

URSHAN ASSESSMENT REPORT

2016-17 Academic Year

Today's date: 5/25/17

Program Name: UG - BA - Organizational Leadership

2015-2016 Action Plan Follow up

Please refer to your 2015 – 2016 assessment report and provide a status update for each action plan in that report. Two templates are provided below. Copy and paste the template if you submitted more than two actions plans last cycle.

Action Plan Number: _____ Title: _____

Status: In Progress Complete On Hold Cancelled

If action plan is **In Progress** or **Complete**, please provide a brief summary of what was done, and how you have studied the impact on student learning to day. What ongoing plans do you have to study the impact on student learning that will occur as a result of this action? If action plan is **On Hold** or **Cancelled**, please provide a rationale for this decision. Please discuss future plans, if any.

2016-2017 ASSESSMENT REFLECTION

Please describe the impact your assessment activity has had on student learning in your program.

As the assessment plan was revised in the middle of this semester, the data collected this semester will be used to enhance student learning in the future.

Please describe the impact your assessment activity has had on your teaching.

Comments from a couple of instructors:

Our assessment shed light on the exclusion of strategic application to current global and civic issues. As I develop coursework for the coming academic year, I will include more opportunities for students to develop positions regarding current global and civic issues, as well as require them to address them with organizational leadership principles to develop leadership strategies across cultures and industries. Also as a result of our assessment I determined that we are very strong on providing an environment for collaborative learning, but in my own teaching do not create as many opportunities to develop individual confidence and problem solving.

I have modified assignments to entail specifics from DQP Outcomes. Specifically I have required students to do more research on word meanings in the original languages of Scripture to help fulfill the “non-English-language sources” of the Communicative fluency outcome under Intellectual Skills.

Department Chair Review

I have reviewed this assessment report and agree with the findings and action plans.

Academic Dean: Jared Runck

Date Reviewed: 6/21/17

Assessment Director Review

I have reviewed this assessment report and agree that it is complete and meets Urshan assessment guidelines.

Assessment Director: Wanda Baker

Date Reviewed: 6/21/17

2016-2017 Assessment Results

Please use the following sections to report your assessment findings from 2016-2017 and plans to improve student learning in 2017-2018.

Outcome 1: DQP 4 Applied and Collaborative Learning

Measure 1.1 Capstone: OL499

Sampling 1.1 All OL students enrolled in OL499 in the spring semester

A minimum of 80% of students will earn a 3 or higher on a 4 point possible assessment rubric for the collaboration/teamwork component of the capstone project.

Target 1.1

How many students were included in the data collection for Measure 1.1? How were they selected? (pp. 35-36, pp. 40-41)

If data collection did not occur, please explain why, and describe plans for data collection in the coming cycle.

8 Students were included in the data collection for this major. All program majors enrolled in the course were selected. Non-program majors were excluded.

Please provide a brief summary of your analysis of the data for Measure 1.1. (pp. 38-41)

Student papers were scored using a four-point scoring rubric developed by faculty. Eighty-seven point five percent of students scored a 3 or higher. Overall scores were:

Score	N	Pct
4	6	75
3	1	12.5
2	1	12.5

Do your data indicate that Target 1.1 was met? Partially met? Not met? Not reported this cycle? (If not reported, please indicate the reason.)

Please place an "X" in the appropriate box below.

Target	Met	Partially Met	Not Met	Not Reported this Cycle (Please provide reason)
1.1	X			

Please provide a brief summary of the factors you believe contributed to these results. (pp. 38-41)

Overall the students did an outstanding job on their capstone projects. The quality of the students in the program contributed significantly to their success. Assignments students had done throughout the program had prepared them to be collaborative and their experience in presentations prepared them to communicate effectively and present with confidence and supportive visuals. Improvements should be evident in the future with their being aware earlier of new outcome expectations. Major assignments in other major courses, such as working as a group to prepare and present a strategic plan for an organization in OL 305 Strategic Planning, helped prepare them for their capstone project.

Measure 1.1 Action Planning

If the targets for this measure were **Not Met** or **Partially Met**, please provide one or more action plans that indicate how you will improve student learning on this outcome. If the targets were **Met**, you may provide one or more action plans, if you choose. One blank action plan template is provided below. Copy and paste the template into this section for additional action plans, if needed. (pp. 45-48)

Action Plan 1.1 Short Title

Please describe what you plan to do. Include a brief rationale, focused on student learning.

