

# AoL – Assurance of Learning

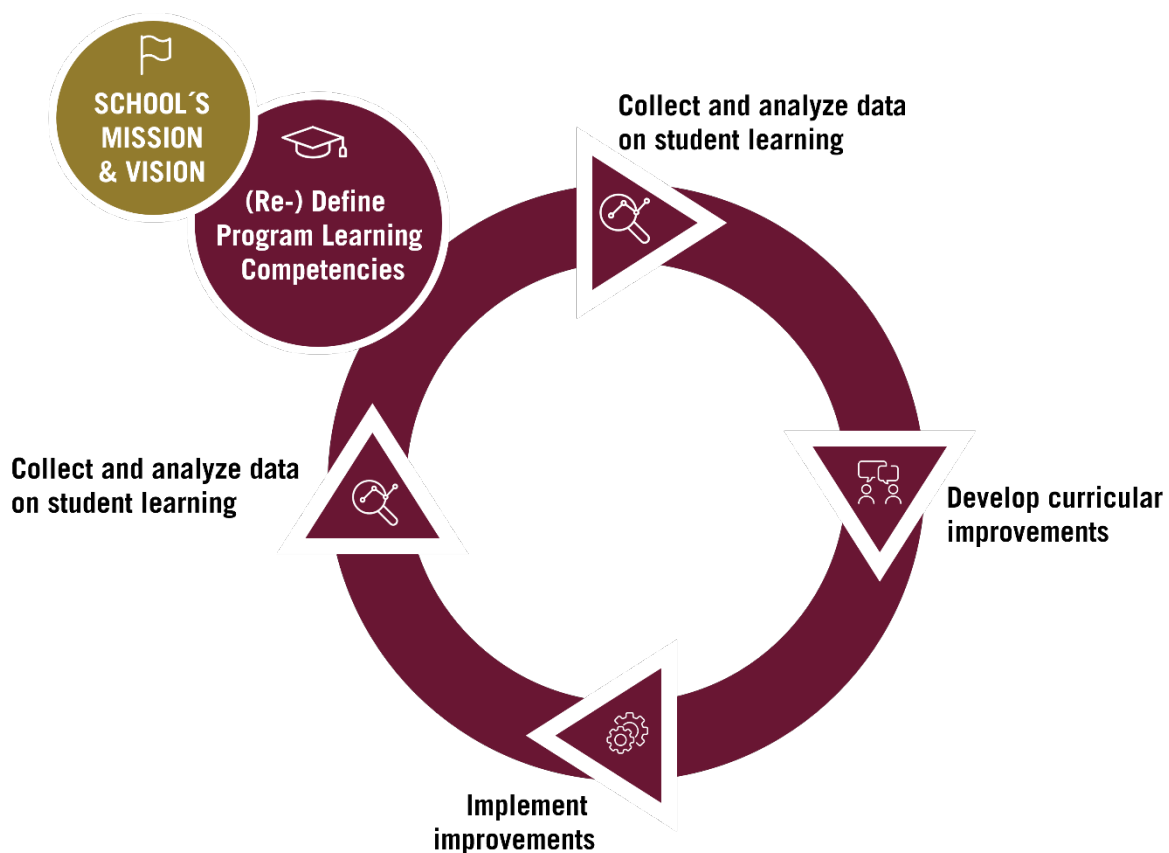
## The background to Assurance of Learning

Assurance of Learning (AoL) is a quality management tool which evaluates study programs as a whole. It allows to monitor whether students acquire competencies and skills which the program is designed to offer. AoL complements Leuphana's well established quality management tools such as teaching evaluations which focus on individual courses and teaching staff, and the student-teacher-exchange in Quality Circles. In comparison, AoL allows to reflect on and implement measures for strategic improvement of the programs and study experience.

## The Process of Assurance of Learning

AoL follows a loop-structure in the logic of plan-do-check-act (fig. 1). The following paragraphs offer a more detailed view on the different steps of the AoL process.

