

# Re-setting to Realistic

What to Measure?

Who will Implement?

Who will Fund and Manage?

## Communication. Collaboration. Critical Thinking. Continuous Learning. Responsible Citizen

<b>Scope</b>	
<i>Scope describes project boundaries by defining what the project will and will not deliver. Deliverables are tangible, verifiable outcomes that signify completion of objectives. Indicate specific features, functions, timelines, costs, quality needs, or other “must have” requirements that restrict the project.</i>	
<b>“IN” Scope</b>	<b>“OUT” of Scope</b>
<i>Describe specific items that <u>WILL</u> be included as part of the work performed by this project.</i>	<i>Describe specific items that <u>WILL NOT</u> be included as part of the work performed by this project.</i>
<ul style="list-style-type: none"><li>• Assess the alignment of the ILOs with the co-curricular record (CCR) project.</li><li>• Implementation plan</li><li>• Metrics</li><li>• Program implementation and operations cost estimate</li><li>• Communication plan</li></ul>	<ul style="list-style-type: none"><li>• curriculum mapping</li><li>• eportfolios</li><li>• CCR</li></ul>

# National Institute for Learning Outcomes Assessment

Making Learning Outcomes Usable & Transparent

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## Searchable Publications

Welcome to the NILOA Learning Outcomes Assessment Resource Library!

A variety of information including articles, presentations, reports, books, and helpful websites are located within this searchable library database. Use the search bar options or keyword search below to locate resources. Your search results will include a listing of similar items for each item in time spent browsing the library and do not hesitate to **contact us** should you have any questions.

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- \* • Using assessment for improvement
- Viewpoint
- Website

**Communication. Collaboration. Critical Thinking. Continuous Learning. Responsible Citizen**

## **Seven methods of evaluating Institutional Learning Outcomes**

1. **Program of Study Rubric:** L.Pegg/E. Fagan  
**Capstone** Project Program: P. French/E. Pierre
2. **Data:** Three Stage Student Self-Assessment: Student Entrance, KPI  
Second Semester, Graduate Surveys C. Del Conte/C.  
Williamson
3. **Experiential Learning** Co-op Orbis <sup>TM</sup> M. Thomson/L.Pegg
4. **Eportfolio** Program: P. French/V. Parke
5. **CCR** On-campus Student Achievements: C. Ozols
6. **Graduate/Achievement Awards** Program. V. Parke
7. Annual **Checklist** of College Facilities and Services: P. MacDonald/S.  
Estok

## Communication. Collaboration. Critical Thinking. Continuous Learning. Responsible Citizen

EE	Essential Employability Skills	ILO
<b>EE01-A</b>	Communicate clearly, concisely and correctly in the written, spoken, and visual form that fulfills the purpose and meets the needs of the audience.	<b>Communicator</b>
<b>EE01-B</b>	Respond to written, spoken, or visual messages in a manner that ensures effective communication.	<b>Communicator</b>
<b>EE02-A</b>	Execute mathematical operations accurately.	<b>Critical Thinker</b>
<b>EE03-A</b>	Apply a systematic approach to solve problems.	<b>Critical Thinker</b>
<b>EE03-B</b>	Use a variety of thinking skills to anticipate and solve problems.	<b>Critical Thinker</b>
<b>EE04-A</b>	Locate, select, organize, and document information using appropriate technology and information systems.	<b>Critical Thinker /Communicator</b>
<b>EE04-B</b>	Analyze, evaluate, and apply relevant information from a variety of sources.	<b>Critical Thinker /Communicator</b>
<b>EE05-A</b>	Show respect for the diverse opinions, values, belief systems, and contributions of others.	<b>Collaborator</b>
<b>EE05-B</b>	Interact with others in groups or teams in ways that contribute to effective working relationships and the achievement of goals.	<b>Collaborator</b>
<b>EE06-A</b>	Manage the use of time and other resources to complete projects.	<b>Responsible Citizen</b>
<b>EE06-B</b>	Take responsibility for one's own actions, decisions, and consequences.	<b>Responsible Citizen</b>

