



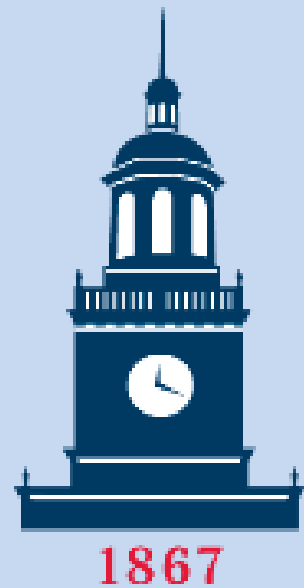
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Reporting HAAP Part 2 - Results and Actions in Programs and Units

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Institutional Research and Assessment (IRA)
Spring 2026

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Agenda

- **Demystify HAAP Part 2 ~ "the why and what"**
- **Identify Resources for HAAP Part 2 ~ "the how"**
- **Strategize Planning for HAAP Part 2 ~ "the how"**

Demystifying HAAP Part 2 - Assessment for Compliance & Continuous Improvement

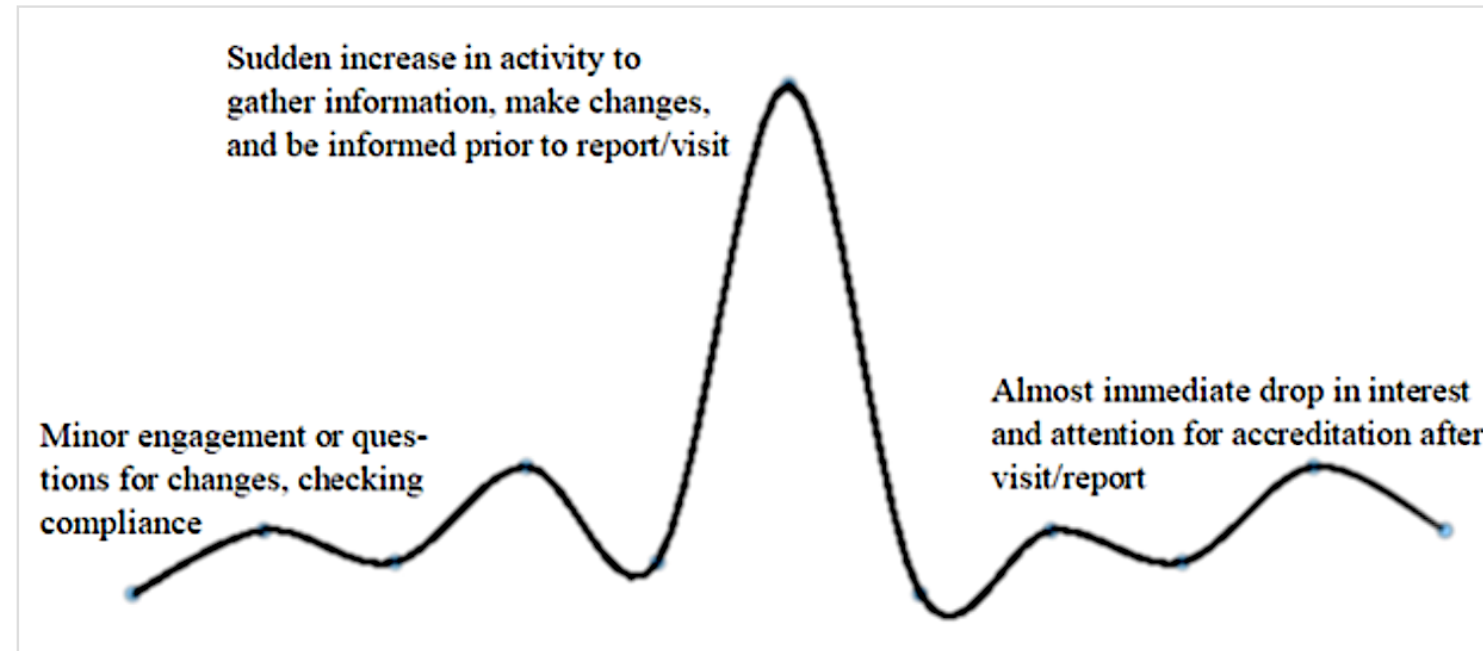


Figure 1 Visual Representation of Institutional Activity with a Compliance Mindset

