



Evidence-based Assessment Strategies for Institutional Learning Outcomes Academic Plan 2013 Fall Term Project Team Status Report (December 2013)

Mohawk College's 2012 [Academic Plan](#) is a thematic accumulation of responses from both external and internal stakeholders when asked these three questions:

- 1. What might make students want to come to Mohawk over the next ten years?**
- 2. What core capabilities and skills might students need for the future?**
- 3. How might we enable high-quality learning over the next 10 years?**

Stakeholder responses included:

- Develop three to five Mohawk learning outcomes – the key skills or attributes that all students will develop p. 7.
- Develop and update online course outlines and online content guides p.3.
- Integrate development of key 21st century skills into all programs p.7.
- Implement a skills-assessment framework p. 7.
- Involve industry in assessment practices i.e. capstone projects p. 11.
- Implement a co-curricular transcript p. 5.

Project Team Members & Task

Carmelinda Del Conte, Sharon Estok, Erica Fagan, Peggy French, Pat MacDonald, Cathy Ozols, Valerie Parke, Lisa Pegg, Eleanor Pierre, Margaret Thomson, Cynthia Williamson, Kai Zhao met Monday afternoons, 2-4:00 PM, September to December in Rm i-208 of the Fennell Campus.

Project Team's Objectives

1. Action Board of Governor Priority Project: [Institutional Learning Outcomes](#). August 2013.
2. Understand role of learning outcomes within an Ontario college and the implications of Mohawk's newly adopted [Institutional Learning Outcomes](#).
3. Research further and build upon the [Recommended Measurement Techniques](#) for Mohawk's ILOs developed by the previous (2012-2013) Institutional Learning Outcomes Project Team.
4. Understand the alignment of [Mohawk's ILOs to Ministry of Trades, Colleges and Universities' Essential Employability Skills](#).
5. Inventory current global research on the importance of and priority on learning outcomes assessment in higher education institutions: [Providing Evidence of Student Learning: A Transparency Framework](#).

6. Understand that ILOs are integral to the work of all college stakeholders and that open cross-functional communication channels are fostered: [Mohawk Student Services Data Management Model](#). 2013.

Project Team's Findings

1. Mohawk's Institutional Learning Outcomes must be aligned to course and program learning outcomes during annual program review and semester-by-semester as faculty plan course assessments. Working with MTCU's defined Essential Employability Skills and research from the Conference Board of Canada Erica Fagan and Lisa Pegg led the team in developing a framework for all faculty to use when linking course learning objectives to the College's ILOs: [Fagan/Pegg Rubric](#)
2. MTCU's *KPI Graduate Satisfaction* and *Employer Satisfaction Surveys* could be used to measure both graduate and employer satisfaction with Mohawk's promise to graduate: Communicators, Collaborators, Critical Thinkers, Responsible Citizens and Continuous Learners.
3. Course Outlines and Course Learning Plans are integral to students' understanding and valuing their outcomes-based education. The majority of Ontario colleges make their course outlines available in a digital publically accessible format: Mohawk currently does not.
4. Eportfolios have been used extensively in postsecondary institutions to demonstrate [Essential Employability Skills](#) and are currently part of Durham College's [HEQCO-funded research](#).
5. [Co-curricular Records](#) and Workplace Integrated Learning Reports are recognized learning outcomes artifacts and should be mapped to our ILOs.

Project Team's Recommendations

That the College Leadership recognize and support significant and potentially disruptive organizational change in order to transform Mohawk into a learning organization with the capacity to educate students who will graduate with demonstrable skills as Communicators, Collaborators, Critical Thinkers, Responsible Citizens and Continuous Learners.

That the College's leadership accept the [Ten ILO Assessment Measurements](#) and assign a Project Team during the Winter 2014 Term to develop a Five Year Implementation Plan.

That a Project Team be assigned to develop and evaluated *Desire2Learn's* Competence Tool to measure course, program, and institutional learning outcomes as defined in: [PIF-funded D2L LOA Project November 2013-May 2019](#)

Project Team's Key Human and Digital Resources

All members of this project team researched and presented evidence of best practices in postsecondary learning outcomes.

Conference Board of Canada. [Employability Skills 2000+](#).

Nunley, C., Bers, T. & Manning, T. (2011). [Learning Outcomes Assessment in Community Colleges](#).

Scott, L. & Campbell, A. (2011). [Skills and Productivity Action Plan for Canada](#). Conference Board of Canada.

[What Faculty Unions Say About Student Learning Outcome Assessment](#). May 2011.