

Institutional Effectiveness Committee (IEC)

March 4, 2026

E.Kuo, FH IRP
K.Harris, FH Instruction Office



Agenda

- Updates
 - Staffing
 - Approve Meeting Minutes – 2/12
 - Unlocking Opportunity
- Blueprint 2030 Evaluation: Scorecard & Meaningful Change

Blueprint Evaluation: Two Evaluation Tools

- **Implementation Scorecard**
 - Document progress
 - Monitor implementation
 - Identify successes, gaps, or areas needing improvement

Answers: Are we doing the work? What work are we doing?

- **Meaningful Change Rubric**
 - Measure performance using clear fields
 - Significant, lasting, or measurable impact on outcomes, experiences, or systems

Answers: Is the work making a difference (at the institutional level)?

Implementation Scorecard Recap: Year 1

- Streamline first year evaluation process using scorecard
 - Activities and anticipated outcomes are reported at the objective-level
 - Data, timeline, resources, and strategic coordination are reported at the goal-level

Years 2 to 5 Implementation Evaluation

- Report out at the goal levels
 - Unless objectives are added or revised
 - New objective activities should be highlighted

Scorecard Metrics

- What metrics are used to measure progress?
 - Progress rating scale
 - Completed/In Progress/Not Started
 - Other scales?

Implementation Evaluation: Progress Scorecard Visual – Goal Level Overview

- Data Status
 - [] Metrics identified (from Blueprint crosswalk)
 - [] Data collection (in progress)
 - [] Data analysis (objective team review)
 - [] Evidence of progress (leading indicators)

Implementation Evaluation: Progress Scorecard Visual – Goal Level Overview

- Timeline Status
 - [] Ahead of schedule
 - [] On schedule
 - [] Behind schedule
 - [] Revised schedule

Implementation Evaluation: Progress Scorecard Visual – Goal Level Overview

- Resource Allocation
 - [] Human resources
 - [] Financial resources
 - [] Physical resources
 - [] Technical resources
 - [] Resource gaps identified

Implementation Evaluation: Progress Scorecard Visual – Goal Level Overview

- Strategic Coordination
 - [] Cross-departmental
 - [] Cross-divisional
 - [] External alignment
 - [] Internal integration
 - [] Resource gaps identified

Include optional narrative text box for reflections

Implementation Evaluation: Progress Scorecard Visual – Objective Level Overview

Goal Number. Objective Number.

Activity (Activities)	Progress	Activity (Activities)	Lead	Collaborating Units/Programs	Outcome(s)	Metrics
[List specific actions planned]	<input type="checkbox"/> Completed <input type="checkbox"/> In Progress <input type="checkbox"/> Not Started	[List specific actions planned]	[Position or unit responsible]	[Others involved in implementation]	[List anticipated or achieved results]	[List leading and lagging indicators; aligned to institutional-level metrics]

Implementation Evaluation: Meaningful Change

- What does IEC need to know in order to evaluate meaningful change?

Meaningful Change Rubric

- Population Scope/Impact
- Sustainability/Longevity
- Alignment
- Cultural Shift
- Efficiency
- Performance/Outcomes

Population Scope/Impact

- Definition

- The proposed change affects a large number of people (e.g., more than 100 students, 50 staff, 50% of student population, etc.).
- The change impacts multiple departments or programs (divisions), not just one small group.

- Is there a standard/threshold?

- What prompt would engage discussion?

Population Scope/Impact

- Possible prompts
 - Does activity listed extend beyond a single unit/program to impact divisions or the larger college community?
 - Which student/employee populations would see the most direct impact?
- Scorecard connection
 - Link to “Participating Units/Program”

Sustainability/Longevity

- Definition
 - The proposed change is not temporary; it lasts beyond a short-term project.
 - Ongoing resource allocation for changes.
 - Practice or procedure is adopted.
 - Practice or procedure or outcome can be sustained.
- **Is there a standard/threshold?**
- **What prompt would engage discussion?**

Sustainability/Longevity

- Possible prompts
 - Is the activity being or can be institutionalized?
 - Are the resources identified enough/able to maintain changes?
 - Are ongoing resources integrated into budget/staffing?
- Scorecard connection
 - Link to “Resources” and “Coordination”

Alignment

- **Definition:**
 - Proposed change directly supports the Blueprint for Success goals/outcomes.
 - May also support other major institutional priorities (Equity Plan, Vision 2030, District Strategic Plan, Unlocking Opportunity, etc.).
- **Is there a standard/threshold?**
- **What prompt would engage discussion?**

Alignment

- Possible prompts
 - How does the activity connect our everyday work with longer-term Blueprint goals?
 - In what ways does the activity help meet/align with district and system-level priorities?
- Scorecard connection
 - Link to “goal” and “coordination”

Cultural Shift

- Definition:
 - The proposed change reflects deeper, long-term shifts in mindset, norms, or behaviors.
 - Changes reflected in policies, procedures, and practices
- Is there a standard/threshold?
- What prompt would engage discussion?

Cultural Shift

- Possible prompts
 - How does this activity change our current assumptions and standard operating procedures?
 - How does this activity transition to regular operations?
- Scorecard connection
 - Link to “Activity”

Efficiency

- Definition:
 - Minimizes redundant work, delays, and bottlenecks.
 - Brings together the right people, tools, and timing to maximize productivity.
- Is there a standard/threshold?
- What prompt would engage discussion?

Efficiency

- Possible prompts
 - How to ensure challenges/barriers are removed to ensure progress?
 - How to ensure the activity can maximize its impact?
 - Is the activity workload is distributed?
 - Does the activity have the needed resources to implement?
- Scorecard connection
 - Link to “timeline” and “resources”

Performance/Outcomes

- Definition:
 - Evidence of work that is significant, lasting, measurable on outcomes, experiences, systems.
- Is there a standard/threshold?
- What prompt would engage discussion?

Performance/Outcomes

- Possible prompts
 - Do the data identified reflect a surface-level completion of a task or a fundamental shift in student/employee outcomes?
- Scorecard connection
 - Link to “outcomes” and “metrics”

Summary

- Successes: Where has leadership/collaboration been most effective?
- Gaps: Are any critical units/programs missing?
- Improvement Iteration: How to improve the efficiency of activities in Year 1
 - Population Scope/Impact prompts
 - Sustainability/Longevity
 - Efficiency