



GOALS AND STRATEGIES FOR 2007-2010

STRATEGIC DIRECTION: To create a culture of institutional effectiveness based on the ongoing assessment of outcomes as a means of facilitating systematic review and planning.

GOAL 1: To increase faculty, staff, and administrative involvement in the development and utilization of outcomes assessment through increased communication of expectations.

STRATEGIES	TARGET DATE	RESPONSIBLE PERSON/GROUP	ESTIMATED BUDGET	EXPECTED OUTCOME	METHOD OF ASSESSMENT
1.1 Develop and conduct in-service presentations on outcomes assessment for faculty and staff each semester.	Fall & Spring of each semester	IE Coordinator/ College Research Analyst/Program Review Chair	\$1800 (\$300 per semester)	<ul style="list-style-type: none"> a. Increased understanding of SLOs & AUOs. b. Increased understanding of the Program Review process. c. Increased involvement from faculty, staff, and administrators in the process. 	<ul style="list-style-type: none"> a. Attendance at presentations. b. Increase in the submission/revision of SLO/AUO forms. c. Completion of SLO forms at the course-level. d. Increase in the submission/completion rate of Program Reviews.

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 Strategic Planning Goals and Strategies Form
 Strategic Planning Group: Institutional Effectiveness

<p>1.2 Develop and conduct hands-on workshops with divisions and administrative/service units.</p>	<p>Ongoing</p>	<p>SLO Facilitators in conjunction with IE Coordinator and Program Review Chair</p>	<p>\$0</p>	<ul style="list-style-type: none"> a. Increased completion and improvement of SLO/AUO forms. b. Increased completion and improvement of Program Reviews. 	<ul style="list-style-type: none"> a. Increase in the quality and quantity of completed and revised SLO/AUO forms. b. Increase in the quality and quantity of completed and revised Program Reviews.
<p>1.3 Hold individual meetings with departments.</p>	<p>Ongoing</p>	<p>SLO Facilitators in conjunction with IE Coordinator and Program Review Chair</p>	<p>\$0</p>	<ul style="list-style-type: none"> a. Completion/improvement of SLO/AUO forms. b. Completion/improvement of Program Reviews. 	<ul style="list-style-type: none"> a. Increase in the quality and quantity of completed/revised SLO/AUO forms. b. Increase in the quality and quantity of completed/revised Program Reviews.
<p>1.4 Advocate for monthly departmental/unit meetings to discuss current effectiveness issues.</p>	<p>Ongoing</p>	<p>IE Coordinator/IE Committee</p>	<p>\$0</p>	<p>Increased understanding of the importance and value of the assessment of outcomes.</p>	<p>Increase in the quality and quantity of revised SLO/AUO forms and Program Reviews.</p>

Saddleback College
 Strategic Planning Goals and Strategies Form
 Strategic Planning Group: Institutional Effectiveness

<p>1.5 Develop strategies for disseminating information on outcomes assessment to adjunct faculty.</p>	<p>Ongoing</p>	<p>IE Coordinator/ SLO Facilitators/ Department Chairs</p>	<p>\$0</p>	<p>Increased understanding of the adjunct faculty's role in outcomes assessment and in the ways that they can participate.</p>	<p>Increased involvement of adjunct faculty in the SLO/AUO and Program Review processes.</p>
<p>1.6 Develop a reporting structure to the college community on the status of SLO/AUO assessment and Program Reviews.</p>	<p>Fall 2007</p>	<p>IE Coordinator/ Program Review Chair</p>	<p>\$0</p>	<p>Increased understanding of the roles faculty, staff, and administrators play in the process of outcomes assessment.</p>	<ul style="list-style-type: none"> a. Increased involvement of faculty in the assessment process. b. Increased involvement of deans in the assessment process. c. Greater compliance in the assessment process. d. Increased understanding of SLOs & AUOs. e. Increased understanding of the Program Review process.

GOAL 2: To increase the visibility and completion of SLO assessment, AUO assessment, and Program Review on campus.

STRATEGIES	TARGET DATE	RESPONSIBLE PERSON/GROUP	ESTIMATED BUDGET	EXPECTED OUTCOME	METHOD OF ASSESSMENT
2.1 Produce a newsletter to distribute and post on the IE website.	Twice per semester	IE Coordinator	\$3600 (\$300 for each newsletter)	Increased awareness of the IE office and increased visibility of the assessment process.	Feedback from faculty, staff, and administrators throughout the year.
2.2 Increase the awareness of the resources available on the IE website and encourage the use of the website.	Ongoing	IE Coordinator/ IE Committee/ Director of Marketing	\$3000 (\$1000 per year for advertising and marketing strategies)	Increased use of the IE website and the resources available there.	Increased number of hits on the website.
2.3 Encourage all college administrators and leaders to increase the use of outcomes assessment.	Ongoing	IE Coordinator/ IE Committee	\$0	Greater understanding and use of outcomes assessment.	Increase reference to and use of outcomes assessment at college meetings (e.g., PBC, division meetings, Deans Cabinet).
2.4 Increase the visibility of outcomes assessment to students through meetings with ASG and the use of MySite and the Lariat.	Beginning Spring 2008	IE Coordinator/ IE Committee	\$0	Greater understanding of outcomes assessment among students and an understanding of why outcomes assessment is needed.	Increased discussion of outcomes assessment among students and student leaders in classes and at ASG meetings.

