



The Compass Award: Incentivizing Innovation in Student Learning Strategies

Texas Pathways Institute #5
Houston, Texas

Welcome to the
session!

Please share
your thoughts...

Pathways Institute 5 poll



Agenda



LESSONS FROM THE DARK
TIMES



EMBRACING
CHANGE CONVERSATIONS



COMPASS AWARD



MOVING FORWARD
IMPERFECTLY

Learning Outcomes Reset



2011 – SCALED STUDENT
LEARNING OUTCOMES



2020 -- THE DARK TIMES



2021 – CHANGES ARE
RECOMMENDED

Recommended Changes

1. Many legacy program and course learning outcomes needed to be updated post-pandemic.
2. Many legacy learning activities were not "flexible" in nature.
3. Our virtual assessments were not effective.
4. Impact of the remote on learning was multifaceted, intersectional and our assessment systems could not keep up.

Implementing a Response

- Hired a Director of Student Learning Outcomes
- Required review of all existing program and course outcomes for post remote update.
- Implemented new protocol and reporting guidance through a procedural update.
- Aligned plans for improvement with high impact practices (we used the materials from AAC&U)
- Retrained... everybody.

Immediate Result


Massive "changing of the guard" in assessment personnel.

Resistance to implement changes because everyone was *tired* of change...

Pervasive view that learning assessment was an added responsibility that took away time from "actual teaching".



Genesis of an Idea



*What if we could change
learning assessment
conversation from being a
task (attached to possible
punishments) to a rewarding
process?*

The Compass Award



The Assessment Compass is a recognition of outstanding efforts by a Discipline to enhance student learning through intentional assessment design. Just as a compass empowers the user to navigate, so does assessment work allow us to understand how to guide our Programs and Disciplines in the direction of improving student learning.

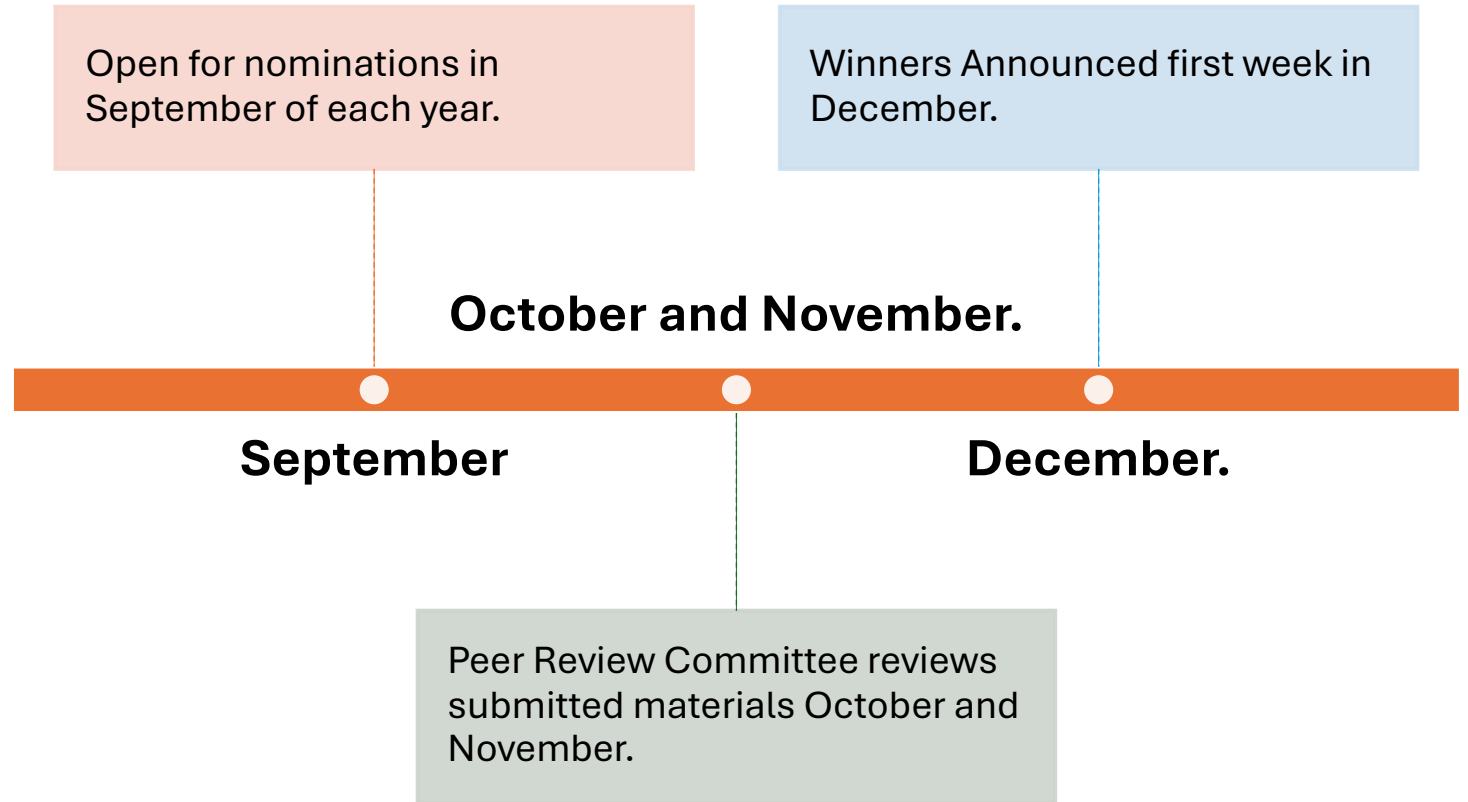
Criteria 1

- Enhancing Student Access:
 - Learning experiences are contextualized for students in multiple modalities.
 - Analysis of data includes student demographics and plans to support all student populations.
 - (Added 2024) Student wellness and "whole person supports" are included in learning enhancements and curriculum mapping.

