Comprehensive Update on Institutional Practices of the Institutional Effectiveness Plan

Year 3 of Strategic Plan

Innovation at Work

Prepared by: Office of Institutional Effectiveness

6/20/24 - Update to Institutional Effectiveness Plan

Introduction:

The Office of Institutional Effectiveness presents this comprehensive update on our institutional practices in our commitment to maintaining a dynamic and forward-thinking strategic plan. This report embodies our core values of forward-thinking, equity, student-centered, collaboration and advancement, with a steadfast priority on academic excellence, diversity, student experience, community partnership, and institutional sustainability. Through the implementation of these updated practices, we annually assess and refine our efforts to ensure that we not only meet but exceed our goals in fostering an inclusive and thriving academic environment.

Purpose:

Regular assessment of the efficiency across all university departments, aligned with its mission and objectives, are essential to ensure the institution maintains high standards and meets best practices in higher education.

Within a framework of ethical conduct and institutional integrity, university assessment fosters ongoing enhancement and self-assessment. Transparency in disseminating assessment outcomes ensures accountability to all stakeholders, both within the institution and externally.

Johnson College prioritizes university assessment throughout its organizational structure. Program evaluations employ rigorous inquiry and judgment techniques, which include the following:

- Establishing relevant standards
- Gathering pertinent data
- Applying standards to assess significance, value, quality, and/or effectiveness

The Johnson College Advisory Committee (JCAT) fulfills an advisory, monitoring, and coordinating role to develop a culture of planning and assessment to ensure maximum efficiency and effectiveness. JCAT's responsibilities include review of unit assessment plans, evaluation of annual unit assessment reports, and oversight of the 5-Year periodic review process.

Explanation:

In preparation for the 2024-2025 academic year, we have revamped our assessment process to embody dynamic assessment principles. These updates aim to establish a flexible and responsive framework that aligns closely with our strategic goals. They are designed to cultivate

a supportive assessment environment, improving the accuracy of measuring student achievement and enriching the learning experience with greater depth and meaning. This new approach to assessment incorporates the following enhancements:

1. **Assessment Templates Modalities**: We are revising the Annual Assessment templates for our Program Divisions and Academic and Educational Services (AES) units to streamline the process. This includes highlighting the achievements and progress of the past year while identifying areas for improvement where additional resources and support are essential for achieving program and departmental goals. Our reporting will focus on Fall incoming enrollment, Spring incoming enrollment, and Fall to Spring persistence rates.

2. **General Education Learning Pathways:** We intend to administer two distinct general education quizzes—one for the incoming cohort freshmen and another when the cohort students are seniors. This approach will enable us to effectively track and compare electronically through our Learning Management System (D2L) the progression of general education knowledge from freshman through senior year. The updated assessment framework caters to various learning styles and speeds, providing customized assessments that align with each student's specific needs and developmental pace.

3. **Technology:** Alignment of Student Learning Outcomes (SLOs) and Course Level Outcomes (CLOs) within D2L enables defining scales for measuring achievement at the organizational level. At the program level, outcomes can be imported or created and shared across courses. At the course level, new outcomes can be imported or created, aligned with course content, and integrated seamlessly with Brightspace Portfolio, quizzes, discussions, assignments, and rubrics.

4. **Continuous Assessment:** We are shifting towards a model that emphasizes continuous evaluation rather than sporadic survey assessments. This approach promotes real-time feedback and allows for ongoing improvements in assessment practices, aiming to mitigate survey fatigue.

5. The Results, Review, and Recommendations (RRR) for our Assessment Review process have been renamed Action Plan Closeout to enhance clarity regarding required tasks.

6. We have adjusted our periodic review assessment calendar to include cycles for 5-year reviews, action plan closeouts, and syllabi reviews, ensuring effective accommodation of new programs within our assessment cycle.