



Planning and Evaluation Tracking

College Year: 2007-08

Division of: College Development

Person Responsible: Dr. Brad Johnson

Department of: Professional & Org. Develop.

Person Responsible: Patsy Lemaster

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 30% increase.	<p>1. 2006-2007 Results:</p> <p>(a) New Employee Orientations Pre-test Avg. = 59% Post-test Avg. = 79% *Increase of 20%</p> <p>(b) super/Man. Certification Pre-test Avg. = 68% Post-test Avg. = 90% *Increase of 21%</p> <p>(c) PT Faculty Certification Pre-test Ave. = 76% Post-test Ave. = 84% *Increase of 8%</p> <p>(d) Andragogy 101 Pre-test Ave. = 64% Post-test Ave. = 76% *Increase of 12%</p> <p>1.a. 2005-2006 Results:</p> <p>(a) New Employee Orientations Pre-test Ave. = 58% Post-test Ave. = 78% *Increase of 20%</p> <p>(b) Super/Man. Certification Pre-test Ave. = 68% Post-test Ave. = 91%</p>	<p>1. Plan of Action: Analysis reflects comparative learning skills results of pre-test and post-test assessments to be less than 30% increase projected. 2006-07 results were compared to 2005-06 results and similar results were reflected. Although presenters were encouraged to review questions and content to reflect greater learning, the 2006-07 results did not achieve the goal.</p> <p>The results for Andragogy and for PT Certification were actually showed less increase in learning than the previous year.</p> <p>All pre-tests and post-tests included in these results will be reviewed using item</p>

		<p>*Increase of 23%</p> <p>(c) PT Faculty Certification Pre-test Ave.= 71% Post-test Ave.= 84%</p> <p>*Increase of 13%</p> <p>(d) Andragogy 101: Pre-test Ave.= 67% Post-test Ave.= 83%</p> <p>*Increase of 18%</p>	<p>analysis. Information will be targeted for specific subject areas and specific presenters who contributed test question and will be asked to raise the level of difficulty/learning for the next semester offered.</p> <p>Meetings/sessions will be conducted with presenters for Andragogy and PT Certification instructors to work on test questions and difficulty levels for assessments to reflect greater content learning on pre/post tests conducted in the future.</p> <p>Some of the tests for 2007-08 have already been administered at this time so significant results will not necessarily be available until 2008-09 (Andragogy is fall only).</p>
2.Offer POD courses/opportunities to increase the primary skill-levels of college employees	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.	2.This is a new standard added Fall 2007. No results will be available until Fall 2008.	2.Plan of Action: POD is currently working to offer/create opportunities as identified for AC faculty to use for evaluation results for 2008-09.

3. Automate enrollment and reporting process.	3. After receiving instruction, all AC employees will enroll in POD courses using POD enrollment self-service on the the average of 40% of the time as identified through a customized Colleague reporting process.	3. No data available 2006-07 Results: This goal has not been tracked since resources for implementation are not yet in place. The request is still on the list for Colleague Committees but it has not been identified as a priority issue due to other Colleague-based requirements on ITS.	3. Plan of Action: This goal will be retained since we recently requested that it remain on the list of tasks to be accomplished in Colleague. POD will routinely check on the progress of this request throughout the year with the hope that it will become a greater priority.
4. Increase opportunities for faculty to develop professional skills and knowledge through a combination of the following: a. Educational leaders brought to campus for faculty presentations b. Internal development planned and led by the College's own faculty c. Creation and support of special interest groups and communities of practice	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 goals.	4. No data available since this is a new standard added Fall 2007. No results will be available until Fall 2008.	4. Plan of Action: POD is currently working to offer/create opportunities as identified for AC faculty to use for evaluation results for 2008-09.

(Aligned with AC Strategic Plan Revision 2007 - 7.2.2)

5. Refine and use of POD database for documenting and tracking goals for individual employee development.

5. After completing POD plans as a part of the employee performance evaluation process, 40% of AC classified and administrative employees will 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. Efforts have been made to create sample groups with which POD is working to reflect true PD goals and to track their achievements for training. Employee evaluations still are not reflecting goals applicable to individual PD and employee growth. We would like to retain this goal for future PETS with a new strategy for achievement.

5. Plan of Action: POD retains this goal with the understanding that achievement will be difficult until a "master list" of training opportunities become readily available for the institution for internal employee training. This goal will be reviewed and monitored as progress for implementing standard opportunities/menus for training are achieved. POD will review this process again with the hope of making true progress after evaluation and hopeful implementation of resources such as Mindleaders becomes a reality/standard for the college. Progress is anticipated during 2008-09.

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revised 8/1/05