

Columbia College Goals and Objectives

Adopted by the Columbia College Council

October 5, 2012

Goals are shown in order of priority

Goal 1 – Student Success

Students at Columbia College shall develop and reach informed self-identified goals in a timely manner. Our students shall master relevant theory and practice.

- 1) **Objective:** The college shall increase the percentage of students that have Student Educational Plans

Supporting Data:

- Percentage students with Student Education Plans

- 2) **Objective:** The college shall increase the percentage of students that have reviewed or updated their Educational Goals each semester.

Supporting Data:

- Percentage students that have reviewed SEPs each semester

- 3) **Objective:** The college shall monitor and plan for an optimal number of annual program completions.

Supporting Data: (*'optimal' would be determined over time through program review*)

- Number of (annual) program completions. 'Completions' shall be defined by instructional and non-instructional areas.
- Percentage (annual) program completions. Percent of completers identified in program

- 4) **Objective:** Student completion data shall be used to determine existing time-to-completion velocities for college programs. Data shall be used to improve time-to-completion velocities.

Supporting Data:

- Time to completion velocities

- 5) **Objective:** Students shall demonstrate in-depth, critical knowledge of theory, research and practice relevant to their chosen professional roles and focus areas, including skill development in Organization, Computation, Communication, and Research. (Institutional SLO #4)

Supporting Data:

- Measures for Institutional SLO #4

Goal 2 – High Quality Programs and Services

Columbia College shall develop and maintain high quality programs and services that support the College Mission.

- 1) **Objective:** All college programs shall regularly evaluate and improve program quality through ongoing and systematic cycles of program review.

Supporting Data:

- Evidence of ongoing cycles of effective program review
- Evidence of quality data-informed plans to improve program/service performance
- Evidence of ongoing cycles of learning assessment, planning and improvement
- Evidence of improvement through the analysis of program review data

- 2) **Objective:** All college programs shall regularly evaluate and identify resource needs through ongoing and systematic cycles of program review.

Supporting Data:

- Evidence of ongoing cycles of needs assessment
- Evidence of quality data-informed resource requests
- Evidence of appropriately prioritized resource allocations

- 3) **Objective:** All programs shall document their appropriate support for the college mission.

Supporting Data:

- Evidence of ongoing cycles of needs assessment

- 4) **Objective:** Instructional programs undergo effective systematic cycles of curriculum review.

Supporting Data:

- Evidence of High-quality instruction and appropriate breadth, depth, rigor, sequencing, time to completion, and synthesis of learning characterize all programs. (Standard II.A.2.c)

Goal 3 – Institutional Effectiveness

Columbia College shall demonstrate institutional effectiveness through ongoing and systematic cycles of improvement that lead to the accomplishment of the College Mission and guide the allocation of its resources.

- 1) **Objective:** The College Council shall annually evaluate progress toward Mission-based College Goals.

Supporting Data:

- Annual analysis and reporting on measurable objectives for College Goals

- 2) **Objective:** The institution shall demonstrate the consistent execution of regularly scheduled institutional plans as prescribed by the Master Planning Calendar.

Supporting Data:

- Regular review of Master Planning Calendar, and assessment of its effectiveness at Annual Planning Assessment Retreats

- 3) **Objective:** There is dialogue about institutional effectiveness that is ongoing, robust and pervasive data and analyses are widely distributed and used throughout the institution. (*ACCJC Rubric: Planning*)

Supporting Data:

- Document and assess frequency, breadth, visibility and effectiveness of dialogue

- 4) **Objective:** The institution shall maintain and improve mechanisms to evaluate the Strategic Planning Cycle.

Supporting Data:

- Identify and expand the connections between the Master Planning Calendar and Strategic Planning Cycle.
- Suggested improvements from Annual Planning Assessment Retreats
- Document and track increasing number of improvements to SPC.

- 5) **Objective:** The institution shall increase and improve connections between evaluation and resource allocation.

Supporting Data:

- The College Council shall identify and evaluate processes that drive resource allocation
- Comprehensive reports from program review

Goal 4 – Campus Climate

Interactions among all constituencies at Columbia College shall be characterized by respect for all individuals and ideas. Campus policies and procedures shall be inclusive and encourage participation by all in the college community. Both the physical and intellectual environment of the campus shall encourage personal reflection and inquiry.

- 1) **Objective:** The college shall strive to increase broad participation in college committees by students, faculty, staff, and management.

Supporting Data:

- Track the number of college committees on the Columbia College Committee Map that have regular participation by students, faculty, staff, and management.
- Survey students and all employees as to their level of participation on college committees.

- 2) **Objective:** The college shall strive to increase broad participation in college activities by faculty, staff, and students.

Supporting Data:

- Track the number of college activities on the events calendar that have regular participation by students, faculty, staff, and management.
- Survey students and all employees as to their level of participation in college activities.

- 3) **Objective:** Faculty, staff, management and students shall encourage diverse viewpoints and critical thinking.

- 4) **Objective:** The college shall strive to increase the percent of students, faculty, staff and management who find the physical environment of the campus supportive of reflection, Inquiry and learning.

Supporting Data:

- Survey students and all employees regarding the level of impact the physical surroundings (buildings and grounds) on their level of reflection and inquiry.

Goal 5 – Community Connections

Columbia College shall foster mission focused partnerships and the economic development of its surrounding communities. The college shall promote social and civic responsibility through activities and programs for its students.

- 1) **Objective:** The college shall increase formal connections with city and county economic development and workforce training.

Supporting Data:

- Track the number of formal connections with Workforce Investment Boards, Economic Development Programs and Industry Leaders.
- Document formal partnerships, consortia and initiatives the college is engaged with in support of the communities served.

- 2) **Objective:** The college shall increase efforts to support occupational pathways that are documented as new or viable areas of employment.

Supporting Data:

- Document sectors of employment to focus on through Department of Labor Statistics, CCCC Data, and Perkins IV Data.
- Documentation of initiatives and support for programs in above-mentioned area
- Employment data and number of students in programs documented as emerging or viable.

- 3) **Objective:** The college shall strengthen community partnerships that support the College Mission.

Supporting Data:

- Track the number of partnerships in support the College Mission. This could be number of partnerships, number of members, number of organizations, institutions or counties involved.

- 4) **Objective:** Students shall develop values, opinions, attitudes, and behaviors that underlie and support active citizenship through, Civic engagement, Leadership development, Advocacy, Collaboration, Team-building and Mentoring. (Institutional SLO 2)

Supporting Data:

- Student Survey
- Measures for Institutional SLO #2.