

# Public Administration Assessment Report

Spring 2018

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## 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*, PAD 4414 *Human Resources in Public Service*, 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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No course sections of PAD 3204 were offered during spring 2018, so no analysis could be completed.

## 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 for the spring 2018 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 6 for results).}

During the spring 2018 semester, an enrollment of 22 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 4.8 to 4.9. Outcome percentages scoring ‘4’ or better range from 99% 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 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	185	4.9	99%
PAD PO2 - Formulate a public policy proposal.	10	165	4.9	99%
PAD PO3 - Justify the validity and reliability of a program.	18	406	4.9	100%
PAD PO4 - Recommend employable and ethical solutions to current management challenges.	4	20	4.8	100%
PAD PO5 - Demonstrate knowledge of laws and regulations regarding labor relations and hiring/firing practices.	4	20	4.8	100%
PAD PO6 - Analyze and develop planning strategies in response to homeland security issues including public relations, terrorism and emergency management.	20	426	4.9	100%
PAD PO7 - Employ a series of strategies, including quality assurance, and critical thinking to manage activities ranging from normal to special assignments.	18	406	4.9	100%
PAD PO8 - Identify components of a public agency financial system and explain how each fits into the overall organizational structure.	20	386	4.9	99%

Table 1. Student achievement level by outcome for PAD 4332.

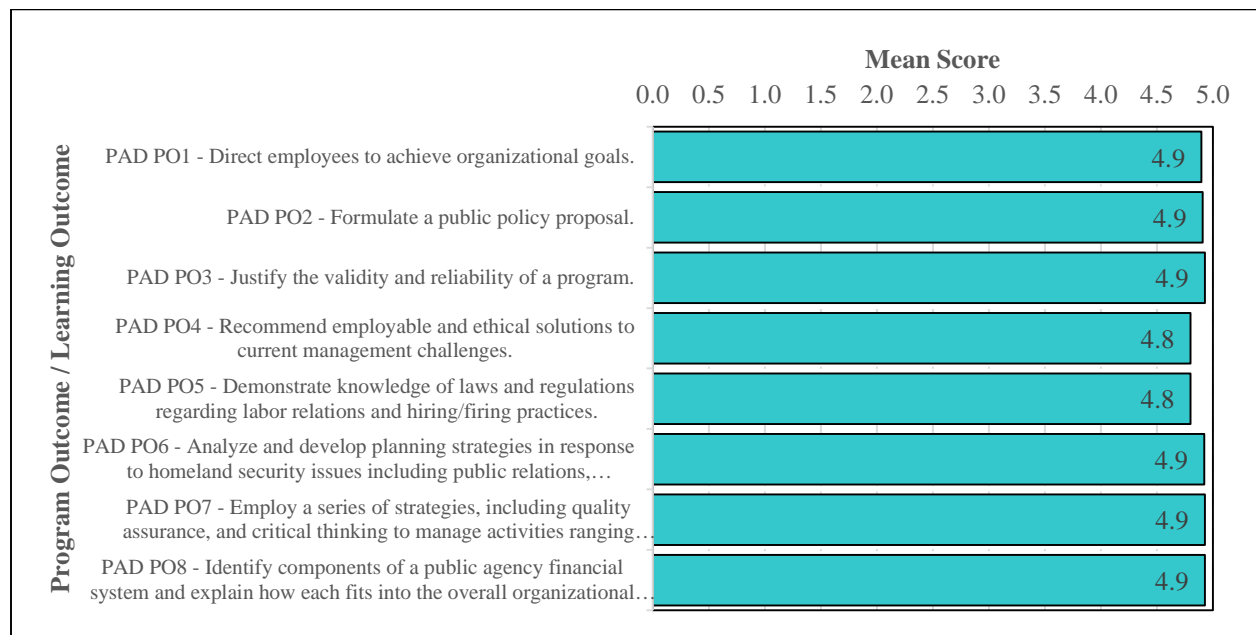


Figure 1. Bar graph of mean score by outcome for PAD 4332.