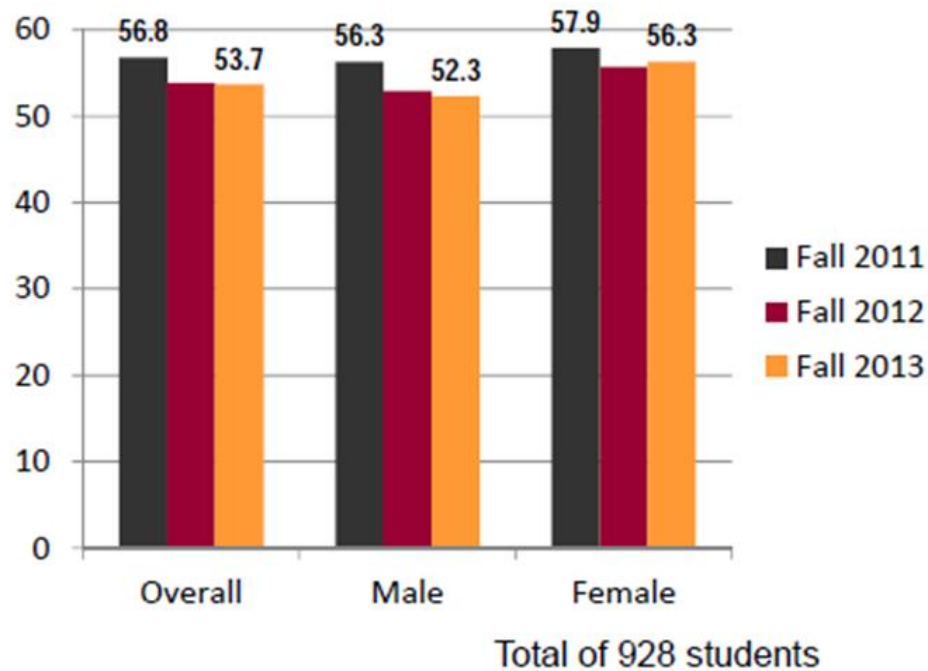


<b>Collaboration</b>	Capstone Outcome: Collaborate productively across networks to enhance knowledge, generate innovative ideas, resolve challenges and respond to change.	<b>Not Applicable</b>	<b>Not Demonstrated</b>	<b>Developing</b>	<b>Demonstrated</b>
Fundamental Skills	<ul style="list-style-type: none"> <li>❑ Listen and ask questions to understand and appreciate the points of view of others</li> <li>❑ Share information using a range of information and communications technologies</li> <li>❑ Seek different points of view and evaluate them based on fact</li> <li>❑ Be creative and innovative in exploring possible solutions</li> </ul>				
Teamwork Skills	<ul style="list-style-type: none"> <li>❑ Understand and work within the dynamics of a group</li> <li>❑ Ensure that a team's purpose and objectives are clear</li> <li>❑ Be flexible—respect, and be open to and supportive of the thoughts, opinions, and contributions of others in a group</li> <li>❑ Recognize and respect people's diversity, individual differences, and perspectives</li> <li>❑ Contribute to a team by sharing information and expertise</li> <li>❑ Lead or support when appropriate, motivating a group for high performance; Understand the role of conflict in a group to reach solutions</li> <li>❑ Manage and resolve conflict when appropriate</li> </ul>				
Personal Management Skills	<ul style="list-style-type: none"> <li>❑ Work independently or as part of a team</li> <li>❑ Carry out multiple tasks or projects</li> <li>❑ Be innovative and resourceful—identify and suggest alternative ways to achieve goals and get the job done</li> <li>❑ Be open and respond constructively to change</li> <li>❑ Learn from your mistakes and accept feedback</li> <li>❑ Cope with uncertainty</li> <li>❑ Be aware of personal health and safety practices and procedures, and act in accordance with them</li> </ul>				

