ALOHA!
Unit / Program Review Destinations:

I. Objectives

II. Rationales

III. Activities
I. Objectives
I. Objectives

What are they?

• specific, measurable statements of what is to be accomplished within a relatively short & well defined timeline.
## I. Objectives

Objectives should be **SMART**: 

<table>
<thead>
<tr>
<th><strong>SPECIFIC</strong></th>
<th>• Each objective has 1 key result</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MEASURABLE</strong></td>
<td>• Each objective is a statement whose attainment can be measured</td>
</tr>
<tr>
<td><strong>ATTAINABLE</strong></td>
<td>• Each objective is realistic in terms of the available resources</td>
</tr>
<tr>
<td><strong>RELEVANT</strong></td>
<td>• Each objective is central to the goal of the District, College, &amp; the unit/program</td>
</tr>
<tr>
<td><strong>TIMELY</strong></td>
<td>• Each objective should be able to be accomplished within the timeframe established</td>
</tr>
</tbody>
</table>
Example #1 (Instructional)

OBJECTIVE

- By the end of Spring 2013, improve success & completion rates for our students, particularly African-American students
Example #2 (Student Services)

OBJECTIVE

• Through the Spring 2013 semester, continue development & refinement of the Transfer Academy program to add additional cohorts annually (approx. 100 students each).
Example #3 (Administrative)

OBJECTIVE

• During Spring 2012, revenues to support college priorities will be increased by the foundation & by private grant funds.
II. Rationales
II. Rationales

What are they?

• descriptions of the documented need of the specific objective.

• The rationale may also provide data both supporting the need, and establishing a baseline for improvement.
Example #1 (Instructional)

OBJECTIVE

• By the end of Spring 2013, improve success & completion rates for our students, particularly African-American students

RATIONALE

• We do not understand why our "Skill Attainment" Core Indicator data declined in 2007-2008 and 2008-2009. Our skill attainment did not remain proportional to our significant enrollment growth.
Example #2 (Student Services)

OBJECTIVE

• Through the Spring 2013 semester, continue development & refinement of the Transfer Academy program to add additional cohorts annually (approx. 100 students each).

RATIONALE

• By adding additional cohorts and refining the program, we will be able to serve more students and support a large group of students (300-400+) towards transfer. The ultimate goal is a significant increase in transfer rates for LMC - specifically for historically underrepresented students.
Example #3 (Administrative)

OBJECTIVE
• During Spring 2012, revenues to support college priorities will be increased by the foundation & by private grant funds.

RATIONALE
• Maximum use of grant funds has been identified as a priority of budgeting by the President's Cabinet.
III. Activities
III. Activities

What are they?

• The specific actions to be taken by the unit / program that will lead to the attainment of the objective.
Example #1 (Instructional)

OBJECTIVE
• By the end of Spring 2013, improve success & completion rates for our students, particularly African-American students

RATIONALE
• We do not understand why our "Skill Attainment" Core Indicator data declined in 2007-2008 and 2008-2009. Our skill attainment did not remain proportional to our significant enrollment growth.

ACTIVITIES
• Fall 2012 - Conduct a CUE study to drill deeper into our department data to better understand factors contributing to the decline of skill attainment.
• Spring 2013 - Seek out professional development opportunities to build faculty skill to promote student skill attainment.
Example #2 (Student Services)

OBJECTIVE
• Through the Spring 2013 semester, continue development & refinement of the Transfer Academy program to add additional cohorts annually (approx. 100 students each).

RATIONALE
• By adding additional cohorts and refining the program, we will be able to serve more students and support a large group of students (300-400+) towards transfer. The ultimate goal is a significant increase in transfer rates for LMC - specifically for historically underrepresented students.

ACTIVITIES
• Develop specific program outcomes & assessment methods.
• Structure the 2nd & 3rd year components of the program.
• Investigate possible pre-Academy activities & programs.
• Revise our recruitment methods.
• Coordinate with other campus entities, including Leadership, Community Involvement, & English, Math, Biology, & Communications departments.
Example #3 (Administrative)

OBJECTIVE

• During Spring 2012, revenues to support college priorities will be increased by the foundation & by private grant funds.

RATIONALE

• Maximum use of grant funds has been identified as a priority of budgeting by the President's Cabinet.

ACTIVITIES

• Foundation: Train the board & foundation staff on giving strategies, set goals for board (of at least $20K), & conduct research of foundations to increase funding for capacity-building of the foundation.

• New Grant opportunities will be researched and proposals will be developed for grants (a minimum of $500K) which could fund college priorities which have a college "champion" & are documented by research, program review or other planning process.
Unit / Program Review Destinations:

OBJECTIVE

• specific, measurable statements of what is to be accomplished within a relatively short & well defined timeline.

RATIONALE

• descriptions of the documented need of the specific objective.
• may provide data both supporting the need, and establishing a baseline for improvement

ACTIVITIES

• The specific actions to be taken by the unit / program that will lead to the attainment of the objective.