



Presentation to President's Cabinet- Fall 2022

Planning & Institutional
Effectiveness Committee

Committee on Outcomes
Assessment

Office of Institutional
Effectiveness

Eliza Rabinovich, Faculty Outcomes Coordinator
Bridget Herrin, Dean, Institutional Effectiveness
Hai Hoang, Acting Associate Dean, Research and Planning



Agenda



Planning and Institutional Effectiveness Committee

Bridget Herrin, Co-Chair
Dean, Institutional Effectiveness



Committee on Outcomes Assessment

Liza Rabinovich, Co-Chair
Faculty Outcomes Coordinator



Institutional Effectiveness

Hai Hoang
Associate Dean of Research & Planning



PLANNING & INSTITUTIONAL EFFECTIVENESS COMMITTEE

The Planning and Institutional Effectiveness Committee (PIE) is a participatory governance committee that reports directly to President's Cabinet. PIE is designed to advance the overall planning for the College.

Following the sustainable continuous quality improvement model, PIEC is responsible for assuring that the College's planning framework is consistent with accreditation standards; for guiding the annual assessment of progress on stated goals, objectives and priorities and recommending changes as indicated; and for assuring the integration of planning across the campus.

PIE may establish sub-committees to carry out specific purpose and objective of the committee. These sub-committees will report directly back to the PIE Committee.



Deliverables



Accreditation

Support the development of our ISER
Provide feedback around the alignment of the Quality Focus Essay to the Roadmap and share it with the campus



Roadmap Implementation

Gap analysis of Strategic Objectives that aren't being supported by Units goals
Recommend an approved Climate Action Plan to President's Cabinet



Program Review/Outcomes

Coordinate the development of an integrated timeline to deploy Program Review and Outcome workspaces



Governance

Updated Committee Inventory (Fall and Spring)
Analyze governance survey results and make recommendations for Improvement



SPOTLIGHT PROJECTS

ISER Development

Draft 2 of the ISER was shared on October 18th. Draft 3 will be presnetd in February

Gov101

Based on results from the Governance Evaluation Survey, PIEC is considering updates to Gov101 including Training for Chairs and admins and job aides for updating webpages.

Nuventive

Program Review workspaces will be rolled out in late Fall to "power" users. Nuventive workgroup will pivot attention to the outcomes workspaces in Spring.

