



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



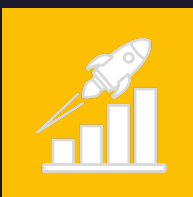
## Accreditation

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



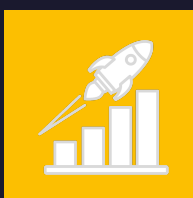
## Roadmap Implementation

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.

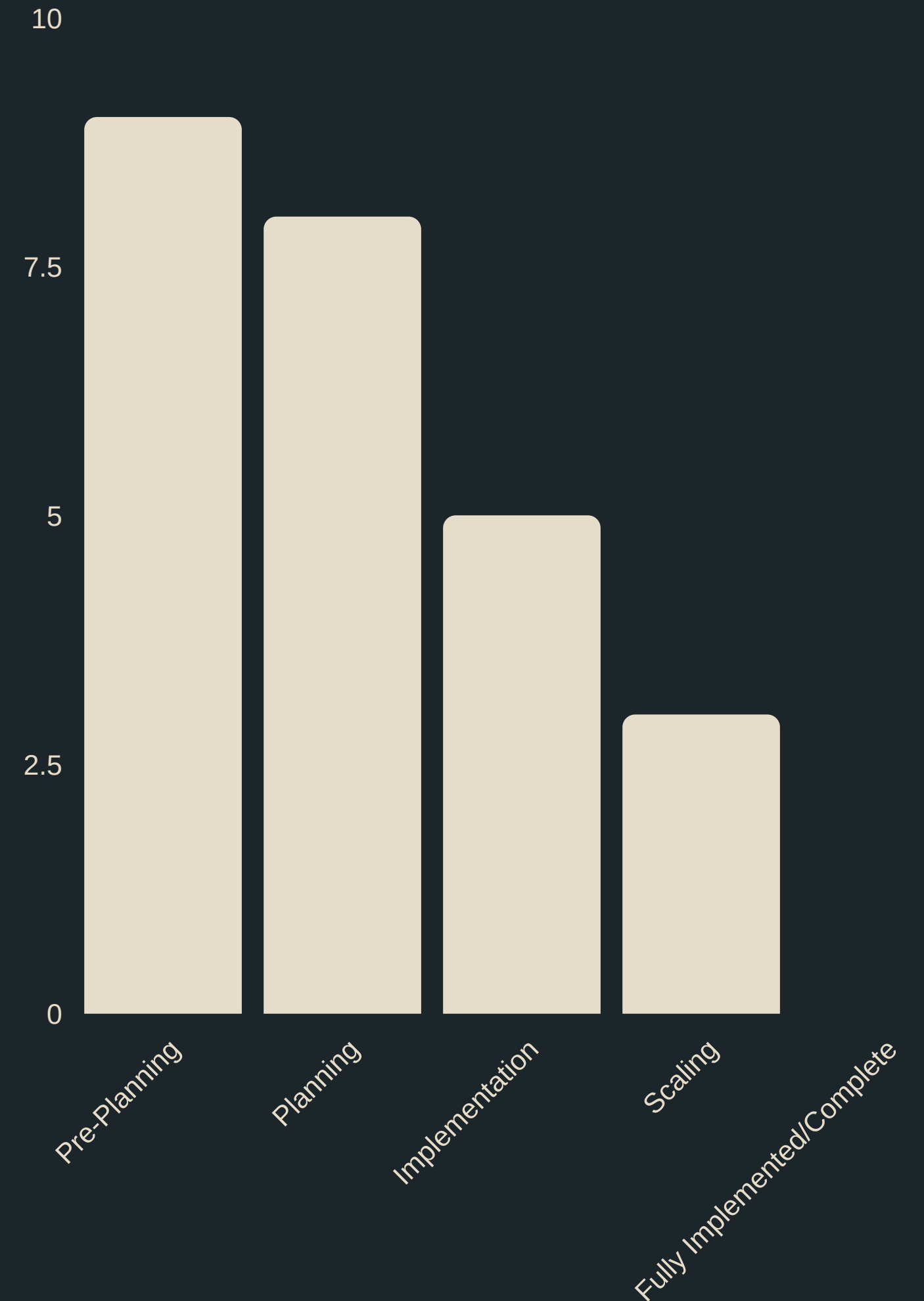
## Roadmap Implementation

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

