

The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) defines institutional effectiveness as “a systematic and documented process of assessing institutional performance with respect to mission in all aspects of the institution. An institutional planning and effectiveness process involves all programs, services, and constituencies; is linked to the decision-making process at all levels; and provides a sound basis for budgetary decisions and resource allocations...” (The Principles of Accreditation, December 2017, p. 19)

Temple College complies with the principles of SACSCOC by conducting a continual process of identifying, gathering, analyzing, and reporting data. Where the Temple College Strategic Plan focuses on the long-range performance on a specific set of clear goals and objectives, the Institutional Effectiveness Plan (IE Plan) provides operational focus for the successful performance of the college, in instructional areas and student support services. The IE Plan supports the Temple College Mission, which states

The mission of Temple College is to foster student success for our diverse community by providing quality lifelong learning and enrichment experiences that empower students to achieve their dreams and aspirations.

Although the IE Plan supports the College’s Strategic Plan, the IE Plan does not have a rigid timeframe, but is designed to support continuous improvement through systematic longitudinal assessment. New goals and associated objectives and metrics may be added as needed. The IE Plan is designed to monitor key performance indicators (KPIs) to assess the overall strength of the college’s programs, services, and initiatives. Focused heavily on student success, the IE Plan consists of a number of indicators, evaluated by monitoring several goals and related outcomes measures. Each goal-supporting outcome measure contains benchmark data to establish performance baselines and determine direction for planning.

Many of the goals in the Temple College IE Plan also support the state of Texas 60x30TX Strategic Plan. According to this plan, by the year 2030, at least 60% of the Texas population between the ages of 25-34 will have a degree or other educational credential. Underlying the 60x30TX plan are three additional goals centered on student success: completion of a degree or certificate, marketable skills achievement, and student debt.

The purpose of the IE Plan is to establish an annual cycle through which the Office of Institutional Effectiveness, Research, and Planning may deliver timely and relevant information to inform sound decision-making at

the college. Data for the IE Plan are gathered from multiple sources throughout the college and information derived through the process is compiled and broadly disseminated. Thus, the IE Plan also supports *The Principles of Accreditation: Foundations for Quality Enhancement* of the Southern Association of Colleges and Schools Commission on Colleges (SACS-COC), which include:

SECTION 7: Institutional Planning and Effectiveness

1. The institution engages in ongoing, comprehensive, and integrated research-based planning and evaluation processes that (a) focus on institutional quality and effectiveness and (b) incorporate a systematic review of institutional goals and outcomes consistent with its mission. (Institutional Planning) [CR]
3. The institution identifies expected outcomes of its administrative support services and demonstrates the extent to which the outcomes are achieved. (Administrative effectiveness)

SECTION 8: Student Achievement

1. The institution identifies, evaluates, and publishes goals and outcomes for student achievement appropriate to the institution's mission, the nature of the students it serves, and the kinds of programs offered. The institution uses multiple measures to document student success. (Student achievement) [CR]
2. The institution identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results in the areas below:
 - a. Student learning outcomes for each of its educational programs. (Student outcomes: educational programs)
 - c. Academic and student services that support student success. (Student outcomes: academic and student services)

assessment goals and outcomes that support the Temple College Strategic Plan. Student learning outcomes (SLOs) are required of all instructional areas and are used to demonstrate the strength of programs and courses at the college. WEAVE Online is the assessment software used in the unit planning process. Units begin preparation of their annual goals, objectives, measures, and targets in early fall and report their progress in the following fall. Data that will support successful accomplishment of the goal must be clearly defined and readily available or obtainable during this step.

- **Step 4. Gather, analyze, and report data annually.** Data specified in Step 3 are collected by the unit, with the support of the Office of Institutional Effectiveness, Research, and Planning (IERP), where appropriate and previously agreed upon. Analysis may be done by the unit or in collaboration with the IERP. Results of the annual assessment are reported through WEAVE Online and goals that are not met require the development of an Action Plan. The Action Plan must include discussion of the possible explanations why the goal was not met, the actions that will be taken (if possible) to achieve the goal, and the new timeframe in which the goal will be completed.
- **Step 5: Review annual progress and redefine Strategic Plan goals or metrics if needed.** At the end of each annual cycle, the Strategic Plan is re-evaluated to determine whether the priorities upon which the plan was based have changed or become outdated. In most cases, even if the 5-year target has been met, the goal and its associated metrics should remain in place to maintain the stability and integrity of the plan.