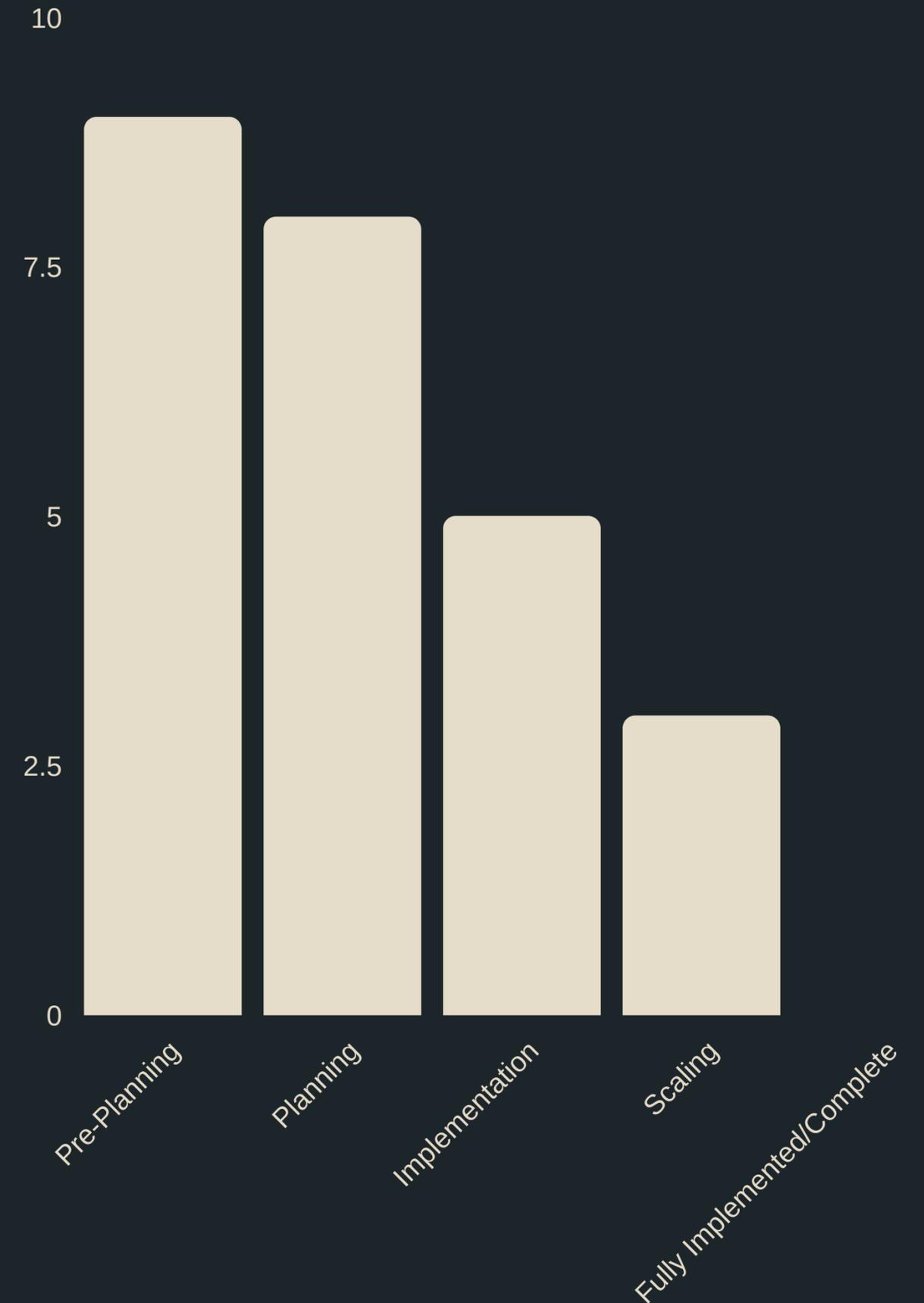
Roadmap Implementation

PIEC received a first draft of the Climate Action Plan on 11/8/22
Implementation Progress Report Form to be sent in December to leads.

PROGRESS TRACKING

REPORT AFTER EACH SEMESTER

- Each of the 25 Strategic Objectives, has been assigned a Coordinating Body responsible for bringing in collaborators and tracking progress.
- Spring 22, first report of progress



