

Division of Student Affairs Strategic Planning Guide for Initiative Groups

PHASE 3

Initiative Name: _____

Initiative Group Leader (s): _____

Initiative Group Leader (s) Contact Information (email, phone):

Step 6: Metrics (how we will know if we are successful)

Outcomes:

For each outcome listed in Step 1, identify specific data that needs to be gathered to measure the degree to which the outcome has been met by the intended target population.

Outcome	Data to be gathered and from whom	How will it be gathered	Who and when will the data be gathered	Who will analyze the data	Who will interpret and report the data	Who will use the data to make improvements
EXAMPLE						
1. Students will be able to compare and contrast institutional privilege with personal privilege after participation in the student affairs multiculturalism curriculum.	Participant writings of reflection paper	Stimulus questions to be addressed in the reflection paper, with use of rubric for assessing	At the end of instruction	Joan Doe and John Doe	Joan Doe and John Doe as well as instructors in the program	Instructors of the curriculum
2. Participants in the	Participant assessme	Assessment plans and	When assessme	Assessment	Assessment	Assessment Council

assessment education program will be able to write and implement a meaningful assessment project.	nt plan and report will be reviewed by assessment council members using a rubric	reports will be gathered and reviewed using a rubric. The rubric will be used to develop specific feedback for improvement	nt reports are completed—in September	Council members	Council members	members
---	--	--	---------------------------------------	-----------------	-----------------	---------

Outputs:

For each output listed in Step 1, identify specific data that needs to be gathered to measure the degree to which the output has been met by the intended target population.

Output	Data to be gathered and from whom	How will it be gathered	Who and when will the data be gathered	Who will analyze the data	Who will interpret and report the data	Who will use the data to make improvements
EXAMPLE						
A 5-session set of assessment workshops will be delivered during fall term	Number of sessions delivered	Count	Each session	Session instructors	Session instructors	Session instructors
At least one person from each student affairs department will participate	Number of assessment reports completed	Request from participants	At Sept due date			
	Number of participants and from which departments	Gathered from registration and attendance	Each session			

Step 7: Reflection

How does the strategic activity and the associated outcomes/outputs directly relate to the Division goals, and when related to students, the OSU Learning Goals for Graduates? Be specific and relate the strategic activity and each associated specific outcome and output to the areas listed:

Student Affairs Division Goals:

Strategic Activity Outcomes and Outputs	Related Division Goals
1. xxxxxx	
2.	
3.	
4.	

Add additional lines as needed

Student Affairs Goals

1. We will create environments that strengthen holistic personal development and well-being of students.
2. We will cultivate a positive, inclusive and engaging campus community where multiple perspectives are openly shared and can thrive.
3. We will be a teaching and learning organization. We will enhance our own knowledge and the knowledge of others.
4. We will develop global citizens who are prepared and empowered to make meaningful contributions that are socially relevant.

Learning Goals for Graduates:

Strategic Activity Outcomes and Outputs	Related Learning Goals for Graduates
1. xxxxx	
2.	
3.	
4.	
5.	

Learning Goals for Graduates

1. Competency and Knowledge in Multiple Fields
2. Critical Thinking

3. Pluralism and Cultural Legacies
4. Collaboration
5. Social Responsibility and Sustainability
6. Communication
7. Self-Awareness and Life-Long Learning

How did the process work for your group?

What challenges did you encounter?

What did you learn?

What would you do differently as a group if you were to start over?

What else could have been done to help you move through the planning steps more effectively?

Do you feel that your group was successful in their efforts?

Where to go for more information or assistance:

Contact: Rebecca Sanderson, Director
Student Affairs Research, Evaluation, and Planning
103 Poling Hall
Rebecca.sanderson@oregonstate.edu
541-737-8738

See **Glossary of Terms**: below

See **“Benny’s Strategic Planning Story”**: also below

(Many thanks to Maureen Cochran and Mum Mattison for their assistance with content and editing!)