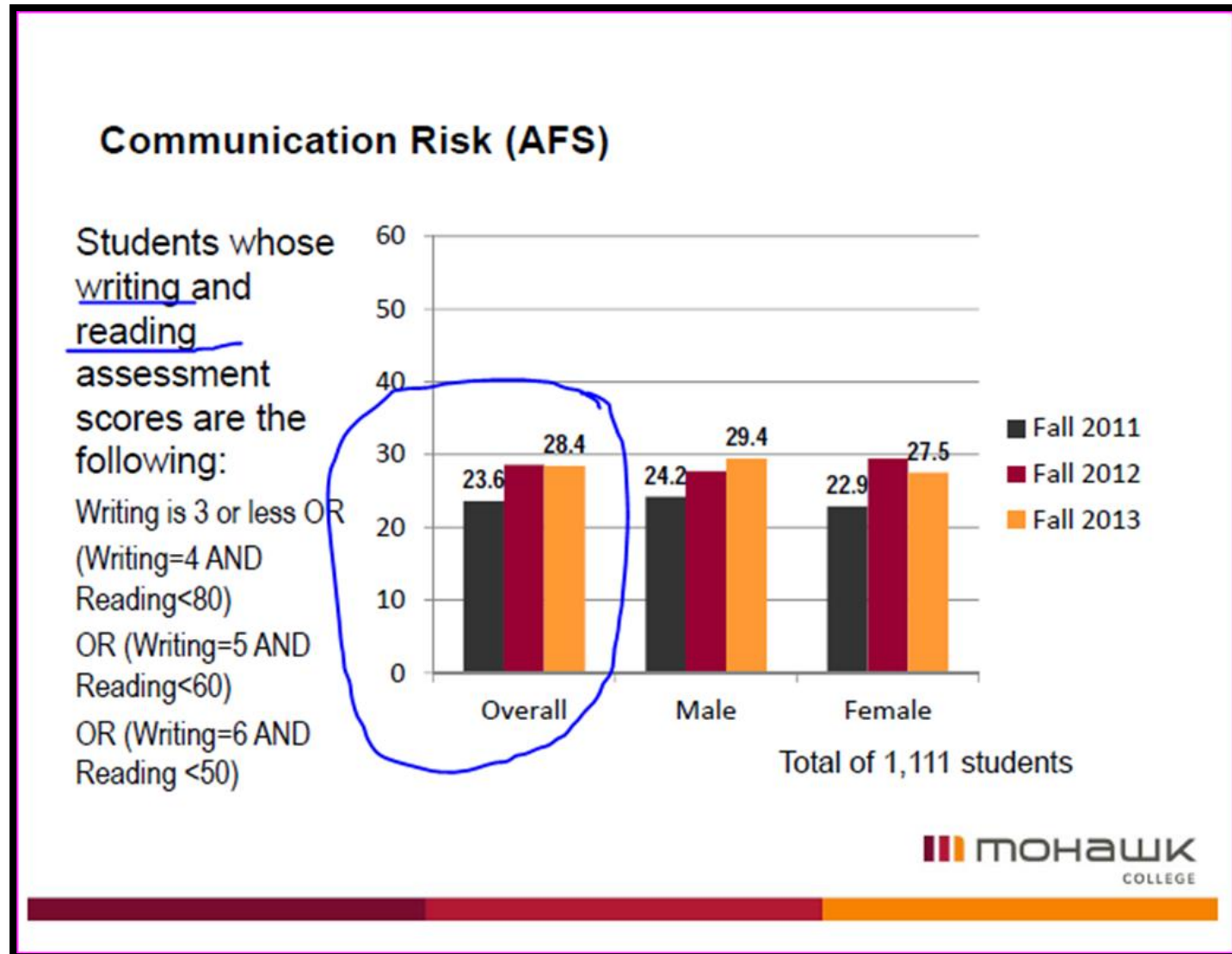
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### Math Risk (AFS)

Students who scored less than 60% on their math assessment or those who didn't assess but should have based on their program. Math assessment is required based on enrolled program



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## Math Risk (AFS)

A typical student who is at risk....

