depth to the causes of the distribution of the artifacts. Each course was divided into the appropriate subgroups to perform the analysis. In cases where a subgroup is not represented in the course comparisons were not conducted and are noted for comprehensiveness.

### 4.2.1 Dual Enrollment to Non-Dual Enrollment Comparison

No dual enrollment sections of the course were run during spring 2017 so no comparison study between dual enrollment and non-dual enrollment could be completed.

### 4.2.2 Online to Traditional Comparison

Only one section of the course was run during the spring 2017 semester and so no comparison of online to traditional sections could be completed.

### 4.2.3 Comparison by Campus/Site

Only one section of the course was run during the spring 2017 semester and so no cross-campus comparison could be completed.

## 4.3 LONGITUDINAL STUDY

As further data is collected in coming terms, this section will track achievement through time and highlight strengths, weaknesses and any long term trends.

## 5 COMBINED RESULTS OF PAD 3204, 4332, AND 4878

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The assessment plan for PAD courses measures achievement for the combined scores of POs across courses included in assessment. Because no rubric Learning Outcomes (LOs) or Program Outcomes (POs) were found in the Learning Management System (LMS) for PAD 4878, only the combination of PAD 3204 and 4332 are shown below. Outcome means for the combined POs across courses range from 4.6 to 4.8 (Table 5). Outcome percentages scoring '4' or better range from 92% to 95%. The goal that the total scores measured (combined total of assignments associated with Program Outcome) average '4' or higher and that 100% of artifacts score '4' or better was partially met.



<i>Outcomes</i>	<i># of Assignments Linked to Outcome</i>	<i>n</i>	<i>Mean</i>	<i>% Scoring 4 or Higher</i>	<i># of Assignments Linked to Outcome</i>	<i>n</i>	<i>Mean</i>	<i>% Scoring 4 or Higher</i>	<i>Combined Mean</i>	<i>Combined % Scoring 4 or Higher</i>
	<i>PAD 3204</i>				<i>PAD 4332</i>					
PAD PO1 - Direct employees to achieve organizational goals.	~	~	~	~	11	138	4.7	94%	<b>4.7</b>	<b>94%</b>
PAD PO2 - Formulate a public policy proposal.	13	301	4.7	95%	10	125	4.7	95%	<b>4.7</b>	<b>95%</b>
PAD PO3 - Justify the validity and reliability of a program.	13	301	4.7	95%	18	240	4.5	91%	<b>4.6</b>	<b>93%</b>
PAD PO4 - Recommend employable and ethical solutions to current management challenges.	~	~	~	~	4	50	4.7	92%	<b>4.7</b>	<b>92%</b>
PAD PO5 - Demonstrate knowledge of laws and regulations regarding labor relations and hiring/firing practices.	1	24	5.0	100%	4	50	4.7	92%	<b>4.8</b>	<b>95%</b>
PAD PO6 - Analyze and develop planning strategies in response to homeland security issues including public relations, terrorism and emergency management.	12	277	4.7	94%	20	264	4.6	92%	<b>4.7</b>	<b>93%</b>
PAD PO7 - Employ a series of strategies, including quality assurance, and critical thinking to manage activities ranging from normal to special assignments.	13	301	4.7	95%	18	239	4.6	92%	<b>4.7</b>	<b>94%</b>
PAD PO8 - Identify components of a public agency financial system and explain how each fits into the overall organizational structure.	13	301	4.7	94%	20	264	4.6	92%	<b>4.7</b>	<b>93%</b>

Table 5. Student achievement level by Outcome for combined PAD courses (3204 & 4332).

## 6 CONCLUSIONS

FSW's Business Department gathers a multitude of data from various courses as assessment tools in support of the Florida Department of Education Curriculum Framework. The course included in assessment is PAD 3204 *Financial Management in the Public Sector*, PAD 4332 *Strategic and Operational Planning*, and PAD 4878 *Public Safety Administration Capstone*. The assessment outcomes are intended to provide a baseline and measurement of achievement moving forward.

### 6.1 PAD 3204

A drill-down of PAD 3204 results are as follows:

1. In a study of outcome achievement, the goal that the total scores measured (combined total of assignments associated with Program Outcome) average '4' or higher and that 100% of artifacts score '4' or better was partially met. Outcome means range from 4.7 to 5.0. Outcome percentages scoring '4' or better range from 94% to 100%.

2. No dual enrollment sections of the course were run during spring 2017 so no comparison study between dual enrollment and non-dual enrollment could be completed.
3. Only one section of the course was run during the spring 2017 semester and so no comparison of online to traditional sections could be completed.
4. Only one section of the course was run during the spring 2017 semester and so no cross-campus comparison could be completed.

## 6.2 PAD 4332

A drill-down of PAD 4332 results are as follows:

1. In a study of outcome achievement, the goal that the total scores measured (combined total of assignments associated with Program Outcome) average '4' or higher and that 100% of artifacts score '4' or better was partially met. Outcome means range from 4.5 to 4.7. Outcome percentages scoring '4' or better range from 91% to 95%.
2. No dual enrollment sections of the course were run during spring 2017 so no comparison study between dual enrollment and non-dual enrollment could be completed.
3. Only one section of the course was run during the spring 2017 semester and so no comparison of online to traditional sections could be completed.
4. Only one section of the course was run during the spring 2017 semester and so no cross-campus comparison could be completed.

## 6.3 PAD 4878

A drill-down of PAD 4878 results are as follows:

1. In a study of outcome achievement, the measurement objectives related to PAD 4878 are listed as duplicates (one measuring grades, the other measuring rubric scores). Because no rubric Learning Outcomes (LOs) or Program Outcomes (POs) were found in the Learning Management System (LMS) for the course, only the original grade measurements can be reported. These goals are reported as follows:
  - a. The goal that 80% of candidates will earn a grade of 80% or higher on the Capstone rubric section associated with the Comprehensive Analytical Research Project during AY 2016-2017 was met
  - b. The goal that 80% of candidates will earn a grade of 80% or higher on the capstone rubric section associated with the final project (PowerPoint project) during the AY 2016-2017 was met.
  - c. The goal that 80% of the students will earn a grade of 80% or higher on the research rubric associated with essays, discussions, and research assignments was met.
2. No dual enrollment sections of the course were run during spring 2017 so no comparison study between dual enrollment and non-dual enrollment could be completed.
3. Only one section of the course was run during the spring 2017 semester and so no comparison of online to traditional sections could be completed.
4. Only one section of the course was run during the spring 2017 semester and so no cross-campus comparison could be completed.

## 6.4 COMBINED RESULTS OF PAD COURSES UNDER ASSESSMENT

The assessment plan for PAD courses measures achievement for the combined scores of POs across courses included in assessment. Because no rubric Learning Outcomes (LOs) or Program Outcomes (POs) were found in the Learning Management System (LMS) for PAD 4878, only the combination of PAD

3204 and 4332 are shown below. Outcome means for the combined POs across courses range from 4.6 to 4.8. Outcome percentages scoring '4' or better range from 92% to 95%. The goal that the total scores measured (combined total of assignments associated with Program Outcome) average '4' or higher and that 100% of artifacts score '4' or better was partially met.