Direct Measures
Direct assessment measures require individuals or entities to demonstrate their knowledge, skills, and/or a behavior that reflects achievement of the stated goal.

Student Learning Outcomes:
- Standardized exams
- Locally developed exams
- Questions embedded into regular course exams
- Review by an external examiner
- Oral exams
- Minute papers
- Portfolios (evaluated with rubrics)
- Behavioral observations
- Simulations
- Project evaluations
- Performance appraisals
- Think-alouds
- Concept maps

Operational Outcomes
- Retention rate
- Graduation rate
- Degree Attainment
- Cost
- Materials and equipment
- Cost per student
- Faculty qualifications
- Faculty productivity
- Reduction in errors
- Audit by external evaluator

Indirect Measures
Indirect assessment measures rely on individual perceptions to determine if a goal/objective has been achieved.

Student Learning Outcomes
- Written surveys and questionnaires:
  - Student perception
  - Alumni perception
  - Employer perception of program
- Exit and other interviews
- Focus groups
- Grades in courses
- Student records

Operational Outcomes
- Written surveys and questionnaires:
  - Stakeholder perception
  - Students
  - Administration and staff
  - Faculty
  - Employers
- Interviews
- Focus groups
Suitable Methods for Various Activities:

When considering assessment methods, it is particularly useful to think first about what qualities or abilities you are seeking to engender in the learners.

1. **Thinking critically and making judgments**
   (Developing arguments, reflecting, evaluating, assessing, judging)
   - Essay
   - Report
   - Journal
   - Book review (or article) for a particular journal
   - Comment on an article's theoretical perspective

2. **Solving problems and developing plans**
   (Identifying problems, posing problems, defining problems, analyzing data, reviewing, designing experiments, planning, applying information)
   - Problem scenario
   - Group Work
   - Work-based problem
   - Analyze a case

3. **Performing procedures and demonstrating techniques**
   (Computation, taking readings, using equipment, following laboratory procedures, following protocols, carrying out instructions)
   - Demonstration
   - Role Play
   - Make a video (write script and produce/make a video)
   - Produce a poster
   - Lab report
   - Prepare an illustrated manual on using the equipment, for a particular audience
   - Observation of real or simulated professional practice

4. **Managing and developing oneself**
   (Working co-operatively, working independently, learning independently, being self-directed, managing time, managing tasks, organizing)
   - Journal
   - Portfolio
   - Learning Contract
   - Group work
5. Accessing and managing information
(Researching, investigating, interpreting, organizing information, reviewing and paraphrasing information, collecting data, searching and managing information sources, observing and interpreting)
- Annotated bibliography
- Project
- Dissertation
- Applied task
- Applied problem

6. Demonstrating knowledge and understanding
(Recalling, describing, reporting, recounting, recognizing, identifying, relating & interrelating)
- Written examination
- Oral examination
- Essay
- Report
- Short answer questions: True/False/ Multiple Choice Questions (paper-based or computer-aided-assessment)

7. Designing, creating, performing
(Imaginaing, visualizing, designing, producing, creating, innovating, performing)
- Portfolio
- Performance
- Presentation
- Hypothetical
- Projects

8. Communicating
(One and two-way communication; communication within a group, verbal, written and non-verbal communication. Arguing, describing, advocating, interviewing, negotiating, presenting; using specific written forms)
- Written presentation (essay, report, reflective paper etc.)
- Oral presentation
- Group work
- Discussion/debate/role play
- Presentation to camera
- Observation of real or simulated professional practice