SLO Training

Date	SLO Workshop Topic			
Jan 09	Development of SLOs			
Spring 09	Nine mini SLO/ SAO workshops			
May 09	SLOs: Our First Year Experience			
Aug 09	Aug 09 What's Hotter: IVC in August or Instructional Program SLOs			
Dec 09	Four mini SLO/SAO workshops			
Feb 10 Program SLOs/SAOs and Institutional Grid				

Imperial Valley College ('hapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Mary Jo Wainwright, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
mary of Warningla	Ipm	W,	May of Warney t	Spm	M
Committee Chair			8 24/0 Date 8 / 24	109	
President/Nice President/Dean	1		Date	•	
TOTAL HOURS (1			Academic Services)		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Michael Heumann</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Cupa	1 Pm	m	Well	51	MY)
JPL			824	09	
Committee Chair			Date 8/24/	09	
President/Vice President/Dean	1		Date		

(To Be Completed B	ly Academic Services)
TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE: TOTAL COMPENSATION: ACCOUNT NUMBER:	\$55.00 \$220 11001-205-1492-601

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, _	Edward Wells	, attended and fully participated in the event described below
	(Please Print Name)	

in accordance with the attached agenda.

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Herel & Will	1:00,2	m	Elen (Elle	5:00	' UN
Committee Chair			Date 8/2	109 109	
President/Vice/President/Dean			Date		
	(To Be Co	ompleted By	Academic Services)		
TOTAL HOURS (I		•	\$55.00		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Kevin White</u>	_, attended and fully participated in the event described below
(Please Print Name)	•

in accordance with the attached agenda.

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Keintothile	- pm	fly	Kent that	500	My
Mais	t	<u> </u>	8/24	$(\bigcirc$)
Committee Chair	**************************************		Date 8/24	109	/
President/Vice President/D	ean		Date		
	(To Be Co	ompleted By A	Academic Services)		
TOTAL HOUR HOURLY OVE		•	\$55.00		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Brian McNeece, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
178vn Ine	1:0003	W	MRMPAGE	4.46	MM
Dolin	HAG- A	GPT 7	MEL CENTRO of Egy	3/05)
Committee Chair			Date 8 / 34/20	T	
President/Vice President/Dean			Date / /		
	(To Be Co	ompleted By A	cademic Services)	7	
TOTAL HOURS (M	<i>1AX: 4 H</i>	RS.):	4		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Allyn Leon	, attended and fully participated in the event described below
	(Please Print Name)	
in	accordance with the at	tached agenda.

SLO Workshop Thursday, August 20, 2009 1:00 p.m. to 5:00 p.m. Imperial Valley College Center

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Mysellion	1:00	nn	Allen hear	7 30	MM
1 Pdisle	<u>ن</u>		8/24	DT	
Committee Chair Agents			Date 8/24/	5	
President/Vice President/D)ean		Date		
	(To Be Com	npleted By A	cademic Services)		
TOTAL HOUR HOURLY OVE	•	•	<u>\</u> \$55.00		

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Hope Davis	, attended and fully participated in the event described below
	(Please Print Name)	•

in accordance with the attached agenda.

TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Hope A Davis	1:00	M	Fleke ADones	5:00 pm	Mn
1 Ptush			8/24	109	
Committee Chair			Date 8/28	469	
President/Vice President/Dea	ın	, , , , , , , , , , , , , , , , , , , ,	Date		
	(To Be C	ompleted By A	cademic Services)		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Daniel Gilison</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
04///	12:206		De la	5 PM	M
Committee Chair	ipm		Date S D	09	
Jen vice				69	
President/Vice President/I)ean		Date	,	
TOTAL HOU			cademic Services)		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Donna Davis	, attended and fully participated in the event described below
-	(Please Print Name)	-
in	accordance with the at	tached agenda.

SLO Workshop Thursday, August 20, 2009 1:00 p.m. to 5:00 p.m. Imperial Valley College Center

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Dome Dur	1:00	M	Domi Davis	500	mi
Committee Chair			Date Sate	100)
President/Vice President/Dean			Date	<u> </u>	

(To Be Completed By Academic Services)

TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

Ι, _	Glenn Swiadon	, attended and fully participated in the event described below
	(Please Print Name)	
in	accordance with the atta	ched agenda.

SLO Workshop Thursday, August 20, 2009 1:00 p.m. to 5:00 p.m. Imperial Valley College Center

Faculty Signature	Time In	Verified By Academic Services Staff	Faco	uity Signature	Time Out	Verified By Academi Services Staff
My was	2 1:00	MN	Key		500	nun
Miss	ت ا			8/24	109	
Committee Chair				Date 8/24/	67	, <u>, , , , , , , , , , , , , , , , , , </u>
President/Vice President/	Dean			Date		
	(To Be Co	ompleted By A	cademic Services)			
TOTAL HOU	RS <i>(MAX: 4 H</i>	TRS.):	4			

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Robert Baukholt , attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

SLO Workshop Thursday, August 20, 2009 1:00 p.m. to 5:00 p.m. Imperial Valley College Center

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Part // May	12:15	mp	MAT TOTA	5:00	nun
SPLear	- I pm		8/20	100	
Committee Chair			Date 94	109	· · · · · · · · · · · · · · · · · · ·
President/Vice President/De	an		Date		-
	(To Be C	ompleted By A	(Cademic Services)		

TOTAL HOURS (MAX: 4 HRS.):

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

S55.00

SUPPLY OF THE PROJECT OF THE

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Lisa Solomon	, attended and fully participated in the event described below
	(Please Print Name)	
in	accordance with the atta	ached agenda.

	Faculty Signature	Time In	Verified By Academic Services Staff		Faculty Signature	Time Out	Verified By Academic Services Staff
4	9 Hole	1.00		X	750	5.2	M/
		<u> </u>			8/24	100	<u>) </u>
	Committee Chair	<i>J</i>			Date 8/24	107	
	President/Vice President/Dean	1			Date	7	

(To Be Completed By Academic Services)					
TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE:	4				
TOTAL COMPENSATION:	\$55.00 \$230				
ACCOUNT NUMBER:	11001-205-1492-4010				

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

Ι,	Patti Biley	, attended and fully participated in the event described belo	W
	(Please Print Name)		

in accordance with the attached agenda.

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Patti C Biles	1:00	D hu	fattic. Belu,	5 pi	yrm
1 Parser			8/24	09	
Committee Chair			Date 8/24	409	
President/Vice/President/Dean			Date	<i>y</i>	
	(To Be C	Completed By A	Academic Services)		
TOTAL HOURS (A	<i>1AX: 4 H</i>	HRS.):	4		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Deirdre Rowley ,	, attended and fully participated in the event described below
	(Please Print Name)	• • •
in	accordance with the attached	agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Peirdre Rowley	12pm	MY)	Deviche Rowley	5pm	MY
Committee Chair			8/24/	07 69	
TOTAL HOURS (M HOURLY OVERLO TOTAL COMPENS ACCOUNT NUMBE	AX: 4 H OAD RA' ATION:	<i>'RS.)</i> : TE:	### Date Academic Services 4		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester and the beginning of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

Ι,	David	Zielinski	, attended and fully participated in the event described	below
	(Please	Print Name)		

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
72:	12nwn	M	77/1	522	m
Committee Chair			Date	12469	
President/Vice President/Dear	1		Date		
	(To Re C	ompleted Ru	Acadamic Samicas)		

(To Be Completed By Academic Services)						
TOTAL HOURS (MAX: 4 HRS.):	4					
HOURLY OVERLOAD RATE:	<u>\$55.00</u>					
TOTAL COMPENSATION:	\$					
ACCOUNT NUMBER:	11001-205 1492 4011					

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Leticia tastrang, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Leticia Pasta	1:00	ω	Litica tastas	Sco	m
Committee Chair			S 24 Date	09	
Aquice			_ 8/24/0	9	
President/Vice President/Dear	n		Date		
	(To Be	Completed By	Academic Services)		
TOTAL HOURS (\$55.00		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Romano Sanchez-Dominguez</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

Faculty Signature	Time in	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
	1:00			5200	NV)
Committee Chair			Date 8/24	5)	
President/Vice President/Dear	n		Date	<u></u>	
TOTAL HOURS			cademic Services)		

(To Be Completed	By Academic Services)
TOTAL HOURS (MAX: 4 HRS.):	<u> </u>
HOURLY OVERLOAD RATE:	<u>\$55.00</u>
TOTAL COMPENSATION:	<u>\$ 000</u>
ACCOUNT NUMBER:	11001-205-1442-6016
ACCOUNT NUMBER:	11001-300-14/19 - 601

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, _	Jose Lopez (Please Print Name)	attended and fully participated in the event described below	₹

in accordance with the attached agenda.

Faculty Signature	Time in	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
101	Ipn	1/4	fee for	5:00	YW) I
Committee Chair	:		Date South	09	
President/Vice President/Dean			Date Date	29	
	(To Be Co	mpleted By A	cademic Services)	1	

(To Be Complete	d By Academic Services)
TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE: TOTAL COMPENSATION: ACCOUNT NUMBER:	4 \$55.00 \$220 11001-205-1492-6010

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

l, <u>Jose Velasquez</u> (Please Print Name)	, attended and fully participated in the event described below
in accordance with the attack	had and 1

in accordance with the attached agenda.

