



INSTITUTIONAL EFFECTIVENESS PARTNERSHIP INITIATIVE
Participate | Collaborate | Innovate

**Institutional Effectiveness Partnership Initiative
 Partnership Resource Teams
 Institutional Innovation and Effectiveness Plan
 Date: May 3rd, 2017**

Name of Institution: Columbia College

Area of Focus 1: Improving outcomes assessment and its implications: Sustaining meaningful SLO assessment

<u>Goals</u>	<u>Objectives</u>	<u>Responsible Parties</u>	<u>Target Date for Achievement</u>	<u>Action Steps</u>	<u>Measures of Progress</u>	<u>Evidence / Notes / Follow-up</u>	<u>Status</u>
<i>A broad description of what we are trying to accomplish</i>	<i>Specific, measurable, objectives, which will support the institution to reach the accompanying goal</i>	<i>Individuals responsible for spearheading efforts to reach this objective</i>	<i>Target dates for accomplishing the objectives</i>	<i>Actions to be taken in support of reaching our objectives</i>	<i>Measures which will be used to gauge our effectiveness in meeting our objectives</i>	<i>Evidence to be gathered and follow-up activities to be undertaken.</i>	<i>Progress toward meeting identified goals and objectives.</i>
1. Non-instructional faculty and staff become proficient in developing SLOs, assessing student progress in meeting SLO's, and employing the results to inform the continuous improvement of programs.	1a. Non-instructional programs complete SLO mapping and enter the results of their SLO assessments in eLumen.	1.Melissa Raby/Brandon Price	1.Summer 2017 thru Summer 2018	1a. Connect with other colleges that are using eLumen (<i>Hartnell, Pasadena, Allan Hancock, LA Trade Tech, Cerritos, Santa Barbara</i>).	1a.The number and proportion of non-instructional programs that complete SLO mapping and enter the results of their SLO assessments in eLumen.	1a. Provide summary of findings from site visits to applicable groups	
	1b. Non-instructional programs, completing program review in 2017-2018, use the results of SLO assessment to inform their program review.			1a. Provide initial staffing support for SLO and SAO eLumen input and training for non-instructional areas	1b. The number and proportion of non-instructional programs that used the results of SLO assessment to inform their program review.	1b. See evidence of staffing support & eLumen report identifies SLOs and SAOs entered	

2. The assessment of administrative units is better integrated into the campus wide assessment process.	2. Administrative Unit Outcomes are developed, and disseminated, for all administrative units.	2.All Administration	2.Spring 2018	2. Establish clear timeline for AUOs	2. The number and proportion of administrative units with AUOs identified and published.	2. Publish timeline and AUOs online	
3. The college continues to promote a culture that encourages members of the campus community to engage in authentic, meaningful, assessment to support the continuous improvement of programs (rather than simple compliance).	3a. Members of the campus community are provided with the tools and training needed to conduct meaningful assessments.	3a.SLO Committee	3a.Summer 2017 thru Summer 2018	3a. Provide professional development opportunities including adjunct training	3. The number and type of trainings provided. The number and proportion of members of the campus community that participate in professional development related to assessment. Survey of participants in the training to gauge satisfaction with the training provided.	3a. Share SLO assessment best practices	
	3b. College progress related to assessment is communicated, and best practices are highlighted, to multiple constituencies through multiple modes.	3b.Institutional Effectiveness Council	3b.In-Service Fall 2017/Spring 2018	3b. Incorporate into Program Review presentations or other regularly scheduled meetings such as division meeting	3b. The number of times, and methods, in which progress and best practices are disseminated.	3b. Share agendas and meeting minutes	
				3b. Build an electronic hub for SLO progress, procedures, and best practices		3b. Publicize link of SLO hub	
3c. Collaborative efforts and teamwork (eg. SLO Camp) which support assessment efforts are encouraged, recognized, and rewarded.	3c. SLO Committee	3c. SLO Committee	3c.End of each term	3c. Develop and implement innovative events to encourage, recognize, and reward collaborative efforts.	3c. The number of times and methods in which collaborative efforts to support assessment are conducted, recognized, and rewarded.	3c. Announce recognition event	

Area of Focus 2: Improving outcomes assessment and its implications: Using SLOs to drive planning and sustain continuous improvement

