Purpose and Goals of Planning and Exploring the Relationship Between SLOs, AUOs, and PIE

In the interest of expanding dialogue and communication about essential college planning and evaluation processes, the Institutional Effectiveness Committee (IEC) takes this opportunity to clarify and explain some key elements. We desire that all members of the campus community have a sound working knowledge of how and why the campus conducts planning and evaluation. Key points include the following:

• **Student Learning Outcomes** (SLOs) and **Administrative Unit Objectives** (AUOs) constitute the *planning base* for establishing department goals and activities. By setting and assessing SLOs and AUOs, departments have the means to examine their internal effectiveness and establish priorities for improvement.

• Measurement and results of SLOs/AUOs assessment (and the selection of strategic actions) should drive requests for various types of resources needed.

• The **Planning for Institutional Effectiveness** (PIE) process is intended to *integrate* the various planning processes that a department may engage in (SLOs, budget analysis, enrollment trends, curriculum analysis, input from advisory/community/transfer stakeholders, categorical directions such as VTEA, Basic Skills, etc.).

• In conducting this integrated planning at the unit level, departments are expected to use and analyze data. One purpose of the PIE process is to document that decision-making is *evidence-based*.

• The extent to which a department participates in setting and assessing SLOs/AUOs is a measure of the amount of planning that is being done by the department. Lack of participation in SLO work may be regarded as evidence of insufficient planning by a department, which may in turn create a disadvantage in competing in various resource allocation processes.

A simplified diagram of the interconnected elements in the planning and evaluation cycle is included on page 2. The IEC strongly encourages every individual to become involved in understanding and participating in your unit-level PIE process to advance the department’s goals in the service of our students and the college.
SAMPLE: Connection of goal, SLO, Strategic Action and Resource Requests

Unit Goal: prepare students to be successful in college-level Math

SLO: Students will apply critical thinking to reason through steps in solving a math word problem
   - Assessment results showed only 50% of students met the assessment criteria.

Evaluation: Following implementation of the SA, continue to assess the SLO to determine if desired improvement occurs

Strategic Action: Implement the ‘model X’ math pedagogy to address math reasoning skills

Resource request: Computers/software to support implementation of ‘model X’ pedagogy

Resource request: Training for 8 faculty in use of ‘model X’ math pedagogy (travel/conference)

Other data to consider:
- Enrollment data
- Curriculum analysis
- Student success/retention in courses and program

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