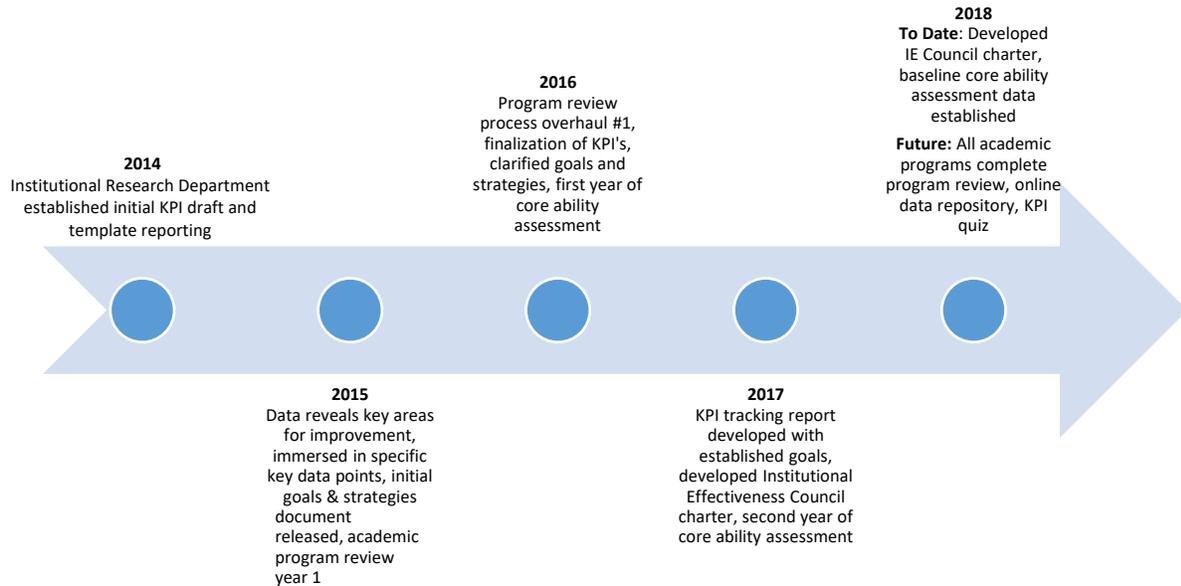


Project Objective 4: Increase Data Driven Decisions

Annual Measurable Objective & Key Performance Indicators (KPI)



In 2014, college departments and divisions largely did not have annual measurable objectives. After setting draft Key Performance Indicators (KPI's) in 2014, the college immersed itself in key data points including severely lagging indicators such as completion rates and fall-to-fall retention rates, as well as more actionable indicators such as fall-to-spring persistence and percentage of new students completing the first term in good academic standing. Each of the measures are disaggregated by subpopulations including, but not limited to, program type, ethnicity, developmental education status, campus, and high school GPA.

Review of this data and the Minnesota Strategic Framework led to the drafting of a public Annual Goals and Strategies document beginning during FY15 (www.minnesota.edu/?id=10551). Still in use, these documents incorporate annual goals and strategies for each division in the college.

During the 2014-2015 academic year, the three-year program review cycle underwent a preliminary revision including the use of a consistent data set and a re-scheduling of the program review timeline. In late FY15, a meta-review of the program review process led to process changes. These changes include a stronger focus on establishing future directions and goals. By the end of FY18, nearly all academic

programs will have completed the process and established annual, measurable goals. An additional update to the process is expected at the end of the fiscal year to improve the coordination and alignment between the institution's mission, the program's mission, as well as course, program, and core ability assessment.

Throughout the past several fiscal years, M State leadership has realized that culture change is necessary to increase data driven decision-making. To better institutionalize developed processes, the President's Cabinet recently approved an Institutional Effectiveness Council to oversee the setting of goals, reviewing the assessment measures for those goals, and recommending process improvements to President's Cabinet. To date, 100% of the college's 10 divisions have annual measurable objectives while 73% of academic programs have annual goals and 60% have completed one cycle of program review. With four current program reviews and another 14 scheduled during the spring term and fall terms, the percent of academic programs completing program review is expected to achieve 100% compliance by December 2018.

While each of the college's 10 divisions have annual measurable objectives, more improvement is needed. With overarching objectives guiding the work of each division, concrete strategies need to be developed. These strategies shall include criteria for success, assessment plans, and regular review. To aid in each of these areas, the college has purchased a license for TK20 assessment software and is developing a rollout plan.

During FY17, President's Cabinet approved a final list of KPI's. Institutional research developed a tracking sheet for these KPI's and set preliminary goals based on the Minnesota State System established goals and the goals established in the Goals and Strategies document. During the summer 2018 and fall 2018 staff and faculty in-service days, a survey will be employed to determine the level of staff and faculty knowledge of the key indicators of effectiveness as an evaluation of how well the college has disseminated information regarding these key performance indicators.

Using Title III funding, the college has purchased a license for TK20 and continues to work on implementing the software. During late FY17 and early FY18, the software has been tested using a few different departments. This testing has helped inform the development and revision of forms. Rollout to the college community is planned throughout the spring and summer 2018 terms.