

## 2019-2020 Department Plan Initiative/Goal Examples

### Example 1: Initiative from MCC Space Travel Academic Department

#### Initiative Number \*

Rank your initiatives in numerical order, with 1 being the highest priority.

2

#### Initiative Title \*

Provide a brief title of this department initiative.

Eliminate Achievement Gaps

#### Initiative Description

A department initiative is a GOAL for the department/unit and should follow the S.M.A.R.T. principles of goal setting (Specific, Measurable, Assignable, Realistic, Time-bound). A goal reflects growth or change and is NOT a continuation of department's function. Goals focus the department on where it is headed and helps accomplish AMP and SEM goals and ultimately the strategic priorities and VMV of the college.

By 2020, increase course success rates of all groups by at least 5% through increased conversations focused on student success, professional development and use of culturally responsive teaching or other best practices identified to close achievement gaps.

#### Assessment Type and Criteria for Success

What data or metrics will be used to measure success? How will you know if this initiative is successful and goals are met?

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Course success rates provided by the Office of Institutional Effectiveness. The baseline year is AY2017-18. The overall course success rate for the MCC Space Travel Department was 75%. We will monitor success rates for the following groups (baseline rate): White (80%), Hispanic (72%), Asian (79%), Black (70%), American Indian (68%), First-Generation (73%), Pell (77%), Veteran (74%) and Athletes (72%). Goals will be met if each group increases success rates by 5%. We will also measure success by the number of department meetings that discuss this topic (goal: 90%) and the number of faculty in the department who attending training related to closing achievement gaps (goal: 80%), and the number of faculty who report changing teaching methods to reflect best practices on closing achievement gaps such as culturally responsive teaching (goal: 70%).

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#### Alignment with College Priorities, Goals and Initiatives

Briefly describe how this initiative aligns with one or more of the following: MCC Vision/Mission/Values, MCC Strategic Priorities (Strategic Enrollment Management and Effective Teaching and Learning), MCC Academic Master Plan, or MCC 4Cs Student Learning Outcomes. Make sure to select these related support using the middle tab of the menu on the right side.

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This initiative aligns with SEM Goal 3.2 (increase success rates), ETL Goals 3-4 and AMP Goal 1 (MCC seeks to craft curricular, environments and experiences that foster the development of knowledge and abilities).

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#### Related Needs / Budgetary Needs

Related needs can include resources from another department on campus- "in order to inform this department initiative, we need data from the Office of Institutional Effectiveness." It could also include the need to develop a new partnership with a high school or industry partner.

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Data from the Office of Institutional Effectiveness. Collaboration with CTL or MCC Achievement Team for info and training related to achievement gaps.

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## Example 2: Initiative from MCC Office of Institutional Effectiveness

### Initiative Number \*

Rank your initiatives in numerical order, with 1 being the highest priority.

3

### Initiative Title \*

Provide a brief title of this department initiative.

Tableau Development

### Initiative Description and Objectives

A department initiative is a GOAL for the department/unit and should follow the S.M.A.R.T. principles of goal setting (Specific, Measurable, Assignable, Realistic, Time-bound). A goal reflects growth or change and is NOT a continuation of department's function. Goals focus the department on where it is headed and helps accomplish AMP and SEM goals and ultimately the strategic priorities and VMV of the college.

By the end of 2018, complete the transition from Datasphere to Tableau with all Datasphere reporting recreated in Tableau, inventory of additional reporting needs created and prioritized, and user training guides published.

### Assessment Type and Criteria for Success

What data or metrics will be used to measure success? How will you know if this initiative is successful and goals are met?

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- 100% of Datasphere Reports recreated and available in Tableau.
- Inventory of existing reports completed and prioritized for creation in Tableau.
- End-user guides for login, general navigation, filtering, and subscriptions are published.
- All IE Research Analysts finish Tableau Level II Training Course. |

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### Alignment with College Priorities, Goals and Initiatives

Briefly describe how this initiative aligns with one or more of the following: MCC Vision/Mission/Values, MCC Strategic Priorities (Strategic Enrollment Management and Effective Teaching and Learning), MCC Academic Master Plan, or MCC 4Cs Student Learning Outcomes. Make sure to select these related support using the middle tab of the menu on the right side.

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Tableau reports and dashboards assist all campus staff in decision making, potentially supporting all priorities and plans through the ii process and data-informed decision making. Top Tableau dashboard priorities relate to reporting on retention/persistence data (SEM Priority 2), student completion data (SEM Priority 3), student survey data (SEM Priority 3) and enrollment/scheduling data (SEM goal 3.4 and ETL Goal 6).

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### Related Needs / Budgetary Needs

Related needs can include resources from another department on campus- "in order to inform this department initiative, we need data from the Office of Institutional Effectiveness." It could also include the need to develop a new partnership with a high school or industry partner.

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- Support from DOIE since they control Tableau publishing; work with them to simplify Tableau processes at the colleges so we can be more responsive.
- Tableau users to test dashboards and provide feedback.
- IE staff trained in Tableau to develop reports and dashboards.