Public Administration Assessment Report
Spring 2021
Author: Joseph F. van Gaalen, Ph.D., Asst. VP, Institutional Research, Assessment & Effectiveness

1 INTRODUCTION

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, by modality, 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, Assistant Vice President of Institutional Research, Assessment & Effectiveness, Academic Affairs (jfvangaalen@fsw.edu; x16965).

2 PAD 3204

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 2021 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 2021 semester, an enrollment of 22 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 4.8 to 5.0. Outcome percentages scoring '4' or better range from 96% 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.

Outcomes	n	Mean	% Scoring 4 or Higher
PAD PO2 - Formulate a public policy proposal.	268	4.9	97%
PAD PO3 - Justify the validity and reliability of a program.	268	4.9	97%
PAD PO5 - Demonstrate knowledge of laws and regulations regarding labor relations and hiring/firing practices.	20	5.0	100%
PAD PO6 - Analyze and develop planning strategies in response to homeland security issues including public relations, terrorism and emergency management.	248	4.8	97%
PAD PO7 - Employ a series of strategies, including quality assurance, and critical thinking to manage activities ranging from normal to special assignments.	268	4.9	97%
PAD PO8 - Identify components of a public agency financial system and explain how each fits into the overall organizational structure.	268	4.8	96%

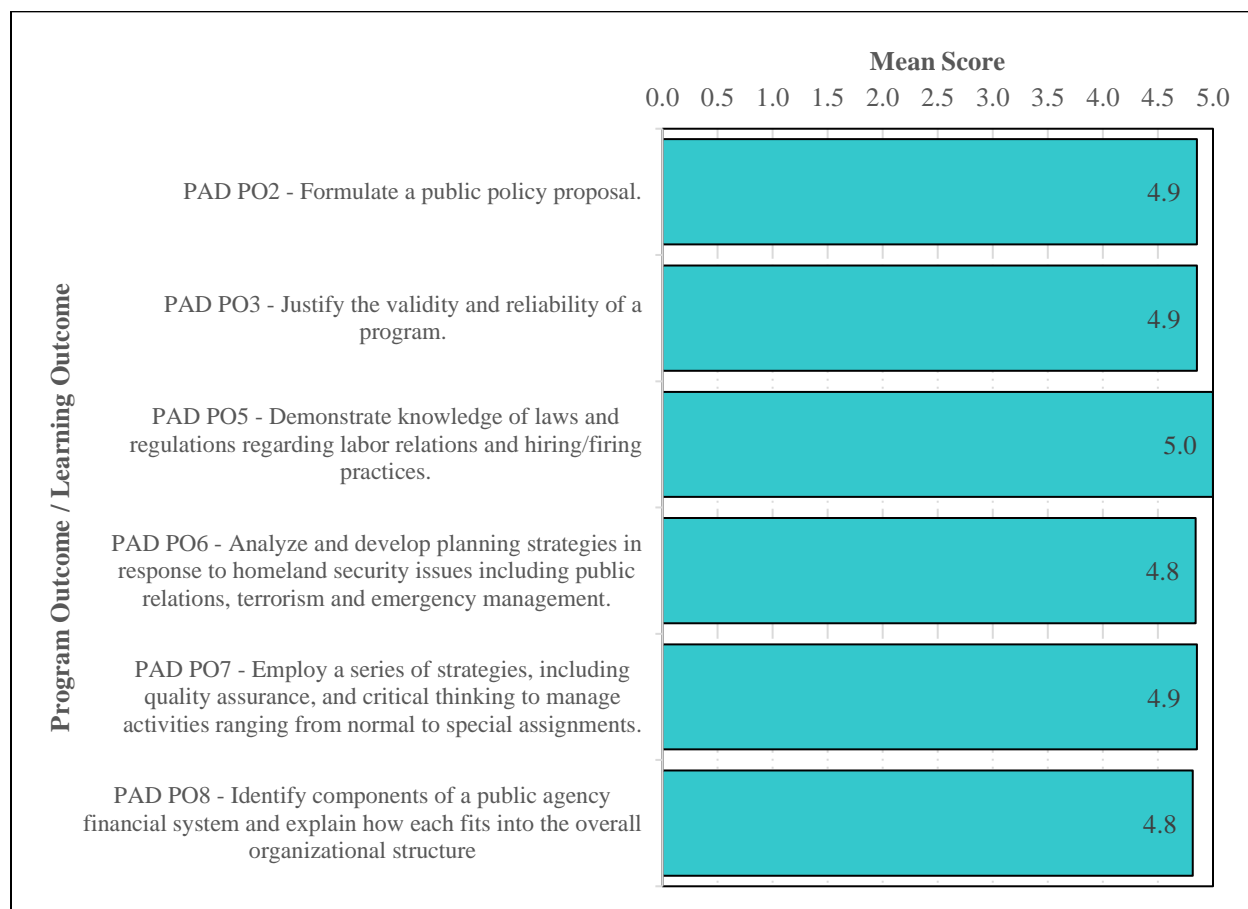Table 1. Student achievement level by Outcome for PAD 3204.

