

# Cooperative Education Assessment Project – Core Abilities

## Progress Report May, 2007

### Procedure and Results

In the Co-op program, students are evaluated at the end of their learning experience by their supervisors using the Supervisor Evaluation of Students (SES). In the SES, the supervisors rated their students on four broad categories (Professional qualities, Relations with others, Dependability and Quality of work) on a scale of 1-5 (1=unsatisfactory, 2=marginal, 3=average, 4=very good, 5=outstanding).

At Lane Community College, there are four broad categories of core abilities. They are:

1. Communicates Effectively
2. Think critically to solve problems
3. Understands Relation between self and community
4. Explore academic disciplines of liberal arts, social science and physical sciences

To determine if Lane Co-op students were demonstrating the core abilities at their internship sites, items were identified on the SES that pertained to these four core abilities. These items are listed below. Table 1 shows the correspondence between the items on the SES and Lane's core abilities.

1. Communicates effectively (4 items)
  - *Is friendly and courteous*
  - *Accepts and responds appropriately to feedback and suggestions*
  - *Works well with co-workers. Contributes to team effort*
  - *Demonstrates ability to communicate with a wide variety of people*
2. Think critically to solve problems (3 items)
  - *Looks for ways to improve, has initiative*
  - *Demonstrates progress in developing job specific skills*
  - *Readily identifies problems or errors related to their job performance*
3. Understands relation between self and community (7 items)
  - *Works well with co-workers. Contributes to team effort*
  - *Demonstrates ability to communicate with a wide variety of people*
  - *Attends regularly*
  - *Arrives at work on time*
  - *Arranges lateness and time off in advance*
  - *Dress and grooming appropriate for job*
  - *Understands how his/her job relates to the business as a whole*
4. Explore academic disciplines of liberal arts, social science and physical sciences
  - none were identified to relate to this core ability

Since no items were identified that relate to the fourth core ability, no analysis was performed on it.

**Table 1:** Items on the Supervisor Evaluation of Students (SES) and How Each Item Corresponds to the Core Abilities at Lane Community College

	Core Abilities			
	Communicates effectively	Think critically to solve problems	Understands relation between self and community	Explore academic disciplines of liberal arts, social science and physical sciences
<b>Professional Qualities</b>				
• Looks for ways to improve, has initiative		x		
• Deals with routine tasks efficiently				
• Meets commitments reliably				
• Performs effectively under pressure				
<b>Relations with Others</b>				
• Is friendly and courteous	x			
• Understands and follows directions				
• Accepts and responds appropriately to feedback and suggestions	x			
• Works well with co-workers. Contributes to team effort	x		x	
• Demonstrates ability to communicate with a wide variety of people	x		x	
<b>Dependability</b>				
• Attends regularly			x	
• Arrives at work on time			x	
• Arranges lateness and time off in advance			x	
• Dress and grooming appropriate for job			x	
<b>Quality of Work</b>				
• Demonstrates progress in developing job specific skills		x		
• Consistent follow through on tasks				
• Understands how his/her job relates to the business as a whole			x	
• Is accurate, thorough, and produces acceptable work				
• Readily identifies problems or errors related to their job performance		x		

SES data for 597 students from spring terms 2003 and 2004 were analyzed. The average rating for each item on the 18 items on SES was calculated for each program (ART, MDP, BA, etc). These averages can be found in Table 2 (attached).

The average rating was then calculated for the remaining three core abilities based on the relevant items from the SES as seen in Table 1. The average score of each of the three core abilities can be found in Table 3. Finally, an average score was calculated for each of the remaining core abilities for the Transfer Students, Professional Program, and all the programs combined together. These results can be seen in Figure 1 (attached) and Table 4 (below).

Table 4: The average score for each core ability for the Profession, Transfer and Both Programs

	Communicates Effectively	Think critically to solve problems	Understands Relation between self and community
Professional	4.57	4.36	4.53
Transfer	4.60	4.30	4.48
Combined	4.57	4.35	4.52

### Conclusion

For the three core abilities of communicating effectively, thinking critically to solve problems and understanding relation between self and community, the students in the Co-op program had an average score of 4.57, 4.35 and 4.52 respectively. Since these scores were derived from ratings of the SES, ratings above 4.00 (very good) indicates that students are demonstrating three of the four core abilities at their co-op sites.

