Lean and Agile
Institutionalizing SLOs at a Small College

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Presentation for the Strengthening Student Success Conference October, 2013

About Us

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Outcomes

- How to engage faculty and staff in SLOs development and assessment
  - Answering questions like "Who cares?" and "Why do we have to do this?"

- How to integrate SLOs into processes you are already doing
  - Addressing concerns like "I don't have time for this!"

- Take Homes
  - Adjunct Faculty SLO Form
  - Course SLO Assessment Examples
  - Program SLO Assessment Examples
  - Service and Administrative SLO Assessment Examples
  - Institutional SLO Assessment Examples

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What We'll Cover Today

- About Woodland Community College

- Philosophy of SLOs and the "Big Picture"

- Strategies, Schedules and Implementation

- Lessons Learned

- Questions and Answers

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Woodland Community College (http://wcc.yccd.edu/)

Avg. Annual FTES   1,800
Avg. Annual Student   4,100
Avg. Sections/Term   250
Avg. Enrollment/Term   7,000

Staffing
5 Administrators
30 Full Time Faculty
40 Classified
> 100 Adjunct Faculty
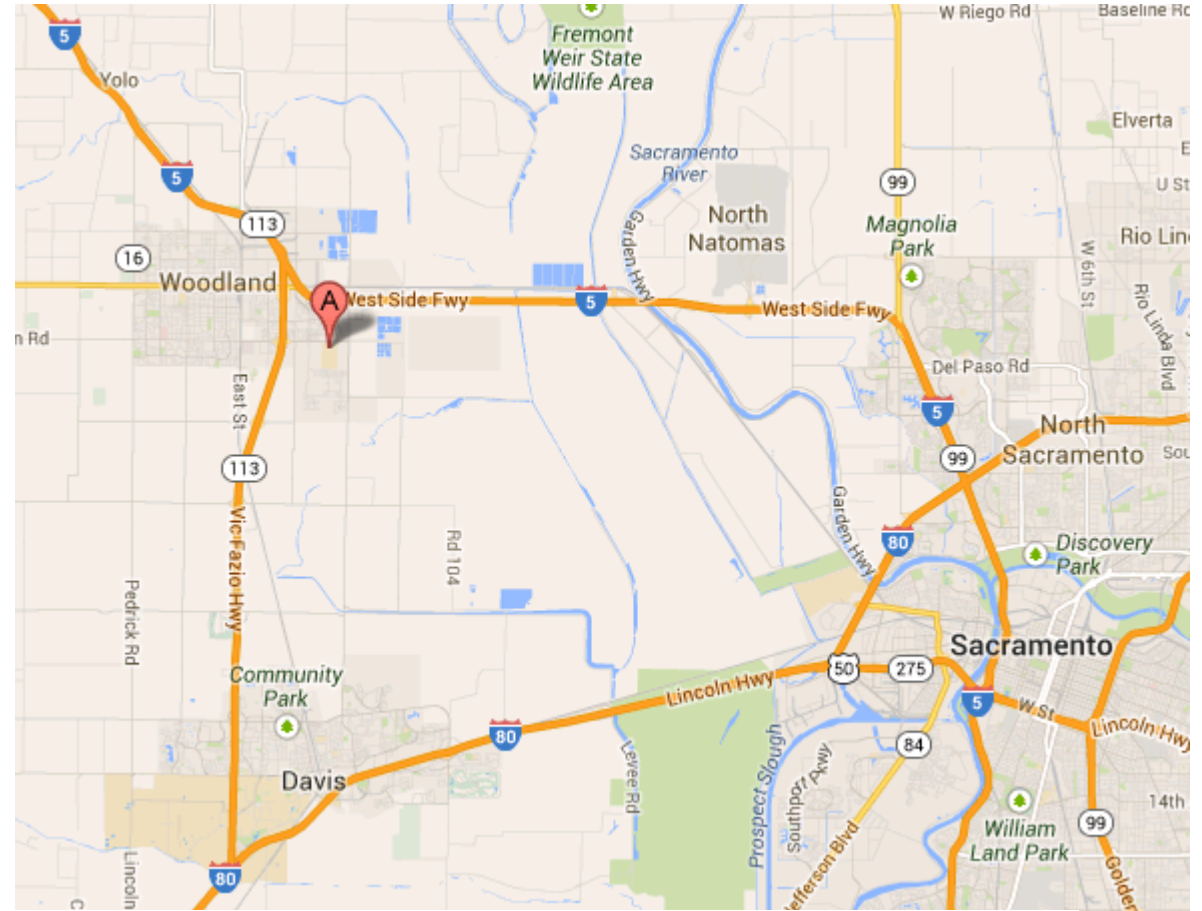
Primary Service Area – Yolo, Colusa, Sutter and Yuba

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Our Small College Reality Check

We have a fraction of the staff, but same work load as a large college – how can we expect to get all our usual work done *and* become proficient at assessing 100% of our SLOs?

- Our Philosophy and the "Big Picture"
  - *SLO Leadership*
  - *SLO Committee Design*
  - *Commitment to Student Success*

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The Big Picture

- 8 Core Competencies

- SLOs are embedded in our way of life (i.e. things we are *already* doing!)