What is the intended impact on student learning?

Action Steps and Person(s)/Group responsible (add rows, if needed)

No.	Action Step	Person(s)/Group Responsible
1		
2		

Expected start date (MM/DD/YY)

Expected completion date (MM/DD/YY)

What is the priority?

High

Medium

Low

Are additional resources needed to complete this?

Be specific. For resources that include a budget request, please provide cost breakdown and total cost.

Measure 1.2	Essay or discussion post from a common prompt from either OL303 (Leader and Group Performance) or OL411 (Team Leadership Development).
Sampling 1.2	All junior or senior level OL students enrolled in the OL303 (LGP) or OL411 (TLD) in the spring semester.
Target 1.2	A minimum of 80% of students will earn a 3 or higher on a 4 point possible assessment rubric for a common "essay or discussion post" assignment for either OL303 (LGP) or OL411 (TLD).

How many students were included in the data collection for Measure 1.2? How were they selected? (pp. 35-36, pp. 40-41)
 If data collection did not occur, please explain why, and describe plans for data collection in the coming cycle.

5 students were included in the data collection for this major. All program majors enrolled in OL 411 Team Leadership Development were selected.

Please provide a brief summary of your analysis of the data for Measure 1.2. (pp. 38-41)

Student papers were scored using a four-point scoring rubric developed by faculty. Eighty percent of students scored a 3 or above. Overall scores were:

Score	N	Pct
4	1	20
3	3	60
0	1	20

Do your data indicate that Target 1.2 was met? Partially met? Not met? Not reported this cycle? (If not reported, please indicate the reason.)

Please place an "X" in the appropriate box below.

Target 1.2	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>	Not Reported this Cycle (Please provide reason) <input type="checkbox"/>
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Please provide a brief summary of the factors you believe contributed to these results. (pp. 38-41)

Students were prepared to collaborate on this assignment by group work in other courses such as SO 203 Group Dynamics. The one student who did not meet the expectation did not complete the assignment.

Measure 1.2 Action Planning

If the targets for this measure were **Not Met** or **Partially Met**, please provide one or more action plans that indicate how you will improve student learning on this outcome. If the targets were **Met**, you may provide one or more action plans, if you choose. One blank action plan template is provided below. Copy and paste the template into this section for additional action plans, if needed. (pp. 45-48)

Action Plan 1.2	Short Title

Please describe what you plan to do. Include a brief rationale, focused on student learning.

What is the intended impact on student learning?

Action Steps and Person(s)/Group responsible (add rows, if needed)		
No.	Action Step	Person(s)/Group Responsible
1		
2		
3		
4		

Expected start date (MM/DD/YY)

Expected completion date (MM/DD/YY)

What is the priority?	<input type="checkbox"/> High	<input type="checkbox"/> Medium	<input type="checkbox"/> Low
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Are additional resources needed to complete this?
 Be specific. For resources that include a budget request, please provide cost breakdown and total cost.

Measure 1.3	Exit Survey for Graduates
Sampling 1.3	All OL graduates
Target 1.3	A minimum of 80% of OL graduates will either “agree” or “strongly agree” that they feel confident in their ability to be a collaborative team member in an organizational environment.

How many students were included in the data collection for Measure 1.3? How were they selected? (pp. 35-36, pp. 40-41)
 If data collection did not occur, please explain why, and describe plans for data collection in the coming cycle.

There were five respondents to the survey out of eight graduates in the OL program, therefore there were five included in the data collection. They were selected because they were senior graduating from the Bachelor of Arts in Organizational Leadership program and they responded to the survey.

Please provide a brief summary of your analysis of the data for Measure 1.3. (pp. 38-41)

Graduates were requested to respond to the following question with a Likert Type Scale response: I feel confident in my ability to be a collaborative team member in an organizational environment. 1-Strongly Disagree; 2-Disagree; 3-Neither Agree or Disagree; 4-Agree; 5-Strongly Agree

Response	N	Pct
5 Strongly agree	5	100

Do your data indicate that Target 1.3 was met? Partially met? Not met? Not reported this cycle? (If not reported, please indicate the reason.)

Please place an “X” in the appropriate box below.