<u>Goals</u>	<u>Objectives</u>	<u>Responsible Parties</u>	<u>Target Date for Achievement</u>	<u>Action Steps</u>	<u>Measures of Progress</u>	<u>Evidence / Notes / Follow-up</u>	<u>Status</u>
1. The assessment process is integrated with, and drives, college planning and continuous improvement.	1a. A plan to connect SLOs to Program Review is developed and articulated.	1. Institutional Effectiveness Council	1. Summer 2017 thru Summer 2018	1a. Meet with admin, key faculty, and staff before the fall semester begins (including Student Services)	1a. The degree to which a plan has been developed to connect SLOs to Program Review	1a. Create preliminary action plan and present to constituency groups	
				1a. Plan follow-up meetings and trainings with faculty throughout the fall semester		1a. Share schedule of meetings and trainings	
	1b. A clear integrated planning process that links institutional planning and SLO results and continuous improvement is developed.	1b. Institutional Effectiveness Council	1b. Summer 2017 thru Summer 2018 as plans come up for review	1b. Strengthen dialogue and an environment around all aspects of SLOs for continuous improvement	1b. The degree to which a clear process that links institutional planning, SLO results, and continuous improvement has been developed and articulated.	1b. Share agendas and meeting minutes	
				1b. Revise institutional plans to define and describe linkages		1b. Share revised plan	
				1b. Create comprehensive Institutional Effectiveness Report		1b. Share published report	
	1c. Disaggregated data is utilized (from eLumen) to inform and help drive program/institutional continuous improvement.	1c. SLO Committee, Institutional Research, Student Equity	1c. Spring 2017	1c. Prepare electronic disaggregated reports and determine the meaningful data slices	1c. The number and proportion of programs which utilize disaggregated data to inform their program reviews.	1c. Provide list of appropriate data slices for data improvement	

Area of Focus 3: Implement technology to support program review and outcomes assessment (eLumen)

<u>Goals</u>	<u>Objectives</u>	<u>Responsible Parties</u>	<u>Target Date for Achievement</u>	<u>Action Steps</u>	<u>Measures of Progress</u>	<u>Evidence / Notes / Follow-up</u>	<u>Status</u>
1. Members of the campus community have access to, and training in the use of, technology which supports their efforts to assess and continuously improve programs.	1a. An examination of effective program review processes, including software available to support program review, is conducted.	1. Institutional Effectiveness Council	1. Fall 2017 - Spring 2018	1a. Review other colleges as models for effective program review processes	1ab. Results of a survey of stakeholder satisfaction with the technology employed to support program review.	1a. Provide summary of findings from site visits to applicable groups	
	1b. Appropriate technology to support members of the campus community to complete program review is acquired and implemented.			1b. Select, implement and train on new or revised program review system		1b. Document completion of training	
	1c. A strategy for effectively integrating curriculum management with SLO assessment is developed.	1c. Curriculum Committee & VPI Office	1c. Summer 2017 thru Summer 2018	1ca. Review our current curriculum management system alongside others for effective SLO connection	1c. The degree to which an effective strategy for integrating curriculum management and SLO assessment is implemented.	1c. Provide recommendation to applicable groups	
				1c. Review other colleges as models for effective curriculum/SLO integration		1c. Provide summary of findings from site visits to applicable groups	

Request for IEPI Resources to Support Institutional Innovation and Effectiveness Plan

Applicable Area(s) of Focus <i>(Copy from table above.)</i>	Applicable Objective(s) <i>(Copy from table above.)</i>	Description of Resource Needed <i>(Refer to Action Steps above as appropriate.)</i>	Cost of Resource
Improving outcomes assessment and its implications: Sustaining meaningful SLO assessment	Non-instructional programs complete SLO mapping and enter the results of their SLO assessments in eLumen.	Travel stipends for conferences and other professional development activities.	\$100,000
	Non-instructional programs, completing program review in 2017-2018, use the results of SLO assessment to inform their program review.	Guest speakers and training workshops.	
	Administrative Unit Outcomes are developed, and disseminated, for all administrative units.	Incentives for Innovation. i.e. monetary awards to augment Division or Department budgets to implement innovative ideas resulting from analyses of SLO assessment data.	
	Members of the campus community are provided with the tools and training needed to conduct meaningful assessments.		
	College progress related to assessment is communicated, and best practices are highlighted, to multiple constituencies through multiple modes.		
Improving outcomes assessment and its implications: Using SLOs to drive planning and sustain continuous improvement	A plan is developed to connect SLOs to Program Review is developed and articulated.	Travel to observe integrated planning models at other institutions.	\$25,000
	A clear integrated planning process that links institutional planning and SLO results and continuous improvement is developed.	Software to support integrated planning and budgeting processes.	
	Disaggregated data is utilized (from eLumen) to inform and help drive program/institutional continuous improvement.	Training on disaggregation of SLO data and gap analysis.	
Implement technology to support program review and outcomes assessment (eLumen)	An examination of effective program review processes, including software available to support program review, is conducted.	Purchase software and computer technology/equipment to support ongoing SLO Committee work.	\$75,000
	Appropriate technology to support members of the campus community to complete program review is acquired and implemented.	Funding for assessment and data analysis training "camps"	
	A strategy for effectively integrating curriculum management with SLO assessment is developed.		
Total IEPI Resource Request (not to exceed \$200,000 per college)			\$200,000

Approval	
Chief Executive Officer	
Name:	
Signature or E-signature:	Date:

Collegial Consultation with the Academic Senate	
Academic Senate President	
<i>(As applicable; duplicate if needed for district-level I&EP)</i>	
Name:	
Signature or E-signature:	Date: