



Planning and Evaluation Tracking

College Year: 2008-09

Division of: Center for Teaching & Learning
 Department of: Center for Teaching & Learning

Person Responsible: Patsy Lemaster

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Purpose Statement: Prepare employees, provide resources and promote a learning culture to position for change.

Goal Statements	Objectives/Outcomes (including assessment tools and standards)	Results	Use of Results (including improvements and revisions)
1. Assess learning of AC participants in selected POD training	1. After completion of selected POD training, AC employees will demonstrate increased learning skills as documented through comparative results of pre-test and post-test assessments by 25% increase.	<p>1. 2007-2008</p> <p>(a) New Employee Orientations Pre-test Avg. = 53% Post-test Avg. = 78% *Increase of 25%</p> <p>(B) Super/Man - Certification Pre-test Avg = 65% Post-test Avg = 87% *Increase of 22%</p> <p>(c) PT Faculty Certification Pre-test Avg. 56% Post-test Avg. 74% *Increase of 18%</p> <p>(d) Andragogy 101 Pre-test Avg. = 54 Post-test Avg. = 82 *Increase of 28%</p> <p>1. 2006-2007 Results: (a) New Employee Orientations Pre-test Avg. = 59% Post-test Avg. = 79% *Increase of 20%</p> <p>(b) super/Man. Certification</p>	<p>1. Plan of Action: Analysis reflects comparative learning skills results of pre-test and post-test assessments to be less than 25% increase projected. Results were compared to prior years figures. New Employee Orientation and Andragogy reached the goal standard. PT Certification and Supervisors/Managers did not.</p> <p>This standard will be changed for the next assessment period. Andragogy (New Faculty Academy, currently) and PT Faculty Certification (Adjunct Faculty Certification will be evaluated through projects submitted (teaching</p>

Pre-test Avg. = 68%
Post-test Avg. = 90%
*Increase of 21%
(c) PT Faculty Certification
Pre-test Ave. = 76%
Post-test Ave. = 84%
*Increase of 8%
(d) Andragogy 101
Pre-test Ave. = 64%
Post-test Ave. = 76%
*Increase of 12%

philosophy /assignments).
Assessments for learning
and effectiveness will also
be distributed and
evaluated for all sessions
identified. These
assessments will be added
with information being
reported for Goal 2 (see
below).

1. 2005-2006 Results:

- (a) New Employee Orientations
Pre-test Ave. = 58%
Post-test Ave. = 78%
*Increase of 20%
- (b) Super/Man. Certification
Pre-test Ave. = 68%
Post-test Ave. = 91%
*Increase of 23%
- (c) PT Faculty Certification
Pre-test Ave. = 71%
Post-test Ave. = 84%
*Increase of 13%
- (d) Andragogy 101:
Pre-test Ave. = 67%
Post-test Ave. = 83%
*Increase of 18%

<p>2. Offer Supervisors/Managers Training, New Employee Orientation, New Faculty Academy, Part-time Certification and Mindleaders (online training resource) opportunities to increase the primary skill-levels of college employees</p>	<p>2. After completing pilot project/projects for new opportunities for training, 40% of AC employees participating will respond that the training was worthwhile and helped them to achieve their objective for participating.</p>	<p>2. 2007-2008 Results: Responses from participants reflecting that training was worthwhile and helped them to achieve their objective for participating were as follows:</p> <p>(a) New Employee Orientation 78% strongly agree/agree</p> <p>(b) Adjunct Faculty Certificate 77% strongly agree/agree</p> <p>© Andragogy 101 78% strongly agree/agree</p> <p>(d) Mindleaders 93% strongly agree/agree</p>	<p>2. Plan of Action: CTL is currently working to offer/create opportunities as identified for AC faculty to use for evaluation results for 2008-09. Responses will continue to be tracked and reported in the 2008-09 PET.</p>
<p>3. Automate enrollment and reporting process.</p>	<p>3. After receiving instruction, all AC employees will enroll in CTL courses using CTL enrollment self-service on the the average of 40% of the time as identified through a customized Colleague reporting process.</p>	<p>3. ITS has scheduled a date of Fall 2008 for finalizing. As this report is being submitted (December 2008) instructions for using are being developed.</p>	<p>3. Plan of Action: This should be implemented and used beginning Spring 2009 by CTL. Pilot results for enrollments will be tracked and reported in the next PET (2008-09)</p>
<p>4. Increase opportunities for faculty to develop professional skills and knowledge through a combination of the following:</p> <p>a. Educational leaders brought to campus for faculty presentations</p> <p>b. Internal development planned and led by the</p>	<p>4. After attending workshops and/or communities of practice offered, at least 50% of AC faculty participants will "agree" (ranking of 4 on activity evaluation instrument) that the training opportunity was worthwhile and helped them to achieve their personal</p>	<p>4. Results from selected workshops/training as identified are as follows:</p> <p>(a) Educational leaders brought to campus for faculty presentations 73% strongly agree/agree</p> <p>(b) Internal development planned and led by the College's own faculty</p>	<p>4. Plan of Action: CTL is currently working to offer/create opportunities as identified for AC faculty to use for evaluation results for 2008-09. Statistics will be tracked for 2008-09 PET results. Data for enhancing programs will continue to be identified and used for</p>

College's own faculty c. Creation and support of special interest groups and communities of practice (Aligned with AC Strategic Plan Revision 2007 - 7.2.2)	goals.	88% strongly agree/agree © Creation and support of special interest groups and communities fo practice 86% strongly agree/agree	planning.
5. Refine and use of CTL database for documenting and tracking goals for individual employee development.	5.After completing CTL plans as a part of the employee performance evaluation porocess, 40% of AC classified and administrative employeeswill successfully achieve such goals as documented by the POD database tracking.	5. No accurate data available at this time. 2007-08 Results: Data needed to effectively analyze/track are unavailable at this time.	5. Plan of Action: The new structure and staff for CTL will make it possible to begin documenting ifomation for this criteria during Spring and Summer 2009 with initial reports for Fall 2009.
6.	6.	6.	6.
7.	7.	7.	7.