

RECOMMENDATIONS FOR SAN BERNARDINO VALLEY COLLEGE

COLLEGE RECOMMENDATIONS TO RESOLVE DEFICIENCY

College Recommendation 1: In order to meet Standards, the team recommends that all program student learning outcomes be assessed on a regular basis as part of a sustainable cycle of continuous quality improvement. (I.B.1, II.A.2.f)

COLLEGE RECOMMENDATIONS TO IMPROVE

College Recommendation 2: In order to improve effectiveness, the team recommends that dialogue about the results of the evaluation and measurement of strategic goals and objectives be increased so that the outcomes of College efforts to improve can be used to make decisions regarding the improvement of institutional effectiveness in an ongoing and systematic cycle of evaluation, integrated planning, resource allocation, implementation, and re-evaluation. (I.B.2, I.B.3, I.B.7)

College Recommendation 3: In order to improve effectiveness, the team recommends that the College document how it is assessing its planning and evaluation mechanisms for use in a systematic review of their effectiveness in improving instructional programs, student support services, library services, and other learning support services. (I.B.6, I.B.7)

College Recommendation 4: To improve effectiveness, the team recommends that the College review the financial aid department processes and make any changes deemed necessary to support student success through the timely processing of student aid packages. (II.B.1.)

College Recommendation 5: To improve effectiveness, the team recommends the College develop a formal centralized student complaint process, communicate this process to the College community through the catalog, and develop procedure to determine any trends in complaints that need to be addressed for institutional improvement. (II.B.2.c, II.B.3.a, II.B.4)

DISTRICT RECOMMENDATIONS TO RESOLVE DEFICIENCY

District Recommendation 1: In order to meet Standards, the team recommends that the Board of Trustees examine its role in the development of policies and ensure that it acts in a manner consistent with its approved policies and bylaws. The team further recommends that the Board of Trustees should take steps to ensure that all policies are developed or revised within the framework of the established input and participation process. (III.A.3, III.A.3.a, III.D.3, IV.A.2, IV.B.1.e, IV.B.1.j)

District Recommendation 2: In order to meet Standards, the team recommends that the Board of Trustees, and the chancellor, in consultation with the leadership of the college campuses, develop a strategy for addressing significant issues to improve the effectiveness of district human resources services that support the colleges in their missions and functions. These issues include:

- Reliable data from the Human Resources Department to support position control and other human resources functions;
- Timeliness of employee evaluations;
- Responsiveness and improved timelines for employee hiring;
- Consistent policy interpretation and guidance; and
- Completing the faculty evaluation instrument that was agreed would include work on Student Learning Outcomes

(Prior Commission Recommendation #1 from 2009, Prior 2008 Recommendation - IV.B.3.b, III.A, III.A.1, III.A.1.b, III.A.1.c, III.A.6, IV.B.3.b)

District Recommendation 3: In order to meet Standards, the team recommends that the District follow their Resource Allocation Model focusing on transparency and inclusiveness, supported by a comprehensive district-wide Enrollment Management Plan and a Human Resource/Staffing Plan integrated with other district-wide program and financial plans, broadly communicated to the colleges. (San Bernardino Valley College 2009 Commission Recommendation #1, III.A.6, III.D, III.D.1.a, III.D.1b, III.D.1.d, III.D.4, IV.B.3.c)

DISTRICT RECOMMENDATIONS TO IMPROVE

District Recommendation 4: In order to improve effectiveness, the team recommends that the District develop a local Board orientation program to ensure that all members of the Board are adequately prepared to provide leadership appropriate to their role as board members. (Standard IV.B.1.f)

Action Items from Self Study

?	SBVC will incorporate SLO/SAO data into the EMP.
Started	SBVC will revise the SBVC Planning Model.
Complete (?)	SBVC will determine appropriate course of action regarding institution-set standard for certificates awarded.
	SBVC will compile, analyze, and distribute the results of the Committee Self-Evaluation survey in fall 2014.
	SBVC will prepare and conduct a validity check of the evaluative measures for the Strategic Plan.
Complete	SBVC will gradually implement SLO software for easier outcomes tracking, evaluation, and analysis.
	SBVC will conduct a campus-wide review of SLO processes during spring 2015 to further discuss and shape SBVC's future vision for SLOs at the course, program, and college levels
	SBVC will develop strategies to track employment rates
Compete	SBVC will complete a review of board policies and administrative procedures according to a designated cycle, in coordination with the District.
	SBVC will update the student complaint policy.
In-Progress	SBVC will implement and evaluate the SSSP Plan. SBVC will incorporate SSC CC data for campus-wide analysis and dialogue on CCs.
	The recommendations of SBCCD Three-Year Staffing Plan 2014-2017 (6.14) will be reviewed in fall 2014 using collegial and transparent processes and will be implemented as appropriate.
	SBVC will establish better processes for tracking and completing employee evaluations.
Complete	Professional development will provide expanded training and opportunities to engage the campus in dialogs on SLOs, learning, and success.
Incomplete	The Hayes Group Salary Study will be reviewed using collegial processes and implemented as appropriate.
	SBVC will review and modify as required the safety components and responsibilities of various position descriptions.
On-Going	SBVC will implement a more efficient and effective process for filling vacant positions.
	SBVC will utilize information and enhanced data from cost analyses, reports, and new software for more effective use of resources and for long-range planning, staffing, and budget forecasting.
	SBVC will move all of the District information systems into one cohesive system that allows for electronic approval and documentation.

	SBVC will print the mission and goals on financial planning documents so they are visible, up front and center. SBVC will include the mission and goals in the developmental budget instructions to management with direction to consider these as the budget is developed.
	SBVC and SBCCD will implement the recommendations of the DBC to the Chancellor's Cabinet.
	SBVC will develop the long-range SMSR planning tool and include it in the long-range financial plans for the College.
	College Council will develop plans to improve trends in campus climate and Committee Self-Evaluation surveys
	Campus climate surveys will be coded to enable longitudinal study.
Completed x2	SBVC will hire a permanent president for SBVC during the 2014-2015 academic year.
	SBVC will develop multiyear budget projections.