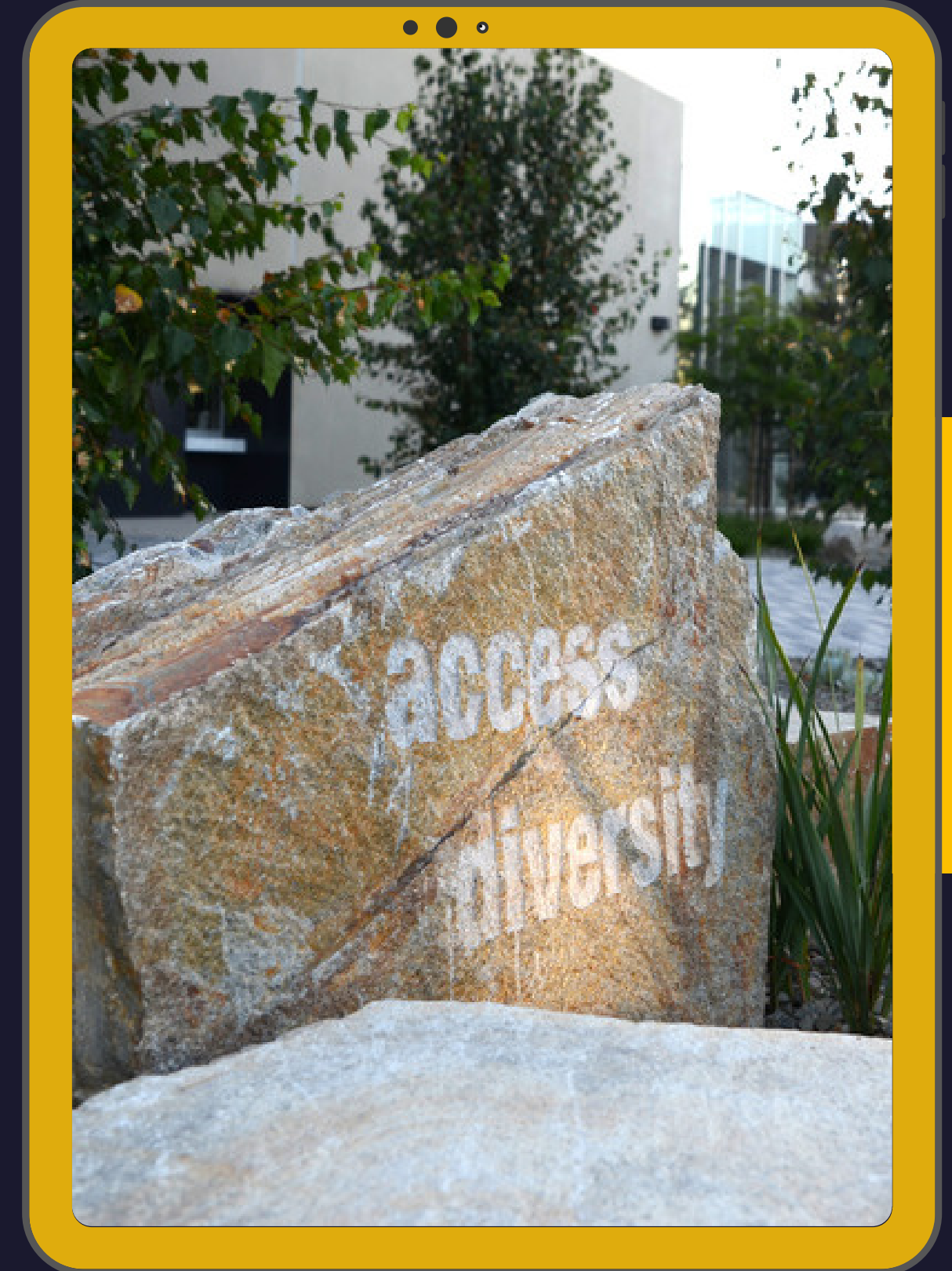
The Committee on Outcomes and Assessment (COA) has, as its primary goal, to facilitate an equitable, accessible, and meaningful learning experience for all Mesa students. In order to achieve this purpose, COA will establish and maintain structures and standards for outcomes assessment, create a framework 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

