

GSIR RUBRICS FOR ASSESSING STUDENT LEARNING OUTCOMES

MA in Public Management

<Knowledge>

LO code	Learning Objectives (LO)
PK1	Know the basic constitutional roles and responsibilities of the multiple levels of government
PK2	Be able to identify the stages of public policy processes, and the primary players in the official roles
PK3	Learn to analyze public policy conflicts and use policy tools and instruments to help resolve policy disputes in a deliberative and consensual way
PK4	Understand the basic accountability and performance measurement processes used in government policy and management
PK5	Identify roles that public managers and policy analysts play and learn more about when they are most appropriate in the policy processes
PK6	Understand how non-governmental and civil society stakeholders could be engaged in and contribute to public management and policy processes

LOs Assessment	Self- evaluation Scale	PK1	PK2	PK3	PK4
Unsatisfactory	1	Demonstrates minimal or no understanding of the basic constitutional roles and responsibilities of multiple government levels. Shows little engagement or recognition of these fundamental concepts.	Demonstrates minimal or no ability to identify the stages of public policy processes or the primary players in official roles. Shows little engagement or understanding of these concepts.	Demonstrates minimal or no ability to analyze public policy conflicts or use policy tools for resolving disputes in a deliberative and consensual manner. Shows little engagement or understanding in these areas.	Demonstrates minimal or no understanding of basic accountability and performance measurement processes in government policy and management. Shows little engagement or recognition of these fundamental concepts.
	2				
Satisfactory	3	Displays a satisfactory understanding of the basic constitutional roles and responsibilities of multiple government levels. Shows a good grasp but with occasional gaps or limitations.	Displays a satisfactory ability to identify the stages of public policy processes and primary players in official roles. Shows a good understanding but with occasional gaps or limitations.	Displays a satisfactory ability to analyze public policy conflicts and use policy tools to resolve disputes in a deliberative and consensual way. Shows a good understanding but with occasional gaps or limitations.	Displays a satisfactory understanding of the basic accountability and performance measurement processes in government policy and management. Shows a good grasp but with occasional gaps or limitations.
Exceeds Expectation	4	Shows a strong and consistent understanding of the basic constitutional roles and responsibilities of multiple government levels.	Shows a strong and consistent ability to identify the stages of public policy processes and primary players in official roles. Demonstrates depth and insight into these concepts.	Shows a strong and consistent ability to analyze public policy conflicts and proficiently use policy tools to resolve disputes. Demonstrates depth and insight in employing these methods effectively.	Shows a strong and consistent understanding of the basic accountability and performance measurement processes in government policy and management. Demonstrates depth and insight into these fundamental concepts.
	5	Demonstrates depth and insight into these fundamental concepts.			

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LOs Assessment	Self- evaluation Scale	PK5	PK6
Unsatisfactory	1	Demonstrates minimal or no ability to identify the roles of public managers and policy analysts in policy processes. Shows little recognition or comprehension of when these roles are appropriate.	Demonstrates minimal or no understanding of how non-governmental and civil society stakeholders can contribute to public management and policy processes. Shows little recognition or engagement with the potential involvement of these stakeholders.
	2		
Satisfactory	3	Exhibits a solid ability to identify the roles of public managers and policy analysts in policy processes. Shows a good grasp of when these roles are generally appropriate in policy-making contexts.	Exhibits a solid understanding of how non-governmental and civil society stakeholders can be involved in and contribute to public management and policy processes. Shows a good grasp of the significance of their contributions.
Exceeds Expectation	4	Shows a strong and consistent ability to identify the nuanced roles of public managers and policy analysts in policy processes. Demonstrates depth and insight into understanding the specific contexts where these roles excel.	Shows a strong and consistent understanding of how non-governmental and civil society stakeholders can engage in and significantly contribute to public management and policy processes. Demonstrates depth and insight into leveraging their involvement.
	5		

<Skills>

LO code	Learning Objectives (LO)
PS1	Demonstrate working knowledge of public management and policy
PS2	Demonstrate analytical writing of public management and policy projects
PS3	Demonstrate the ability to critically review and summarize public management and policy studies
PS4	Learn and apply group facilitation skills that can be used in public policy processes and citizen deliberations
PS5	Demonstrate sound public speaking skills related to the public management and policy topics
PS6	Critically assess and debate the issues of public management and public policies at different levels of government