ACCOUNT NUMBER:

Faculty Signature	Time	Verified By Academic Services Staff	Faculty Signati	ure Time Out	Verified By Academic Services Staff
Com- felle	147	W	Ju W	5:0	MIA
Committee Chair			7	e/2409	
- Freeze			Date	8/34/00	
President/Vice President/Dear	1		Date	/ /	
	(To Be Co	mpleted By A	cademic Services)		
TOTAL HOURS (A HOURLY OVERL TOTAL COMPEN	OAD RAT	re:	<u>4</u> \$55.00 もつ		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Scott Simpson, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time in	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services
Scs#). L.	1 Pm	Ma,	SAD. L.	4:52	Staff
Committee Chair			Date	09	
President/Vice President/Dean			Date Spring	09	
	(To Be Co	mpleted By Ac	ademic Services)	7	

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Marco Morales</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
7	1:00	1/2	Dr dr.	5:00	My
1 Hin	a summa		8/24	109	
Committee Chair	. <u> </u>		Date 8/24	109	
President/Vice President/De	an		Date		
	(To Be C	ompleted By A	cademic Services)	٦	

(To Be Completed	By Academic Services)
TOTAL HOURS (MAX: 4 HRS.):	4
HOURLY OVERLOAD RATE:	<u>\$55.00</u>
TOTAL COMPENSATION:	9 00
ACCOUNT NUMBER:	11001 -205 1493-62010

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Charles Mason	_, attended and fully participated in the event described below
	(Please Print Name)	

in accordance with the attached agenda.

SLO Workshop Thursday, August 20, 2009 1:00 p.m. to 5:00 p.m. Imperial Valley College Center

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Chl. mon	1:00pm		Chs h. ha	5pm	My
Committee Chair President/Vice President/Dean		Date 8/2/ Date	09		

(To Be Completed By Academic Services)

-205 1442 600

TOTAL HOURS (MAX: 4 HRS.): **HOURLY OVERLOAD RATE:**

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Ricardo Pradis</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty	Signature	Time Out	Verified By Academic Services Staff
A Fred	1:00	JW.				M
Committee Chair	<u> </u>			S Date	09	
Druine				8/24.	69	
President/Vice President/	Dean			Date	/	
	(To Be C	Completed By A	cademic Services)			
TOTAL HOUR HOURLY OV			<u></u> \$55.00			

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Judy Santistevan (Please Print Name)	_, attended and fully participated in the event described below

in accordance with the attached agenda.

Faculty Signature	Time in	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
) Saulesteven	lpm	Mi	Penhowa-	Spm	MI
Committee Chair			8/24/0	25	
- Aguare	··		Date 3 /24/0) <u>9</u>	
President/Vice President/Dear	1		Date		

(To Be Complete	l By Academic Services)
TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE:	\$55.00
TOTAL COMPENSATION:	<u>s</u> ⊋0
ACCOUNT NUMBER:	11001-205-1492-6010

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Rosalba Jepson, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
1 Rosalbalesar	Ipm	mn -	Kosalba le ser	5 PM	W
JPJ			8/24/	N	
Committee Chair			Date \$ 24/09	,	
President/Vice/President/D	ean		Date		
	(To Be C	Completed By A	cademic Services)		
TOTAL HOUR	S (MAX: 4 H	HRS.):	4		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Sidne Horton	, attended and fully participated in the event described below
(Please Print Name)	
in accordance with the a	ttached agenda.

SLO Workshop Thursday, August 20, 2009 1:00 p.m. to 5:00 p.m. Imperial Valley College Center

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
AL AT	1:00	M	Sin TXT	130	MM
Committee Chair	<u>ن</u>		8/24	09	
House			Date 8/24/	19	
President/Vice President/Des	an		Date		
	(To Be Co	ompleted By A	cademic Services)		
TOTAL HOURS	(MAX: 4 H	(RS.):	4		

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Angie Ruiz	, attended and fully participated in the event described below
	(Please Print Name)	•

in accordance with the attached agenda.

Faculty Signature	Time in	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Inquicani,	1 pm	m	(There 1)	Komi	MVI
_ DDin			8/2	400	3
Committee Chair			Date S/	4/10 4/10	
President/Vicé President/Dean			Date	10 j	 -

(To Be Completed B	y Academic Services)
TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE:	555.00
TOTAL COMPENSATION:	\$55.00
ACCOUNT NUMBER:	1.01-205 1492-6010

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Mardjan Shokoufi (Please Print Name)	, attended and fully participated in the event described below
_	_	

in accordance with the attached agenda.

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
medi-Bolons	Ipm	m	n. showf:	5	MV
1 Para			8/24/0) T	
Committee Chair			Date 8 34 /0	Î	
President/Vice President/De	an		Date	/	
	(To Be Ca	ompleted By A	(cademic Services)		
TOTAL HOURS HOURLY OVER			\$55.00		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Jose Ruiz	, attended and fully participated in the event descri	ibed below
	(Please Print Name)	•	-

in accordance with the attached agenda.

ACCOUNT NUMBER:

Facu	ulty Signature	Time In	Verified By Academic Services Staff	Facult	y Signature	Time Out	Verified By Academic Services Staff
10		nw		10		5-100	YUY
Committee	e Chair				Date	57	
President/	Macine Vice President/Dear	1			8/24/ Date	09	
			ompleted By A	Academic Services)		7	
	TOTAL HOURS (A		•	<u> </u>			
	TOTAL COMPEN			s 900			

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Toni Pfister</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
JVJ.	100	\mathcal{M}	Mu	Sioul	W)
Committee Chair			$\frac{.8/25}{\text{Date}}$	109	
President/Vice President			Date	<u>, </u>	
	(To Be Co	ompleted By A	cademic Services)		
	URS <i>(MAX: 4 H</i> VERLOAD RA	•	<u>4</u> \$55.00		
TOTAL CO	MPENSATION:	:	200		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Carol Hegarty</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
indept	1/m	M	Carl Dents	SW	MUI
JPJ:		() 	8/24/	09	
Committee Chair			Date 8/24/	19	
President/Vice President/De	an		Date	<u> </u>	
	(To Be Co	mpleted By A	(cademic Services)		
TOTAL HOURS HOURLY OVER		-	\$55.00		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Sydney Rice , attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Sigley	/∞	(Spectal	4:45	M
			8/24/0	9	
Committee Chair			Date 8/24,	109	
President/Vice President/Dean			Date		
	(To Be Co	empleted By A	cademic Services)		

y Academic Services)
4
<u>\$55.00</u>
\$ ⊋\$0
11001-205-1492-6010

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Eric Jacobson</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Sig	nature	Time Out	Verified By Academic Services Staff
Committee Chair	. IPM	1111	Eui	aux 8201	5m	My)
President/Vice President/Dear	n		Da	ste 8/24/6	9	- - /
		npleted By Acad	emic Services)			
TOTAL HOURS (A HOURLY OVERLA TOTAL COMPENS ACCOUNT NUMB	OAD RAT		5.00 DDO 1-205-14	92-169		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Romano Sanchez-Dominguez</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

SLO Workshop Thursday, August 20, 2009 1:00 p.m. to 5:00 p.m. Imperial Valley College Center

Faculty Signature	Time in	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
	1:00			5200	NV)
Committee Chair		<u>, .</u>	Date 8/24	<u>(09</u>	
President/Vice President/Dean			Date		
	(To Be C	ompleted By A	(Cademic Services)		

TOTAL HOURS (MAX: 4 HRS.):

HOURLY OVERLOAD RATE:

S55.00

TOTAL COMPENSATION:

ACCOUNT NUMBER:

1001-205-1449-600

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Jose Lopez</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services	Faculty Signature	Time Out	Verified By Academic
	12	Staff	Chi La	5:00	Services Staff
10	1/~		feely	3.3m	N. W.
Committee Chair	;		_ 3/24	09	
- Dans			Date State	109	
President/Vice President/Dean			Date		

(To Be Complete	d By Academic Services)
TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE: TOTAL COMPENSATION: ACCOUNT NUMBER:	\$55.00 \$220 11001-205-1492 (0610)

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Jose Velasquez	, attended and fully participated in the event described below
	(Please Print Name)	The first and the second described below

in accordance with the attached agenda.

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff		Faculty Signature	Time Out	Verified By Academic Services Staff
Con let	147	W	Ju	-lub	Sia	MY
Mires		<i>)</i> '	7	elzy	(S)	
Committee Chair				Date 8 / 34 /	70	
President/Vice President/Dean				Date	/	
TOTAL HOURS O			cademic Servic	res)		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Scott Simpson, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services
Scott). L.	1 Pm	MA	SAD. L.	4:52	Staff
- Delisie			7/24	109	11.1
Committee Chair			Date	loci i	
President/Vice President/Dean			Date	27	

(To Be Completed By Academic Services)						
TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE: TOTAL COMPENSATION: ACCOUNT NUMBER:	\$55.00 \$300 NCC1-265-1443-4010					

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Marco Morales, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
	1:00	Ju -	Dr di	5:00	My
Committee Chair President/Vice President/De	ean		Date 8/24/	109 109	
	(To Be C	Completed By A	cademic Services)]	
TOTAL HOURS	·	•	\$55.00		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Charles Mason</u>	, attended and fully participated in the event described below
(Please Print Name)	

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Chl. mon	1:00pm		Chs h. ms	Spm	My
Committee Chair President/Vice President/Dean			Date Sate	09	
Tresident Jesident Dean		omnleted Rv A	cademic Services)	า	

(To Be Completed	By Academic Services)
TOTAL HOURS (MAX: 4 HRS.):	4
HOURLY OVERLOAD RATE:	\$ <u>55.00</u>
TOTAL COMPENSATION:	5000
ACCOUNT NUMBER:	1001-205-1492 6010

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Ricardo Pradis</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
The state of the s	1:50	M.			m
1 Police		'. <i>.)</i> 	8/20	109	
Committee Chair	ek s		Date 8/2	i hg	
President/Vice Presiden	nt/Dean		Date		
	(To Be C	Completed By A	(cademic Services)		
łį	OURS <i>(MAX: 4 H</i> OVERLOAD RA	ŕ	\$55.00		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Judy Santistevan (Please Print Name)	_, attended and fully participated in the event described below
in accordance with the attached	d agenda.

