

Grades vs. Outcomes

There are crucial distinctions between grading and student learning outcomes assessment.

The example below demonstrates the problem with asserting that all student learning outcomes will be met if all students pass (a common misconception).

In this example, Outcome "B" was not met even though all students did reasonably well in the class.

| Student Number | Outcome A | Outcome B | Outcome C | Grade |
|----------------|-----------|------------|-----------|---------|
| 1 | 90 | 45 | 100 | 78% = C |
| 2 | 95 | 55 | 95 | 82% = B |
| 3 | 100 | 35 | 100 | 78% = C |
| Outcome Total | 95% | 45% | 98% | N/A |

If faculty document outcomes achievement in addition to grades, especially if the two are directly linked through a rubric, it is possible to use one assessment process to accomplish both objectives.