INITIATIVES AND ACTIVITIES

COMPLETION

1. Student Success Teams Pilot
2. Academic & Career Pathways development
3. Stand Resource Center

COMMUNITY

1. Pride Center
2. Principles of Community
3. New Classified Onboarding

PATHWAYS & PARTNERSHIPS

1. Impactships
2. Handshake

STEWARDSHIP

1. Climate Action Plan
2. Resource Allocation Process
3. Enrollment Management

SCHOLARSHIP

1. DEIA Discussion guide
2. Professional Learning
3. Curriculum



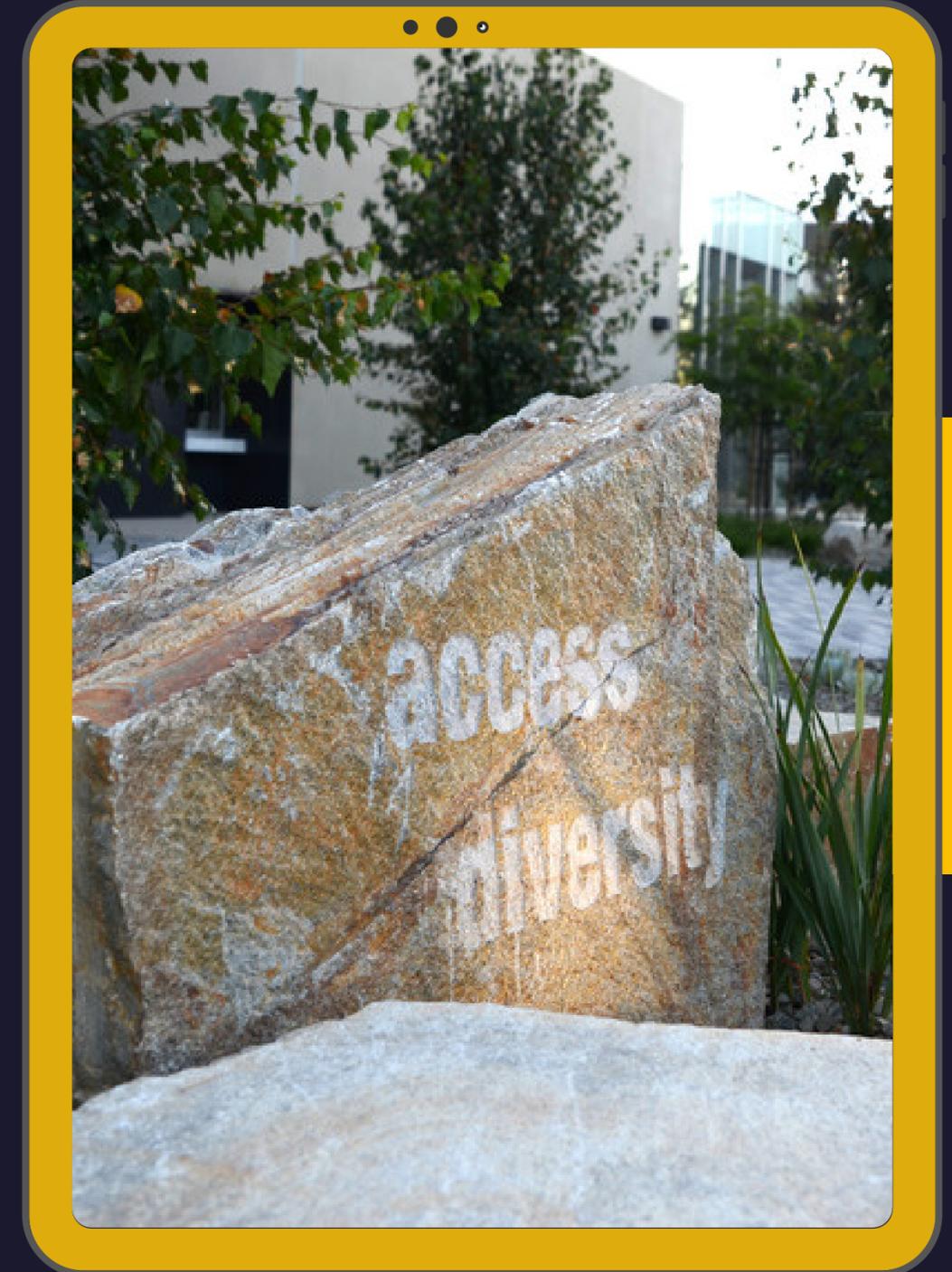
COMMITTEE ON OUTCOMES ASSESSMENT

The Committee on Outcomes and Assessment (COA) has, as its primary goal, to facilitate an equitable, accessible, and meaningful learning experience for all Mesa students. In order to achieve this purpose, COA will establish and maintain structures and standards for outcomes assessment, create a framework for authentic assessment of learning, support innovation and provide professional learning around outcomes assessment, promote a culture that integrates outcomes assessment results into the continuous quality improvement cycle, and ensure Institutional Learning Outcomes reflect Mesa's Mission and curriculum.



Ongoing Responsibilities

1. Promote a practice of meaningful dialogue around learning outcomes development, assessment, and improvement college-wide.
2. Provide a forum to generate learning outcomes and assessment ideas and practices while sharing progress and accomplishments.
3. Incorporate learning outcomes assessment in Guided Pathways, Program Review, and Integrated Planning Processes.
4. Support faculty and classified professionals to complete *authentic learning assessments** aligned with our cycle timeline.
5. Participate in ongoing professional learning around *different types of learning assessments** and provide leadership to the campus regarding best practices.
6. Maintain the structural and technological components of the learning outcomes process.





