



# The Good, the Bad, and the Ugly of Assessment

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 Metropolitan  
Community College

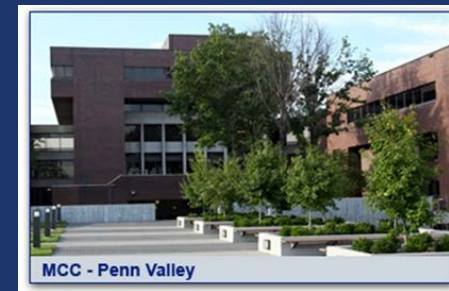
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# Metropolitan Community College - Who are We?

- Located in Kansas City, Missouri
- Five Campuses
- Fall Enrollment of over 17,000 credit students
- Strong Transfer Programs
- Offering 120 Programs



# Metropolitan Community College – Let's Break it Down

MCC Fall Enrollment  
**17,025**



## Fall Enrollment Student Profile



**18%** of high school graduates within MCC's in-district area enroll at MCC for the fall immediately following their graduation.

**24** Average Student Age  
**21** Median Student Age

**37%** STUDENTS OF COLOR

# What's Been Happening at MCC?

- HLC visit in 2016 resulted in a follow up report (Fall 2017), focusing on *Shared Governance* and our *Strategic Plan*.
- Criterion 4B (Assessment) was “Met”; however, comments included an observation that the college seemed to be going in many directions with assessment creating a perceived chaotic approach

Since 2016, MCC has experienced:

Significant  
Attrition in  
Leadership

A complete  
Restructuring of  
it's Staffing Table

Decrease  
Enrollment and a  
loss of operating  
revenue

An Absence of  
Assessment

Program Review  
put on hold to be  
re-evaluated

# The Good

## *A New Assessment Process and Plan*

### Spring, Summer, and Fall 2018



 Spring 18 - New assessment plan presented to campus assessment committees

 Summer 18 - Three Summer Assessment Institutes held on MCC's new assessment process

 Fall 18 - Faculty Professional Development day held on assessment

 Fall 18 - Assessment open forums held on each campus



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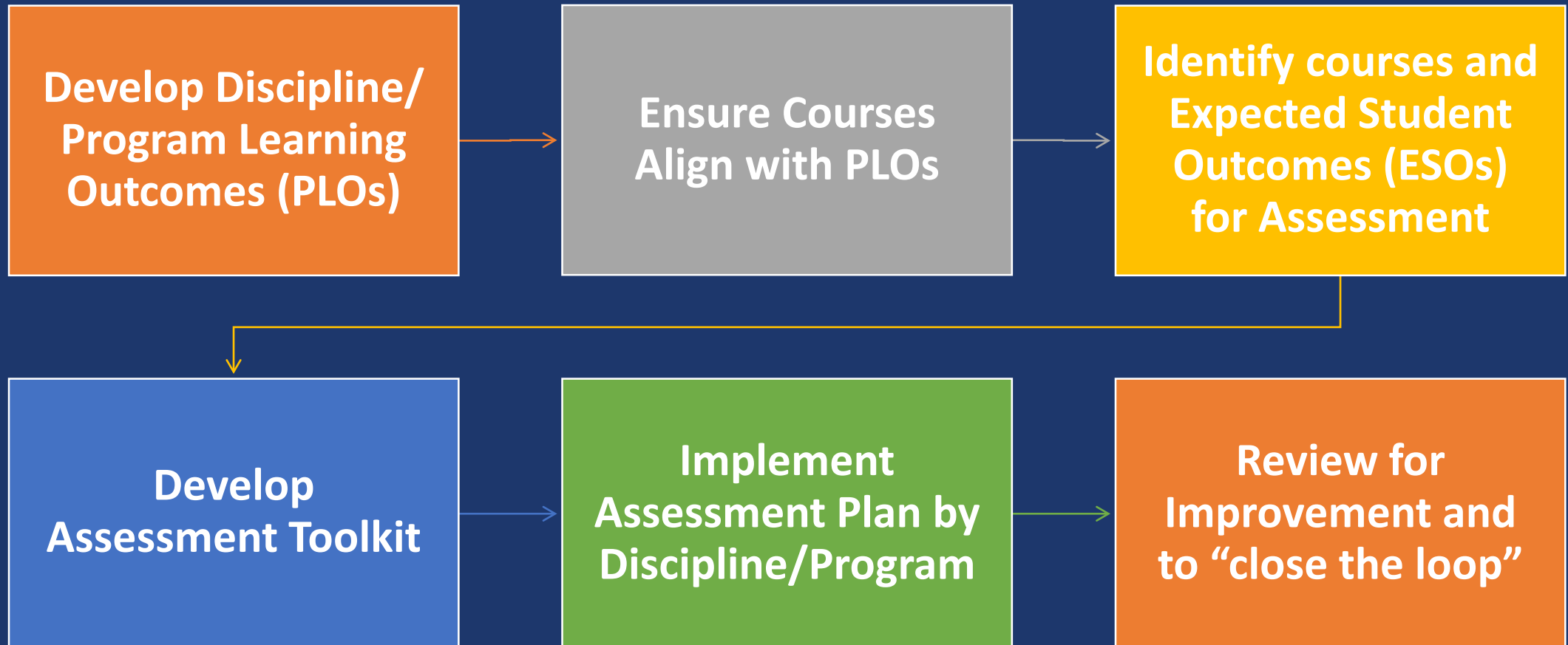
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# Assessment Goals Identified Moving Forward

