**Name of Submitter: Date Submitted: Date Approved:**

**Unit:**

**Subunit:**

**Expected Outcomes Map to NOVA’s Mission and Strategic Plan Objectives**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Subunit** | **Expected Outcome (Include Learning-L or Operational-O)** | **Measure** | **Target, Acceptable Threshold, and Justification for Threshold** | **NOVA’s Mission** | | | | | | | | |
| **Access and Success** | | | **Institutional Effectiveness** | | **Competitive Workforce/Career Opportunity** | | | |
| **NOVA’s Strategic Plan Objectives** | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** |
| **Student Advising/ Support** | **VIP- PASS** | **Informed Pathways for Seamless**  **Transitions** | **Effective Processes/ Protocols** | **Align for Accountability with College Mission** | **Workforce Dev/ Community Prosperity** | **IT and Cyber Programs** | **Re- envision Workforce Strategies** | **Healthcare, Biotech, and Future Programs** |
|  |  |  | Target:  Acceptable Threshold:  Justification for Threshold: (ex.  Benchmark based on last year’s data. Benchmark based on national data. Data will be collected this year to set a benchmark.) |  |  |  |  |  |  |  |  |  |
|  |  |  | Target:  Acceptable Threshold:  Justification for Threshold: |  |  |  |  |  |  |  |  |  |
|  |  |  | Target:  Acceptable Threshold:  Justification for Threshold: |  |  |  |  |  |  |  |  |  |

1

# Process and Checklists for Strategic Plan Map

**Step 1**

* List expected learning (L) and operational (O) outcomes.
* Include (L) or (O) next to the expected outcome to indicate the type.

# Step 2

* For each expected outcome, indicate the Strategic Plan Objective it addresses, which aligns with NOVA’s Mission, and mark ().
  + Each expected outcome should address at least one objective
  + If not, the outcome and its place in the unit should be reexamined

# Step 3

* Provide the measure of evaluation.
* Some examples of measures of evaluation are presented in table below.

# Measures of Evaluation

|  |
| --- |
| **Direct Measures** |
| Collect data (number of users, inquiries, positive/negative comments, etc.) |
| Assignment/Quiz |
| Pre-test and Post-test |
| Email log |
| Phone call log |
| Checklist or Rubrics for evaluating |
| **Indirect Measures** |
| Satisfaction surveys |
| Comment cards |
| Survey community/student/faculty/staff |
| Focus groups |

**Step 4**

* Provide the target and acceptable threshold for each expected outcome.
  + **Target** is number or percentage that you hope you will achieve.
  + **Acceptable threshold** is the minimum acceptable performance standard.

PATHWAY TO THE AMERICAN DREAM—NOVA’S STRATEGIC PLAN 2017-2023 THE NOVA COMMITMENT

As its primary contributions to meeting the needs of the Commonwealth of Virginia, the Northern Virginia Community College pledges to advance the social and economic mobility of its students while producing an educated citizenry for the 21st Century.

THE STRATEGIC PLAN GOALS AND OBJECTIVES

To deliver on this commitment NOVA will focus its creativity and talent, its effort and energy, and its resources and persistence, on achieving three overarching goals—success, achievement, and prosperity. It will strive to enable **Every Student to Succeed, Every Program to Achieve,** and **Every Community to Prosper.**

To advance the completion agenda described above, thereby promoting students’ success and enhancing their social mobility, ensuring that programs achieve, and producing an educated citizenry for the 21st Century, the following goals and objectives are adopted:

GOAL 1: Every Student Succeeds

* **Objective 1:** Develop a College-wide approach to advising that ensures all students are advised and have access to support throughout their time at NOVA
* **Objective 2:** Implement VIP-PASS System as the foundational technology based on NOVA Informed Pathways for student self-advising, assignment and coordination of advisors, and course registration

GOAL 2: Every Program Achieves

* **Objective 3:** Develop comprehensive, fully integrated Informed Pathways for every program to ensure seamless transitions from high school and other entry points to NOVA, and from NOVA to four-year transfer institutions or the workforce
* **Objective 4:** Develop effective processes and protocols for programmatic College-wide collective decisions that include consistent, accountable leadership and oversight of each academic program with designated “owners,” active advisory committees, clear student learning outcomes and assessments, and program reviews in all modalities of instruction
* **Objective 5:** Align NOVA’s organizational structures, position descriptions, and expectations for accountability with its overarching mission to support student engagement, learning, success and institutional effectiveness

GOAL 3: Every Community Prospers

* **Objective 6:** Enhance the prosperity of every community in Northern Virginia by refocusing and prioritizing NOVA’s workforce development efforts
* **Objective 7:** Further develop NOVA’s IT and Cybersecurity programs to support regional job demand and position NOVA as the leading IT community college in the nation
* **Objective 8:** Re-envision workforce strategies and integrate workforce development into a NOVA core focus
* **Objective 9:** Plan to expand the breadth and reach of NOVA’s healthcare and biotechnology programs, and prioritize future programs to support regional economic development goals