In Fall 2013, faculty participated in a structured exercise to build awareness and skill in the use of SLO assessments for instructional improvement (R1.02). As a part of the mandatory professional development day training, groups of three to five faculty members reviewed SLO and other data to reflect upon what was working in their courses and what improvements could be made at the course, program, and institutional levels to strengthen student learning (R1.03). These discussions resulted in specific ideas for improvement. For example, in one group composed of faculty from the library, fine arts, and social science departments, an instructor decided to integrate library resources into particular courses to support student writing. Another group learned of the concurrent high retention and low performance in a particular course, and shared insights about the possible causes of these results and practices that instructors can use to monitor student progress throughout the term, such as instructor check-ins with students (especially those at risk of failing), encouraging office hour visits, and adding reviews before finals (R1.04).

Program plans are the component of the annual planning and budget cycle through which resources are requested to support specific Strategic Planning Goals, Institutional Effectiveness Committee recommendations, and SLO assessment results (R1.05). Each program defines the objectives it plans to accomplish each year and the activities expected to achieve these objectives. If an activity has an associated cost, a corresponding budget request is included (R1.06). Each program plan and corresponding budget request is reviewed and ranked by the respective deans and VP, and by the college’s budget committee. Rankings are guided by a rubric, which includes a criterion for SLO assessment as a basis for the objective (R1.07). The budget committee uses the ranking scores to determine its recommendations for funding allocations. The Professional Development Day (PDD) faculty discussions stressed the link between assessment data and discussion of SLO’s in the development of improvement plans (R1.08).