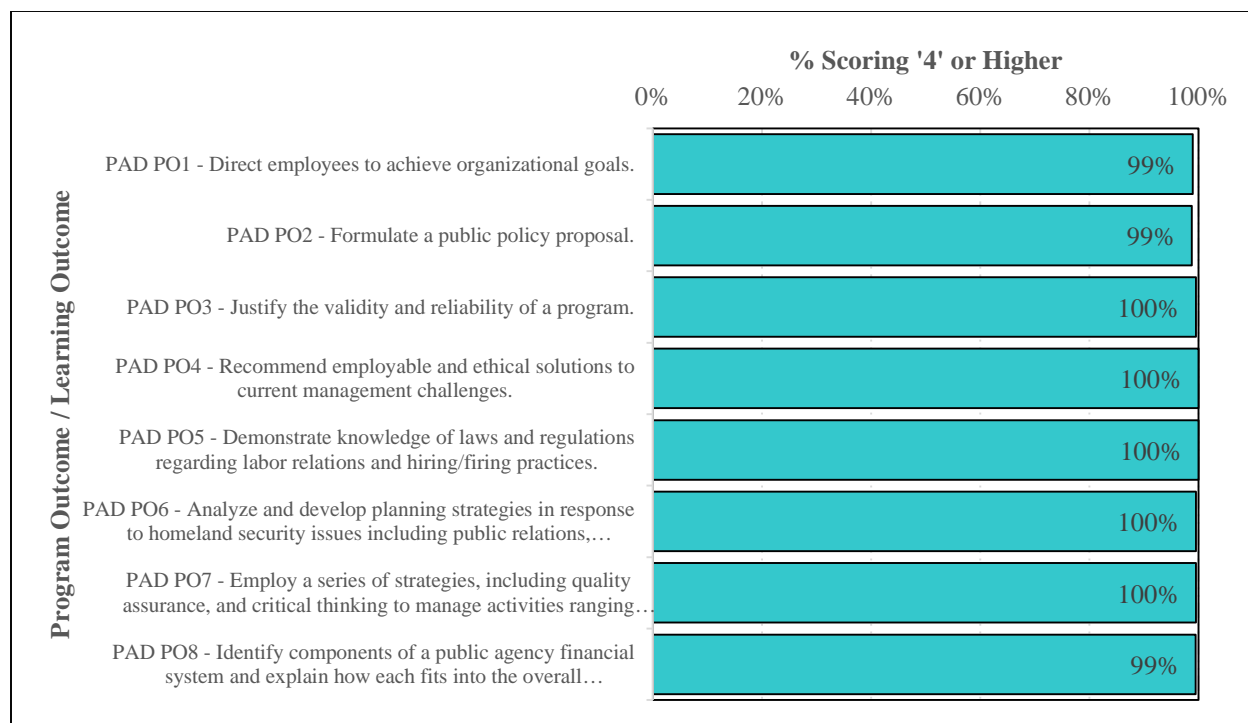


Figure 2. Bar graph of percentage of artifacts scoring '4' or higher by outcome for PAD 4332.

### 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 (Concurrent) to Non-Dual Enrollment Comparison

No dual enrollment (Concurrent) sections of the course were run during spring 2018 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 2018 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 2018 semester and so no cross-campus comparison could be completed.

### 3.3 LONGITUDINAL STUDY

Description of achievement over time in PAD 4332 is provided in Figures 5 and 6. Outcome achievement appears to be higher in more recent terms, although no apparent trends exist. Regardless, achievement is consistently above goals in all terms for all POs. Note that comparison from fall terms to spring terms is less useful as assessment reports across multiple course level and program level assessments at

Florida SouthWestern State College typically exhibit substantial differences from fall to spring term and are better interpreted from fall-to-fall and spring-to-spring (see <http://www.fsw.edu/facultystaff/assessment/history> for further details). Overall distribution exhibits a consistency over time.