Saddleback College
 Strategic Planning Goals and Strategies Form
 Strategic Planning Group: Institutional Effectiveness

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2.5 Continue partnerships with the Senates and bargaining units.	Ongoing	IE Coordinator/ Faculty and Classified Leadership	\$0	Increased understanding among faculty and staff to remain involved in the assessment process.	Increased involvement of faculty and staff in the assessment process.

GOAL 3: To provide regular institutional effectiveness training and support to instructional programs and administrative/student support units.

STRATEGIES	TARGET DATE	RESPONSIBLE PERSON/GROUP	ESTIMATED BUDGET	EXPECTED OUTCOME	METHOD OF ASSESSMENT
3.1 Ongoing training of the IE team.	Ongoing	IE Coordinator/ IE Committee	\$9000 (\$3000 per year)	<ul style="list-style-type: none"> a. Increased competency in issues related to institutional effectiveness. b. Increased competency in issues related to accreditation and reporting requirements. 	<ul style="list-style-type: none"> a. The IE team will be able to assist faculty and staff in the development and assessment of outcomes and in Program Review. b. Appropriate completion of mandated reports for accreditation.
3.2 Develop a training plan and a training calendar for the college	Fall 2007	IE Coordinator/ IE Committee	\$0	Identification of areas of need for current and future training.	The creation of a training plan and calendar that addresses current and future needs.
3.3. Develop and regularly conduct in-service presentations on outcomes assessment for faculty and staff each semester.	See Goal 1				
3.4 Develop and conduct hands-on workshops with divisions and administrative/service units.	See Goal 1				

Saddleback College
 Strategic Planning Goals and Strategies Form
 Strategic Planning Group: Institutional Effectiveness

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3.5 Hold individual meetings with departments and/or individuals working on SLOs, AUOs, and Program Review.	See Goal 1				
3.6 Conduct trainings on current and future software systems purchased for outcomes assessment.	Beginning Fall 2007	IE Coordinator/ IE Committee/ Research Analyst	\$9000 for stipends (\$1500 per semester)	Increased understanding of the technological resources available for outcomes assessment.	Increased use among faculty and staff of Par Systems and Class Climate for outcomes assessment.
3.7 Provide adequate supplies to IE Committee, divisions, and administrative/service units for the assessment of outcomes.	Ongoing	IE Coordinator/ Program Review Chair/ Research Analyst/PBC	\$10,500 (\$3500 per semester)	Improved documentation and filing of the progress being made in outcome assessment and Program Review.	<ul style="list-style-type: none"> a. Increased use of Par Systems to score and archive data using Scantron Forms. b. Distribution of binders/folders to program chairs to document outcome assessment in their programs. c. A hardcopy library of completed Program Reviews.
3.8 Facilitate the move to and completion of course-level SLOs.	December 2008	IE Coordinator/ SLO Facilitators/ Research Analyst/ Division Chairs	\$0	Completion of course-level SLO forms.	Increase in the quality and quantity of completed or revised course-level SLO forms.

GOAL 4: To ensure that information garnered through the institutional effectiveness process is used to facilitate college-wide planning and resource allocation.

STRATEGIES	TARGET DATE	RESPONSIBLE PERSON/GROUP	ESTIMATED BUDGET	EXPECTED OUTCOME	METHOD OF ASSESSMENT
4.1 Organize the presentation of Program Reviews to PBC.	Ongoing	Program Review Chair	\$0	Greater awareness of the contributions and needs of all programs on campus.	<ul style="list-style-type: none"> a. The College Strategic Plan will reflect this increased awareness. b. Decision making and decision making processes will include the use of Program Reviews in the decisions reached.
4.2 Hire a faculty director of planning to facilitate the Strategic Planning Process.	Spring 2008		\$360,000 (approx. \$120,000 annually)	Greater adherence to the strategic plan and assessment of the progress made.	Increased reliance on the strategic plan for decision making.
4.3 Continue to monitor the implementation of the Strategic Planning Process to ensure that Program Reviews are being used in the development of goals and strategies and in resource allocation.	Ongoing	Director of Planning/IE Coordinator/ Program Review Chair/PBC	\$0	Increased participation in the Program Review Process due to its applicability.	Increased quality and quantity of Program Review submissions and use in resource allocation.

Saddleback College
 Strategic Planning Goals and Strategies Form
 Strategic Planning Group: Institutional Effectiveness

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4.4 Encourage PBC to develop an internal granting process for each of the strategic directions identified in the strategic plan.	Fall 2007	Director of Planning/IE Coordinator/ College Research Analyst/PBC	\$0	The development of new and creative programs to help the college be effective in carrying out its mission.	Increased enrollment and an expansion of the quality and quantity of services and academic offerings.