
7. List significant modifications that were made to _____ if any _____, stating the reasons for having made the modifications and the improvements, if any, that resulted.

A few weeks in advance of reporting to the Board, the decision was made to focus only on the first two priorities in the plan. Although bringing together the elements of and finalizing the report remained a time-consuming endeavor, this served as motivation to reinforce the importance of regular reporting and updating in the second year implementation.

8. List significant modifications that have been made or will be made to _____, stating the need for them and the specific improvement desired.

The superintendent/president and IPE dean were scheduled to meet with one another and subsequently with each lead to finalize a revised set of outcomes, KPIs, baseline measures, and targets to ensure that these elements are practicable and provide an overall balanced approach to assessing, reporting on, and improving institutional strengths and weaknesses.

Templates were provided in Google Drive folders to all leads on goals that could in turn be shared with designated individuals and team members for their respective contributions and edits. The templates include space for monthly reporting as desired/required.

A scorecard for reporting on KPIs throughout the plan will be developed by the IPE Office, and will accompany the progress report on the 11 goals in the plan.

9. Please provide any additional comments about your CI process implementation.

The IPE Office coordinates and assists in facilitating the overarching evaluation and reporting process by establishing and sharing the time line and reporting procedure within the framework of established priorities, goals, outcomes, KPIs, baseline measures, and targets. The plans and progress made toward achieving goals and targets depends on the work of the leads and their designated individuals and/or teams. Whereas it is advantageous for many folks to be involved by assessing and reporting the progress on various elements in the plan, this approach requires that leads review and assemble the work, and the IPE Office facilitate the process and integrate the information forthcoming across all leads. Just as the strong links in the chain may have a positive, synergistic impact on results obtained, the weak links can have an adverse ripple effect.

The development and specification of metrics is a new learning experience for the college as a whole. As the current strategic plan is apparently the first one of its kind at the institution, the organization is not accustomed to developing explicit quantitative measures and targets for goals and outcomes.