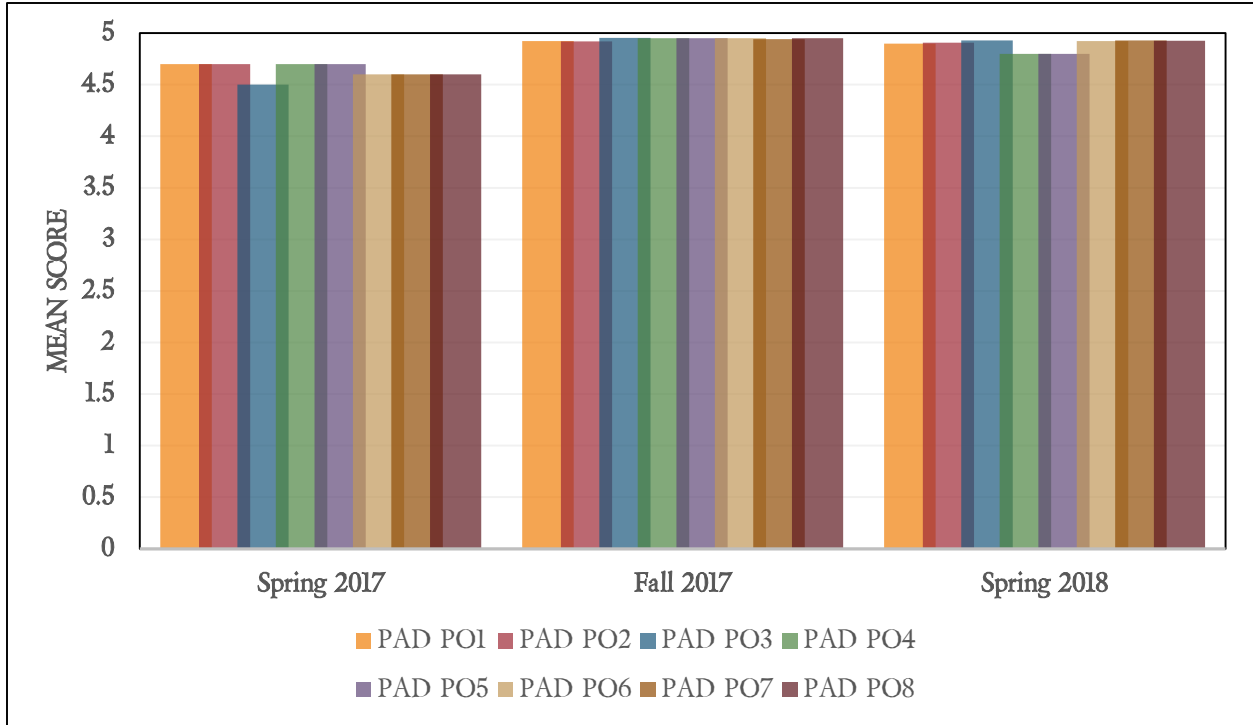


Figure 3. Bar graph of mean score by outcome for PAD 4332 over time.