DELIVERABLES

COA's Deliverables for
2022/2023

Nuventive

- Support the design of the Outcomes Assessment module in the Nuventive Platform.
- Develop a training plan and materials for Nuventive and support the transition of data to new software.
- Discuss and identify data visuals displayed in the planning and assessment processes

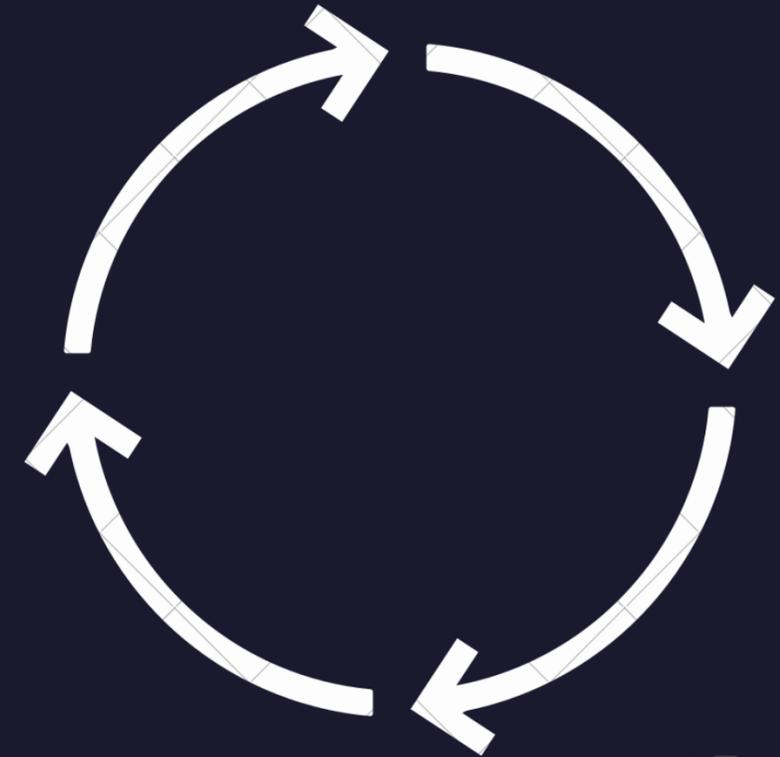
Process

- Develop a timeline for the new 4-year cycle with major milestones.
 - Review, revise, or reaffirm all CLOs, PLO, SSOs, and ILOs
 - Review Department Outcomes Coordinator (DOC) responsibility and training
 - Expand professional learning and create tools for communities of practice.
 - Develop a tool to assess our ILOs.
 - Provide information on different types of learning assessments.
 - Update Outcomes Handbook.
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OUTCOMES AND ASSESSMENT CYCLE: YEAR 1

- Review, revise, or reaffirm all CLOs, PLOs, SSOs, and ILOs
- Update any course changes (new and deactivated)
- Review the CR and syllabi; Update as needed





OFFICE OF INSTITUTIONAL EFFECTIVENESS

Our vision is to seamlessly integrate and advance institutional effectiveness practices in a holistic manner that supports the overall mission, vision, and goals of the College and contributes to student success.

<https://www.sdmesa.edu/about-mesa/institutional-effectiveness/index.shtml>



Spotlight Projects

IE SERVICE REQUEST REQUEST STATUS

NEW CLASSIFIED INSTITUTE

SAN DIEGO MESA COLLEGE
DATA COACHING PROGRAM



Disaggregated Metrics Disaggregated Metrics+Gender Subgroup Analysis Subgroup+G

SAN DIEGO MESA COLLEGE **2022 STUDENT EQUITY PLAN**
Metrics disaggregated by Ethnicity

SAN DIEGO MESA COLLEGE
Diversity, Equity,
Inclusion and Accessibility
(DEIA) Discussion Guide

