

2015 Conversation Day

Category One: Helping Students Learn

1 – Identifying underprepared and at-risk students, and determining academic support needs

- Small step – Effective use of current placement and needs assessment processes
- Big step – Improve student evaluation, placement, and needs assessment processes to meet our current and future student needs

2 – Determining and communicating the preparation required of students for the specific curricula, programs, courses, and learning they will pursue

- Small step – Provide clear degree pathways for students
- Big Step – Consistent and accurate communication of expectations and outcomes for all degree programs at all points of student contact with the college

3 – Determining and addressing the learning support needs (tutoring, advising, library, laboratories, research, etc.) of students and faculty

- Small step – Effective communication of learning support available to students
- Big step – Determine learning support needs and effectiveness of our current learning support services

Category Two: Meeting Student and Other Key Stakeholder Non-Academic Needs

1 – Meeting changing student needs

- Small step – personal awareness of cultural and social needs of students and stakeholders
- Big step – Understanding the non-academic needs of our students and stakeholders. **We now know we just don't know.**

2 – Building Relationships with Students

- Small step – learn student names, be available, smile, support student activities
- Big Step – We value this and do it pretty well, but it is important for us to identify how to improve in this area.

Category Three: Valuing Employees

1 – Designing hiring processes that result in staff and administrators who possess the required qualification, skills, and values

- Small step – Strictly follow the current hiring process
- Big step – Hiring process is under review through the Employee Continuity AQIP Action Project

2 – Recruiting, hiring, retaining, and orienting employees

- Small step - Build relationships with new employees
- Big step – Orientation and mentoring processes are under review through the Employee Continuity AQIP Action Project

Category Five: Knowledge Management and Resource Stewardship

1 – Allocating and assigning resources to achieve organizational goals

- Small step - Communicate funding decisions to supervisors
- Big Step - Evaluate engagement of all stakeholders in allocating and assigning resources

2 - Making data, information, and performance results readily and reliably available

- Small step - What decisions do I make and what data do I need to make those decisions?
- Big step – Process to identify and deliver data relevant to goals for departments and the institution with training on how to use the data