

SET 13: EMP CLOSING THE LOOP PROFILE SUMMARY

Profile Summary - LMC Educational Master Plan Assessment - *Closing the Loop*

Goal #1:

Gaps/Challenges: An ineffective software assessment and program review tool; a need to effectively “close the loop” on college-wide assessment; develop and implement a research model to determine effectiveness of various modes of instruction (e.g., lab hours, online courses, etc.); develop a method to collect from across disciplines and share the best practices of effective student learning.

Areas for Improvement: Develop an effective software tool for assessment and program review while simultaneously using staff trainings to increase professional development on assessment. Also, increase faculty training to solidify the connection between classroom instruction and SLOs.

Goal #2:

Gaps/Challenges: Per the Student Equity Plan, the course success rate for African-American students was -10%, for Hispanic students it was -1%, and for foster youth students it was -18% as compared to the overall average rate for all groups; lack of faculty and staff that more closely reflects the community’s demographics.

Areas for Improvement: Recruit a more diverse faculty; Use of multicultural events and development of methods to remain connected with the College’s alumni; improve support and resources for Foster Youth students.

Goal #3:

Gaps/Challenges: Increasing the full-time to part-time faculty ratio; instructional technology enhancements and professional development are challenges along with the amount of time required to develop curriculum; programs to meet changing community/industry needs.

Areas for Improvement: Hire more full-time faculty; increase opportunities for professional development; allow more student input into curriculum development; data needs met on a more timely basis.

Goal #4:

Gaps/Challenges: Class size can be addressed by including multiple online sections for “in-demand” courses. January intersession and increased summer offerings to enable students to graduate on time. Priority registration for some students (e.g., Veterans, EOPS, etc.) is also a challenge.

Areas for Improvement: Increase the number of full-time faculty; hire a grant writer; and identify/change methods to increase course availability and course enrollment limits.

Goal #5:**Gaps/Challenges:**

- Synthesizing collaborative activities/projects into a program inventory.
- Motivating faculty and staff to participate in these college-wide activities has proven to be a challenge.
- Creating an environment of inclusivity requires more informed meetings involving departments, administrators, faculty, and staff.
- Finding time for faculty to reflect on measuring outcomes, and identifying learning objectives, teaching outcomes, etc., has also proven challenging.
- A lack of completion or major progress towards goals has proven challenging within the process of program review.
- District-wide, a need to increase cross-college projects (DVC, CCC, LMC).
- Find better ways to enable students to embrace a culture of innovation and collaboration.

Areas for Improvement: Develop a better/consistent method for tracking student success and for sharing collaborative/innovative projects. Offer more structural opportunities for faculty, staff, and students in order to encourage more creativity, collaboration, and innovation.

Goal #6:**Gaps/Challenges:**

- Still some unresolved issues from the EMP 2006-2016 (e.g., Program Review activities are not related to the outlined strategies with the EMP goals).
- The centralization of research and data at the District office has created difficulties for faculty and staff at LMC.
- Ensuring accuracy of data interpretation and understanding has proven a challenge.
- Administrative vacancies have also produced challenges to the College's planning efforts and processes.

Areas for Improvement: Increase institution-wide training on research and data, especially on program review (specifically regarding the alignment with goals). Additionally, ensure student participation in the processes of program review, planning and research.

OVERALL

- In the future when we start the development of the new EMP, the College needs to ensure that a mechanism is in place to capture our progress annually.

- While much of the work at LMC does happen in silos, the College needs to develop and implement a centralized method in which programs/unit can quickly enter and/or upload their current activities, projects, initiatives, successes and endeavors.
- Another challenge - large amount of evidence and information made it difficult to process. When developing our next EMP, the College needs to define metrics for each goal and establish benchmarks, which will ensure that the evidence specifically demonstrates achievement or underachievement of outlined goals.
- Identified areas for overall improvement are:
 - Establish a process to monitor, evaluate, and celebrate the progress of our EMP annually.
 - Define metrics for each goal and establish benchmarks when developing our new EMP.
 - Establish a method in which students can provide their feedback on college.