Figure 1: The Assurance of Learning control loop



The Assurance of Learning is a systematic process based on measurements of student learning, the identification and implementation of improvements and the monitoring of outcomes through repeated measurements. For this, measurable Learning Objectives are defined for each Learning Competency.

## Definition of Program Learning Competencies

The Assurance of Learning system starts with the definition of Program Learning Competencies. The current and first loop of AoL at the School of Management and Technology is based on four overarching Learning Competencies which substantiate the main lines of the School's mission:

1. Disciplinary strengths for interdisciplinary thinking: Students critically reflect on and apply academic knowledge in interdisciplinary contexts.
2. Entrepreneurial perspective: Students develop and evaluate solution-oriented propositions.
3. Responsible management: Students act responsibly in their decision-making.
4. Scientific research competences: Students demonstrate high standards of scientific research.

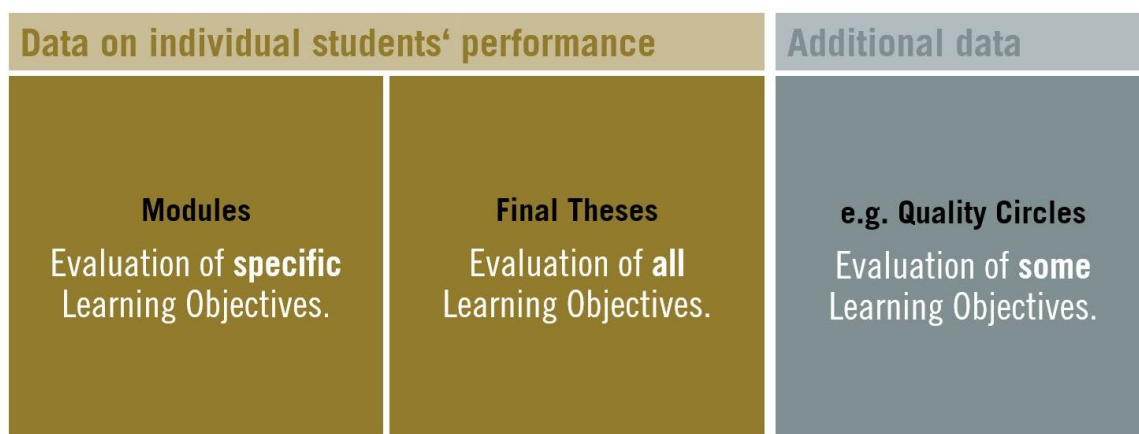
The Learning Competencies currently define a framework of educational expectation for all degree programs and set a range of competencies that our students should acquire in their time at the School of Management and Technology. For the following AoL loop that starts in the academic year 2023-24, the Learning Competencies will be defined for each program specifically. For this, program directors, program coordinators and colleagues from the team of the Dean's Office together will discuss the challenges and strengths of the program under consideration of the program competencies defined in each program's Academic Program Guide (German: FSA).

## Data Collection

AoL is based on three data sources (fig. 2). The first way of data collection builds on **specific modules** that are suitable for the evaluation of one or more Learning Competencies. The second way of data collection is based on the **final bachelor's, master's, and PhD theses**. Both evaluations take place alongside the regular grading. The third way of data collection is based on the **integration with Quality Management tools** such as Quality Circles and Internal Assessment Procedures.

Details on the data collection process can be found in "AoL in a nutshell", which is linked on our website.