- Didn't write assessment
  - Can't make assumptions on their math ability
  - Disengaged
- Wrote assessment
  - Usually combined with poor communication assessment score
  - $\frac{3}{4}$ , %, ratios, decimals
  - Poor learning skills
  - Overwhelmed

## **Communication Risk (AFS)**

A typical student who is at risk....

- Struggles with reading comprehension, not volume
- Read long passages - Unable to critically comprehend & correctly decipher the author's meaning
- Not able to present a clearly delineated writing sample
- Writing is unstructured and grammatically incorrect

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From COMM 10265 Course Outline:

Policy: AC700 - Program Promotion and Graduation Requirements: A **minimum grade of 50% is required** as a course pass at Mohawk College. Please be aware, however, that a higher passing grade (minimum 60% or 70%) may be required if this course is taken as part of certain diploma or certificate programs. Please consult your Academic Department for details.

Additionally, if you are taking this course as part of a diploma or certificate program, be aware that you need an overall weighted grade point average (WGPA) of at least 60% to graduate. Graduation requirements are higher for some programs. Please check requirements with your department.

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	A	B	C	D
	ERM	SUBJECT CODE	COURSE CODE	EE_LIST
1	201330	ADVR	10009	EE01-A; EE01-B; EE02; EE03-A; EE03-B; EE04-A; EE04-B; EE05-A; EE06-A; EE06-B
2	201330	ARTT	10029	EE01-A; EE01-B; EE03-A; EE03-B; EE04-B; EE06-A
3	201330	BUSN	CB131	EE01-A; EE03-B; EE05-A; EE05-B; EE06-B
4	201330	BUSN	CB436	EE01-A; EE01-B; EE03-A; EE03-B; EE04-A; EE04-B; EE05-A; EE05-B; EE06-A; EE06-B
5	201330	COMM	10011	EE01-A; EE04-A; EE05-B; EE06-A; EE06-B
6	201330	COMM	10194	EE01-A; EE01-B; EE05-B
7	201330	COMM	10207	EE01-A; EE01-B
8	201330	COMM	10208	EE01-A; EE01-B
9	201330	COMM	LL041	EE01-A; EE01-B; EE03-B; EE04-B; EE05-A; EE06-B
10	201330	COMP	10018	EE01-B; EE03-A; EE03-B; EE04-A
11	201330	COMP	10027	EE01-A; EE03-A; EE04-A; EE04-B
12	201330	COMP	10039	EE03-A; EE03-B; EE04-B; EE05-B
13	201330	COMP	10129	EE01-B; EE02; EE03-A
14	201330	COMP	CO002	EE04-A; EE04-B
15	201330	COMP	CO884	EE01-A; EE03-A; EE03-B; EE05-B; EE06-A
16	201330	CRED	CE106	EE06-A
17	201330	EDUC	10002	EE01-B; EE03-B; EE05-A; EE05-B
18	201330	EDUC	EC115	EE01-A; EE03-B; EE05-A
19	201330	EDUC	EDE23	EE01-A; EE01-B; EE02; EE03-A; EE03-B; EE04-A; EE04-B; EE05-A; EE05-B; EE06-A; EE06-B
20	201330	ELEC	10049	EE01-A; EE01-B; EE03-A; EE03-B; EE04-A; EE04-B; EE06-A; EE06-B
21	201330	ELEC	10057	EE01-A; EE01-B; EE02; EE03-A; EE03-B; EE04-B; EE06-A; EE06-B
22	201330	ELEC	10061	EE01-A; EE01-B; EE02; EE03-A; EE03-B; EE04-A; EE04-B; EE05-B; EE06-A; EE06-B
23	201330	ENRG	10001	EE01-A; EE02; EE04-B; EE05-B
24	201330	ENVR	EA204	EE02; EE03-A; EE03-B; EE04-A
25	201330	FINC	10000	EE01-B; EE02; EE04-B
26	201330	GRAP	10072	EE01-A; EE03-B; EE05-A; EE06-A
27	201330	GRAP	10078	EE01-A; EE05-A; EE06-A
28	201330	GRAP	10150	EE04-A; EE05-B; EE06-A
29	201330	HLTH	10077	EE01-A; EE02; EE03-B; EE04-B; EE05-A; EE05-B; EE06-A; EE06-B
30				

