

What is holistic admissions?

In broad terms, “holistic” means to look at the whole picture when evaluating a situation, not just individual parts. Therefore, “The holistic admissions review process is most commonly defined as “a flexible, individualized way of assessing an applicant’s capabilities by which balanced consideration is given to experiences, attributes, and academic metrics” (Addams, Bletzinger, Sondheimer, White, & Johnson, 2010, p.10). As these elements are considered in combination, consideration is given to how the applicant will contribute value to the educational environment and as a future healthcare professional. First developed by the Association of American Medical Colleges (AAMC), this definition and model of holistic admissions have been widely accepted and adopted by the other health professions, including nursing” (AACN 2020).

The Clark College Nursing program followed the guidelines and processes for planning and implementing holistic admissions recommended by the American Association of Colleges of Nursing. Holistic admissions assess an applicant’s unique attributes and experiences alongside traditional empirical measures of academic success (grades and GPA). The purpose of holistic admissions is to admit students with the background, qualities, skills, and readiness needed for success in the program and the nursing profession.

Additionally, we hired a consultant from the American Association of Collegiate Registrars and Admissions Officers (AACRAO) to create the Kira Assessment prompts and rubric based on holistic review, which has 40 years of research documenting attributes that support student success and a methodology considered a best practice by the Office of Civil Rights.

How are Kira Assessments scored?

All responses are anonymized before evaluation: evaluators see only your typed or video answers, with no personal information beyond what is shared in the response. Each Kira Assessment is evaluated based on both the typed and video responses. Elements of the Kira Assessment are evenly weighted and scored holistically, and a single combined score is calculated. If an applicant qualifies for additional points (multilingual, Clark credits, or first-generation student), these are added to determine their final score, which is then ranked to determine admission decisions. Where there are applicants with the same final score, ranking amongst identical scores is done based on GPA (highest to lowest).

Who evaluates my Kira Assessment?

A team of trained evaluators at the college will review your submissions based on established and verified rubrics. Evaluators are trained in how to evaluate and have received

bias training. Each submission will be reviewed by two evaluators. If there is a large difference between scores, the submission will be reviewed a third time, and the two sets of individual scores that are most similar amongst the three evaluators will be applied to determine the overall score. If you have previously completed a Kira assessment for Clark College Nursing and are resubmitting or reapplying, we will prioritize having your assessment reviewed by two evaluators who have not evaluated you previously. Note that this is not always possible. See information about the scoring methodology for more details. All evaluators complete a comprehensive training program and maintain up to date annual training.

Is AI used to rate Kira scores?

No. Kira does not use AI for scoring, rating, or evaluating Kira responses. An applicant's average score is based on scores assigned by humans.

What is the scoring methodology for Kira?

Each human evaluator listens and reads each part of the Kira assessment and scores holistically. This means that answers given throughout the assessment are used to evaluate each applicant's lived experiences and attributes. Evaluators focus on the substance and quality of responses rather than grammar or spelling, assessing thoughtfulness, judgment, and clarity and specificity of communication.

Once all responses are evaluated, the individual scores from each evaluator are averaged, then combined. These scores (combined with any additional points for multilingual status, first-generation status, or Clark College credits) are then ranked to show each applicant's relative standing within the overall applicant pool during the selection cycle.

Why do applicants not receive their scores?

The Kira score used to rank applicants is a single, combined number and does not include breakdowns by individual sections or responses in the Kira Assessment. Sharing this information with applicants would not provide any insight or learning opportunities regarding where they excelled or where they could improve. Additionally, we are unable to provide

specific feedback because this would compromise the integrity of the assessment. The decision to not disclose Kira scores is consistent with other holistic assessment methods, backed by extensive research. Other colleges, universities and holistic admissions assessments follow a policy of not disclosing individual scores.