Target	Met	Partially Met	Not Met	Not Reported this Cycle (Please provide reason)
1.3	X			

Please provide a brief summary of the factors you believe contributed to these results. (pp. 38-41)

Students in the OL program entered the program as academically successful, had a desire to succeed, performed well in both formative and summative assessments throughout their time in the program. There are collaborative assignments given throughout the program and students are required to work together in groups and teams.

Measure 1.3 Action Planning

If the targets for this measure were **Not Met** or **Partially Met**, please provide one or more action plans that indicate how you will improve student learning on this outcome. If the targets were **Met**, you may provide one or more action plans, if you choose. One blank action plan template is provided below. Copy and paste the template into this section for additional action plans, if needed. (pp. 45-48)

Action Plan 1.3	Short Title

Please describe what you plan to do. Include a brief rationale, focused on student learning.

What is the intended impact on student learning?

Action Steps and Person(s)/Group responsible (add rows, if needed)

No.	Action Step	Person(s)/Group Responsible
1		
2		
3		
4		

Expected start date (MM/DD/YY)

Expected completion date (MM/DD/YY)

What is the priority?	High	Medium	Low
	_____	_____	_____

Are additional resources needed to complete this?
 Be specific. For resources that include a budget request, please provide cost breakdown and total cost.

Outcome 2:	DQP 3: Intellectual Skill of Communicative Fluency
Measure 2.1	Capstone: OL499
Sampling 2.1	All OL students enrolled in OL499 in the spring semester
Target 2.1	A minimum of 80% of students will earn a 3 or higher on a 4 point possible assessment rubric for the communication component of their capstone project.

How many students were included in the data collection for Measure 2.1? How were they selected? (pp. 35-36, pp. 40-41)
 If data collection did not occur, please explain why, and describe plans for data collection in the coming cycle.

8 Students were included in the data collection for this major. All program majors enrolled in the course were selected. Non-program majors were excluded.

Please provide a brief summary of your analysis of the data for Measure 2.1. (pp. 38-41)

Student papers were scored using a four-point scoring rubric developed by faculty. The scoring rubric is attached. Overall scores were:

Score	N	Pct
4	7	87.5
3	0	0
2	1	12.5

Do your data indicate that Target 2.1 was met? Partially met? Not met? Not reported this cycle? (If not reported, please indicate the reason.)

Please place an "X" in the appropriate box below.

Target	Met	Partially Met	Not Met	Not Reported this Cycle (Please provide reason)
2.1	X			

Please provide a brief summary of the factors you believe contributed to these results. (pp. 38-41)

Overall the students did an outstanding job on their capstone projects. The quality of the students in the program contributed significantly to their success. Assignments students had done throughout the program had prepared them to be collaborative and their experience in presentations prepared them for delivering the projects with confidence and supportive visuals. Improvements should be evident in the future with students being aware earlier of new outcome expectations.

Measure 2.1 Action Planning

If the targets for this measure were **Not Met** or **Partially Met**, please provide one or more action plans that indicate how you will improve student learning on this outcome. If the targets were **Met**, you may provide one or more action plans, if you choose. One blank action plan template is provided below. Copy and paste the template into this section for additional action plans, if needed. (pp. 45-48)

Action Plan 2.1	Short Title

Please describe what you plan to do. Include a brief rationale, focused on student learning.

What is the intended impact on student learning?

Action Steps and Person(s)/Group responsible (add rows, if needed)		
No.	Action Step	Person(s)/Group Responsible
1		
2		
3		
4		

Expected start date (MM/DD/YY)	Expected completion date (MM/DD/YY)
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What is the priority?	High	Medium	Low
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Are additional resources needed to complete this?
 Be specific. For resources that include a budget request, please provide cost breakdown and total cost.

Measure 2.2	Essay or discussion post from a common prompt from BU301 Human Resource Management or OL403 Organizational Ethics and Social Responsibility in the fall semester.
Sampling 2.2	All junior or senior level OL students enrolled in the BU301 (HRM) or OL403 (OESR) in the fall semester.
Target 2.2	A minimum of 80% of students will earn a 3 or higher on a 4 point possible assessment rubric for a common "essay or discussion post" assignment for either BU301 (HRM) or OL403 (OESR).

How many students were included in the data collection for Measure 2.2? How were they selected? (pp. 35-36, pp. 40-41)
 If data collection did not occur, please explain why, and describe plans for data collection in the coming cycle.