By Fall 2020, MCC will meet or exceed the following:

- All Disciplines and Programs will have Program Level Outcomes identified
- All Course Level Outcomes will be aligned with Program Level Outcomes
- 50-75% of courses will be in or have completed one cycle of assessment

# MCC's Assessment Process



# Assessment Groups

As of September 2018, Disciplines and Programs were placed into one of three groups:

- Group 1: Disciplines and Programs did not have PLOs
- Group 2: Disciplines and Programs had PLOs
- Group 3: Disciplines and Programs had
  - PLOs identified
  - Courses mapped to the PLOs
  - Courses and ESOs identified for assessment
  - Assessment tool kit developed



# Assessment Timeline

<b>MORE THAN A GREAT FUTURE.</b> <span style="float: right;">#BeMoreAtMCC</span>			
<b>Assessment Timeline By Group</b>			
Semester/Year	<b>Group 1</b> Disciplines or Programs <u>without</u> Program-Level Outcomes (PLOs)	<b>Group 2</b> Disciplines or Programs with Program-Level Outcomes (PLOs)	<b>Group 3</b> Disciplines or Programs with an Assessment Tool Kit
<b>Fall 2018</b> Due December 4 or earlier	<ul style="list-style-type: none"> <li>Develop PLOs</li> <li>Ensure course alignment with PLOs</li> </ul>	<ul style="list-style-type: none"> <li>Identify ESOs for assessment</li> <li>Develop Assessment Tool Kit for all courses</li> </ul>	<ul style="list-style-type: none"> <li>Identify ESOs for assessment</li> <li>Begin Assessment for the first 25% of courses in a discipline or program (<u>Cycle 1-FT Faculty only</u>)</li> </ul>
<b>Spring 2019</b> Due April 10 or earlier	<ul style="list-style-type: none"> <li>Identify ESOs for assessment</li> <li>Develop Assessment Tool Kit for all courses</li> </ul>	<ul style="list-style-type: none"> <li>Begin Assessment for the first 25% of courses in a discipline or program (<u>Cycle 1-FT Faculty only</u>)</li> </ul>	<ul style="list-style-type: none"> <li>Meet to discuss lessons learned</li> <li>Continue Cycle 1 assessment of courses in a discipline or program (<u>FT and PT Faculty</u>)</li> </ul>
<b>Fall 2019</b>	<ul style="list-style-type: none"> <li>Begin Assessment for the first 25% of courses in a discipline or program (<u>Cycle 1-FT Faculty only</u>)</li> </ul>	<ul style="list-style-type: none"> <li>Meet to discuss lessons learned</li> <li>Continue Cycle 1 assessment of courses in a discipline or program (<u>FT and PT Faculty</u>)</li> </ul>	<ul style="list-style-type: none"> <li>Develop a plan for improvement based upon assessment results</li> <li>Begin Assessment for the next 25% of courses in a discipline or program (<u>Cycle 2-FT Faculty only</u>)</li> </ul>
<b>Spring 2020</b>	<ul style="list-style-type: none"> <li>Meet to discuss lessons learned</li> <li>Continue Cycle 1 assessment of courses in a discipline or program (<u>FT and PT Faculty</u>)</li> </ul>	<ul style="list-style-type: none"> <li>Develop a plan for improvement based upon assessment results</li> <li>Begin Assessment for the next 25% of courses in a discipline or program (<u>Cycle 2-FT Faculty only</u>)</li> </ul>	<ul style="list-style-type: none"> <li>Continue Cycle 2 assessment of courses in a discipline or program (<u>FT and PT Faculty</u>)</li> </ul>
<b>Fall 2020</b>	<ul style="list-style-type: none"> <li>Develop a plan for improvement based upon assessment results</li> <li>Begin Assessment for the next 25% of courses in a discipline or program (<u>Cycle 2-FT Faculty only</u>)</li> </ul>	<ul style="list-style-type: none"> <li>Continue Cycle 2 assessment of courses in a discipline or program (<u>FT and PT Faculty</u>)</li> </ul>	<ul style="list-style-type: none"> <li>Develop a plan for improvement based upon assessment results</li> <li>Begin Assessment for the next 25% of courses in a discipline or program (<u>Cycle 3-FT Faculty only</u>)</li> </ul>