SLO Workshop Thursday, August 20, 2009

1:00 p.m. to 5:00 p.m. Imperial Valley College Center

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Jaulesteven	Ipm	Mr.	Panhola	Spm	MI
Melison			8/20	109	
Committee Chair			Date 3 /20	1/09	
President/Vice President/Des	an		Date	10/	

(To Be Completed	d By Academic Services)
TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE: TOTAL COMPENSATION: ACCOUNT NUMBER:	4 \$55.00 \$20 11001-205-1492 40010

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Rosalba Jepson, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
1 Roalbaleson	len	m	Rosalbalessen	5 PM	W)
1 200	هُ		8/24/0	9	
Committee Chair			Date	,	'''
Aguerre			8/24/09		
President/Vice/President/Dean			Date		

(To Be Complete	ed By Academic Services)
TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE:	\$55.00
TOTAL COMPENSATION:	11001-205-149-26010
ACCOUNT NUMBER:	11001 302 111 3019

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Sidne Horton	, attended and fully participated in the event described below
(Please Print Name) in accordance with the a	
in accordance with the a	nacned agenda.

SLO Workshop Thursday, August 20, 2009 1:00 p.m. to 5:00 p.m. Imperial Valley College Center

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
and at	1:00	1111	Sih TXT	130	mn
1 Pdin	ت		8/24/	09	
Committee Chair			Date	25	
President/Vice President/Dea	n		Date		
	(To Be Co	ompleted By A	cademic Services)	7	
TOTAL HOURS			4		

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Angie Ruiz (Please Print Name)	, attended and fully participated in the event described below

in accordance with the attached agenda.

HOURLY OVERLOAD RATE: TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Thylican;	1 pm	m	(there 1)	Kimi	MUI
_ DRin	5		$\langle x \lambda \rangle$	400	3
Committee Chair			Date	- \\\	}
All second				4/10	
President/Vice President/Dea	n		Date	10 y	
	(To Be Co	ompleted By A	cademic Services)		
TOTAL HOURS	MAX: 4 H	'RS.):	4		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Mardjan Shokoufi</u> (Please Print Name)	, attended and fully participated in the event described below
in accordance with the attache	ed agenda.

SLO Workshop Thursday, August 20, 2009 1:00 p.m. to 5:00 p.m.

1:00 p.m. to 5:00 p.m. Imperial Valley College Center

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
/ madj-/ stokent	ון	un	n. showf:	5	M
Committee Chair			Date S Date) J	
President/Vice President/De	ean		8/34/07 Date	<u> </u>	
TOTAL HOURS			(cademic Services)		

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Jose Ruiz	_, attended an	d fully	y participated i	in the even	t described	below
	(Please Print Name)	_					

in accordance with the attached agenda.

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time By In Academic Services Staff		Faculty Signature		Time Out	Verified By Academic Services Staff
	1,00		10	W	5031	MY
1 De la				<u>8/24</u>	109	
Committee Chair				Date	/	
Aguire				8/20	409	
President/Vice President/Dea	n			Date		
	(To Be (Completed By A	Academic Services)			
TOTAL HOURS	OMAY: A 1	upe 1.	4			

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

l, <u>Toni Pfister</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
, IVI	100	\mathcal{M}	Mari	Siou	W)
Committee Chair	<u> </u>		Date 8/2	5/09	
President/Vice President			Date		
	(To Be C	ompleted By A	(cademic Services)		
HOURLY O	JRS <i>(MAX: 4 H</i> VERLOAD RA MPENSATION	TE:	\$55.00 \$770		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Carol Hegarty</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services \$taff	Faculty Signature	Time Out	Verified By Academic Services Staff
intent	1/m	M	Carl Lout	SW	MI
181	,	()	8/24/	09	
Committee Chair			Date 8/24/	1	
President/Vice President/Dea	ın		Date	<i></i>	
	(To Be Co	ompleted By A	cademic Services)		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Sydney Rice , attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

Faculty Signature	Time in	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Sicelly	/∞	ę	Spectal	4:45	M
181-			J 8/24/0) T	
Committee Chair			Date 8/24	109	
President/Vice President/Dean			Date		
				.	

	Academic Services)
TOTAL HOURS (MAX: 4 HRS.):	4
HOURLY OVERLOAD RATE:	<u>\$55.00</u>
TOTAL COMPENSATION:	\$330
ACCOUNT NUMBER:	11001-205-1492-6000

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Romano Sanchez-Dominguez</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
	1:00			5200	(NV)
Committee Chair			Date 8/24	109	
President/Vice President/Dean			Date		
	(To Be Co	ompleted By A	cademic Services)		

(To Be Completed	By Academic Services)
TOTAL HOURS (MAX: 4 HRS.):	Н
HOURLY OVERLOAD RATE:	\$55.00
TOTAL COMPENSATION:	\$ 000
ACCOUNT NUMBER:	11001-205-1442-6010

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Jose Lopez (Please Print Name)	, attended and fully participated in the event described below
	·

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Ştaff	Faculty Signature	Time Out	Verified By Academic Services
	100	14	feet	5:00	Staff
Committee Chair	· ;		Date	69	
President/Vice President/Dean			Date	9	

(To Be Completed	d By Academic Services)
TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE:	<u> </u>
TOTAL COMPENSATION:	s 000
ACCOUNT NUMBER:	11001-205-1492-6610

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Jose Velasquez</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time in	Verified By Academic Services Staff	Facul	Ity Signature	Time Out	Verified By Academic Services Staff
Con fell	14	W	Jul	uh	SIN	myn
Committee Chair		<u> </u>	7	Date	5	
President/Vice President/Dean				Date 8 / 34 /	ng	
TOTAL HOURS (M			cademic Services)			

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Scott Simpson, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services
Scs#). L.	1Pm	Mr.	SAM. L.	4:52	Staff
Committee Chair			Date 3/24	109	
President/Vice President/Dean			Date		

(To Be Completed By Academic Services)					
TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE: TOTAL COMPENSATION: ACCOUNT NUMBER:	\$55.00 \$00 11001-265-1413-16010				

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Marco Morales , attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time in	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
7	1:00	M	Ju di.	5:00	My
Committee Chair		———	Date 8 24	109	
Janes.			S/24	109	
President/Vice President/D	ean		Date	7	.
			(cademic Services)		
TOTAL HOUR	S <i>(MAX: 4 I</i>	HRS.):	<u>4</u>		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Charles Mason	, attended and fully participated in the event described below
	(Please Print Name)	

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Chlw. Mon	1:00pm		Chs h. ma	5pm	MUN
Committee Chair President/Vice President/Dean			Date Sate	09	

(To Be Completed	By Academic Services)
TOTAL HOURS (MAX: 4 HRS.):	4
HOURLY OVERLOAD RATE:	\$ <u>55.00</u>
TOTAL COMPENSATION:	5 000
ACCOUNT NUMBER:	11001-205 1442 6010
ACCOUNT NUMBER,	

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Ricardo Pradis, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty	Signature	Time Out	Verified By Academic Services Staff
The state of the s	1:00	M		<u>.</u>		m
2 Pder		*. <i>J</i>	`	3/24/	09	
Committee Chair				Date 8/24A	hg	
President/Vice President/Dea	n			Date		
	(To Be C	ompleted By A	cademic Services)			
TOTAL HOURS (MAX: 4 H	IRS.):	4			

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Judy Santistevan (Please Print Name)	, attended and fully participated in the event described below
_		

in accordance with the attached agenda.

TOTAL HOURS (MAX: 4 HRS.): HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
) Salesteven	lpm	M	Panhelva	Spm	MM
Committee Chair			8/24/(Date	7	
President/Vice President/De	an		Bate) <u>9</u>	
	(To Be C	omnleted Rv 4.	cademic Services)	- 1	

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Rosalba Jepson, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
1 Kooollageron	lem	mn -	Rosalbale son	5 PM	W)
Committee Chair	<u> </u>		Date Spylo	<u> </u>	
President/Vice/President/Dean	l		<u>8/24/09</u> Date		
	(To Be Co	empleted By Ad	cademic Services)		

(To Be Complete	d By Academic Services)
TOTAL HOURS (MAX: 4 HRS.):	4
HOURLY OVERLOAD RATE: TOTAL COMPENSATION:	<u>\$55.00</u> \$∂∂∂
ACCOUNT NUMBER:	11001-205-14926010

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Sidne Horton	, attended and fully participated in the event described below
	(rieuse rrint Name)	
in	accordance with the attach	ed agenda.

SLO Workshop Thursday, August 20, 2009 1:00 p.m. to 5:00 p.m. Imperial Valley College Center

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
AL XI	1:00	MI	Sin TXT	130	mr
1 Polina	ブ <u></u>		8/24	09	
Committee Chair			Date 8/24/	25	
President/Vice President/Dear	n		Date		
	(To Be Co		cademic Services)		

TOTAL HOURS (MAX: 4 HRS.):
HOURLY OVERLOAD RATE:
TOTAL COMPENSATION:

ACCOUNT NUMBER:

S55.00

SCOLOGIA NUMBER:

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Angie Ruiz</u>	, attended and fully participated in the event described below
(Please Print Name)	one of the period period

in accordance with the attached agenda.

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
Thylicani	1 pm	m	(Theyer V)	Komi	MAIN
	=======================================		α	400	
Committee Chair			Date	- () 24/20	} -
President/Vice President/D	ean		Date	<u> </u>	· · · · · · · · · · · · · · · · · · ·
	(To Be Co	o mpleted B y A	cademic Services)		
TOTAL HOUR	S (MAX: 4 H	(RS.):	4		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I,	Mardjan Shokoufi (Please Print Name)	_, attended and fully participated in the event described below
in	accordance with the attached	agenda.