Fourteen students were included in the data collection for this major. All program majors enrolled in OL 403 Organizational Ethics and Social Responsibility were selected.

Please provide a brief summary of your analysis of the data for Measure 2.2. (pp. 38-41)

Student papers were scored using a four-point scoring rubric developed by faculty. Ninety-three percent of students scored a 3 or higher. Overall scores were:

Score	N	Pct
4	7	50
3	6	43
0	1	7

Do your data indicate that Target 2.2 was met? Partially met? Not met? Not reported this cycle? (If not reported, please indicate the reason.)

Please place an "X" in the appropriate box below.

Target	Met	Partially Met	Not Met	Not Reported this Cycle (Please provide reason)
2.2	X			

Please provide a brief summary of the factors you believe contributed to these results. (pp. 38-41)

This was a group assignment and students' skill in collaboration helped them to perform well on the assignment. The one student that received a zero did not complete the assignment.

Measure 2.2 Action Planning

If the targets for this measure were **Not Met** or **Partially Met**, please provide one or more action plans that indicate how you will improve student learning on this outcome. If the targets were **Met**, you may provide one or more action plans, if you choose. One blank action plan template is provided below. Copy and paste the template into this section for additional action plans, if needed. (pp. 45-48)

Action Plan 2.2	Short Title

Please describe what you plan to do. Include a brief rationale, focused on student learning.

What is the intended impact on student learning?

Action Steps and Person(s)/Group responsible (add rows, if needed)		
No.	Action Step	Person(s)/Group Responsible
1		
2		
3		
4		

Expected start date (MM/DD/YY)

Expected completion date (MM/DD/YY)

What is the priority?	High	Medium	Low
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Are additional resources needed to complete this?
 Be specific. For resources that include a budget request, please provide cost breakdown and total cost.

Measure 2.3	Exit Survey for Graduates
Sampling 2.3	All OL graduates
Target 2.3	A minimum of 80% of students will either “agree” or “strongly agree” that they feel confident in their ability to communicate effectively in an organizational environment.

How many students were included in the data collection for Measure 2.3? How were they selected? (pp. 35-36, pp. 40-41)
 If data collection did not occur, please explain why, and describe plans for data collection in the coming cycle.

There were five respondents to the survey out of eight graduates in the OL program, therefore there were five included in the data collection. They were selected because they were senior graduating from the Bachelor of Arts in Organizational Leadership program and they responded to the survey.

Please provide a brief summary of your analysis of the data for Measure 2.3. (pp. 38-41)

Graduates were requested to respond to the following question with a Likert Type Scale response: I feel confident in my ability to communicate effectively in an organizational environment. 1-Strongly Disagree; 2-Disagree; 3-Neither Agree or Disagree; 4-Agree; 5-Strongly Agree

Response	N	Pct
5 Strongly agree	4	80
4 Agree	1	20

Do your data indicate that Target 2.3 was met? Partially met? Not met? Not reported this cycle? (If not reported, please indicate the reason.)

Please place an “X” in the appropriate box below.

Target	Met	Partially Met	Not Met	Not Reported this Cycle (Please provide reason)
2.3	X			

Please provide a brief summary of the factors you believe contributed to these results. (pp. 38-41)

Students in the OL program entered the program as academically successful, had a desire to succeed, performed well in both formative and summative assessments throughout their time in the program. Communication is an essential part of the program, both oral and in writing; in-class discussions and online discussion boards are welded into each course.

Measure 2.3 Action Planning

If the targets for this measure were **Not Met** or **Partially Met**, please provide one or more action plans that indicate how you will improve student learning on this outcome. If the targets were **Met**, you may provide one or more action plans, if you choose. One blank action plan template is provided below. Copy and paste the template into this section for additional action plans, if needed. (pp. 45-48)

Action Plan 2.3	Short Title

Please describe what you plan to do. Include a brief rationale, focused on student learning.

What is the intended impact on student learning?

Action Steps and Person(s)/Group responsible (add rows, if needed)

No.	Action Step	Person(s)/Group Responsible
1		
2		
3		
4		

Expected start date (MM/DD/YY)

Expected completion date (MM/DD/YY)

What is the priority?	High	Medium	Low

Are additional resources needed to complete this?
 Be specific. For resources that include a budget request, please provide cost breakdown and total cost.

