

Goal Progress Report - Four Columns

Long Beach City College

Admin - HR Classified (Outcomes)

Intended Outcomes	Means of Assessment & Criteria/Expected Level of Achievement / Resources Needed	Results of Assessment	Action Taken & Follow-Up
<p>Admin - HR Classified (Outcomes) - Technology Integration - Integration of technology into the work environment.</p> <p>Start Date: 01/04/2010</p> <p>End Date: 06/29/2012</p> <p>Outcome Status: Active - Currently Assessing</p> <p>If specific to a functional unit, indicate here: Human Resources Classified Unit</p> <p>Strategies for Outcome:</p> <ol style="list-style-type: none"> 1. Implement position management. 2. Demo and implement employee benefit tracking system. 	<p>Assessment Task: Implementation and beta testing for NeoGov will occur during second half of the 2009-2010 academic year into the first half of the 2010-2011 academic year.</p> <p>A voluntary survey, gauging the applicant's satisfaction with the new on-line faculty application process, will be included with each on-line application. Assessment will begin in the second half of the 2010-2011 academic year.</p> <p>An additional survey will be created and implemented for the screening committee to gauge satisfaction level and recommendations for improvement.</p> <p>Assessment Method Category: Survey - Satisfaction</p> <p>Criteria/Expected Level of Achievement: Position management by 2014.</p>		
<p>Admin - HR Classified (Outcomes) - Legal Compliance - Enhance the institutional climate for students and staff in their educational and work environment. To increase awareness.</p> <p>Start Date: 01/01/2010</p> <p>End Date: 06/30/2013</p> <p>Outcome Status: Active - Currently Assessing</p> <p>Strategies for Outcome:</p>	<p>Assessment Task: Assess staff and administrator's knowledge of policies and procedures and Personnel Commission Rules and Regulations.</p> <p>Assessment Method Category: Pre/Post Tests</p> <p>Criteria/Expected Level of Achievement: 70%</p> <p>Assessment Task: To enhance awareness through an increase in trainings, attendees will be assessed through the utilization of a satisfaction</p>		

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<p>1. Develop tracking system.</p> <p>2. Survey attendees for satisfaction level through utilization of Survey Gizmo.</p> <p>3. Results will be analyzed modifications will be made based on the analysis.</p>	<p>survey.</p> <p>Criteria/Expected Level of Achievement:</p> <p>1. To conduct at least 4 workshops per academic year including:</p> <ul style="list-style-type: none"> a. Employee Evaluations b. AB 1825 c. Contract Administration d. Liebert Cassidy Whitmore trainings <p>2. A tracking system will be created to track all managers along with how many workshops they have attended by Fall 2011.</p> <p>3. To enhance awareness through an increase in trainings, attendees will be assessed through the utilization of a satisfaction survey.</p> <p>4. Baselines will be established in 2011.</p>		
<p>Admin - HR Classified (Outcomes) - Professional Development Program - Consolidation and integration of staff and faculty professional development coordination.</p> <p>Start Date: 01/04/2010</p> <p>End Date: 06/29/2012</p> <p>Outcome Status: Inactive</p> <p>If specific to a functional unit, indicate here: Human Resources Classified Unit</p> <p>Strategies for Outcome:</p> <p>1. Administration meets with Senate Executive Committee.</p>	<p>Assessment Task: Set at least 2 dialogues between administration and faculty regarding integration of staff and faculty professional development by the end of Fall 2011.</p> <p>Assessment Method Category: Other</p> <p>Criteria/Expected Level of Achievement: Development of a plan on how to merge staff and faculty professional development programs.</p>		
<p>Admin - HR Classified (Outcomes) - Equal Employment Opportunities - 1. Prepare prospective applicants for success in all aspects of the hiring process for positions at LBCC.</p>	<p>Assessment Task: Workgroup members will work to implement a user friendly electronic database system for applicants, screening committee, and subject matter experts</p>	<p>12/16/2011 - NEOGOV: Results: Satisfaction survey reported 91.7% of applicants indicated they were Satisfied/Extremely Satisfied with the "Overall satisfaction of the online</p>	

Intended Outcomes	Means of Assessment & Criteria/Expected Level of Achievement / Resources Needed	Results of Assessment	Action Taken & Follow-Up
<p>Start Date: 01/03/2010</p> <p>End Date: 01/03/2013</p> <p>Outcome Status: Active - Currently Assessing</p> <p>If specific to a functional unit, indicate here: Human Resources</p> <p>Strategies for Outcome:</p> <ol style="list-style-type: none"> 1. Implement NEOGOV. Applicant Tracking System. 2. Work to ensure user friendliness of electronic job postings by piloting job posting in advance before launching postings live. 3. Through the utilization of Survey Gizmo, a Satisfaction Survey will be created for applicants. 4. A separate Satisfacation Survey will be created and implemented through the utilization of Survey Gizmo to identify strengths as well as processes to improve upon in the Applicant Tracking System for the hiring committee and subject matter experts. 5. Survey will be available for applicants to complete at the end of their application online. Surveys will be analyzed and improvements will be made based on evaluations. 6. Prospective applicants will receive training and guidance on how to navigate the LBCCD employment process. 	<p>with the assistance of IITS. The utilization of Survey Gizmo will be vital in creating and identifying levels of satisfaction amongst applicants, hiring committees, and subject matter experts. Modifications will be made based on analysis.</p> <p>Assessment Method Category: Survey - Satisfaction</p> <p>Criteria/Expected Level of Achievement:</p> <ol style="list-style-type: none"> 1. Implementation and beta testing for NeoGov will occur during the second half of the 2009-1020 academic year into the first half of the 2010-2011 academic year. 2. Evaluation of the applicant's satisfaction with the new online faculty application process will be included with each online application. An additional evaluation will be created and implemented for the screening committee to measure satisfaction levels and illicit recommendatiosn for improvement. Baselines will be set effective 2011. 3. Hiring Processs success will be measured by identifying number of attendees from teh "Improve Your Marketabilty Workshop" in their advancement of the applicant process. A benchmark willb e set in 2011. 	<p>application process". The attached related documents contains more detailed information.</p> <p>Result Type: Criteria Met</p> <p>Action Status: Action Complete</p> <p>Related Documents: Report.pdf</p>	