  - Course SLOs ➡ Course Exams, Projects, Surveys, etc.

  - Program and Unit SLOs ➡ Program Reviews

  - Institutional SLOs ➡ Campus Surveys

  - Evaluation of SLOs ➡ Program Review Validation

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Course SLOs

- "The WCC Assessment Tour: The Road to 100%"
  - *Every course, every semester*

Make course SLO assessment ongoing and automatic – it should be a part of your regular "routine"

✓ Start a new assessment, or

✓ Follow up on an existing assessment

Quick Tip – Use existing assignments and projects to evaluate your course SLOs, and modify as needed.

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Program and Unit

- Annual Program and Unit Reviews

Include a summary of your SLO assessments in your annual program review – it should be a part of your regular "routine"

✓ Annual

✓Integrated in Program Planning

Quick Tip – Use SLO assessment results to strengthen program requests

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Institutional SLOs

- Embed iSLO assessment in institutional practices

Use multiple measures to address your iSLOs– it should be a part of your regular "routine"

- ✓ Student Surveys and Forums
- ✓ Program/Unit SLOs ("roll up")
- ✓ Course SLOs ("roll up")

Quick Tip – Map courses to iSLOs and randomly survey mapped courses

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Example of an iSLO Question

Global Awareness

In your experience at WCC during the current school year, how often have you had conversations about the following:

- The viewpoints, values or customs of cultures other than your own?

- Appropriate ways to communicate with people from cultures other than your own?

Link to WCC's iSLO Surveys and Results: http://wcc-planning.yccd.edu/surveys.aspx

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Evaluation of SLOs

- How well are we doing, and what could we do better?

Leverage your planning and evaluation process to evaluate SLOs – it should be a part of your regular "routine"

Ongoing dialogue via:

- ✓ Peer Feedback
- ✓ Committee Feedback
- ✓ Dean/Administrative Feedback

Quick Tip – Evaluation should be aimed at the methodology, not the results. Feedback should be constructive, not punitive.

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Example of SLO Evaluation

WCC Program Review Validation Team

Definitions of Components:	Highest Level	Mid-Level	Minimum Level	Undetermined
Supporting Evidence/Data/SLOs	Need is substantiated thoroughly using specific and current evidence, data and/or SLOs.	Need is substantiated using evidence, data and/or SLOs.	Need is mentioned in program review and limited data are provided.	N/A
	(10-8 Points)	(7-5 Points)	(4-1 Points)	

Link to WCC's PRVT Rubric:

http://wcc-planning.yccd.edu/SharedFiles/Download.aspx?pageid=10&mid=43&fileid=213

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Then and Now

- Then…(2009)

Then and Now

- Now…

Then and Now

- Then... (2009)

COURSE	Link to Program SLO	# of course SLOs	Fall 10	SP 11	Fall 11	SP 12	Fall 12	SP 13	Fall 13	SP 14	Notes
SPECH 1	C	1			X						Assessed by applying assessment rubirc to submitted outlines
	C/CT	2	X	X					X		Assessed by Exam Questions
	C/CT	3	X	X					X		Assessed by Exam Questions
	C/CT	4			X						Assessed by Communication Rubric
SPECH 2	CT	1	*								*This course is not offered in a scheduled sequence. All course level SLOs will be assessed during the semester it is offered
	C/CT	2	*								
	CT	3	*								
SPECH 3	CT	1		X				X			Assessed by submitted research assignment
	CT	2		X				X			Assessed by Exam Questions
SPECH 6	C/CT	1					X				Assessed by appllying assessment rubric to submitted paper assignment
	C/CT	2					X				Assessed by Exam Questions
	CT	3					X				Assessed by Problem Solving Assignment Presentation and group portfolio
SPECH 7	C/CT	1			X				X		Assessed by submitted journal entries
	C/CT	2			X				X		Assessed by Exam Questions
	C/CT	3			X				X		Assessed by Movie Critique Assignment
SPECH 8	C/CT	1				X				X	Assessed by paper assignment
	C/CT	2				X				X	Assessed by selected Exam Questions

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Then and Now

- Now…

All courses, every semester

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Then and Now

- **Then**… (per ACCJC Annual Report 2010-2011)

Courses with on-going assessment: **13%**
Programs with on-going assessments: **45%**
Student and Learning Support Activities with on-going assessments: **100%**
Institutional outcomes with on-going assessments: **0%**

- **Now**… (per ACCJC Annual Report 2012-2013)

Courses with on-going assessment: **83%**
Programs with on-going assessments: **90%**
Student and Learning Support Activities with on-going assessments: **100%**
Institutional outcomes with on-going assessments: **100%**

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Lessons Learned and Best Practices

- We have been assessing student outcomes for years *(i.e. things we already are doing…)*

- Make it easy for faculty, staff and adjunct to track and report SLO data *(in other words, don't make it harder than it really needs to be!)*

- Have a good database to store and track your SLOs

- Integrate SLOs into your existing processes

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Questions?

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Thank You!

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