Outcome 3:	DQP 5: Civic and Global Learning
Measure 3.1	Capstone: OL499
Sampling 3.1	All OL students enrolled in OL499 in the spring semester
Target 3.1	A minimum of 80% of students will earn a 3 or higher on a 4 point possible assessment rubric for the global community component of their capstone project.

How many students were included in the data collection for Measure 3.1? How were they selected? (pp. 35-36, pp. 40-41)
 If data collection did not occur, please explain why, and describe plans for data collection in the coming cycle.

8 Students were included in the data collection for this major. All program majors enrolled in the course were selected. Non-program majors were excluded.

Please provide a brief summary of your analysis of the data for Measure 3.1. (pp. 38-41)

Student papers were scored using a four-point scoring rubric developed by faculty. The scoring rubric is attached. Overall scores were:

Score	N	Pct
4	3	37.5
3	1	12.5
2	3	37.5
1	1	12.5

Do your data indicate that Target 3.1 was met? Partially met? Not met? Not reported this cycle? (If not reported, please indicate the reason.) Please place an "X" in the appropriate box below.

Target	Met	Partially Met	Not Met	Not Reported this Cycle (Please provide reason)
3.1			X	

Please provide a brief summary of the factors you believe contributed to these results. (pp. 38-41)

The students were not notified until late in the semester of this expected outcome. In the future they will be informed at the beginning of the semester and should be able to better fulfill this expectation.

Measure 3.1 Action Planning

If the targets for this measure were **Not Met** or **Partially Met**, please provide one or more action plans that indicate how you will improve student learning on this outcome. If the targets were **Met**, you may provide one or more action plans, if you choose. One blank action plan template is provided below. Copy and paste the template into this section for additional action plans, if needed. (pp. 45-48)

Action Plan 3.1 Short Title

Capstone Assignment Revision

Please describe what you plan to do. Include a brief rationale, focused on student learning.

Specific reference to a component of civic and/or global learning needs to be made a part of the capstone assignment.

What is the intended impact on student learning?

By being aware of this expectation the student can intentionally research and respond to how their project relates to a diverse audience.

Action Steps and Person(s)/Group responsible (add rows, if needed)

No.	Action Step	Person(s)/Group Responsible
1	Revise capstone assignment description	Capstone advisor
2	Analyze capstone proposal to confirm civic/global component	Capstone advisor
3	Design rubric to assess civic/global component	Capstone advisor
4	Assess presentation to confirm civic/global component	Capstone advisor

Expected start date (MM/DD/YY)

1/15/18

Expected completion date (MM/DD/YY)

4/25/18

What is the priority?

High

Medium

Low

X

Are additional resources needed to complete this?

Be specific. For resources that include a budget request, please provide cost breakdown and total cost.

No

Measure 3.2	Essay or discussion post from a common prompt from either BU307 Principles of Marketing, OL 409 Intro to American Church and Non-Profit Law, or PY413 Industrial and Organizational Psychology.
Sampling 3.2	All junior or senior level OL students enrolled in the courses.
Target 3.2	A minimum of 80% of students will earn a 3 or higher on a 4 point possible assessment rubric for a common "essay or discussion post" assignment for either BU307, OL409, or PY413.

How many students were included in the data collection for Measure 3.2? How were they selected? (pp. 35-36, pp. 40-41)
 If data collection did not occur, please explain why, and describe plans for data collection in the coming cycle.

One student did a directed study in BU 307 Principles of Marketing, a senior OL Major.

Please provide a brief summary of your analysis of the data for Measure 3.2. (pp. 38-41)

Student papers were scored using a four-point scoring rubric developed by faculty. The scoring rubric is attached. Overall scores were:

Score	N	Pct
3	1	100

Do your data indicate that Target 3.2 was met? Partially met? Not met? Not reported this cycle? (If not reported, please indicate the reason.) Please place an "X" in the appropriate box below.

Target	Met	Partially Met	Not Met	Not Reported this Cycle (Please provide reason)
3.2	X			

Please provide a brief summary of the factors you believe contributed to these results. (pp. 38-41)

As shown in the attached rubric, the assignment was scored equally on four dimensions: Choice of Issue, Knowledge of Issue, Development of Class Content, and Application of Leadership. The student scored "excellent" in Choice of Issue and Knowledge of Issue, "inadequate" in Relevance of Class Content, and "good" in Application of Leadership Principles, giving an assessment score of 3. It seems the student misunderstood a large portion of the assignment, only briefly sharing Leadership principles to bring about success, and failing to apply class content to developing a solution or creating a process for generating public interest.