2022 Mesa College
Campus-Wide
Sustainability Survey

**ENROLLMENT
MANAGEMENT
TASKFORCE**

President Hands
LISTENING AND LEARNING TOUR | FALL 2022

SDCCD Campus Climate Survey-Students
Data Briefing
San Diego Mesa College

**Strong Workforce
Faculty Institute**



SAN DIEGO MESA COLLEGE



NACCC
NATIONAL ASSESSMENT OF
COLLEGIATE CAMPUS CLIMATES

UCLA
Ed & IS



CALIFORNIA COMMUNITY COLLEGES
**BACHELOR'S
DEGREE PROGRAMS**



**Basic Needs for Postsecondary
Students Program**

**GENERATION
HOPE**



Spotlight Project

SDCCD Campus Climate Survey - Mesa

Campus Climate and Mesa2030

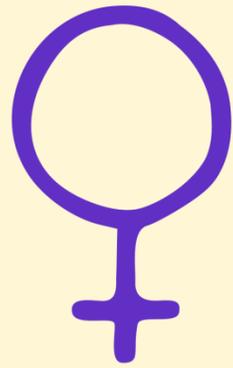
LOOKING AT THE 2021 NACCC AND 2022 MESA CAMPUS CLIMATE SURVEY RESULTS

SAN DIEGO
MESA COLLEGE

Institutional Effectiveness



The Leading College of Equity and Excellence



GENDER IDENTITY

64%

Respondents were more likely to identify as cisgender female than the student population (56%).

Mesa Spring 2022 Administration

2,890

Mesa students responded to the survey

Measured Campus Climate across 10 constructs, each containing at least 3 statements.



SEXUAL ORIENTATION

18%

of respondents identified as a member of the LGBTQIA+ community, or about 500 students (n=479).

ETHNICITY

35%

Respondents were generally similar in ethnicity to the population, although representation of White students was 5% higher than the representation among the student population in the Spring semester (30%).



AGE

51%

of respondents were more likely to be 25 years or older than the Mesa College population (45%).



NACCC Survey Content Areas (2021)

SDCCD Campus Climate Constructs (2022)

MATTERING AND AFFIRMATION

MATTERING AND AFFIRMATION

CROSS-RACIAL ENGAGEMENT

DIVERSITY, AND INCLUSION

RACIAL LEARNING & LITERACY

CULTURAL COMPETENCY

ENCOUNTERS WITH RACIAL STRESS

DISCRIMINATION POLICIES

APPRAISALS OF INSTITUTIONAL COMMITMENT

EQUITY

IMPACT OF EXTERNAL ENVIRONMENTS

INTERGROUP RELATIONS



Looking Forward - Evolution of IE



Center for Institutional Effectiveness, Equity, and Innovation (CIEEI)

Vision

Our vision is to advance practices and systems that promote equity, excellence, and innovation in support of the College's overall vision, mission, and goals.

Who We Are

The mission of the Center for Institutional Effectiveness, Equity, and Innovation is to lead institutional effectiveness and capacity building efforts to increase equitable access and success for all students. We strive to cultivate a strong culture of inquiry, curiosity, and progress in service to continuous improvement with the goal of effectively and equitably serving students, employees, and our community.

What We Do

Institutional Planning and Governance
Institutional Research and Evaluation
Innovation Strategy



Looking Forward - What We Do



Center for Institutional Effectiveness, Equity, and Innovation (CIEEI)

Institutional Planning and Governance

- Strategic and Integrated Planning
- Campus Governance Support
- Accreditation Coordination

Institutional Research and Evaluation

- Research & Accountability Reporting
- Data Infrastructure and Governance
- Learning Outcomes Assessment

Innovation Strategy

- Knowledge Management, Innovation Management, and Continuous Improvement Management
- Grant/Initiative Readiness Assessment and Grant Application Support

Principles Guiding our Work



- Lead and show up through your *why*
- Intentionality is necessary to achieve Equity
- Collaboration is critical
- Radical inclusion
- Compassionate accountability
- We have more questions than answers; stay curious
- Know better, do better
- The measure of who we are is what we do
- Experts and leaders are everywhere
- Innovation is the ability to see change as an opportunity



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*“Every system is perfectly designed
to get the results it gets”*





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Questions?

