

Definitions & Performance Indicators

Budget 2012 & Streamlining Workshop

Outcomes/Activity/Outputs

- **Outcome/(Learning outcome)**– A clear, concise statement that describe how students can demonstrate their mastery of a program goal. **Objective** -An alternative name for a learning goal or outcome. **Actionable results** – Results are actionable if they allow assessor to identify what needs to be changed to improve student learning.
- **Activity/strategy** – steps and actions taken to achieve and outcome/objective. ex. Provide a minimum of 3 tutoring sessions to students in ACE Language I per session
- **Output** – a quantity. ex. 2,480 credit hours, 2 workshops

What makes Good Learning Outcomes?

- Related to mission and college plan
 - Reflective of the changes in relevant literature
 - Reflective the ability to obtain the necessary information
 - Quantifiable
 - Acceptable by the college community as valid
- adapted from Santa Barbara City College

What makes a good outcome?

- Include a key performance indicator in the outcome – with criteria for success
 - Program and course student learning outcomes (SLOs)
 - Institutional and general education SLOs
 - Quality standards rubrics
 - Retention rates (fall to fall)
 - Persistence rates (fall to spring)
 - Degree completion rates
 - Job placement rates (data will have limitations)
 - Number and rate of who transfer
 - Success in subsequent related courses
 - Licensure/pass rates
 - Student goal attainment
 - Employer assessment of students

From Midlands Technical College

- The percent of gender and race of the student body at the college will be at parity with the composition the community
- In target curriculum course, success rates of students who complete developmental courses should be at least 85 per of success rates of students who were not required to enroll in developmental courses
- The percent of graduates will be within 5 percent parity with the composition of the community

From Midlands Technical College

- Eighty percent of associate degree students will demonstrate satisfactory mastery of the defined general education core competencies in their major
- Each client survey of students, alumni, employers, etc. will reveal 90 percent satisfaction with the individual programs
- Each program will establish specific program success goals (such as load, costs, enrollment, graduates, etc.) and will meet or exceed 90 percent of those goals.

From Midlands Technical College

- MTC will maintain appropriate articulation agreements with 100 percent of all accredited senior institutions in the college's service area
- The college will maintain a 75 percent success rate (C or better, including withdrawals and incompetents) for students placed in targeted courses based on initial test data
- Ninety percent of students will be placed accurately in their initial English and math courses.

From Midlands Technical College

- The freshmen to sophomore retention rate will be at or above the national retention rate for two year public colleges
- Ninety percent or more of continuing and non-returning students surveyed will indicate satisfaction with instruction and satisfaction ratings will exceed national norms
- Ninety percent of students surveyed will rate course content and instructional quality of continuing education programs as satisfactory or better

From Midlands Technical College

- Student services departmental reviews will reflect an overall rating of 4 (good) on a 5 point scale (rubrics)
- Ninety percent of employers will rate MTC graduates as average or above average in general education, technical skills, non technical skills and readiness for the workforce
- The number of alumni who contribute services and resources will increase annually by 5 percent

From Midlands Technical College

- In a sample of existing business who use MTC education and training services, 80 percent will report MTC had a positive effect on employee productivity
- Eight percent of community leaders report that MTC is a positive influence on the quality of life in the community
- more than 50 percent of the college's faculty and staff will serve the community through professional, civic and educational services

From Midlands Technical College

- Overall college involvement in professional development activities will exceed 90 percent annually

General

- SLOs at all levels
- Retention rates (Fall to Fall)
- Persistence rates (Fall to Spring0)
- Degree completions rates
- Job placement rates
- Number of rate who transfer
- Success in subsequent, related courses
- Lcensure/Pass rates
- Participation rate in the service area

General (data may be difficult to obtain)

- Student goal attainment
- Employer satisfaction of students
- Client assessment of programs and services (at a minimum use student surveys)
- Demonstration of critical literacy skills
- Demonstration of citizenship skills
- Performance after transfer
- Responsiveness to community needs

MSU-GreatFalls Core Indicators of Effectiveness

Participation

Core Indicator 1: Enrollment Rates

Core Indicator 2: Regional Market Penetration Rates

Student Success

Core Indicator 3: Persistence (Retention)

Core Indicator 4: Graduation Rates

Core Indicator 5: Demonstration of Abilities

MSU-GreatFalls Core Indicators of Effectiveness

Academic Preparation

Core Indicator 6: Success of Remedial Students in Developmental Coursework

Core Indicator 7: Success of Remedial Students in Subsequent and Related Coursework

Workforce Development

Core Indicator 8: Workforce Degree Production

Core Indicator 9: Placement Rates

Core Indicator 10: Licensure and Certification Pass Rates

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Why Outputs?

- FSM BPS requires it!
 - 2,680 credit hours
 - 180 courses
 - Process 2000 finance documents
 - 3 workshops
 - Etc.

**Administrative Objectives Should be Constructed
Based on *Currently* Existing Services (include
criteria for success- stretch objective):**