SLO Workshop Thursday, August 20, 2009 1:00 p.m. to 5:00 p.m. Imperial Valley College Center

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
mendy-/ Stokent	: I pm	un	n. sheling:	5	MV
Committee Chair			Date S 24	>9	
President/Vice President/Do			<u>8/24/0</u>	Ĝ.	····
r resident/De	ean		Date		
	(To Be Co	empleted By A	(cademic Services)		
TOTAL HOURS HOURLY OVE	RLOAD RA	ГЕ:	\$55.00 ~7.2()		

ACCOUNT NUMBER:

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Jose Ruiz</u>	, attended and full	ly participated in the event	described below
(Please Print	Name)	• •	

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff		Faculty S	Time Out	Verified By Academic Services Staff	
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 mittee Chair ident/Vice President/Dea	n		- O	_	Date 8/20	109	
	(To Be C	ompleted By Ac	ademic Ser	vices)			
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Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Toni Pfister</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
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Committee Chair President/Vice President/I) Dean		Date S/29 Date	5/09 1/09	
	(To Be Con	npleted By A	cademic Services)		
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Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, <u>Carol Hegarty</u>, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
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Committee Chair			Date 8/24/	1 19	
President/Vice President/Dean			Date	<i>U</i> /	
	(To Be Co	empleted By A	Academic Services)		
TOTAL HOURS (M	IAX: 4 H	RS.):	4		

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring semester, designated as winter intersession, and during the period between the end of the spring semester and the beginning of the fall semester, designated as summer session, shall be compensated for his/her participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Sydney Rice , attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

Faculty Signature	Time In	Verified By Academic Services Staff	Faculty Signature	Time Out	Verified By Academic Services Staff
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181-	5		J Slauli) গ	<u> </u>
Committee Chair			Date 8/24	109	
President/Vice President/Dean	President/Vice President/Dean				
				.	

(To Be Completed B	y Academic Services)
TOTAL HOURS (MAX: 4 HRS.):	4
HOURLY OVERLOAD RATE:	<u>\$55.00</u>
TOTAL COMPENSATION:	\$250
ACCOUNT NUMBER:	11001-205-1492-6010

Imperial Valley College Chapter of the Community College Association, California Teachers Association, National Education Association Contract, 2007-2010 article 17.10 states: "A 177-day unit member who participates in any staff development activities, including but not limited to College Retreats, New Faculty Orientations, Part-time Faculty Orientations, or any other college sponsored workshop(s) at the invitation of the Superintendent/President, or his/her designee, during periods when s/he is off contract, specifically during the period between the end of the fall semester and the beginning of the spring and the beginning of the fall semester, designated as winter intersession, and during the period between the end of the spring semester participation. Such compensation shall be paid at the overload rate described in Exhibit B3 for the actual number of hours attended rounded to the nearest quarter hour, or for one hour, whichever is greater."

I, Romano Sanchez-Dominguez, attended and fully participated in the event described below (Please Print Name)

in accordance with the attached agenda.

HOURLY OVERLOAD RATE:

TOTAL COMPENSATION:

ACCOUNT NUMBER:

Faculty Signature	Time In	Verified By Academic Services Staff		Faculty Signature	Time Out	Verified By Academic Services
	1:00				5200	Staff
Committee Chair				Date	<u>U</u> 7	
President/Vice President/Dear	 I			Date	09	
	(To Be Co	mpleted By Aca	demic Services)		
TOTAL HOURS (A	MAX: 4 H	R.S.):	4			

Student Success Workshop (SLO)
August 20, 2009
1:00 pm-5:00 pm
College Center

11001-50E-10011x

The following adjunct faculty attended the Student Success (SLO) Workshop at Imperial Valley College, on August 20, 2009, 1:00 pm- 5:00 p.m., and fully participated in the meeting.

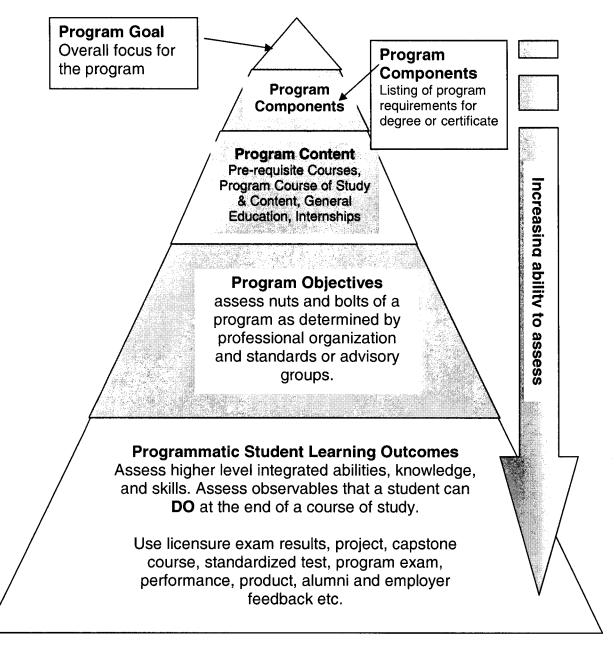
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IVC Program SLOs Workbook

Closing the Loop: SLOs, Program SLOs, Service Area Outcomes, Assessment, Curriculum, Program Review, Planning, and Budgeting

Modified from the SLO Institute, July 8, 2009

Marcy Alancraig, Cabrillo College Janet Fulks, Bakersfield College Lesley Kawaguchi, Santa Monica College



Linkage of course outcomes to program and institutional level outcomes is essential. Program assessment is a more comprehensive endeavor than course assessment and must be clearly focused on learning to produce improvement, rather than a report of the program details. It should include the real world expectations involved in graduating in an area of focused study or activities including employers concerns, transfer institution concerns and professional expert's expectations in the field of study.

Defining Programs

The primary requirement for writing SLOs and designing program assessment is a clearly defined program with a written mission statement. Mission statements are not hard to create and the conversations are exceedingly useful.

During the budget crises, our campus conducted an institutional audit; we identified 72 different instructional, support, and administrative programs, a nearly unmanageable number. Each program was required to create a mission statement and describe how the program contributed to IMPROVED learning on campus. Programs wanted to explain how they contributed to learning, but the assignment was to describe how they contributed to IMPROVED learning. This audit included all instructional programs, as well as administrative and support services programs, such as the cafeteria, bookstore, Chicano student center, and the president's office. This began an exciting shift in our perspective as defined by the learning institution paradigm. (Don't envision sudden transformation, but do imagine great dialogue.)

This audit process generated an important question for Bakersfield College, "What is an assessable program?" We had always defined programs by departments and disciplines, or geographic locations, e.g. the biology department, physical science, humanities, the book store, and counseling. Viewing it from the student's perspective we began to see that a program might be a pathway. For instance, the biology program really contained three pathways which were programs of study ending in or contributing to terminal degrees.

- the pathway or program for biology majors
 - requiring some pre- and co- requisites (math, chemistry, physics)
 - taking numerous interrelated courses with a discipline focus
 - typically transferring to a four year institution
- the pre-allied health program
 - requiring pre-requisites
 - taking a lock-step series of courses to prepare for a profession
 - concluding with a vocational program and eventual board exam
- the general education program
 - requiring only collegiate level reading
 - serving as the only science portion to many student's education
 - concluding in a liberal studies degree (potential teachers) or as transfer degree in another discipline field or vocation

Before the campus begins to create new program outcomes, review the campus structure and culture to determine whether the existing structure works well and is learning-centered, or whether robust conversation needs to occur concerning structures and program definitions. Share information between programs; some existing programs have well-defined outcomes and assessment practices in place, particularly vocational or grant-funded programs.

Finally, a discussion concerning programs must consider cross-disciplinary programs or degrees. This material will go into some detail concerning the General Education program, but consider other cross-disciplinary programs such as Chicano Studies. For pathways or programs such as a pre-allied health biology program, this entails discussions with the Math department, the Chemistry department, and the nursing or x-ray department. This represents a unique, but stimulating challenge, which could greatly benefit students (and is somewhat reminiscent of learning communities).

*Warning: These discussions take time and examine the fabric of institutional organization and governance structures. However, the discussions provide a rationale for why things exist as they do, and an opportunity to review them concerning learning centered strategies. Allow time and be inclusive when examining these issues.

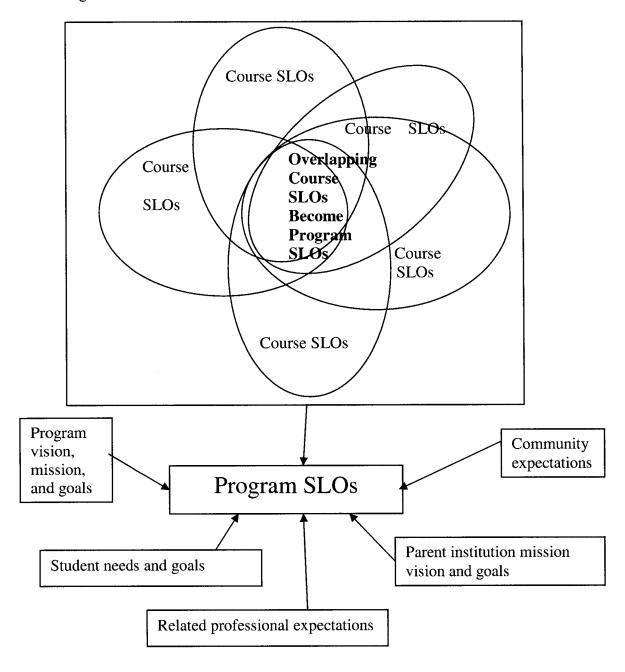
Program SLOs and Assessment What is the name of your program?
what is the name of your program:
What are the most important things your program does for students?
What evidence of specific learning for your program is most visible or observable?
What do faculty value most in your program?
What are the general outcomes of students that successfully complete your program?
After answering these questions, draft the mission statement for your program.

Writing Program SLOs

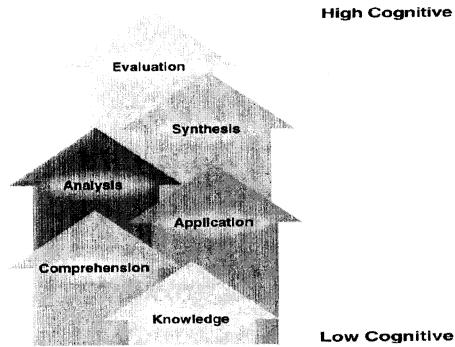
Articulating the program goals, and coordinating the appropriate course SLOs, are important foundations in finalizing draft program SLOs. It is also important to consider external requirements or expectations after a program or course of study. This would include an analysis of: 1) the community or employer expectations, 2) professional standards and expectations, 3) alignment between course, program, and institutional outcomes, 4) student expectations and needs, and transfer institution expectations.