Criteria 2

- Demonstrating creativity and risk:
 - Discipline engages in problem solving by identifying challenging areas for learning enhancement and setting "push" goals.
 - Discipline evidences willingness to pursue novel enhancements and embrace change.
 - Discipline demonstrates commitment to "at scale" innovations that involve "risk" ("risk" examples included adopting new technology, scaling significant changes, and embracing potential controversy).

Selection Process



Nomination Categories

Quality Indicators:
Continuing
Education Programs

Course Learning
Outcomes:
Developmental and
Support Disciplines

Program Learning
Outcomes:
Certificates and
Degrees

What do they win?





❤️ 25 💬 1 📌



Liked by epcc.papagayo and others

epccmusic Thank you Dr. Gurrola and Dr. Vazquez for your work through the years on this daunting evaluation of our department. Dr. Flores couldn't do it without you! Congrats!

Award Launch – Winter 2021

- Assessment design that allowed for student outcomes and growth to be measured each semester.
- Curriculum modifications occurred each semester (Spring, Summer, Fall) for each cohort and individualized supplemental instruction for each student.

Impact over time

Disciplines are very competitive... they like to win.

Increased requests for examples of "winning" reports.

Created new ways to frame trainings. Now we host "how to win" trainings, rather than "how to meet basic requirements".

Greatly increased the number of faculty formally identified as leaders in the assessment process (2020: N=71; 2025: N = 146*).

Anecdotal feedback indicated that it made faculty feel "seen".

*one discipline was added in 2021

Government: An example of change

EL PASO COMMUNITY COLLEGE
Government Discipline Meeting
Minutes
January 14th, 2021 2:40 P.M.
Zoom

I) Call to Order 2:40

II) Attendance: James Stepp, Dr. Amber Archuletta-Lucero, Dr. Sergio Saenz-Rivera, Dr. Park Dr. Sylvia Peregrino, Russel Autry Zachary Grigg, Jared Chumsae, Thomas Enriquez, Sue Pratt, Ashley Rodriguez, Jerardo Navarro, Theresa Nevarez, James Fynquist, David Honholt, Picard Ami, Robert Norbisch, Lynn Davis, John Seymour, Carlos Gallinar, Daniel Gutierrez, Allam Sallamah, Christian Tinoco, Aurora Borunda, Estella Valles, Dr. Olivia Garcia, Alvino Hernandez, John Cazares

III) Approval of Minutes for August 20, 2020

IV) Report on the Progress of the

A) Report on the Progress of the

B) Report on the Progress of the

C) Report on the Progress of the

D) Report on the Progress of the

V) Report on the Progress of the

A) Report on the Progress of the

B) Report on the Progress of the

C) Report on the Progress of the

D) Report on the Progress of the

E) Report on the Progress of the

VI) Report on the Progress of the

A) Report on the Progress of the

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D) Report on the Progress of the

E) Report on the Progress of the

F) Report on the Progress of the

G) Report on the Progress of the

H) Report on the Progress of the

VII) Core Assessment and SLO--- Jerry Navarro

A) 50 percent return

B) Analytical 78 percent pass.

C) 2021-2024 cycle. SLO Core assessment training. Need 5 volunteers.

D) Jared, James and Bob volunteer

VIII) Report on the Progress of the

2021-2024: Outcomes Snap-Shot



Student knowledge of the role of government local, state and national.



Student engagement with political action local, state and national.

2021- 2024

Adopted new outcomes


Formed cross discipline collaborations to design events that highlighted the application of civic knowledge.

Formed support services collaborations for volunteering and community events. These showcase diverse opportunities for civic engagement

Developed a culture of shared innovation (assessment team doubled in size)

Communication evidenced features of increased openness.

Supporting Evidence currently looks like...

 epcc_government

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Liked by epcc.papagayo and others

November 25, 2024

 epcc_government

29

Liked by dr.christian.servin and others

epcc_government Grateful for the opportunity to present 'Where Have All the Manners Gone? Rediscovering Politeness in Daily Interactions' alongside Professor Al Hernandez and Mayra Childress from the Government discipline as part of the training for EPCC's Office of Student Success. It is a great reminder of how kindness and respect can truly make a

 epcc.papagayo and epcc_government

37

10

Liked by prof_aguilera and others

once papagayo Here everyone's Spring Break was

Government Compass Award Winner 2024



epcc_government



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Liked by **cbobtweet** and **others**

epcc_government We are thrilled to announce that our Government Department has been honored with the prestigious 2024 Compass Award. This award is a testament to the hard work, commitment, and passion of every team member who goes above and beyond.

buggybell2010 Very much deserved! 🔥



puppygayo101 congrats!!



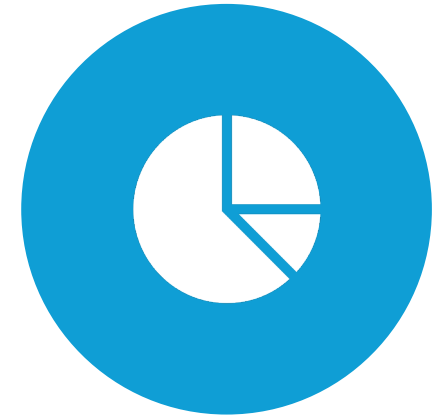
Where are we now?



WORKING TO IMPROVE
INTEGRATION OF HIGH IMPACT
PRACTICES IN THE CURRICULUM.



DECONSTRUCTING THE "I
DON'T TEACH THAT"
CONVERSATION.



DATA... NOT VIBES.



Questions