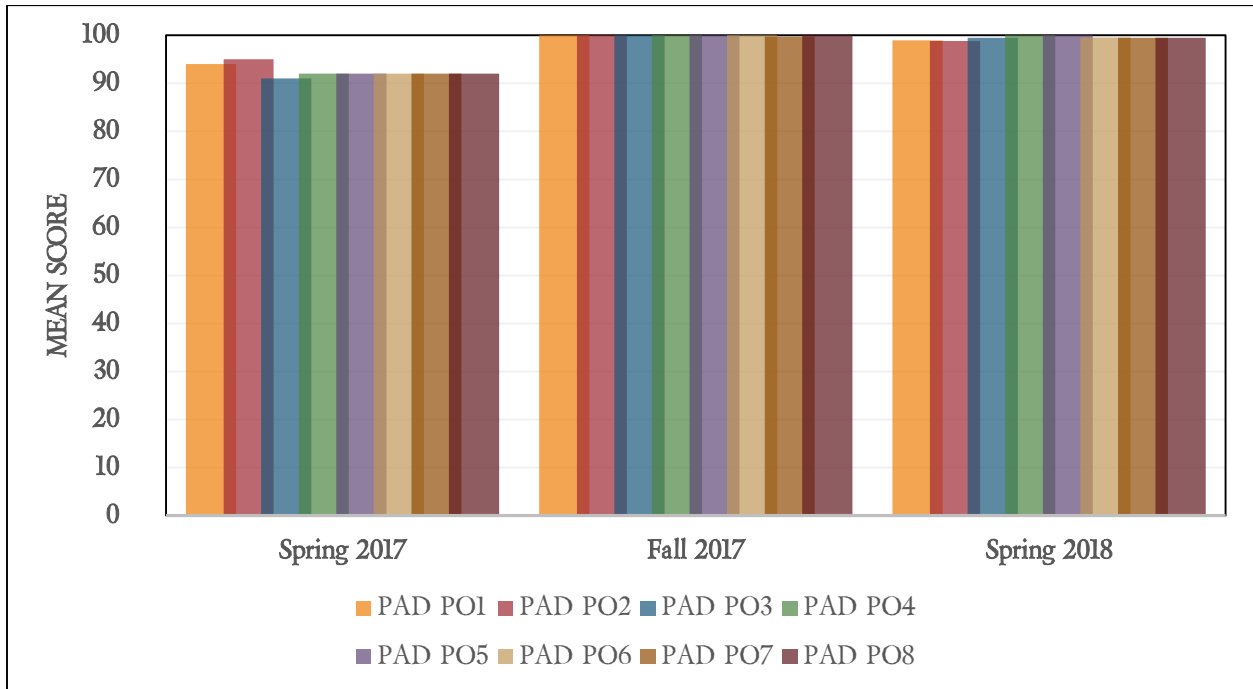


Figure 4. Bar graph of percentage of artifacts scoring '4' or higher by outcome for PAD 4332 over time.

# 4 PAD 4414

## 4.1 LEARNING OBJECTIVES AND DESCRIPTIVE STATISTICS

The FSW Business faculty defined one area of interest for evaluation in support of the state framework for the spring 2018 term. The outcomes related to PAD 4414 are:

- PAD PO2 - Formulate a public policy proposal.
- PAD PO5 - Demonstrate knowledge of laws and regulations regarding labor relations and hiring/firing practices.
- PAD PO9 - Utilize sound human resources practices to address current public safety issues with an emphasis on employee relations.

The measurement and objectives related to PAD 4414 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 4414) and across all PAD courses (see Section 6 for results).}

During the spring 2018 semester, an enrollment of 25 contributed to scores tallied from 1 of 1 sections of PAD 4414. Descriptive statistics for achievement of outcomes are shown in Table 2. The graphical representation of mean scores is shown in Figure 5 and percentage of artifacts scoring ‘4’ or higher is shown in Figure 6. Outcome means range from 4.1 to 4.3. Outcome percentages scoring ‘4’ or better range from 96% to 98%. 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 met.

<i>Outcomes</i>	<i>n</i>	<i>Mean</i>	<i>% Scoring 4 or Higher</i>
PAD PO2 - Formulate a public policy proposal.	77	4.1	96%
PAD PO5 - Demonstrate knowledge of laws and regulations regarding labor relations and hiring/firing practices.	78	4.3	97%
PAD PO9 - Utilize sound human resources practices to address current public safety issues with an emphasis on employee relations.	389	4.2	98%

Table 2. Student achievement level by outcome for PAD 4414.

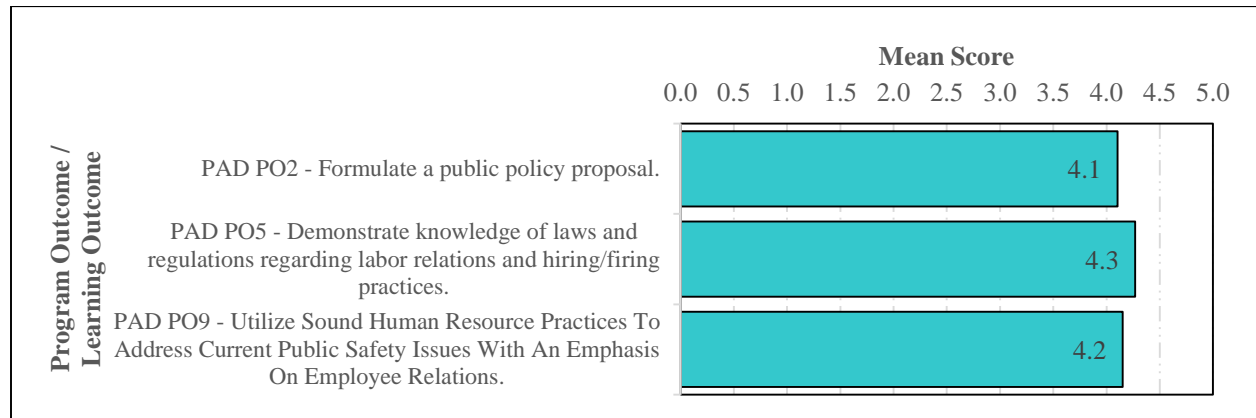


Figure 5. Bar graph of mean score by outcome for PAD 4414.

