

Logic Model: Leadership and Organizational Policy” program evaluation

Assumptions: LOP program content is consistent with the knowledge required in the workplace; LOP program content is successfully transmitted in the classroom; potential students will continue to desire master’s degrees; employers want to hire people with master’s degrees; Peabody College will continue to attract high-quality candidates for admission; most students will successfully complete the LOP program once they begin; LOP faculty will want to continue teaching in the LOP program; LOP faculty want to gain more recognition

External Factors: Acts of God; other programs (within Vanderbilt and at other schools) where students can obtain similar skills; constantly-changing employment world; economic/employment instability; changing school/program rankings

Resources	Activities	Outputs	Short-term Outcomes	Long-term Outcomes
<ul style="list-style-type: none"> - LOP program director (Dr. Dayle Savage) - graduate assistant to program director - enrolled LOP students - HRD and OL program alumni - LOP alumni (when applicable) - LOP program faculty - Internship supervisors - Budget - Data entry software 	<ul style="list-style-type: none"> - Conduct student competency pre-test - Train focus group facilitators - Hold student focus group - Collect internship supervisors’ competency observation forms - Conduct post-test competency assessment - Conduct alumni interviews - Record data - Analyze collected data - Present findings 	<ul style="list-style-type: none"> - Measures of student competency levels prior to entry into program - Reaction data on students’ perceptions of their graduate school experience - Information on students’ observed behaviors while on the job - Students’ perceptions on their own competency/career development - Measures of competency levels of students exiting the program - Reaction data from alumni 	<ul style="list-style-type: none"> - Knowledge of the average change in target competency levels over the course of LOP program - Knowledge of how students feel about life in graduate school - Knowledge of how students apply target competencies in real situations - Knowledge of to what extent students feel they are developing competencies and achieving their career goals - Knowledge of how program alumni are using the competencies/skills they learned through LOP several years out 	<ul style="list-style-type: none"> - Knowledge of extent to which targeted competencies are being developed through LOP - Knowledge of extent to which LOP is meeting students’ career goals/expectations - Knowledge of to what extent LOP is meeting the needs/expectations of current/potential employers and program alumni - Knowledge of extent to which LOP is recognized as effective by enrolled students, current/potential employers, and alumni - Knowledge of ways LOP ought to be modified to meet needs of students, employers, and/or alumni