**College of the Siskiyous**

**Institutional Effectiveness Model**

- **Institutional Master Plan**
- **Mission Fulfillment Indicators**
- **Vision, Mission, Values**
- **Annual Report to the Community**
- **Rolling 3-year Strategic Planning Performance Appraisal**

**Student Success**

1. **2017-2020 DRAFT Strategic Action Areas**
   - Increase FTES
   - Streamline Processes
   - Improve Internal Communication
   - Better Community Interaction
   - Facility Improvement
   - Student Guidance/Success

2. **Functional Plans**
   - Foundation
   - Assessment
   - Facilities
   - Technology

3. **Unit Assessment Summaries**

4. **Institutional Human Resource Analysis**

5. **Program Reviews for Academic & Operational Unit Assessments**
   - Administrative Measures
   - Instructional Measures
   - President and Board Measures
   - Student Services Measures
   - Employee Recognition
   - Employee Enrichment

6. **Employee Assessment Measures**
   - Employee Recruitment & Retention Measures
   - 360° Employee Evaluations

7. **Continuous Quality Improvement Proposals (CQIP)**

8. **Performance Improvement & Innovation**

- **Shared Learning**
  - Measures of Institutional Effectiveness
    - ISLOs
    - Progression Measures
    - Completion Measures
    - VFA Measures
    - Employee Satisfaction
    - Earnings Survey

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*Based on Richland Community College Model of Institutional Effectiveness, 2005
Revised by Dr. Stephen Schoonmaker @ SOCC ’07, @ Clatsop CC ’11, @ COTO ’13 & ’15, and Siskiyous ’17*