



DEPARTMENT OF THE NAVY
UNITED STATES NAVAL ACADEMY
121 BLAKE ROAD
ANNAPOLIS MARYLAND 21402-1300

USNANOTE 5420
28/COS

USNA NOTICE 5420

22 MAR 2012

From: Superintendent

Subj: ACADEMY EFFECTIVENESS BOARD (AEB) 2012 ASSESSMENTS

Ref: (a) USNAINST 5420.36

Encl: (1) AY2012 AEB Deliverable Schedule

1. Purpose. To assign assessment and study tasking to the AEB and support personnel and provide timelines and deliverables for AY2012.

2. Cancellation. This notice remains in effect until superseded.

3. Discussion

a. USNAINST 5420.36 established the AEB in 2006 and tasked it with the responsibility for developing momentum in revising the U.S. Naval Academy assessment process and improving its overall effectiveness.

b. USNA institutional assessment has improved since the AEB's establishment, as evidenced by the 2011 MSCHE reviewer's conclusion regarding the recent USNA Periodic Review Report:

"Since the 2006 Team Visit, the USNA made impressive strides...not only of structures and business processes but also of closing the loop actions to improve persistence, learning outcomes and the alignment of Academy education with Navy and Marine Corps needs, for example. A key accomplishment is the creation of the Academy Effectiveness Board to provide the Academy with a durable center of gravity for its assessment and institutional effectiveness activities."

c. As a coordinated and consistent structure for conducting institutional effectiveness and academic assessment is instrumental to USNA's continued focus on excellence, it is imperative that the AEB remain actively engaged and focused to provide the Senior Leadership Team (SLT) and ultimately the Superintendent timely feedback and recommendations.

4. Action. The AEB is charged with developing and/or continuing the implementation of the following assessments and studies.

a. Phase I: Projects Related to Outreach, Recruitment, and Preparation

(1) Naval Academy Preparatory School (NAPS) Baseline Analysis Study and Tracking System

(a) Charter: Analyze and provide information on success of NAPS (and Foundation) graduates performance at USNA to assist in shaping policies, practices and resources to most effectively prepare Midshipman candidates for success at USNA.

(b) Stakeholder Committee: Director of Admissions, NAPS CO, NAPS Dean (Chair), Associate Dean for Academic Affairs, and Senior Associate Director of Athletics.

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(2) NAPS SAT/Placement Exams Study

(a) Charter: Examine the value of the SAT and/or USNA Placement Exam results as indicators of NAPS candidates' growth and development and as a predictor of their success at USNA.

(b) Stakeholder Committee: Director of Admissions, NAPS CO, NAPS Dean (Chair), Associate Dean for Academic Affairs, and Senior Associate Director of Athletics.

b. Phase II: Projects Related to the 47-Month USNA Program

(1) USNA Attributes of Graduates Assessment

(a) Charter: Expand current assessment of Midshipmen's achievement of the USNA Attributes of Graduates to include all aspects of the moral, mental, and physical mission elements.

(b) Stakeholder Committee: Faculty Senate Assessment Committee Chair, Division I-VI Directors, Senior Professors where designated, and the PE Department Chair. Stakeholder Committee Chair: Mathematics and Science Division Director.

(2) Equity Study

(a) Charter: Assess the retention, performance, and representation of various Midshipmen demographic subgroups, including gender, race/ethnicity, accession source (Direct Entry, NAPS, Foundation, Nuclear Power School, Prior Enlisted, prior College), and recruited/non-recruited athletes.

(b) Stakeholder Committee: Chief Diversity Officer (Chair), faculty member, battalion officer, senior enlisted member, Admissions representative, Athletic Department representative.

(3) Academic Major Implementation Plan Monitoring

(a) Charter: Assess the efforts and progress in achieving at least 65 percent technical major (Group I/II) graduates for commissioning into the United States Navy.

(b) Stakeholder Committee: Associate Dean for Academic Affairs (Chair), Division I-VI Directors, and USNA Warfare Community Managers.

c. Phase III: Projects Related to Post-Commissioning

(1) Fleet/Schoolhouse Feedback Study

(a) Charter: Assess USNA graduates performance from follow-on warfare commands, developing a comparable and consistent data gathering process for determining relative success of USNA graduates. Collect and evaluate attributes desired by follow-on commands and compare with current USNA Attributes of Graduates.

(b) Stakeholder Committee: Director for Professional Development (Chair), Associate Dean for Finance and Military Affairs, Division I-VI Directors, USNA Warfare Community Managers, and Military Personnel Officer.

(2) USNA Engineering Graduate Survey

(a) Charter: Assess USNA post-commissioning achievement of the most recent five years of USNA graduates with majors in the Engineering and Weapons Division. Assessment will not only supplement information gained from the Fleet/Schoolhouse Feedback Study, but also be used to respond to ABET accreditation.

(b) Stakeholder Committee: Director for Professional Development (Chair), Associate Dean for Finance and Military Affairs, Division I-VI Directors, USNA Warfare Community Managers, and Military Personnel Officer.

(3) Rotational Officer Survey

(a) Charter: Assess USNA assigned rotational military personnel (e.g. Battalion Officers, Company Officers, Senior Enlisted Leaders, faculty) views of the 47-month training and education curriculum, once within two months of arrival and again upon departure.

(b) Stakeholder Committee: Director for Professional Development (Chair), Associate Dean for Finance and Military Affairs, Division I-VI Directors, USNA Warfare Community Managers, and Military Personnel Officer.

5. Deliverables. The AEB will report results of the assessments and studies outlined in paragraph (4) to the SLT in accordance with enclosure (1).

/S/
S. S. VAHSEN
Chief of Staff

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AY2012 AEB Deliverable Schedule

The AEB will report updates and results to the Senior Leadership Team (SLT) for each assessment/study in accordance with the following schedule. A one-page executive summary should be provided as read-ahead material for the SLT one week before the scheduled briefing.

Date	Assessment/Study	Stakeholder Committee Leader
March 27, 2012	Phase I (outreach, recruitment, preparation) - NAPS Baseline Analysis Study and Tracking System - NAPS SAT/Placement Exams Study	Dean Crockett, NAPS
April 10, 2012	Phase II (47-month USNA program) - Equity Study - Academic Major Implementation Plan Monitoring	CAPT Isom, Chief Diversity Officer Dean Davis, Associate Dean for Academic Affairs
May 7, 2012	Phase III (post-commissioning) - Fleet/Schoolhouse Feedback Study - USNA Engineering Graduate Study - Rotational Officer Survey	CAPT Keeve, Director, Professional Development Div.
May 22, 2012	Phase II (47-month USNA program) - USNA Attributes of Graduates Assessment	CAPT Brennan, Director, Mathematics and Science Div.