Figure 2: **Data sources**

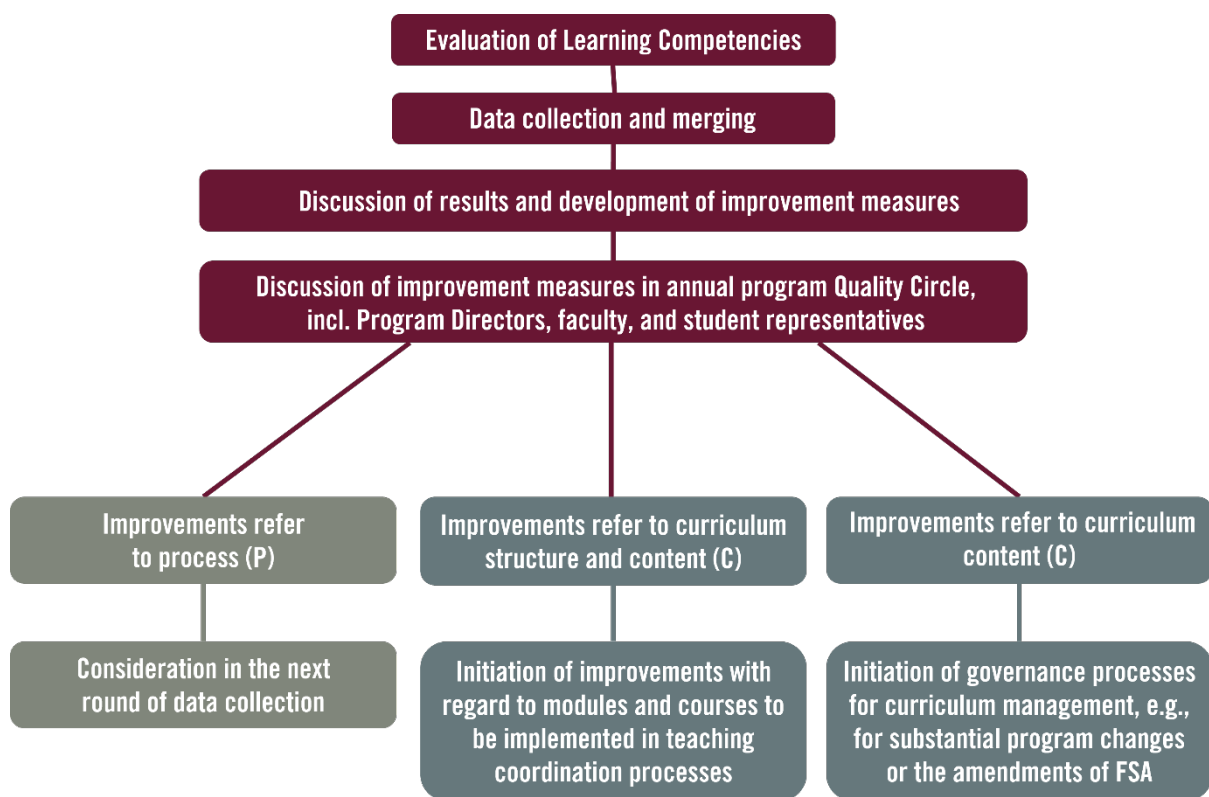


Assurance of Learning at the School of Management and Technology considers data on individual student's performance and more general data on the program, e.g. from faculty-student discussions in Quality Circles and from graduate surveys.

## Improving study programs

Information from AoL is integrated into the School's encompassing Quality Management process (fig. 3). In this process, the program manager and faculty discuss the findings and include the information into the program's teacher student discussion that takes place every year. Colleagues from the team of the Dean's Office facilitate this process together with Team Q, which is the Leuphana Quality Management for study programs. In this process, data is evaluated, measures and improvements are being developed and documented. Improvements usually concern the curriculum design, the evaluation process itself, or the teaching coordination.

Figure 3: Improvement process based on AoL



Information from the measurements of student performance flows through different steps and can result in changes in a program's Academic Program Guide (FSA), in changes in teaching coordination and in changes of the AoL process.

## Contact and Feedback

Your contact for any question regarding AoL is Dr. Lotte Lutz of the Dean's Office Team. We are happy to receive your feedback, either in person or via email at [aol@leuphana.de](mailto:aol@leuphana.de)!