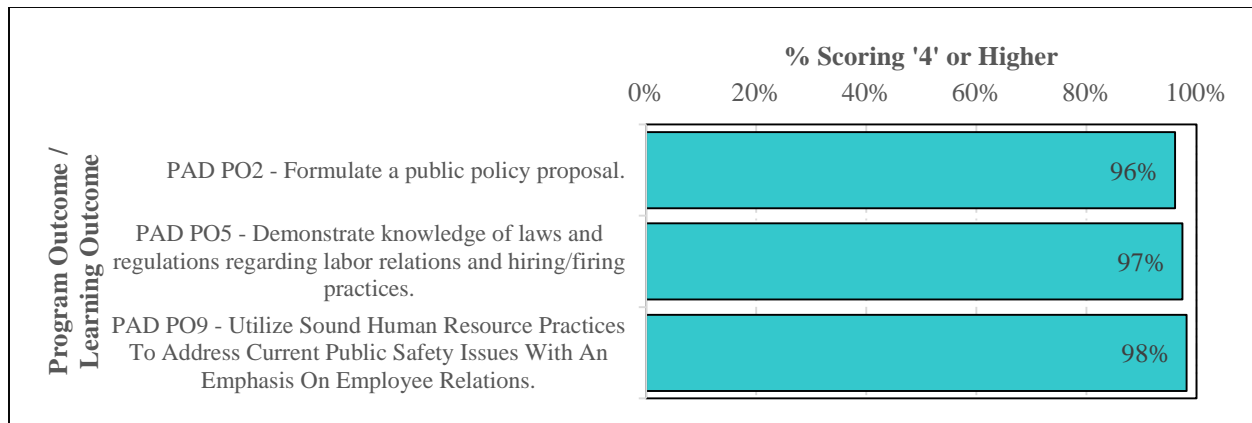


Figure 6. Bar graph of percentage of artifacts scoring '4' or higher by outcome for PAD 4414.

## 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 (Concurrent) to Non-Dual Enrollment Comparison

No dual enrollment (Concurrent) sections of the course were run during spring 2018 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 2018 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 2018 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 beginning spring 2019.

# 5 PAD 4878

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## 5.1 LEARNING OBJECTIVES AND DESCRIPTIVE STATISTICS

The FSW Business faculty defined three areas of interest for evaluation in support of the state framework. 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 2017-2018.
- ❖ 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 2017-2018.
- ❖ 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 2018 semester, 8 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>88%</b>
<i>(PowerPoint) Project</i>	<b>88%</b>
<i>Assignments</i>	<b>100%</b>

Table 3. Student achievement level by assessment for PAD 4878.

	<i>Analytical Research Project</i>	<i>PowerPoint Project</i>	<i>Assignments</i>
<i>Maximum score</i>	1200	100	800
n	8	8	8
Max	1200	95	755
Min	920	95	550
Median	1083	95	690
Mode	1110	95	650
Mean	1076.3	95.0	685.0
Standard deviation	90.50	0.00	70.05
Skewness	-0.36	~	-0.93
Kurtosis	-0.13	~	0.69

Table 4. Descriptive statistics for PAD 4878 assessment.

## 5.2 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.

### 5.2.1 Dual Enrollment (Concurrent) to Non-Dual Enrollment Comparison

No dual enrollment (concurrent) sections of the course were run during spring 2018 so no comparison study between dual enrollment and non-dual enrollment could be completed.

### 5.2.2 Online to Traditional Comparison

Only one section of the course was run during the spring 2018 semester and so no comparison of online to traditional sections could be completed.