Measure 3.2 Action Planning

If the targets for this measure were **Not Met** or **Partially Met**, please provide one or more action plans that indicate how you will improve student learning on this outcome. If the targets were **Met**, you may provide one or more action plans, if you choose. One blank action plan template is provided below. Copy and paste the template into this section for additional action plans, if needed. (pp. 45-48)

Action Plan 3.2	Short Title

Please describe what you plan to do. Include a brief rationale, focused on student learning.

What is the intended impact on student learning?

Action Steps and Person(s)/Group responsible (add rows, if needed)		
No.	Action Step	Person(s)/Group Responsible
1		
2		
3		
4		

Expected start date (MM/DD/YY)

Expected completion date (MM/DD/YY)

What is the priority?

High

Medium

Low

Are additional resources needed to complete this?

Be specific. For resources that include a budget request, please provide cost breakdown and total cost.

Measure 3.3	Exit Survey for OL graduates
Sampling 3.3	All OL graduates
Target 3.3	A minimum of 80% of students will either “agree” or “strongly agree” that they feel confident in their ability to function in, and be a contributing member of, a global organizational community.

How many students were included in the data collection for Measure 3.3? How were they selected? (pp. 35-36, pp. 40-41)
 If data collection did not occur, please explain why, and describe plans for data collection in the coming cycle.

There were five respondents to the survey out of eight graduates in the OL program, therefore there were five included in the data collection. They were selected because they were senior graduating from the Bachelor of Arts in Organizational Leadership program and they responded to the survey.

Please provide a brief summary of your analysis of the data for Measure 3.3. (pp. 38-41)

Graduates were requested to respond to the following question with a Likert Type Scale response: I feel confident in my ability to function in, and be a contributing member of, a global organizational community. 1-Strongly Disagree; 2-Disagree; 3-Neither Agree or Disagree; 4-Agree; 5-Strongly Agree

Response	N	Pct
5 Strongly agree	3	80
4 Agree	1	20
3 Neither agree or disagree	1	20

Do your data indicate that Target 3.3 was met? Partially met? Not met? Not reported this cycle? (If not reported, please indicate the reason.) Please place an “X” in the appropriate box below.

Target	Met	Partially Met	Not Met	Not Reported this Cycle (Please provide reason)
3.3	X			

Please provide a brief summary of the factors you believe contributed to these results. (pp. 38-41)

Students in the OL program entered the program as academically successful, had a desire to succeed, performed well in both formative and summative assessments throughout their time in the program. Students are encouraged to do community service that reflects what is being taught in the OL program.

Measure 3.3 Action Planning

If the targets for this measure were **Not Met** or **Partially Met**, please provide one or more action plans that indicate how you will improve student learning on this outcome. If the targets were **Met**, you may provide one or more action plans, if you choose. One blank action plan template is provided below. Copy and paste the template into this section for additional action plans, if needed. (pp. 45-48)

Action Plan 3.3	Short Title

Please describe what you plan to do. Include a brief rationale, focused on student learning.

What is the intended impact on student learning?

Action Steps and Person(s)/Group responsible (add rows, if needed)		
No.	Action Step	Person(s)/Group Responsible
1		
2		
3		
4		

Expected start date (MM/DD/YY)

Expected completion date (MM/DD/YY)

What is the priority?

High

Medium

Low

Are additional resources needed to complete this?
 Be specific. For resources that include a budget request, please provide cost breakdown and total cost.

2017-2018 Assessment Plan

Please complete your 2017-2018 assessment plan below.

Outcome 1	
Measure 1.1	
Sampling 1.1	
Target 1.1	
Measure 1.2	
Sampling 1.2	
Target 1.2	
Measure 1.3	
Sampling 1.3	
Target 1.3	
Outcome 2	
Measure 2.1	
Sampling 2.1	
Target 2.1	
Measure 2.2	
Sampling 2.2	
Target 2.2	
Measure 2.3	
Sampling 2.3	
Target 2.3	
Outcome 3	
Measure 3.1	
Sampling 3.1	
Target 3.1	
Measure 3.2	
Sampling 3.2	
Target 3.2	
Measure 3.3	
Sampling 3.3	
Target 3.3	