Compliance-focused Assessment

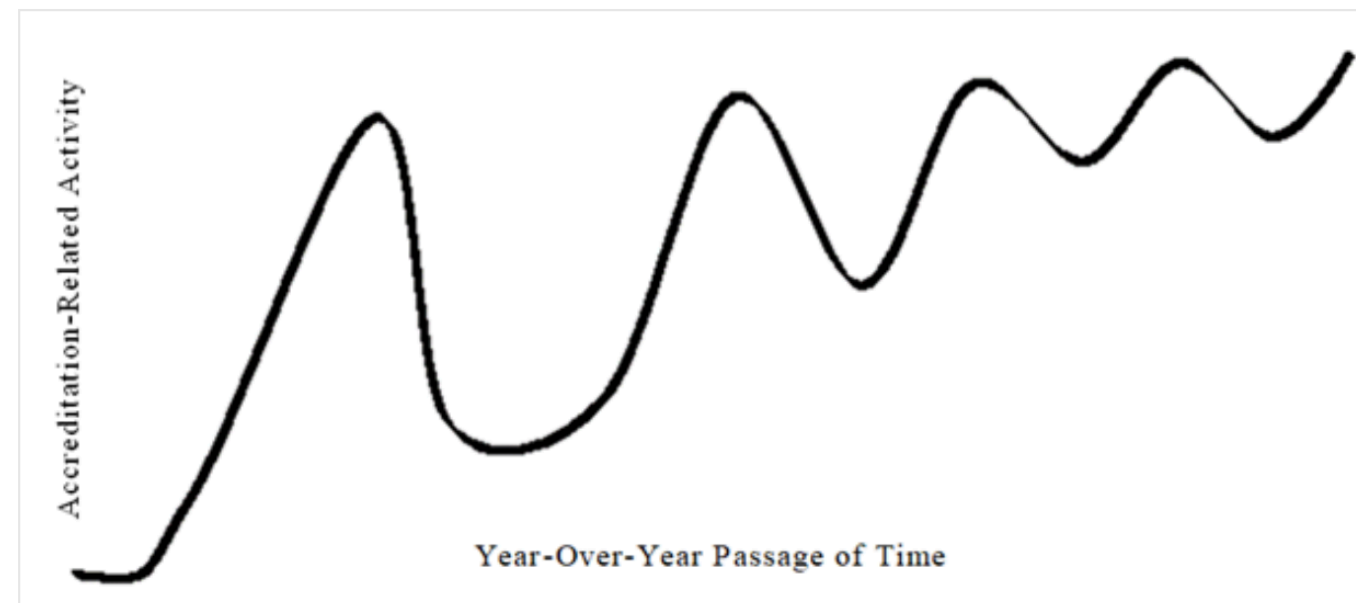


Figure 2 Visual Representation of Institutional Activity with a Betterment Mindset

Demystifying HAAP Part 2 - Why of Assessment

- **Guiding Principle 4; Data-based Decision Making:** “Institutions **must analyze a range of data**, including disaggregated data, to ensure students are appropriately served and institutional mission and goals are met.... Institutions can leverage periodic assessment through each standard, **using assessment results for continuous improvement and innovation** to ensure levels of quality for constituents.”
- **Standard 5; Educational Effectiveness Assessment; Criteria 2(c):** “A candidate or accredited institution...support and sustain **assessment of student learning outcomes and communicate the results** of this assessment to stakeholders.”

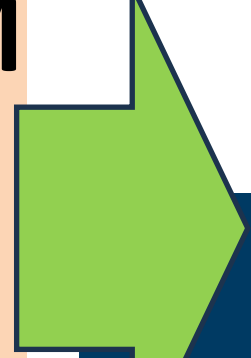


Demystifying HAAP Part 2 - Why of Assessment...Cont'd

- Requirement of our university accreditor – MSCHE
- Assessment can help improve student learning and success ~ *key purpose*
- Assessment can serve as a common channel for institutional effectiveness

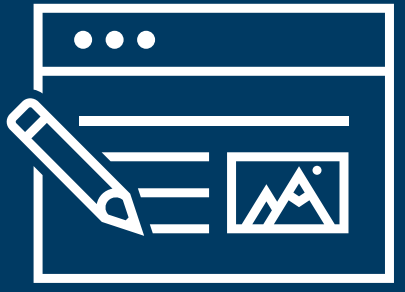
Demystifying HAAP Part 2 - The What of HAAP

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PART 1

Outcomes

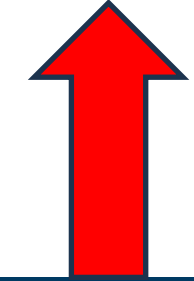


Identification of student learning outcomes (academic programs mostly) and student success outcomes (non-academic programs mostly)

Measures



Listing of methods and targets to assess for every outcome



Actions



Selecting an action for every result entered

Results



Gathering and analyzing data and entering results for every measure

PART 2

Resources for HAAP Part 2 - The How of HAAP Part 2

- Reporting Meets Full Criteria
- Showing Continuous Trends
- Telling a Story

Resources for HAAP Part 2 – Criteria for Results

- **Results:** Evidence on your Measures/metrics listed in Part 1
- **Criteria**
 1. Clearly **aligns with the Measure** it aims to report.
 2. Clearly **addresses the Target** it aims to report.
 3. Accurately **identifies Measure Status** as “Met”, “Partially Met”, “Not Met”, or “Not Applicable”.
 4. As appropriate, includes a **clear Analysis section** describing the result(s).
 5. As appropriate, **supporting documentation** (such as rubrics, surveys, complete reports) are included in this section.