The goal is to explicitly state overarching outcomes that represent skills, knowledge, and abilities the students attain **as a result of the program of study**. This may include activities beyond course work (field trips, internships, volunteer experiences). Once again the SLO checklist should be useful.

See the figure below for a visual.



Target Higher Level Learning and Skills in the Program SLOs



Low Cognitive

Program Assessment Simulates Real World Experiences

- Qualitative and quantitative
- Looks, feels and smells like an experience in life
- Includes concepts and decision making
- Something they would see at work

Includes Multiple Domains

- Cognitive
- Skills (psychomotor)
- Affective (beliefs

Aligning Courses to Program SLOs

In the same way that we created a matrix in section 5 to evaluate our course activities with regards to SLOs, it is helpful to create a course matrix for the program SLOs. If you are assessing a degree or certificate program at IVC, please ask the Coordinator for a copy of the grid.

After writing the Program SLOs, an analysis of where those SLOs are formatively (F) and summatively (S) addressed are plotted in a matrix.

Pre-Allied Health Program SLOs Matrix							
Course	SLO1	SLO2	SLO3	SLO4	SLO5		
Math D							
Chemistry 11	F		F	F	F		
Biology 14	F			F	F		
Biology 15		S	F	S			
Biology 16	S		S		S		
Medical	F				F		
Terminology							

Examining SLOs using a matrix ensures that students have been introduced to the outcome, had formative feedback, and are summatively assessed concerning successful student learning. This process is somewhat more complicated when looking at GE outcomes across many disciplines, but essential.

Can you identify potential problems inherent in this matrix?

Comments:

- 1. Although math is a requirement for this pathway, and necessary for chemistry and biology, the material is either not necessary or not relevant to any SLO for the program. This does not necessarily mean that math does not belong in the program, but the content should be reassessed. Perhaps students could demonstrate a math competency without taking the course. Perhaps the program needs to look at the prerequisite rationale and incorporate more aspects requiring math skills into the other courses. The linkage of the program pre-requisites need to be re-examined in light of the SLOs. If math is a necessary aspect of the pre-allied health skills, then the SLOs may need to be revised.
- 2. SLO 2 is never formatively assessed. If the students are not given an opportunity develop this outcome with feedback to improve, then it may not be the outcome of THIS program.
- 3. SLO 1 and SLO 5 have an odd sequence for assessment if these courses are in the typical order in which they are taken by students. It is useless to formatively assess a student once the final or summative assessment has occurred. The program should examine the sequence of courses to determine if Medical Terminology belongs earlier in the sequence.

4. Biology 16 appears to summatively assess several of the SLOs. The department may want to consider the creation of a capstone course, or capstone project as a program assessment technique.

Samples of Locally-Developed Program Assessment Tools

Program assessment provides a unique opportunity to assess learning over time, integrated learning. For this reason many programs use embedded course assessment, portfolios, performance assessments, capstone or senior projects, and capstone courses to assess program outcomes. Well-articulated SLOs will suggest a form of assessment that closely approximates real-life experiences. While development of homegrown tools can be time intensive, the dialogue and customized feedback are invaluable to improving programs. In programs it is important to check the assessment tool out using sample student artifacts, use trial populations to check the tool and the feasibility of its administration. Review the assessment tool on an annual basis. (Use the assessment tool checklist as a guide.) The sample program assessment methods below have been used at a number of institutions successfully.

Embedded Course Questions or Problems

Several institutions have reported successful use of embedded questions to assess program outcomes across a number of sections. This entails cooperation to develop <u>valid</u> and <u>reliable</u> questions or problems relevant to the program SLOs that are then embedded within context of routine course assessment throughout the program. There are several advantages to this technique: assessments are relevant to the specific course, program, and institutional goals, data collection does not require extra time for students or faculty, student buy-in is greater because the assessment is part of the course work, and immediate formative feedback provides diagnostic improvement.

Portfolios

Portfolios were developed based upon the art portfolio model that displays the student's abilities through a collection of artifacts. Many institutions use portfolio projects to provide a unique opportunity to assess development and change over time. Portfolios benefits student metacognitive growth and result in a resume-like product which students can use beyond their schooling. Difficulties include managing the variability between portfolios, storing the physical products, and assessing the work. Some institutions use electronic student portfolios that are commercially available (see links to the right). Assessing the portfolio work is a challenge, requiring detailed rubrics, norming, and time outside of the normal faculty workload. Instructions to the students must be explicit, based upon the purpose and uses of the portfolio.

Performance Assessment

Assessment of student performance provides a unique opportunity to assess skills and abilities in a real-time situation. While performance assessment appears a natural tool for fine arts, it has also been used in the humanities in the form of debates or re-enactments. "High-quality performance as a goal, whether at the course or program level can make the curriculum more transparent, coherent, and meaningful for faculty and students alike. Clarity and meaningfulness, in turn, can be powerful motivators for both faculty and students, particularly if the performance is a public one. And public performances provide models for other students" (Wright, 1999).

Performance assessments, like portfolios, require well-designed instruments, criteria, rubrics, and norming between reviewers.

Capstone Projects

Many institutions have developed senior projects to assess the integrated skills, knowledge, and abilities of students in programs over a program of study. A variety of sample senior projects (capstones) are linked in the resources section. These may be individual or team projects. The advantage of this kind of assessment is that it can be developed to exemplify authentic working conditions. Some programs use outside evaluators to help assess the student work.

Capstone Courses

Some institutions have developed capstone courses for programs which integrate an entire sequence of study. Capstone courses, where the course itself is an assessment instrument, provide unique and challenging opportunities for students to integrate and demonstrate their knowledge, skills, and abilities. Capstone courses provide ample and focused formative time to synthesize and cement specific skills and competencies. Capstone courses are a significant learning experience as well as a powerful assessment tool.

Student Self-Assessment

Student self-assessment can provide powerful information that can not be accomplished by any other means of assessment. Student self-assessment can provide insight into affective development and metacognitive growth that other assessment can not. The goal of the self-assessment and the rubric to evaluate the self assessment should be explicit. It is wise to ask the students to provide evidence of any conclusions they make; this may include artifacts to support these conclusions.

Dimensions of Evidence for Program Assessment

By Terrence Willett, past Director of Research at Gavilan College, now with CalPASS

- Quantitative or qualitative
 - O Not everything that can be counted counts and not everything that counts can be counted -Einstein
- Direct or indirect
- Norm- or criterion-referenced
- Should be representative and relevant
- Need several pieces of evidence to point to a conclusion
 - e.g. Student complains of fever and aches, their temperature is 102° F, tonsils are not inflamed, eyes are red and irritated, posture appears weak. Notice mix of types of evidence that all point to same conclusion...flu!

Assessment Methods

- Tests
 - Locally developed or Standardized
- Performances
 - o Recital, Presentation, or Demonstration
- Cumulative
 - o Portfolios, Capstone Projects
- Surveys
 - o Attitudes and perceptions of students, staff, employers
- Database Tracked Academic Behavior
 - o Grades, Graduation, Lab/Service Usage, Persistence
- Embedded Assessment
 - o Using grading process to measure ILO(Institutional Learning Outcome) Narrative
 - O Staff and student journals, interviews, focus groups

Assessment Parameters

Example Method	Strength of Evidence	Ethical Consideration
Randomly assign students to receive or not receive a service	Can state that a service does or does not cause an outcome	Denies access to a service that may or may not be effective for some students
Randomly assign students to receive directed information about services	Weaker causality claim	All students have access but some receive less information
Track student use and correlate with performance or skills measures; Dose-Response approach	Causality cannot be claimed, evidence is suggestive and should be accompanied by other data such as surveys	No restriction of access or information
Survey to collect self-reported impact of services	Causality cannot be claimed, useful only in conjunction with other information or to assess satisfaction	No restriction of access or information, use student time to complete survey
Case study and journals	Causality cannot be claimed but complex and difficult to measure effects can be noted	No restriction of access or information, confidentiality most important here as case study consists of much detailed personal information

Program Review and Program Outcomes Assessment

Typically the program review process is a periodic evaluation involving an intensive self-study. Components of program review may include:

- documentation of the program activities
- requests for additional funding
- assessing present and projected staffing needs
- describing facilities
- cataloging equipment
- verification of the program's values and effectiveness
- accounting how the program supports the overall institutional missions and goals.

Program review is an excellent reflective process that easily lends itself to the outcomes reporting process. In fact, some institutions have noted significant redundancies in program review, outcomes assessment reporting and periodic accreditation reviews. Thoroughly reviewing these process and aligning the reporting for each of these processes provides a considerable time savings, increases the efficiency of the reporting, and the effectiveness of the processes contributing to each final product.

Program review provides an opportunity to align courses with program outcomes and overall program outcomes with the accreditation standards. Several institutions have revised these governance processes to reduce the additional work to faculty and administration. Kennesaw State, Riverside Community College, and Bakersfield College, among others, have been revising their program review processes to streamline accreditation, program review and outcomes assessment reporting. Drafts of their work are linked at http://online.bakersfieldcollege.edu/courseassessment/Section 6 Program%20Assessment/Secti

Also review the new ASCCC paper on Program Review: Setting a Standard at the ASCCC website.

Aligning these three processes will determine what the outcomes reports look like. The next page provides examples of program assessment reports.

Sample Program Assessment Reports

on6_9ProgramReview.htm

Data from program assessment should be aggregated to protect individual student privacy, individual faculty member's privacy, and individual course sections. The aggregated information is used when preparing unit, department, and institutional assessment reports. Use of the data must be clearly explained. (Will it effect grades, program completion, certificate or degree awards, or only be used for information?)

Program Assessment Reports are most useful when they are aligned with and incorporated into reports that can be integrated into program review and accreditation reports. A program

assessment report should include aggregated data and be condensed to minimally include the essential elements shown in the template below.