### 5.2.3 Comparison by Campus/Site

Only one section of the course was run during the spring 2018 semester and so no cross-campus comparison could be completed.

## 6 PAD 4878 CAPSTONE ASSESSMENT

### 6.1 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 2016-2017 Academic Year. For the Academic Year this Program Outcome has so far been measured in the Fall 2017 session and Spring 2018 session of the Capstone Class. The measurements are as follows:

- ❖ Outcome 1 – 80% of candidates will earn a grade of 80% or higher on the Capstone outcome scores for Fall 2017.
- ❖ Outcome 2 – 80% of candidates will earn a grade of 80% or higher on the Capstone outcome scores for Spring 2018.
- ❖ Outcome 3 – 80% of candidates will earn a grade of 80% or higher on the Capstone outcome scores for Summer 2018.

So far during AY 2017-2018, 16 scores were tallied from 2 of 2 sections of PAD 4878. Descriptive statistics for achievement of outcomes are shown in Table 5. ***The goal that 80% of candidates will earn a grade of 80% or higher on the Capstone outcome will be measured following the completion of AY 2017-2018 as it is in review of the entire academic year.***

<i>Measurement Method</i>	<i>% Scoring 80% or Higher PO 1</i>	<i>% Scoring 80% or Higher PO 2</i>	<i>% Scoring 80% or Higher PO 3</i>	<i>% Scoring 80% or Higher PO 4</i>	<i>% Scoring 80% or Higher PO 5</i>	<i>% Scoring 80% or Higher PO 6</i>	<i>% Scoring 80% or Higher PO 7</i>	<i>% Scoring 80% or Higher PO 8</i>
<i>Fall 2016</i>	100%	75%	63%	88%	75%	88%	75%	63%
<i>Spring 2017</i>	100%	100%	100%	100%	100%	100%	100%	100%
<i>Summer 2017</i>	91%	82%	91%	82%	91%	82%	82%	73%
<b><i>Academic Year 2016-2017</i></b>	<b>96%</b>	<b>83%</b>	<b>83%</b>	<b>87%</b>	<b>87%</b>	<b>87%</b>	<b>83%</b>	<b>74%</b>
<i>Fall 2017</i>	88%	85%	87%	85%	88%	88%	85%	86%
<i>Spring 2018</i>	93%	91%	86%	89%	89%	89%	91%	88%
<i>Summer 2018</i>								
<b><i>Academic Year 2017-2018</i></b>								

Table 5. Student achievement level by Program Outcome for PAD 4878.

## 7 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*, PAD 4414 *Human Resources in Public Service*, and PAD 4878 *Public Safety Administration Capstone*. The assessment outcomes are intended to provide a baseline and measurement of achievement moving forward.

### 7.1 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 met. Outcome means range from 4.8 to 4.9. Outcome percentages scoring '4' or better range from 99% to 100%.

2. No dual enrollment sections of the course were run during spring 2018 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 2018 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 2018 semester and so no cross-campus comparison could be completed.
5. In a longitudinal study of achievement, outcome achievement appears to be higher in more recent terms, although no apparent trends exist. Regardless, achievement is consistently above goals in all terms for all POs.

## 7.2 PAD 4414

A drill-down of PAD 4414 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 4.1 to 4.3. Outcome percentages scoring '4' or better range from 96% to 98%.
2. No dual enrollment sections of the course were run during spring 2018 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 2018 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 2018 semester and so no cross-campus comparison could be completed.

## 7.3 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 2017-2018 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 2017-2018 was not met.
  - c. The goal that 80% of the students will earn a grade of 80% or higher on the research rubric associated with assignments was not met.
2. No dual enrollment sections of the course were run during spring 2018 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 2018 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 2018 semester and so no cross-campus comparison could be completed.

#### 7.4 PAD 4878 CAPSTONE ASSESSMENT

The assessment plan for PAD courses measures achievement for the Capstone outcome for Fall 2017, Spring 2018, and Summer 2018. The goal that 80% of candidates will earn a grade of 80% or higher on the Capstone outcome will be measured following the completion of AY 2017-2018 as it is in review of the entire academic year. Currently, 8 of 8 POs are meeting the goal.