Institutional Self-Evaluation Report

Improvement Plans

January 2021
### Improvement Plan under Standard I.B. Academic Quality and Institutional Effectiveness (ISER pg. 88)

<table>
<thead>
<tr>
<th>Goal</th>
<th>Activities</th>
<th>Responsible Parties</th>
<th>Outcomes</th>
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<tr>
<td><strong>Ensure that College constituents and the general public have access to disaggregated student assessment and achievement data for evaluation and planning</strong></td>
<td><strong>January 2021</strong>&lt;br&gt;• Flex day workshop on how to locate, retrieve, and use disaggregated data&lt;br&gt;• Publication of recorded workshop and disaggregated data reports on website&lt;br&gt;• Communication of disaggregated data on student outcomes to BOT</td>
<td>President&lt;br&gt;President&lt;br&gt;Vice President of Administrative Services&lt;br&gt;Vice President of Instruction&lt;br&gt;Director of Research and Planning&lt;br&gt;Web Content Developer</td>
<td>Merritt Community view, discuss, and effectively use disaggregated data in program reviews &amp; APUs&lt;br&gt;Public has access to Merritt College data</td>
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<td><strong>Use disaggregated data to inform continuous quality improvement of programs and services to address equity gaps in student learning and achievement</strong></td>
<td><strong>March 2021</strong>&lt;br&gt;• Flex day workshop on the analysis of disaggregated data on course success, retention, certificate and degree completion, transfer, and employment to identify disproportionately impacted student subpopulations</td>
<td>President&lt;br&gt;Vice President of Administrative Services&lt;br&gt;Vice President of Instruction&lt;br&gt;Director of Research and Planning</td>
<td>Increased equity in student achievement for disproportionately impacted populations per 2018-2023 Strategic Goals and 2019-2022 Equity Plan</td>
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<td><strong>May 2021</strong>&lt;br&gt;• Spring planning summit presentation on institutional use of disaggregated data for evaluation, planning, and improvement&lt;br&gt;• Incorporation of equity goals into the EMP</td>
<td>Academic Senate&lt;br&gt;Institutional Effectiveness Committee&lt;br&gt;Student Success and Equity Committee&lt;br&gt;Educational Master Plan Taskforce</td>
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## Improvement Plan under Standard II.A. Instructional Programs (ISER pg. 130).

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<th>Outcomes</th>
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| Prioritize program-level assessment in alignment with student completion goals and Guided Pathways | November 2020  
  - Validation of APUs for program-level assessment by SLOAC  
  December 2020  
  - Prioritization of resource requests in APUs based in part on assessment | Academic Senate  
  SLOAC  
  Deans  
  Vice Presidents  
  Budget Committee  
  Facilities Committee  
  Technology Committee | Data that demonstrates students achieve program level goals upon completion of certificate or degree using job placement rates, transfer rates, and exam completion |
|                                                                     | Spring 2021  
  - Posting of program-level assessments, validated APUs, and resource request prioritizations on website |                             |                                                                          |
| Accelerate ILO assessment                                            | December 2020  
  - Identification of two ILOs for assessment in spring 2021  
  January 2021 (Changed to Feb, 2021)  
  - Flex day launch of new ILO assessment cycle  
  March 2021  
  - Flex day discussion of ongoing ILO assessment  
  *Addition: April 2021 Part II – Communication ILO Discussion Follow-up “Teamwork” rubric*  
  August 2021  
  - Flex day presentation on spring 2020 ILO assessment results | Administrators  
  Faculty  
  Classified Professionals  
  Academic Senate  
  SLOAC  
  *Addition: Accreditation Committee* | Graduating students have the academic, life and citizenship skills to thrive in work, relationships, and participate in civic society. |
### Improvement Plan under Standard IV.A. Decision Making Roles and Processes (ISER pg. 232)

<table>
<thead>
<tr>
<th>Goal</th>
<th>Associated Actions with Dates</th>
<th>Person Responsible</th>
<th>Outcome</th>
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<tbody>
<tr>
<td>Empower and enable ASMC to channel student voices through the participatory governance process</td>
<td><strong>By Flex Day spring 2021 - Conduct thorough training for all ASMC members</strong>, to include: Roberts Rules, ASMC’s role in participatory/shared governance, PG Membership and leadership responsibilities, and how to run effective meetings</td>
<td>VP Student Services, Student Services Director, Professional Development Committee, Accreditation Committee</td>
<td>Strong, effective ASMC to engage meaningfully in Participatory Government</td>
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<td>Each Fall Flex Day moving forward (beginning with FA 21), provide thorough training for all ASMC members</td>
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<td>By Flex Day spring 21 - Provide thorough training for ASMC Student Advisor</td>
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<td>Annually, provide ongoing training for ASMC student advisor</td>
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<td><strong>ASMC Student Advisor will meet regularly (bimonthly) with ASMC leadership to check-in and hear any ASMC issues or requests</strong></td>
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<td><strong>ASMC Student Advisor will meet with college leadership on a regular (bimonthly) basis to provide updates and find solutions for any issues reported by ASMC</strong></td>
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<td>Implement clear channels of communication for the ASMC leadership to reach out to Merritt students</td>
<td><strong>ASMC Student Advisor will meet regularly (bimonthly) with ASMC leadership to gather information for outreach to Merritt Students</strong></td>
<td>Student Activities Director</td>
<td>Enable and empower ASMC to effectively reach out to Merritt College students</td>
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<td>ASMC Student Advisor will post ASMC announcements on Merritt College social media (<a href="#">Instagram</a>, <a href="#">Facebook</a>, <a href="#">Twitter</a>) on a weekly basis</td>
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