

# Wonderlic Direct Assessments of Learning Outcomes (DALO)

## THE DALO PROGRAM-SPECIFIC ASSESSMENTS

### Allied Health:

EKG Technician  
Licensed Practical Nurse  
Medical Assistant  
Medical Biller and Coder  
Medical Office Assistant

Nursing Assistant  
Medical Transcriptionist  
Patient Care Technician/Orderly  
Phlebotomist  
Surgical Technician – Coming Soon!

### Criminal Justice:

Law Enforcement  
Private Security  
Private Security and Homeland Security  
Corrections

## DALO IMPLEMENTATION

DALO uses turnkey assessment solutions that include everything necessary to measure and report post-course CTE learning outcomes. It may be implemented as formative assessments for all courses or select courses only, or as summative assessments at the end of program levels as described below.

### FOR ALL COURSES IN A SPECIFIC PROGRAM

This is our most comprehensive implementation option that measures and monitors student course mastery from the beginning to the end of a career education program.

### FOR SPECIFIC COURSES ONLY

Schools may choose to implement end-of-course DALO for specific courses only. This approach is particularly beneficial for students who may or may not have committed to a full program.

### END OF PROGRAM ASSESSMENTS

For institutions that prefer to start using DALO at a more summative level, we offer mid- and end-of-program assessments. While these assessments do not provide the same detailed view of course-level mastery, they are very effective at identifying students who can benefit from remediation and/or are at risk of dropping out. End-of-program assessments are also useful for certification test preparation.

## 3 STEPS TO IMPLEMENTATION

1. Select the program you want to test.
2. Wonderlic maps assessment content to your course curriculum and configures the DALO software to your specifications.
3. You invite students to complete the assessment at the end of each selected course. Student rosters may be manually entered or automatically uploaded.

# Wonderlic Direct Assessments of Learning Outcomes (DALO)



The most effective way to assess  
Career and Technical Education (CTE)  
program mastery and job readiness.

Every  
Student

Every  
Course

Every  
Time



## TAKE THE LEARNING OUTCOMES SELF-ASSESSMENT

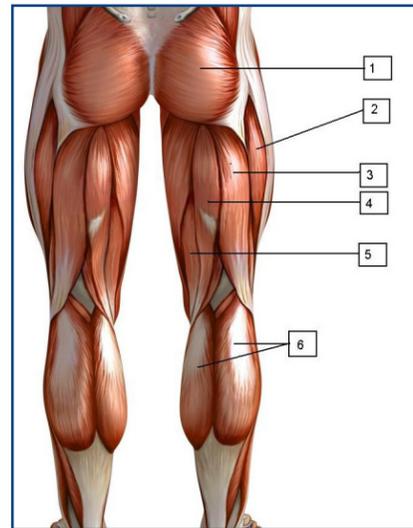
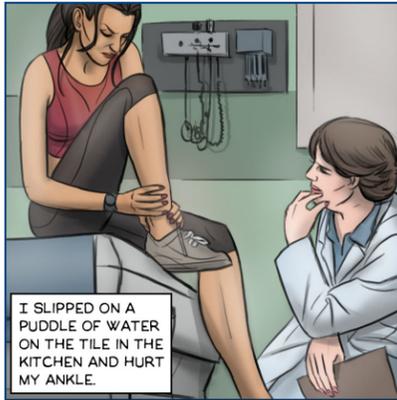
Yes No

- Are you confident in your ability to align your curriculum with actual labor market needs?
- Do you feel that your program objectives are current, comprehensive and measurable?
- Are you satisfied with the quality of your current methods of measuring, monitoring and reporting student course and program mastery?
- Does your institution have a process for ensuring that ALL instructors are adhering to prescribed curriculum content and sequence?
- Do you have a standardized method for diagnosing and addressing student knowledge gaps BEFORE they move on to the next course?
- Does your institution have an objective, "real time" way of monitoring student progress and outcomes across instructors, courses, programs and locations?
- Are you continuously collaborating with local employers and industry partners to improve the quality of your programs and the job-readiness of your graduates?
- Do you feel that your efforts to comply with required levels of accountability are sufficiently rigorous, relevant and results-driven?
- Is your institution an innovator in the new era of education or are you or are you finding yourself constantly reacting to change?
- If you were among the millions of non-traditional students considering an occupationally focused education as a means to securing a high-demand, high-skilled, highly-compensated career, would your institution be a top choice?

