

## **Title: Redefining Program Competencies and Assessment- For Agriculture Programs**

### **Description of Action Plan Goal:**

To review and refine the Agriculture Program competencies. To have these competencies approved by the ASC and develop useful assessment tools for the competencies which provide valuable assessment data to help direct and improve agriculture programs.

### **Strategies and Actions to Achieve Goal:**

1. Review existing agriculture program competencies with all agriculture faculty.
2. Rewrite and develop meaningful and useful agriculture program competencies
3. To have agriculture program competencies approved by ASC.
4. To develop new program competency assessment tools.
5. Collect new competency assessment data every semester.
6. Review competency assessment data on a semester basis with agriculture faculty.
7. Make adjustments to courses and programs based on assessment data.
8. Evaluate changes through assessment and review.

### **Projected Time Line for Goal Attainment:**

1. Review existing agriculture program competencies with all agriculture faculty. (Spring of 2018)
2. Rewrite and develop meaningful and useful agriculture program competencies (Fall of 2018)
3. To have agriculture program competencies approved by ASC. (Begin Fall of 2018 and complete Spring of 2019)
4. To develop new program competency assessment tools. (Spring of 2019)
5. Collect new competency assessment data every semester. (Begin Spring of 2019 and continue on a semester basis)
6. Review competency assessment data on a semester basis with agriculture faculty. (Begin following Spring Semester of 2019)
7. Make adjustments to courses and programs based on assessment data. (Begin Fall of 2019 and continue on a semester basis)
8. Evaluate changes through assessment and review. (Begin following Fall of 2019 and continue on a semester basis)

### **Feedback Method to Evaluate Attainment Progress Over Time (surveys, IR Data, learning assessments, and others):**

We will work with Dr. Bender and others to develop more meaningful competency assessment tools. This data will be collected and compiled on a semester basis. Institutional Research will compile and analyze data. Agriculture faculty will review data every semester, discuss results, and make adjustments to programs and courses as deemed beneficial. Agriculture faculty will continue to evaluate and improve assessment tools and information gleaned from results every semester.

**Describe Needed Resources with Cost Estimates (personnel, infrastructure, equipment and others):**

The primary resources will involve staff time and expertise. We want to work with those who have expertise in developing meaningful and measurable competencies. We also will require assistance in developing useful assessment tools. Finally the largest investment will come from the agriculture faculty who will meet frequently to establish competencies, reviewing assessments, and making required changes to courses and programs.

**Describe Planning Opportunities, Obstacles, and Consequences If Not Achieved:**

We truly believe that this process will provide valuable direction in developing and improving programs and courses. This process will allow us to make decisions based on data (facts) and provide value insights to our program. The primary obstacles for this will be time demands, poorly written competencies, and assessment tools that are subjective and don't provide accurate information for evaluation.

If we are not able to accomplish this goal we will find ourselves in a situation similar to where we are now. We will be lacking the direction and assessment information to build and improve our agriculture programs. As well as lacking good factual data to conduct our next program review.

**Upload Supporting Documents:**

None