Sample Program Assessment Report Template	
Title of Program:	
Program Mission or Goal:	
Student Learning Outcomes:	
Measurement Methods and Processes:	
Data Summary (overview):	
Use of Results (in decision making, curricular changes, etc.):	
Timeline for Program Modifications or Response to Data:	
Appendixes for supporting data	

Samples of model reports can be found at:

Courtland State University in the SUNY System http://www.cortland.edu/oir/assmtreports.html

University of Washington Program Assessment Reports

http://www.washington.edu/oea/BackList

While some of these reports have varying length depending on the amount of supportive data included as evidence and the space required to write the SLOs, the reports are executive summaries of less than one page to a maximum of two pages in length excluding appendixes and Student Learning Outcomes statements. Also see Southern Missouri State University's Busy Chairpersons Guide for Departmental Assessment Reporting at the SMSU website http://www2.semo.edu/provost/assmt/1

Some institutions are using a simple table to report on each SLO as shown below.

sessment Repo	ort Depa	artment:			
				Areas for	Timeline
			i manigs	Improvement	
	Method of		Method of Summary Interpretation	Method of Summary Interpretation Positive	Method of Summary Interpretation Positive Areas for

Ultimately the overall report should be focused and indicate evidenced based modifications subsequent to the assessment. Program assessment, like course assessment, should focus on 1 or 2 SLOs per year. It is better to close the loop on one SLO than to partially complete assessment and reporting for each SLO.

Service Area Outcomes

This is a summary of results from the Strand #3 work groups at the April 2nd Learning Outcomes Workshop hosted by Ventura College. Thank you to those who attended and contributed to this effort. The workshop was facilitated by John Baker and Terrence Willett from Gavilan College, Jerry Rudmann from Coastline College.

Student Services Unit or Function	Learning Outcomes	Assessment Methods
DSP&S	Students will demonstrate self-advocacy skills with instructors and staff.	Focus group of DSP&S students. Rubric used to score students' advocacy skills during a self-advocacy role play.
	Faculty and staff will demonstrate knowledge of disabilities and accommodations and services available for students in the DSP&S program.	 Data base tracking students' use of various support services. Do trend analysis as a consequence of in- service training of faculty and staff. Objective quiz administered before and after inservice workshop on the DSP&S services.
EOP&S	Student will explain GE requirements for a major.	1. Pre and post quiz.
	Student will identify and describe resources available on the campus.	1. Pre and post quiz.
Student Government	Student will demonstrate social responsibility.	Rubric used to score leadership and participation during student government meetings.
	Student will explain the college governance process.	Rubric used to score written explanations of college governance process. Objective pre and post test on the college governance process.
Counseling	Student will demonstrate the ability to use college resources.	 Student will gather in a portfolio evidence of his/her use of various college services. Use rubric to assess a sample of portfolios. Pre and post quiz on knowledge of college resources.
	Student will be able to write an educational plan.	 Percent of ed plans on file for students whose goal at application indicates a need for having an ed plan. From a sample of ed plans, determine the
Counseling (continued)	Student will be able to state informed academic goal(s).	percentage that appear complete. 1. Use scoring rubric to assess students' written or oral explanation of their academic goal(s). Rubric will assess goal clarity, level of commitment, and depth of planning given to achieving the goal. Could be done using a pre and post test procedure.
Financial Aid	Student will demonstrate the ability to successfully apply for financial aid online.	 Count of the number of correctly completed applications. Survey sample of financial aid applicants for self-report of competence in completing the application.
	Faculty and staff will be able to describe basic aspects of financial aid available to students and how students can apply for financial aid.	1. Pre and post quizzes administered to faculty and staff when doing financial aid in-services.

Integrating Program SLO Assessment & Program Review

Outcomes	Strategies	Timeline	Responsible Parties	Notes
1. Program Definition			rarties	
Review program review format				
3. Develop Program SLOs and assessment plans, begin assessment training.				
4. Representative pilot programs use new program review format				
5. Pilot program presentation.				
6. New program review				
7. Close the loop				

Resources for Program Assessment

Allen, M.J. (2004). Assessing academic programs. Bolton, MA: Anker Publishing

Bers, T. (n.d.) Assessment at the Program Level. California Assessment Website at http://cai.cc.ca.us/workshops/Prog Level Assessment by Bers.doc

Creel, D.W. (n.d.). Northern Virgina Community College General Education Assessment http://www.nv.cc.va.us/assessment/VAG Gen Ed/VAG Gen Ed/PPT

Educational Testing Services at http://www.ets.org/ for standardized testing.

Erwin, T.D. (2000). The NPEC sourcebook on assessment, volume 1: Definitions and Assessment methods for critical thinking, problem-solving, and writing. Download document from http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2000195

Moskal, B.M. & Blake, B.B. (2000). Developing a departmental Assessment plan: Issues and concerns. In *The department chair 11(1)*. Bolton, MA: Anker Publishing. Also available online at http://www.acenet.edu/resources/chairs/docs/Moskal_and_Bath.pdf

Southern Missouri State University. Busy Chairpersons Guide for Departmental Assessment Reporting at the SMSU website http://www2.semo.edu/provost/assmt/1

Upcraft, M.L. & Schuh, J.H. (1996). <u>Assessment in student affairs: A guide for practitioners</u>. San Francisco: Jossey-Bass.

Student Services Program Assessment Resources

College Student Experiences Questionnaire http://www.iu.edu/~cseq

Community College Survey of Student Engagement

http://www.ccsse.org/

Educational Testing Service (ETS)

http://www.ets.org

National Center for Higher Education Management Systems (NCHEMS)

http://www.nchems.org

National Survey of Student Engagement (NSSE)

http://www.indiana.edu/~nsse

Noel-Levitz

http://www.noellevitz.com

The Student Learning Imperative: Implications for Student Affairs

http://www.acpa.nche.edu/sli/sli.htm

Tally - Wraplep SLO Workshop Evaluation

V= 21

Circle the statement that best indicates the degree to which you agree or disagree with these statements

	1. The workshop helped to	further my knowl	edge about the SLO p	rocess.
	Strongly Disagree Disagree	Neutral	Agree (12)	Strongly Agree
	2. The workshop increased	my knowledge ab	out program/degree/o	ertificate outcomes.
	Strongly Disagree Disagree	Neutral	Agree (12)	Strongly Agree
	3. The session was a produ	ctive time for gro	up work.	
	Strongly Disagree Disagree	Neutral \\\(\(\)	Agree	Strongly Agree
$\overline{(0)}$	Please answer the following quest	ions.	11	
The state of the s	4. What was your greatest in better industrial of party of the Comments of the	TLOS, COUR	g up and attending the review of Sills	e workshop?
10)	5. What part of the session v	vas most beneficia		se list
	700	(11(3)	Sizing 5	amples
	6. What was your least favor Moment of chaces will-wants am worship	ting 1-Slos I	? Why? 1 orns	Jains to share Other schools mening
(£	7. What future SLO topics we Course level dark valed more on P-5LOS	build be most helpt	ful to you? More is	camples from other school
	Address other unit-	• / •	161, Maintenne	, Proper fount sage
	8. What suggestions do you h meetings? Revisit 100.	ave for future out	comes/assessments	-
	À	Vision Dept	•	Coffee
	Feel free to provide any further com	ments on the back pa ルラくしす(age. Thanks for your inpu	it and participation!
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Circle the statement that best indicates the degree to which you agree or disagree with these statements 1. The workshop helped to further my knowledge about the SLO process. Strongly Disagree Disagree Neutral Agree Strongly Agree 2. The workshop increased my knowledge about program/degree/certificate outcomes. Strongly Disagree Disagree Neutral Agree Strongly Agree 3. The session was a productive time for group work. Strongly Disagree Disagree Neutral Agree Strongly Agree Please answer the following questions. 4. What was your greatest incentive for signing up and attending the workshop?_ know more about 5. What part of the session was most beneficial to you? _____ Creating atement What was your least favorite part of the day? Why?_ sements 7. What future SLO topics would be most helpful to you? 8. What suggestions do you have for future outcomes/assessments workshops or g meetings? Feel free to provide any further comments on the back page. Thanks for your input and participation!

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SLO Workshop Evaluation Circle the statement that best indicates the degree to which you agree or disagree with these statements 1. The workshop helped to further my knowledge about the SLO process. Strongly Disagree Disagree Neutral Agree Strongly Agree 2. The workshop increased my knowledge about program/degree/certificate outcomes. Strongly Disagree Disagree Neutral Strongly Agree 3. The session was a productive time for group work, Strongly Disagree Disagree Neutral Agree Strongly Agree Please answer the following questions. 4. What was your greatest incentive for signing up and attending the workshop?___ 5. What part of the session was most beneficial to you?__ 6. What was your least favorite part of the day? Why?____ 7. What future SLO topics would be most helpful to you?__ 8. What suggestions do you have for future outcomes/assessments workshops or meetings?_

Feel free to provide any further comments on the back page. Thanks for your input and participation!

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Feel free to provide any further comments on the back page. Thanks for your input and participation!

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Feel free to provide any further comments on the back page. Thanks for your input and participation!

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8. What suggestion meetings?_ ஓர்ல்	is do you ha	we for future o	utcomes/assessn	nents workshops or
Feel free to provide an	y further com	nents on the back	page. Thanks for yo	our input and participation!

SLO Workshop Evaluation Circle the statement that best indicates the degree to which you agree or disagree with these statements 1. The workshop helped to further my knowledge about the SLO process. Strongly Disagree Disagree Neutral Agree Strongly Agree 2. The workshop increased my knowledge about program/degree/certificate outcomes. Strongly Disagree Disagree Neutral Agree Strongly Agree 3. The session was a productive time for group work. Strongly Disagree Disagree Neutral Agree Strongly Agree Please answer the following questions. 4. What was your greatest incentive for signing up and attending the workshop? 5. What part of the session was most beneficial to you? 6. What was your least favorite part of the day? Why?_ 7. What future SLO topics would be most helpful to you?_

Feel free to provide any further comments on the back page. Thanks for your input and participation!