**Communication. Collaboration. Critical Thinking. Continuous Learning. Responsible Citizen**

	A	B	C	D
1	TERM	SUBJECT CODE	COURSE CODE	EE_LIST
56	201330	MCOM	10014	EE01-A
64	201330	MGMT	10095	EE01-A
70	201330	MUSC	MU016	EE01-A
192	201330	LAWS	PF111	EE01-A
291	201330	EDUC	RT001	EE01-A
511	201330	HRES	GB273	EE01-A
903	201330	BLDG	EA635	EE01-A
921	201330	CRED	10000	EE01-A
975	201330	MUSC	MU581	EE01-A
999	201330	ENRG	10006	EE01-A
111	201330	MANU	ME225	EE01-A
128	201330	MUSC	MU011	EE01-A
166	201330	CHEM	10002	EE01-A
182				
183				
184				
185				

## Communication. Collaboration. Critical Thinking. Continuous Learning. Responsible Citizen

### **ILO02.0 Collaboration**Collaborator

Collaborate productively across networks to enhance knowledge, generate innovative ideas, resolve challenges and respond to change.

### **ILO02.1 Collaborator - Collaboration/Teamwork**

#### **Associated Achievement Statements**

- ILO02.1.a Collaborated with others in a group to plan, design, and/or carry out a task that met the agreed upon objectives or outcomes
- ILO02.1.b Collaborated across networks (with different teams, groups or community organizations) to reach a common goal
- ILO02.1.c Helped create and maintain a productive and positive environment that allowed for innovative ideas to emerge and develop
- ILO02.1.d Worked across differences to identify opportunities, negotiate challenges, and resolve conflict
- ILO02.1.e Led or supported the group as appropriate, and helped motivate the group for high performance
- ILO02.1.f Capitalized on others' knowledge, strengths and abilities to enrich the process, the outcome, and strength of the team
- ILO02.1.g Was respectful, open, flexible, and supportive of the thoughts, opinions, and contributions of others
- ILO02.1.h Was willing and able to share knowledge and skills with others to help them succeed
- ILO02.1.i Understood and adapted to the stages of group development and group dynamics while working as a team
- ILO02.1.j Learned from mistakes, reacted positively to feedback and direction, and provided constructive feedback to others

# Communication. Collaboration. Critical Thinking. Continuous Learning. Responsible Citizen

+		Not Applicable	Not Demonstrated	Developing	Demonstrated
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**ILO02.0 Collaboration Collaborator**  
 Collaborate productively across networks to enhance knowledge, generate innovative ideas, resolve challenges and respond to change.

**ILO02.1 Collaborator - Collaboration/Teamwork**  
**Associated Achievement Statements**

ILO02.1.a Collaborated with others in a group to plan, design, and/or carry out a task that met the agreed upon objectives or outcomes

ILO02.1.b Collaborated across networks (with different teams, groups or community organizations) to reach a common goal

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## Communication. Collaboration. Critical Thinking. Continuous Learning. Responsible Citizen