### Next Steps

Three types of activities will continue: 1) Additional work remains to complete the data analysis. The employer comments from the "fill in" portions of the SES needs to be analyzed. This work is dependent upon available funding; 2) A committee of six co-op faculty has been formed to revise the Supervisor Evaluation of the Student. Lane's core abilities will be consulted and items either reworded or added to better assess student demonstration of core abilities at their co-op sites. The committee will conclude its work by the end of spring 2007 and a new SES will be in place for fall term, 2007; and 3) Research will continue on viable ways to create an on-line version of the SES linked to a data base so that future data is available for analysis while also protecting the security of private student information.

Table 2: The Average Rating of Each SES item by program

### Professional Qualities

	ENGR	ART	MDP	BT	LGL	CIS	COOP	OST	DA	DAA	ECE	HIT	MA	NUR	RT	PE	NRG	CG	CJA	HS	BA	CS	ED	PS	PSY	SOC
Looks for Ways to Improve, has initiative	4.23	4.85	4.43	4.59	4.5	4.2	4.4	4.11	4.33	4.38	4.33	4.5	4.57	4.82	4.17	4.47	4.25	4.25	4.5	4.36	4.41	4.33	4.67	4.06	4.1	4.5
Deals with Routine tasks efficiently	4	4.69	4.61	4.65	4.5	4.47	4.56	4.17	4.43	4.25	4.5	4.67	4.5	4.3	4.17	4.81	4.08	4.5	4.61	4.5	4.59	4.52	4.5	4.17	4.21	4.67
Meets commitments reliably	3.85	4.57	4.43	4.59	4.17	4.8	4.8	4.17	4.61	4	4.5	4.75	4.63	4.4	4.13	4.6	4.33	4.25	4.62	4.43	4.73	4.48	4.5	4.14	4.26	4.67
Performs effectively under pressure	3.62	4.23	4.33	4.33	4.33	4	4.67	3.71	4.2	4	4	4.5	4.38	4.2	4.17	4.28	3.92	4.13	4.38	4.23	4.29	4.16	4.33	4.08	4.21	4.33

## Relations with Others

Is Friendly and Courteous	4.38	4.93	4.48	4.82	4.83	4.6	4.5	4.42	4.79	4.75	4.67	4.75	4.87	4.73	4.38	4.91	4.33	4.56	4.76	4.71	4.73	4.81	4.75	4.63	4.5	5
Understands and Follows Directions	4	4.71	4.43	4.55	4.5	4.8	4.6	4.17	4.51	4.5	4.33	5	4.65	4.64	4.08	4.91	4	4.5	4.76	4.5	4.54	4.57	4.67	4.37	4.42	4.83
Accepts and Responds appropriately to feedback and suggestions	4.23	4.86	4.48	4.52	4.67	4.53	4.89	4.09	4.62	4.63	4.33	4.75	4.72	4.73	4.17	4.79	4.17	4.63	4.72	4.64	4.59	4.57	4.5	4.43	4.47	4.83
Works well with co-workers. Contributes to team effort	4.5	5	4.35	4.67	4.67	4.6	4.78	4.29	4.68	4.25	4.5	5	4.7	4.82	4.13	4.88	4.42	4.56	4.62	4.57	4.7	4.86	4.58	4.36	4.37	4.83
Demonstrates ability to communicate with a wide variety of people	4.42	4.75	4.25	4.74	4.33	4.2	4.11	4.02	4.61	4.13	4.33	4.75	4.72	4.82	4.17	4.71	4.5	4.31	4.52	4.54	4.46	4.63	4.58	4.3	4.32	4.67

## Dependability

Attends regularly	4.42	4.71	4.39	4.86	4.5	4.8	5	4.34	4.79	4.38	4.67	4.75	4.8	4.73	4.29	4.68	4.17	4.25	4.69	4.43	4.59	4.43	4.75	4.11	4.35	4.5
Arrives at Work on time	4.75	4.86	4.43	4.76	4.5	4.93	4.9	4.57	4.79	4.38	5	5	4.73	4.64	4.54	4.7	4.08	4.25	4.86	4.43	4.65	4.52	4.83	4.21	4.16	4.67
Arranges lateness and time off in advance	4.73	4.92	4.45	4.83	4.67	4.67	4.67	4.34	4.72	4.25	4.33	5	4.67	4.7	4.46	4.34	4.17	4.31	4.73	4.5	4.65	4.55	4.75	4.13	4.26	4.5
Dress and grooming appropriate for job	4.45	4.85	3.9	4.71	4.33	4.2	4.3	4.3	4.76	4.38	4.33	5	4.77	4.82	4.54	4.84	4.17	4.43	4.66	4.57	4.49	4.29	4.67	4.73	4.42	4.33