Resources for HAAP Part 2 – Criteria for Actions

- **Actions:** How results were put into action or were utilized
- **Criteria**
 1. Clearly **follow** from assessment results.
 2. Directly state **which finding(s) was/were used** to determine the Action(s).
 3. Clearly **identifies** an area(s) that needs to be monitored, remediated, or **enhanced**.
 4. Clearly **outlines** the logical "next steps."
 5. As appropriate, **contains** completion dates.

Resources for HAAP Part 2 – Action Types...Cont'd



Maintain	Modify	Initiate	Other
Gather Additional Data	Restructure Outcome Statement	Implement New Program or Services	Budget?
Maintain Assessment Strategy	Revise Measurement / Assessment	Community Partnership	
	Revise Benchmark / Target	Adopt or Expand Technologies	
	Modify Position / Personnel	Additional Training	
	Modify Policies / Procedures	Collaborate with another department / unit / program	
	Modify Physical Environment		

Resources for HAAP Part 2 – Reporting in Watermark Planning and Self-Study - PSS

- Submit Results >> Actions
- Utilize the Step-by-Step Guide



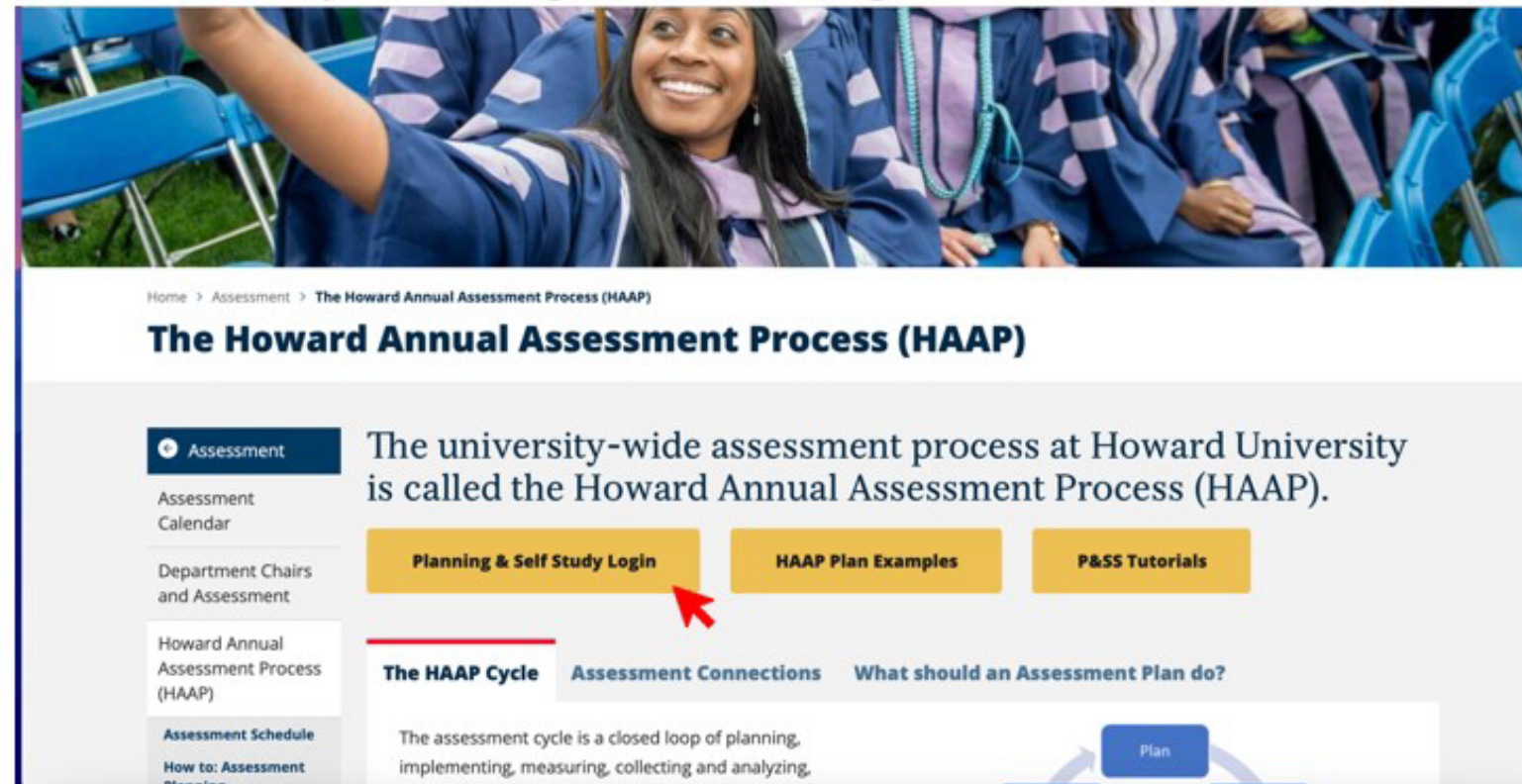
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Step-by-Step Guide to Complete Results and Actions (Part 2) of HAAP Plan