8. What suggestions do you have for future outcomes/assessments workshops or

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Circle the statement that best indicates the degree to which you agree or disagree with these statements 1. The workshop helped to further my knowledge about the SLO process. Strongly Disagree Disagree Neutral Agree Strongly Agree 2. The workshop increased my knowledge about program/degree/certificate outcomes. Strongly Disagree Disagree Neutra Agree Strongly Agree 3. The session was a productive time for group work. Strongly Disagree Disagree, Neutral Agree Strongly Agree Please answer the following questions. 4. What was your greatest incentive for signing up and attending the workshop?__ But, I also serve on the auruculen 5. What part of the session was most beneficial to you?_ Intelliation with threatty what the various winto have 6. What was your least favorite part of the day? Why?_____ 7. What future SLO topics would be most helpful to you? Red to address other SLO/SAD units - Business Str 8. What suggestions do you have for future outcomes/assessments workshops or Divoron/Procham. Feel free to provide any further comments on the back page. Thanks for your input and participation!

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Feel free to provide any further comments on the back page. Thanks for your input and participation!

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Feel free to provide any further comments on the back page. Thanks for your input and participation!

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Feel free to provide any further comments on the back page. Thanks for your input and participation!

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SLO Workshop Evaluation

Circle the statement that best indicates the degree to which you agree or disagree with these statements

1. The workshop	helped to f	urther my kno	wledge about the S	SLO process.
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Please answer the foil	owing questic	ons.		
4. What was your	greatest ind	entive for sig	ning up and attend	ing the workshop?
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5. What part of the	session wa	as most benef	icial to you?	
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7. What future SLC	topics wou m U5492	ıld be most he	elpful to you?	
8. What suggestion meetings? <u>Nove</u>	s do you ha	ve for future of	outcomes/assessm	ents workshops or
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Feel free to provide any further comments on the back page. Thanks for your input and participation!

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Circle the statement that best indicates the degree to which you agree or disagree with these statements 1. The workshop helped to further my knowledge about the SLO process. Strongly Disagree Disagree Neutral Strongly Agree 2. The workshop increased my knowledge about program/degree/certificate outcomes. Strongly Disagree Disagree Neutral Agreè Strongly Agree 3. The session was a productive time for group work. Strongly Disagree Disagree Neutral Agree Strongly Agree Please answer the following questions. 4. What was your greatest incentive for signing up and attending the workshop?_____ about SLOS 5. What part of the session was most beneficial to you? When Instructors 6. What was your least favorite part of the day? Why?_ 7. What future SLO topics would be most helpful to you? More specific example 8. What suggestions do you have for future outcomes/assessments workshops or meetings? Sec \$ Feel free to provide any further comments on the back page. Thanks for your input and participation!

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- 13) I is the the conservat that the government would in the ide society and if we don't in they collins we should be it owned on the society to seventhet correlate logic and a world or own the day this.
- Winher a fra student responsibility a silent that We construct the
- 5/Her de instructure improve? What if they do sit work to improve in the instructure of appropriate.
- (6) How does all of this help studenti? What is the evidence that this is noted What is the haveline comparison for all of this.
- (1) To students at eacher know what SLOs were a what they are for?

Tally-Wrapup Student Success Workshop Evaluation

Circle the statement that best indicates the degree to which you agree or disagree with these statements

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2. The morning session increased my knowledge of assessments.	4 114 11
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3. The afternoon session was a productive time for group work.	(30)
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Student Success Workshop Evaluation

Circle the statement that best indicates the degree to which you agree or disagree with these statements

1.	The workshop	helped to f	urther my kı	nowledge about t	he SLO	process.
St	rongly Disagree	Disagree	Neutral	Agree		Strongly Agree
2.	The morning s	ession incre	eased my kn	owledge of asse	ssments	
St	rongly Disagree	Disagree	Neutral	Agree		Strongly Agree
3.	The afternoon	session was	s a productiv	e time for group	work.	
Str	ongly Disagree	Disagree	Neutral	Agree		Strongly Agree
Ple	ase answer the fol	lowing questi	ons.			
4.	What was your	greatest in	entive for s	igning up and att	tending t	he workshop?
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	COMSU	ilting	$\sim \omega$	other		
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3. '	What future SL0	O topics wo	uld be most	helpful to you?_		
	earing into	trad	ncorpor			resoment
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Feel free to provide any further comments on the back page. Thanks for your input and participation!

Circle the statement that best indicates the degree to which you agree or disagree with these statements 1. The workshop helped to further my knowledge about the SLO process. Strongly Disagre¢ Disagree Neutral Agree Strongly Agree 2. The morning session increased my knowledge of assessments. Strongly Disagree Disagree Neutral Agree Strongly Agree 3. The afternoon session was a productive time for group work. Strongly Disagree Disagree Neutral Agree Strongly Agree Please answer the following questions. 4. What was your greatest incentive for signing up and attending the workshop?____ better understand how SLO help students and 5. What part of the morning session was most beneficial to you?_____ None - learned nothing new 6. What part of the afternoon session was most beneficial to you?__ 7. What was your least favorite part of the day? Why? Lutice 8. What future SLO topics would be most helpful to you? Houde STudies That used control groups To meetings?

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Circle the statement that best indicates the degree to which you agree or disagree with these statements

1. The workshop	helped to f	urther my kn	owledge about the S	SLO procese.
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
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Student Success Workshop Evaluation Circle the statement that best indicates the degree to which you agree or disagree with these statements 1. The workshop helped to further my knowledge about the SLO process. Strongly Disagree Disagree Neutral Agree Strongly Agree 2. The morning session increased my knowledge of assessments. Strongly Disagree Disagree Neutral Strongly Agree 3. The afternoon session was a productive time for group work. Strongly Disagree Disagree Neutral gree Strongly Agree Please answer the following questions. 4. What was your greatest incentive for signing up and attending the workshop?_____ to devolop more fluency in SLOS 5. What part of the morning session was most beneficial to you?_____ 6. What part of the afternoon session was most beneficial to you? interaction with other faculty 7. What was your least favorite part of the day? Why? 8. What future SLO topics would be most helpful to you?_____

Feel free to provide any further comments on the back page. Thanks for your input and participation!

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Student Success Workshop Evaluation

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Feel free to provide any further comments on the back page. Thanks for your input and participation!

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**Student Success Workshop Evaluation** Circle the statement that best indicates the degree to which you agree or disagree with these statements 1. The workshop helped to further my knowledge about the SLO process. Strongly Disagree Disagree Neutral Agree Strongly Agree 2. The morning session increased my knowledge of assessments. Strongly Disagree Disagree Neutral Agree Strongly Agree 3. The afternoon session was a productive time for group work. Strongly Disagree Disagree Neutral Agree Strongly Agree Please answer the following questions. 4. What was your greatest incentive for signing up and attending the workshop?____ Understanding SLO's 5. What part of the morning session was most beneficial to you? <u>Clapping College</u> Demo and Peer Presentations at End 6. What part of the afternoon session was most beneficial to you? Chaup Session 7. What was your least favorite part of the day? Why? Lunch 8. What future SLO topics would be most helpful to you? Assessing, Rubrics, Survey's

Feel free to provide any further comments on the back page. Thanks for your input and participation!

9. What suggestions do you have for future outcomes/assessments workshops or

Dialogue

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1. The workshop	helped to 1	urther my kno	wledge about the S	SLO process.
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**Student Success Workshop Evaluation** Circle the statement that best indicates the degree to which you agree or disagree with these statements 1. The workshop helped to further my knowledge about the SLO process. Strongly Disagree Disagree Neutral Agree Strongly Agree 2. The morning session increased my knowledge of assessments. Strongly Disagree Disagree Neutral Agree Strongly Agree 3. The afternoon session was a productive time for group work. Strongly Disagree Disagree Neutral Agree Strongly Agree Please answer the following questions. 4. What was your greatest incentive for signing up and attending the workshop?____ 5. What part of the morning session was most beneficial to you? 6. What part of the afternoon session was most beneficial to you? Hands on 3 SLO'S & revised a 3rd one 7. What was your least favorite part of the day? Why?____ 8. What future SLO topics would be most helpful to you?_____ 9. What suggestions do you have for future outcomes/assessments workshops or

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Circle the statement that best indicates the degree to which you agree or disagree with these statements 1. The workshop helped to further my knowledge about the SLO process. Strongly Disagree Disagree Neutral Agree Strongly Agree 2. The morning session increased my knowledge of assessments. Strongly Disagree Disagree Neutral Agree Strongly Agree 3. The afternoon session was a productive time for group work. Strongly Disagree Disagree Neutral Agree Strongly Agree Please answer the following questions. 4. What was your greatest incentive for signing up and attending the workshop?_____ Suggested by my Cirector NOED TO 5. What part of the morning session was most beneficial to you? THE COLD PLAGE 6. What part of the afternoon session was most beneficial to you? GROEF SE5531W -7. What was your least favorite part of the day? Why?_____ / A 8. What future SLO topics would be most helpful to you?_____ 9. What suggestions do you have for future outcomes/assessments workshops or meetings?

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Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
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Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
3. The afternoon	session was	a productive	time for group work.	
Strongly Disagree			Agree	Strongly Agree
Please answer the fol	lowing questic	ns.		
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3. The afternoon	session was	s a productive	time for group work.	
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#### **Student Success Workshop**

#### Wednesday, January 7, 2009, 9:00am – 3:00 pm

#### Room 2131

- 9:00 9:15 Welcome Dr. Gould
- 9:15 10:00 SLOs How We Got Here!
- 10:00 10:15 Interactive Activity
- 10:15 10:30 Short Break
- 10:30 11:30 Assessments & Rubrics
- 11:30 12:00 Faculty Presentations

#### **Student Center**

- 12:00 12:45 Hosted Lunch Presented by The IVC Foundation
- 1:00 2:30 Small Group work

Discuss data collected in Fall '08 and close the loop

Design outcomes & assessments for Spring '09 courses

2:30 -3:00 Closing

1. The workshop	helped to	further my ki	nowledge about the SLO p	rocase
Strongly Disagree			Agree	Strongly Agree
2. The morning s	ession incre	eased my kn	owledge of assessments.	
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
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Please answer the foll	lowing question	ons.		
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6. What part of the	afternoon	session was	most beneficial to you? most beneficial to you? day? Why?	
			helpful to you?	
meetings :				
Feel free to provide any	further comm	ents on the ba	ck page. Thanks for your input	t and participation!