Eportfolios Implementation Summary							
School	Associate Dean	Faculty Lead	# Using D2L	# using Other	Other	# of students/ 1.11.13	30%
Business	Jane Cooper	Pat Schwenk	368	42	Weebly	1086	325.8
		Janet Mannen					
Business	Art Domenicucci	Christine DiCarlo	208			1120	336
		Carol Tristani					
Technology & Media Entertainment/Eng Tech	Bill Brimley		347			1012	303.6
Technology & Media Entertainment/Eng Tech	Tom Low	John Holloway				1359	407.7
Technology & Media Entertainment/Eng Tech	Chris Blackwood					905	271.5
Construction Eng	Chris Blackwood					171	51.3
SKILLED TRADES & APPRENTICESHIP	Doug Daniels	Robert Deeks	80			690	207
SKILLED TRADES & APPRENTICESHIP	Wayne Ostermaier	Roman Szpurko	will implement in fall				0
Health Sciences	Donna Rawlin					404	121.2
Health Sciences	Lori Koziol	Ajesh Singh	103			310	93
Human Services	Neil McMahon	Karen Falls				1595	478.5
Interdisciplinary Studies	Alison Horton	Nair Lacruz	365	25	Pathbrite	723	216.9
Interdisciplinary Studies	Gary Jennings	Christine Boyko Head	n/a				0
Justice and Wellness	Jo-Anne Proctor	Joanne Smith				1317	395.1
		Cheryl Burns			Jessica Johnson EA		0
					Mark Cormier EA		0
Media and Entertainment	Ken Wallis	Darryl Hartwick	45	214	LinkedIn,	1273	381.9
Co-op	Margaret Thomson	Lisa Dietrich	n/a				
<b>Total</b>			<b>1516</b>	<b>281</b>		<b>11965</b>	<b>3589.5</b>
<b>Total</b>				<b>1797</b>			
numbers don't include numbers from McMaster							



**Communication. Collaboration. Critical Thinking. Continuous Learning. Responsible Citizen**

# Cheryl Jensen



**My eportfolio Communicator Collaborator Continuous Learner Critical Thinker Responsible Citizen**

## My eportfolio

**I am Mohawk College's Vice President, Academic. I joined Mohawk as a professor in 1983. I have also served as Dean, Executive Dean, Vice President of Engineering Technology, Apprenticeship and Corporate Training, and Acting Vice President, Academic.**

**I am championing the implementation of eportfolios at Mohawk. Eportfolios are digital showcases of the Institutional Learning Outcomes demonstrated by all Mohawk graduates. In April 2013, the College's Board of Governors approved our inaugural set of Institutional Learning Outcomes.**

**Our graduates will be skilled:**

- **Communicators**
- **Collaborators**
- **Continuous Learners**
- **Critical Thinkers**
- **Responsible Citizens**

**Please feel free to explore this eportfolio which demonstrates my commitment to Mohawk College's Institutional Learning Outcomes.**

# Communication. Collaboration. Critical Thinking. Continuous Learning. Responsible Citizen

My eportfolio Communicator Collaborator Continuous Learner Critical Thinker Responsible Citizen

## Responsible Citizen

### Mohawk in the Community

I enjoy delivering this presentation when I am meeting with community groups. This presentation outlines the important roles which Mohawk fulfills in the Greater Hamilton Area - providing quality education which leads to gainful employment, a high-caliber workforce, and a strong sustainable community.



[Mohawk in the Community](#)

This is me in front of our living wall at the Fennell Campus.