1

Step 1: Log into Watermark's Planning and Self-Study

1. *Planning and Self-Study (PSS) Login:* Ensure you have access to your program or unit in Watermark's Planning and Self-Study (PSS), which is a third-party browser-based software that all faculty and staff that are identified as assessment leads on campus have free access to. See pointer 2 below if you do not have access. [On the top left corner of this website](#) is a yellow button called Planning and Self-Study Login that you can use and bookmark whenever you want to log into PSS – see image below.

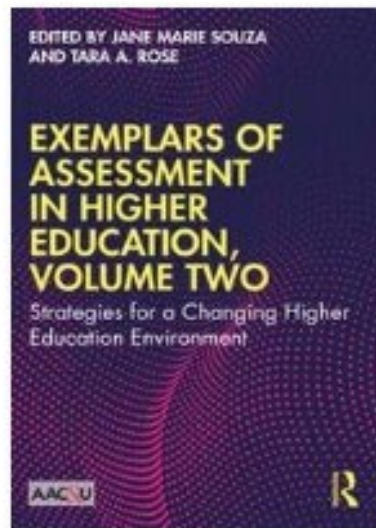


Resources for HAAP Part 2 – Showing Continuous Trends

- **Refer to recent Results and Actions** – ask what trends you want to address or compare moving forward
- **Refer to APR guidelines as appropriate** – ask what trends you can use in your next APR
- **If externally accredited** – ask what your external accreditor would like you to report on

Resources for HAAP Part 2 – Tell your Story

- **Individualize HAAP** – treat HAAP reports as a tool to tell your program story
- **Align with HU Mission** – consider how your program is an extension of HU’s legacy



Chapter

Good Practice

Storytelling as Assessment (R)Evolution

By Glenn Allen Phillips, Kyle Shanks, Britt Spears-Rhymes, Daphne Bernard, Anthony K. Wutoh

Book [Exemplars of Assessment in Higher Education, Volume Two](#)

Edition	1st Edition
First Published	2023
Imprint	Routledge
Pages	13



Share

Phillips, G. A., Shanks, K., Spears-Rhymes, B., Bernard, D., & Wutoh, A. K. (2023)

Strategies for HAAP Part 2 - The How of HAAP Part 2

- Set a Timeline
- Organize Data Collection
- Seek Peer Feedback



Strategies for HAAP Part 2 - Set a Timeline

- **Check HU Academic Calendar** – May 1st is deadline for instructors to submit final grades
- **Schedule time in your calendar**
- **Submit your Results and Actions in PSS by May 15th, 2026**



Strategies for HAAP Part 2 – Organize Data Collection

- **Employ Relevant Templates**
- **Seek Access to Assessment Materials**



Strategies for HAAP Part 2 – Peer Feedback

- **Check with IRA for Peer Review** – 3-yr cycle began in Summer 2025
- **Seek feedback on HAAP drafts from IRA** – reach out for a review anytime;
 - HAAP Office Hours on MS Teams with Anil every **Monday 1-3 PM and Tuesday 10 AM – 12 PM** starting **March 30 through May 15, 2026**
- **Seek feedback from content experts** – reach out to colleagues within your department or college or school or professional organizations



References

Levy, J. & Patel, M. (2023). Combating a compliance mindset by advocating for betterment. *The Assessment Review*, 3(2).

Phillips, G. A., Shanks, K., Spears-Rhymes, B., Bernard, D., & Wutoh, A. K. (2023). Good practice. Storytelling as assessment (r)evolution. In Souza, J.M., & Rose, T.A. (Eds.). (2023). *Exemplars of assessment in higher education, volume two: Strategies for a changing higher education environment (1st ed.)*. Routledge.
<https://doi.org/10.4324/9781003444695>



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