LOs Assessment	Self- evaluation Scale	PS1	PS2	PS3	PS4
Unsatisfactory	1	Demonstrates minimal or no working knowledge of public management and policy. Shows little recognition or understanding of fundamental concepts in these areas.	Demonstrates minimal or no ability to produce analytical writing for public management and policy projects. Shows little capacity to analyze or articulate concepts effectively.	Demonstrates minimal or no ability to critically review and summarize public management and policy studies. Shows little capacity to analyze or succinctly summarize key points.	Demonstrates minimal or no ability to learn or apply group facilitation skills in public policy processes or citizen deliberations. Shows little recognition or engagement with these skills.
	2				
Satisfactory	3	Exhibits a solid working knowledge of public management and policy. Shows a good grasp of core principles and their application in various contexts.	Exhibits a solid ability to produce analytical writing for public management and policy projects. Shows a good level of analysis and articulation of concepts with a coherent and structured approach.	Exhibits a solid ability to critically review and summarize public management and policy studies. Shows a good level of critical analysis and the ability to succinctly summarize key concepts and findings.	Exhibits a solid ability to learn and apply group facilitation skills in public policy processes or citizen deliberations. Shows a good level of comprehension and application of these skills.
Exceeds Expectation	4	Shows a strong and consistent working knowledge of public management and policy. Demonstrates depth and insight into nuanced aspects.	Shows a strong and consistent ability to produce high-quality analytical writing for public management and policy projects. Demonstrates depth, critical thinking, and comprehensive analysis.	Shows a strong and consistent ability to critically review and summarize public management and policy studies. Demonstrates depth in critical assessment and produces comprehensive and insightful summaries.	Shows a strong and consistent ability to learn and proficiently apply group facilitation skills in public policy processes or citizen deliberations. Demonstrates depth and insight in their application.
	5				

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PS6	Critically assess and debate the issues of public management and public policies at different levels of government

LOs Assessment	Self- evaluation Scale	PS5	PS6
Unsatisfactory	1	Demonstrates minimal or no ability to engage in public speaking related to public management and policy topics. Shows little capacity to articulate or present ideas effectively.	Demonstrates minimal or no ability to critically assess or engage in debates about issues of public management and public policies across government levels. Shows little capacity for analysis or engagement in debate.
	2		
Satisfactory	3	Exhibits a solid ability to engage in public speaking related to public management and policy topics. Shows a good level of articulation and engagement with the audience.	Exhibits a solid ability to critically assess and participate in debates about issues of public management and public policies at different government levels. Shows a good level of analysis and engagement in debates.
Exceeds Expectation	4	Shows a strong and consistent ability to engage in highly effective public speaking related to public management and policy topics. Demonstrates depth, clarity, and the ability to captivate and inform the audience.	Shows a strong and consistent ability to critically assess and actively contribute to debates about issues of public management and public policies at various government levels. Demonstrates depth in analysis and active participation.
	5		

<Attitudes>

LO code	Objectives
PA1	Articulate and apply a public service perspective to public management and policy issues
PA2	Contribute to the policy process information and analysis
PA3	Understand the ethical issues involved in many dimensions of public management and policy processes

LOs Assessment	Self- evaluation Scale	PA1	PA2	PA3
Unsatisfactory	1	Demonstrates little to no understanding or application of a public service perspective in public management and policy issues.	Provides minimal or no contribution to the policy process regarding information and analysis. Shows little effort in engaging or offering input.	Shows little to no awareness or understanding of ethical issues in public management and policy processes. Demonstrates minimal engagement or recognition of ethical dimensions.
	2	Shows minimal engagement or familiarity with the concept.		
Satisfactory	3	Exhibits a satisfactory ability to articulate and apply a public service perspective in analyzing public management and policy issues. Shows a good understanding but with occasional gaps or inconsistencies.	Exhibits satisfactory contributions to the policy process with relevant information and analysis. Demonstrates a decent understanding but with occasional limitations or gaps.	Exhibits a satisfactory understanding of ethical issues in various dimensions of public management and policy processes. Shows a decent grasp but with occasional gaps in recognizing complexities.
Exceeds Expectation	4	Shows a strong grasp and consistent application of a public service perspective in analyzing public management and policy issues.	Consistently provides valuable contributions to the policy process with well-informed information and analysis. Shows depth and insight, offering substantial value to discussions.	Displays a strong understanding of ethical issues in diverse dimensions of public management and policy processes. Consistently recognizes and navigates complex ethical considerations, showcasing depth and insight.
	5	Demonstrates depth and insight in the application of this perspective.		