### Quality of Work

Demonstrates Progress in developing job specific skills	4.08	4.64	4.43	4.64	4.5	4.53	4.4	4.03	4.41	4.38	4.17	5	4.57	4.45	4.29	4.32	4.42	4.38	4.52	4.14	4.56	4.14	4.42	4.25	4.15	4.33
Consistent follow through on tasks	3.92	4.71	4.52	4.5	4.17	4.47	4.7	4	4.53	4.5	4.17	4.75	4.57	4.55	4.13	4.78	4.25	4.19	4.62	4.36	4.65	4.52	4.42	4.16	4.26	4.5
Understands how his/her job relates to the business as a whole	3.67	4.5	4.43	4.33	4.4	4.33	4.38	3.98	4.43	4.38	4.5	4.5	4.52	4.36	4.26	4.65	4.08	4.25	4.62	3.93	4.46	4.21	4.33	4.14	4.05	4.75
Is accurate, thorough, and produces acceptable work	3.77	4.43	4.35	4.45	4.17	4.4	4.8	3.98	4.48	4.5	4.33	4.75	4.5	4.45	4.25	4.76	4.33	4.31	4.59	4.21	4.54	4.24	4.42	4.22	4.21	4.67
Readily identifies problems or errors related to their job performance	3.77	4.54	4.36	4.32	4.4	4.27	4.4	3.87	4.28	4	4.33	4.5	4.55	4.3	4.17	4.69	4	4	4.48	3.93	4.37	4.35	4.25	4.03	4	4.5

### Overall performance

4.167	<b>4.77</b>	<b>4.52</b>	<b>4.59</b>	4.33	<b>4.6</b>	<b>4.88</b>	4.13	<b>4.5</b>	4.43	<b>4.5</b>	5	<b>4.62</b>	<b>4.64</b>	4.21	<b>4.74</b>	<b>4.58</b>	<b>4.53</b>	<b>4.75</b>	4.29	<b>4.73</b>	<b>4.5</b>	<b>4.55</b>	4.22	4.33	<b>4.67</b>
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**Table 3: Average Score of Each Core Ability by Program**

Communicates Effectively	ENGR	ART	MDP	BT	LGL	CIS	COOP	OST	DA	DAA	ECE	HIT	MA	NUR	RT	PE	NRG	CG	CJA	HS	BA	CS	ED	PS	PSY	SOC
Think critically to solve problems	4.38	<b>4.88</b>	4.39	<b>4.69</b>	<b>4.63</b>	4.48	<b>4.57</b>	4.2	<b>4.67</b>	4.44	4.46	<b>4.81</b>	<b>4.75</b>	<b>4.77</b>	4.21	<b>4.82</b>	4.35	<b>4.52</b>	<b>4.66</b>	<b>4.62</b>	<b>4.62</b>	<b>4.72</b>	4.6	4.43	4.41	<b>4.83</b>
Understands Relation between self and community	4.03	<b>4.68</b>	4.41	<b>4.51</b>	4.47	4.33	4.4	4	4.34	4.25	4.28	<b>4.67</b>	<b>4.56</b>	<b>4.52</b>	4.21	4.49	4.22	4.21	<b>4.5</b>	4.14	4.44	4.28	4.44	4.11	4.08	4.44
Explore academic disciplines of liberal arts, social science and physical sciences	4.42	<b>4.8</b>	4.32	<b>4.7</b>	4.49	<b>4.53</b>	<b>4.59</b>	4.26	<b>4.68</b>	4.3	<b>4.52</b>	<b>4.86</b>	<b>4.7</b>	<b>4.7</b>	4.34	<b>4.69</b>	4.23	4.34	<b>4.67</b>	4.42	<b>4.57</b>	4.5	<b>4.64</b>	4.28	4.28	<b>4.61</b>

Figure 1: Average Ratings for the Three Core Abilities