*If you answered "no" to one or more of these questions, your institution, instructors, and students may benefit from DALO.*

## Setting the Standard

**Trusting that graduates have mastered critical skills and concepts is not a viable strategy. Assessing those skills with breakthrough technology is!**



- **There is a competitive advantage for institutions employing DALO.** It is the ideal tool to track performance of a school's programs, instructors and students over time and to measure performance against other institutions.
- **Wonderlic is once again setting the standard with the introduction of its revolutionary Direct Assessments of Learning Outcomes (DALO) platform.** DALO consists of a very large pool of assessment modules that are assembled to cover both the content and sequence of your continuing education courses and programs. This is accomplished by mapping your unique program curriculum to Wonderlic assessment content – a process that results in a custom deployment in as little as one week.
- **With DALO, all students are assessed in the same manner using a variety of interactive test item types, including practical scenarios, which do not rely on each instructor's unique ability and creativity.** All student performance is measured in the same way with the invaluable benefit of each student's results on each learning objective appearing on his or her report.
- **Most schools do not currently have an easy way to compare performance across students, courses, programs and instructors.** DALO provides comprehensive reporting tools, allowing administrators to set goals and measure against them in meaningful ways across the entire school or to drill into specific areas at a specific campus, by course, or even by classroom.
- **Establishing benchmarks beyond individual schools can be particularly meaningful.** Because DALO is a standardized tool that can be used by schools and employers nationwide, Wonderlic has access to a growing database of scores and performance metrics. Participating institutions can track performance over time for their own programs and students, and they will also be able to measure performance against other programs.
- **DALO provides benchmarks for instructors as well as for students.** Many instructors work part time and are fairly independent of their departments. Variability in instructor quality can and does create problems, especially as schools grow. DALO reporting allows administrators to compare test score performance across classrooms.

## The DALO Difference

**Assessment of learning outcomes is nothing new, so why should I use Wonderlic's DALO?**

### MORE COMPREHENSIVE AND RELEVANT

Internally developed tests, such as "quizzes," "chapter tests" and "final exams" are useful learning tools that have an important place in teaching and student feedback. But, unlike DALO, they are subject to tremendous variance in comprehensiveness, job-relevance and quality.

### REDUCED WORK, REAL-TIME RESULTS

The software platform eliminates the work associated with administering and scoring tests and reporting individual and group test results. Access to individual and group scores is permissioned at the student, instructor, program and institution levels. As a result, instructors have more time to teach, administrators spend less time chasing down student performance data, and leaders have direct access to the information they need to make evidence-based decisions.

### CUSTOMIZABLE TO YOUR UNIQUE NEEDS

Modules can be quickly assembled to cover both the content and sequence of career education courses and programs to accommodate their unique goals and challenges.

### ACTIONABLE, DECISION-GRADE METRICS

Allows decision-makers and instructors to monitor, analyze and report on learning outcomes at the appropriate level. As a result, they can pinpoint specific opportunities for improvement, take action, and monitor impact.

### USEFUL STUDENT REPORTING

More than just a grade, DALO provides students a way to monitor and analyze their personal mastery of course and program learning objectives. This allows them to easily understand where they need assistance so they can take action and see significant results. Reports can also be used to demonstrate specific areas and levels of proficiency to potential employers.

### DALO FOR COMPETENCY-BASED EDUCATION

Competency-based education is a rapidly growing approach to delivering higher education that allows students to earn degrees or other credentials by demonstrating proficiency in subjects or areas of competence, often at their own pace. Most of these program models are offered in credit or clock hours and can be accommodated under the current Title IV, Federal student financial aid regulations as "non-term programs." Many, however, are not offered in clock hours and rely on "direct assessments" such as DALO to demonstrate student learning to award credit hours.

Competency-based education is currently garnering considerable regulatory attention and consideration. If you are interested in learning more about how Wonderlic and/or DALO can support your competency-based learning program application or initiatives, please contact us.