# Insights – Science Behind Success

Student Success Dashboard

Eric Cooper



**Eric Cooper**  
100006  
Fulltime  
Faculty of Arts  
Music

Email Student

Notes and Referrals

Course List

College Preparedness ..... 65 %  
College Success Index ..... 57 %

Cumulative Credits ..... 32.0  
Credit Attempts ..... 34.0  
Completion Rate ..... 94 %  
GPA ..... 2.8

## All Courses



Success Index  
57 %

## MATH 1100-01



Success Index  
42 %

## PSCI 1100-55



Success Index  
64 %

- Drill-down student-level view
- Observe success index trends over time
- Investigate student success at the course level



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# Insights – Learning Visualized

Student Success Dashboard

Eric Cooper

Mathematics 1100-01

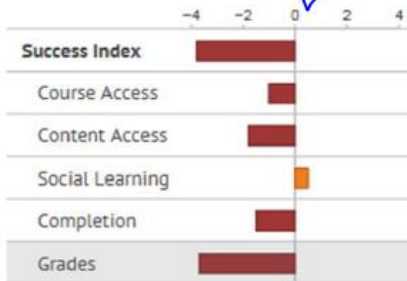


**Eric Cooper**  
100006  
Fulltime  
Faculty of Arts  
Music

Email Student

Notes and Referrals

Course List



## Grades

Overall Achievement	Student AVG	Class AVG	Class High	Class Low
	58 %	76 %	82 %	48 %



Grade Item	Grade	Weight
Report	55 %	10 %
Assignments	60 %	25 %
Quizzes	57 %	5 %
Mid-Term	65 %	20 %
Projects	70 %	10 %
Final	64 %	30 %

Innovative grades visualization allows for compare and contrast of grades right down to the grade item level  
Interactive drill-down of grade patterns to provide diagnostic insights

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5. Eportfolio Program: P. French/V. Parke
6. Graduate/Achievement Awards Program. V. Parke
7. Annual Checklist of College Facilities and Services: P. MacDonald/S. Estok

# Project Budget

Activity	Amount	Notes
D2L Annual Licence Fees – 5 year, consortium pricing	\$3,304,776	5 year licence fees @ 120,000 FTEs for consortium members including: implementation and perpetual license for Insights, upgrades and enhancements; LOA consulting over two cycles; Technical Account Manager
University of Guelph	\$343,740	Educational, Course/Faculty Developers and Project Lead (April 1, 2013 – March 31, 2014)
University of Guelph	\$347,652	Technology Developers and Implementation Team; Faculty Service time
McMaster University	\$395,000	Staff and faculty resources
McMaster University	\$283,000	Phase 1 and 2 – Oct – Dec; Phase 3 – Dec - March
Laurier	\$280,000	April 2013 – March 2014 - instructional designer, educational developer, faculty stipends, educational technology support and SIS integration
Mohawk	\$282,450	Staff to implement ePortfolio system and learning outcomes
Mohawk	\$36,000	Student awards and incentives; Travel and training in D2L/ePortfolio; Support for ePortfolio development; Internal keynotes with students and faculty
Waterloo	\$119,000	Faculty & instructor stipends; staff resources, RAs
<b>Total Project Budget (2013-14)</b>	<b>\$5,391,618</b>	

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## **Weekly Meetings of Academic Plan ILO Project Team Sept 23-Dec. 9, 2013**

- Define a set of metrics to measure the implementation of ILOs.  
Metrics developed and approved by Deans team by December 2013.
- Develop an implementation plan for the approved ILOs that engages both academic and student services stakeholders.  
Implementation plan approved by Deans team by December 2013.
- Develop a communication plan to support the implementation of the ILOs.  
Draft communication plan for review (by Deans team Dec 2013)

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## **Weekly Meetings of Academic Plan ILO Project Team January 27-March 31, 2014**

- Provide an Implementation Plan for ILOs.  
Provide Report by Feb. 3 for Feb. 12 , 2013 Board of Governors' Meeting.
- Provide an estimate of the costs and preliminary budget of initial implementation and ongoing costs.  
Provide Report by Feb. 3 for Feb.12, 2013 Board of Governors' Meeting.
- Provide a Communications Plan for ILOs.  
Provide Report by Feb. 3 for Feb. 12 , 2013 Board of Governors' Meeting.
- Report on consultations with college employees, current students and alumni.  
Provide Report by Feb. 3 for Feb. 12 , 2013 Board of Governors' Meeting.