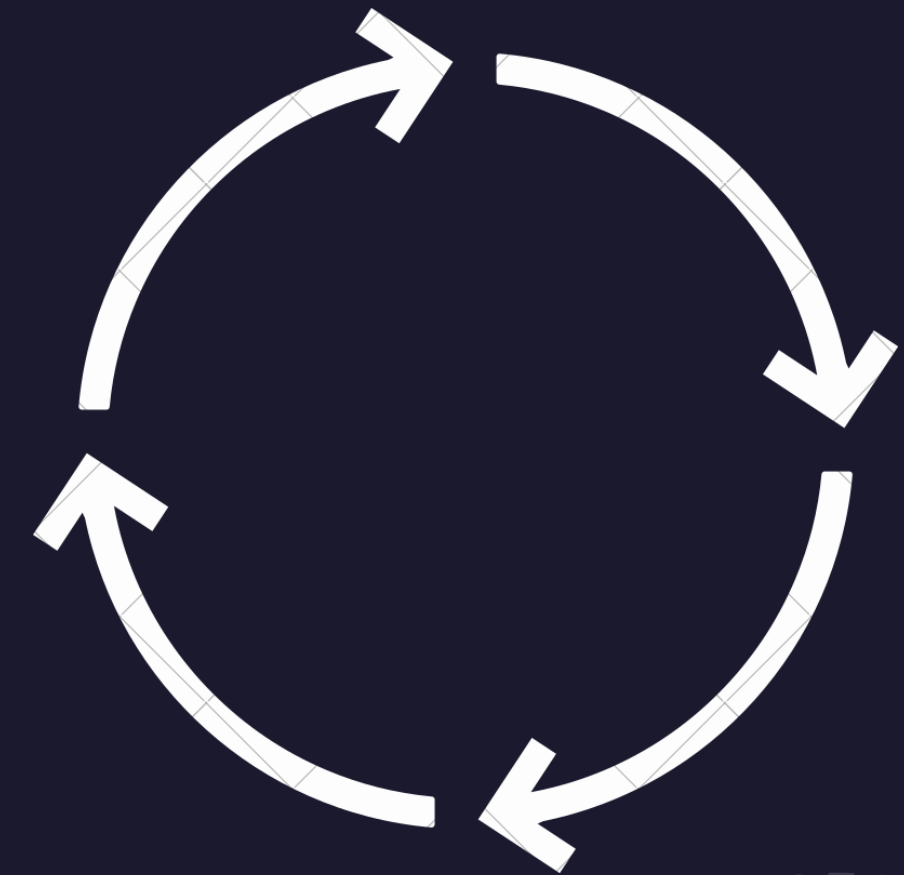
## Process

- 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.



# 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+Gender

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

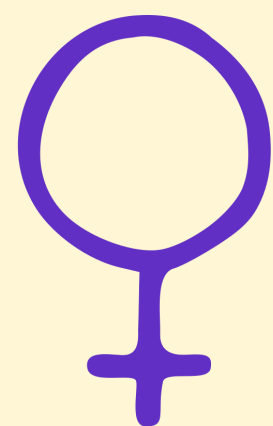
LOOKING AT THE 2021 NACCC AND 2022 MESA CAMPUS CLIMATE SURVEY RESULTS

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%).



## SEXUAL ORIENTATION

18%

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



## AGE

51%

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

*Mesa Spring 2022 Administration*

2,890

**Mesa students responded to the survey**

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

## 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%).



# 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





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



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Questions?