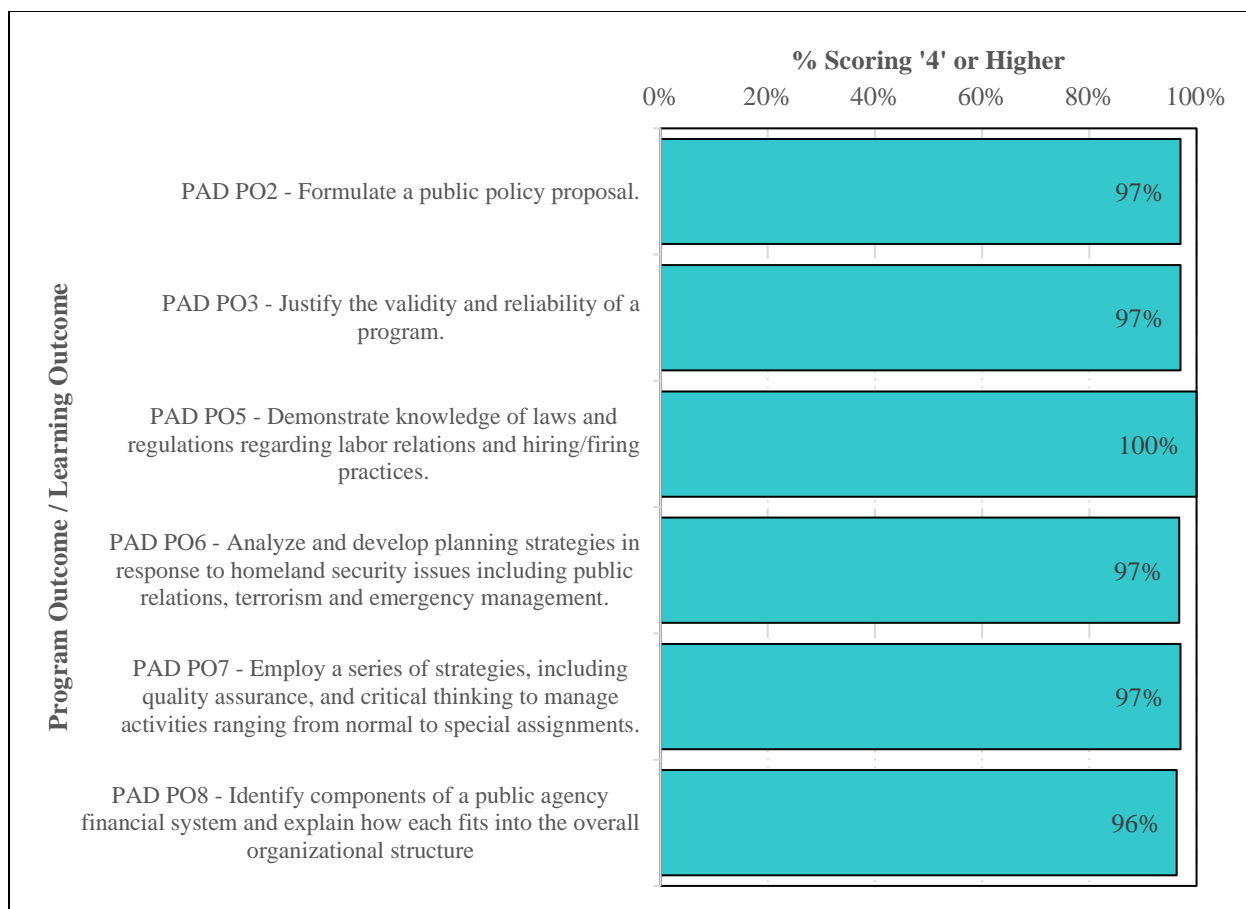Figure 1. Bar graph of mean score by Outcome for PAD 3204.

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 2021 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 2021 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 2021 semester and so no cross-campus comparison could be completed.

2.3 LONGITUDINAL STUDY

A comparison of mean scores for each program outcome linked to the course is shown in Table 2 below. The course is not offered each term, so often times data gaps exist. Program Outcome (PO) 5 is consistently the highest scoring outcome ranging from 4.8-5.0 while other outcomes range from 4.3-4.9.