# What's Happening with Assessment Today

- A dedicated position for Assessment was created
  - January 3 - The Executive Director for Curriculum and Assessment was hired and started
- Professional Development days for Assessment were held
  - January 10 and 11 - Faculty Professional Development Day along with a portion of In-service was held with a focus on assessment
- Faculty meetings held to review Assessment Groups status and progress → → 38 meetings to date

# What's Happening with Assessment Today

- Verification of Program Learning Outcomes (PLOs) for Disciplines/Programs

Remember by Fall 2020, MCC is to meet or exceed the following:

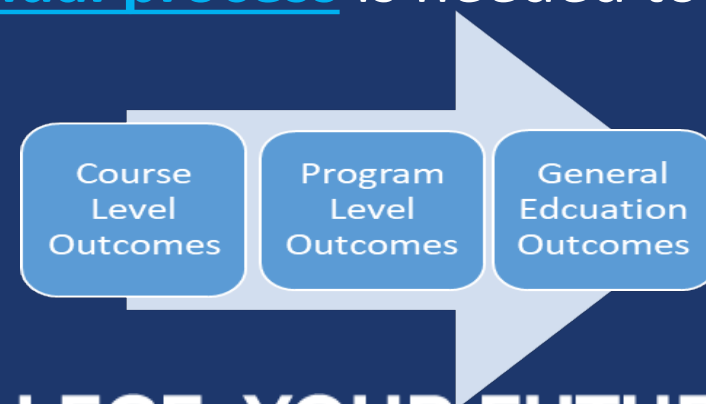
- All Disciplines and Programs will have Program Level Outcomes identified
  - Gen Ed PLOs Verified: 93%
  - CTE PLOs Verified: 94%

# The BAD



## What's **Not** Happening with Assessment

- Delay has occurred in groups starting their assessment
- Systematic and clear communication on assessment has been “hit and miss”
- Automated data analysis is missing in the process. Once faculty submit data into the Blackboard Shells, a manual process is required to pull the data for each class associated to a course and another manual process is needed to calculate the aggregate data.
- A comprehensive assessment plan is needed



The **UGLY**



**What's JUST AROUND THE CORNER for Assessment**



- Report is Due **November 30, 2019**
- Visit is **February of 2020**

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# Plan of Attack for Fall 19

- During the **first four weeks of the semester**, meet with Disciplines and Programs to discuss assessment progress and to share out data for groups who have run assessments
- Evaluate the Assessment Plan for improvements
- Identify a “permanent” home for managing Assessment
- Re-start the Discipline/Program Review process
- **Communicate, Communicate, and Communicate!**

Questions?  
Comments?