	PO 2	PO 3	PO 5	PO 6	PO 7	PO 8
Summer 2017	~	~	~	~	~	~
Fall 2017	4.4	4.3	~	4.4	4.4	4.4
Spring 2018	~	~	~	~	~	~
Summer 2018	4.6	4.5	4.8	4.4	4.5	4.5
Fall 2018	~	~	~	~	~	~
Spring 2019	4.7	4.7	4.9	4.7	4.7	4.7
Summer 2019	~	~	~	~	~	~
Fall 2019	4.7	4.7	4.8	4.7	4.7	4.7
Spring 2020	~	~	~	~	~	~
Summer 2020	4.7	4.7	5.0	4.6	4.7	4.7
Fall 2020	~	~	~	~	~	~
Spring 2021	4.9	4.9	5.0	4.8	4.9	4.8

Table 2. Comparison of mean scores over time for each Program Outcome linked to the course.

3 PAD 4332

3.1 LEARNING OBJECTIVES AND DESCRIPTIVE STATISTICS

The FSW Law & Public Safety faculty defined one area of interest for evaluation in support of the state framework for the Spring 2021 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 Goal 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).}

No classes were run during the Spring 2021 term, so no analysis was completed.

4 PAD 4414

4.1 LEARNING OBJECTIVES AND DESCRIPTIVE STATISTICS

The FSW Law & Public Safety faculty defined one area of interest for evaluation in support of the state framework for the Spring 2021 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).}

No classes were run during the Spring 2021 term, so no analysis was completed.

5 PAD 4878 CAPSTONE ASSESSMENT

5.1 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 Spring 2021 sessions 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 2020.
- ❖ Outcome 2 – 80% of candidates will earn a grade of 80% or higher on the Capstone outcome scores for Spring 2021.
- ❖ Outcome 3 – 80% of candidates will earn a grade of 80% or higher on the Capstone outcome scores for Summer 2021.

So far during AY 2020-2021, 17 scores were tallied from 2 of 2 sections of PAD 4878. Descriptive statistics for achievement of outcomes are shown in Table 3. ***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 2019-2020 as it is in review of the entire academic year.***

Measurement Method	% Scoring 80% or Higher PO 1	% Scoring 80% or Higher PO 2	% Scoring 80% or Higher PO 3	% Scoring 80% or Higher PO 4	% Scoring 80% or Higher PO 5	% Scoring 80% or Higher PO 6	% Scoring 80% or Higher PO 7	% Scoring 80% or Higher PO 8
Fall 2016	100%	75%	63%	88%	75%	88%	75%	63%
Spring 2017	100%	100%	100%	100%	100%	100%	100%	100%
Summer 2017	91%	82%	91%	82%	91%	82%	82%	73%
Academic Year 2016-2017	96%	83%	83%	87%	87%	87%	83%	74%
Fall 2017	88%	85%	87%	85%	88%	88%	85%	86%
Spring 2018	93%	91%	86%	89%	89%	89%	91%	88%
Summer 2018	89%	100%	100%	89%	89%	78%	89%	100%
Academic Year 2017-2018	89%	92%	91%	88%	89%	86%	89%	92%
Fall 2018	85%	85%	83%	83%	79%	81%	81%	83%
Spring 2019	90%	90%	89%	89%	88%	88%	88%	90%
Summer 2019	96%	91%	87%	85%	88%	87%	85%	88%
Academic Year 2018-2019	91%	90%	87%	86%	86%	86%	85%	88%
Fall 2019	98%	94%	89%	85%	92%	91%	98%	94%
Spring 2020	100%	93%	85%	93%	85%	100%	93%	85%
Summer 2020	94%	98%	91%	91%	91%	89%	91%	98%
Academic Year 2019-2020	96%	96%	90%	89%	91%	92%	94%	94%
Fall 2020	85%	94%	94%	96%	96%	85%	85%	85%
Spring 2021	96%	96%	94%	96%	93%	87%	96%	94%
Summer 2021								
Academic Year 2020-2021								

Table 3. Student achievement level by Program Outcome for PAD 4878.

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*, 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.

6.1 PAD 3204

A drill-down of PAD 3204 results are as follows:
1. 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.
2. In a longitudinal study, PO 5 is consistently the highest scoring outcome ranging from 4.8-5.0 while other outcomes range from 4.3-4.9.

6.2 PAD 4332

No classes were run during the Spring 2021 term, so no analysis was completed.

6.3 PAD 4414

No classes were run during the Spring 2021 term, so no analysis was completed.

6.4 PAD 4878 Capstone Assessment

The assessment plan for PAD courses measures achievement for the Capstone outcome for Fall 2020, Spring 2021, and Summer 2021. 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 2020-2021 as it is in review of the entire academic year. Currently, 8 of 8 POs are meeting the goal.