#### **Evaluating Student Learning Outcome Evidence – Guiding Questions** Dr. Gary J. Williams

- 1. Briefly summarize the Student Learning Outcome assessed, and the method used to assess it.
- 2. Describe the kind of evidence that you collected to evaluate student learning as stated by the outcome. Is the data adequate for making observations and/or conclusions?
- 3. Has all evidence been collected and documented? Are there any data missing or incomplete? Are there samples of evidence available?
- 4. Looking at the results, how many students met or exceeded the stated outcome, based on the evidence present. What observations or explanations can you attribute this result to?
- 5. How many students performed below the stated outcome, based on the evidence present? What observations or explanations can you attribute this result to?
- 6. Were there students who were not assessed? What was the reason(s) for students who were not assessed? Are the numbers of non-assessed students a significant factor in the overall success of the course or program being assessed?
- 7. What overall observations do you have about the results? Are there significant patterns or trends in the data?
  - a. For instance, for the students who met or exceeded expectations, were there circumstances that allowed for them to succeed?
  - b. For students who didn't meet expectations, what circumstances affected their
  - c. Were there some elements that students did well, and others that students performed less well?
- 8. Based on your findings, what worked well in your course or program, as reflected by the data?
- 9. Based on your findings, what changes do you believe are necessary to improve student learning? Specifically, what changes do you suggest in the following:
  - a. Instructional approach
  - b. Course content, texts and other learning resources
  - c. Structure of the course or program Curricular as well as co-curricular elements.
- 10. What kinds of learning evidence would help you make better, more precise observations? What would you change or modify in your assessment approach?
  - a. Learning Outcomes (modify existing ones, add new ones)
  - b. Assessment approach
  - c. Rubrics

Finally – What did you learn from this cycle of assessment that will help you as an educator?

#### IMPERIAL VALLEY COLLEGE Student Learning Outcomes (SLO) Identification Form & Assessment Cycle

Department Name:			
Course Number/Title or Program Title:			
Contact Person/Others Involved in Process:	Others		
If course is part of a major(s), and/or certificate pr	rogram(s), p	lease list all below:	
Major(s):		Certificate(s):	
Does course satisfy a community college GE requ If yes, check which requirement(s) below:	irement(s)?	Yes	No N/A
Physical Education / Activity   Language   Natural Se   Math Competency   Humanitie	and Rationa	ality – English Composition ality – Communication and Anal Sciences	ytical Thinking
Student Learning Outcome		Assessment Tool	Institutional Outcome*
<b>Example:</b> Identify, create, critique, and refute o written arguments.	ral and	(e.g., exam, rubric, portfolio)  Debate + Debate rubric	(e.g., ISLO1, ISLO2) ISLO1, ISLO2

Each SLO should describe the knowledge, skills, and/or abilities students will have after successful completion of course or as a result of participation in activity/program. A minimum of one SLO is required per course/program. You may identify more than one SLO, but please note that you will need to collect and evaluate data for each SLO that you list above. Attach separate pages if needed. For assistance contact: Toni Pfister toni.pfister@imperial.edu or X6546

*Institutional Student Learning Outcomes: ISLO1 = communication skills; ISLO2 = critical thinking skills; ISLO3 = personal responsibility; ISLO4 = information literacy; ISLO5 = global awareness

#### The ASSESSMENT CYCLE: Closing the Assessment Loop

You may elaborate as much as you need to in order to complete this form. Instructions are on the following page.

- 1. Please list the course number. In case page 1 is separated from page 2, this will help with organization.
- 2. To encourage collaboration and the sharing of ideas, each form must be completed by at least two people. If you are the only one teaching the course, you are encourage to share your data results and improvement methods with at least one other staff or faculty member. Please list the names of all faculty, staff, and students who were involved in summarizing or evaluating the data. These names may be the same or different than those on the original SLO ID form.
- 3. Your original data results, or your raw data, should be kept within your department for three years. At this time you do not need to submit the raw data, but please keep it for future quality control measures. Please summarize the data that you collected. You should include how well students scored on the assessment. You might also include: how many instructors submitted data(full-time, part-time); the type of data that was submitted (rubric scores, practical test results, etc); and, if appropriate, if a cross-section of classes (day, evening, online) were assessed. If a rubric was used, you might discuss the number of students who scored 1, 2, 3, or 4, for example, on the rubric.
- This is an opportunity to have a rich discussion with others involved in education. Please describe any changes that can be made based on the data. Changes might be made to class activities, assignment instructions, topics taught in class, or the course outline of record, etc. You might include when the changes will be implemented and, if a comparison is to be made, when the next round of data will be collected (e.g. Fall 2009).

Then, answer "Yes" or "No" to the curriculum question - no explanations required but please answer the question.

- 5. This is optional but may provide an opportunity to discuss what went well and what could be improved. If the SLO needs to be tweaked or more outcomes/assessments need to be included you might want to do that now while the information is fresh. This may allow faculty to have SLO(s) completed early and included on next year's syllabus.
- This is another optional question. Please share your thoughts, feelings, and ideas on IVC's SLO process thus far.

When completed, please email this form to your division secretary or chair (whoever is managing it locally) AND send a hard paper copy to the SLO coordinator. Thanks.

#### IMPERIAL VALLEY COLLEGE Student Learning Outcomes (SLO) Identification Form & Assessment Cycle

Department Name:	
Course Number/Title or Program Title:	
Contact Person/Others Involved in Process:	Others:
If course is part of a major(s), and/or certificate prog	gram(s), please list all below:
Major(s):	Certificate(s):
Physical Education / Activity   Language and Natural Scie   Humanities	nd Rationality – English Composition nd Rationality – Communication and Analytical Thinking
Student Learning Outcome  Example: Identify, create, critique, and refute oral	Assessment Tool (e.g., exam, rubric, portfolio) Institutional Outcome* (e.g., ISLO1, ISLO2)
written arguments.	Debate + Debate rubric ISLO1, ISLO2

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*Institutional Student Learning Outcomes: ISLO1 = communication skills; ISLO2 = critical thinking skills; ISLO3 = personal responsibility; ISLO4 = information literacy; ISLO5 = global awareness

1. Course Number	
2. People i nvolved in summarizing and evaluating data	
3. Data Results	
Briefly summarize the results of the data you collected.	
4. Course /	
Program Improvement	
Please describe what change(s) you plan to implement based on the above results.	
	**Will this include a change to the curriculum (i.e. course outline)?
Optional) Was the process effective? Will you change the putcome/ assessment or next year? (e.g., liter the SLO, ssessment, faculty iscussion process, trategy for providing iLO to student)? If so, ow?	
After-Thoughts optional) Feel ee to celebrate, vent, otherwise discuss e process.	3/8/2010 3:37 PM

# Crafton Hills College Student Learning Outcomes

Student Learning Outcome: 18that do students need to demonstrate that they know/can do in your course/area?

Student Learning Outcome:

To appreciate one's own physical, mental and emotional health, and to demonstrate the knowledge and/or skills associated with actions necessary for optimum health and physical efficiency.

SLO /Assessment/ Rubric Map
Who/What/How Often? Describe the approach you will take to assess the outcome
(e.g. all sections, sampling of students across sections, assessed each semester, fall only, etc.)

Assessment Strategy for this SLO:

This SLO will be assessed for all students taking Heath 263 or a Physical Education Course (Personalized, Individual or Group Activity). All Students seeking to receive G. E. credit for this course, shall develop a personalized improvement plan, evaluated using the rubric below, and must receive a score of 3 in at least 2 of the criteria below (no lower than 2 on the 3rd).

Department: Health/Physical Ed

Course:

Faculty Involved:

Assessment Activities: What activities cassignment instrument methodology will you use to produce evidence of student achievement of this outcome?

Assessment Activity/for this SLO:

Students pursue a personal change improvement activity, consistent with the goals of the course, aimed at improving their own health or

Students pursue a I
with the goals of th
physical condition.

Rubric: For the activity identified above, what specific traits or criteria will you measure as evidence of student performance of this outcome? Please provide a description for each step in the rubric (e.g. what does it "look like" when students

Primary Traits/Criteria:	No Fridones (0)			
	(a) Frincisco (b)	Inadequate (1)	Adequate (2)	Excellent (3)
The student values the practices and attitudes that contribute unward sound physical, mental and emotional health by undertaking the improvement activity.  (Affective domain)	Student did not undertake the activity, or showed no evidence of achievement in this area.	Student expresses a vague notion of a change they want to pursue, but shows little or no commitment to embarking on the improvement activity. Student may have started the activity, but has not continued the activity in earnest.	Student has established a goal and expresses a desire for change or improvement, but effort and commitment fluctuates or is inconsistent.	Student shows significant evidence of attitudinal change, by demonstrating motivation and consistent sustained commitment to the change they are pursuing.
Student can describe the physiological and securities conducting soundards of the improvement activity that they are undertaking, and list that information to specific benefits they are seeking.	Student did not undertake the activity, or showed no evidence of achievement in this area.	Student displays a largely uninformed perspective on the change activity they may have identified. They have not taken the time to explore the benefits of various activities that could result in improved health, fitness or wellness.	Student has a general idea of why their improvement activity is sound, and may be able to articulate some of the principles that support their actions and choices, but some of their reasoning may be vague, or incorrect.	Student can provide a complete rationale for the approach, methods and goals of the improvement activity they have undertaken. They articulate accurate information or data supporting the sound-ness of their activity.
Student persists and sustains the execution of the improvement activity that they are undertaking, and practices it consistently and correctly.  (Psychomotor domain)	Student did not undertake the activity, or showed no evidence of achievement in this area.	Student shows very little effort. They may have participated in an activity or two in class, but have not followed this up with a continued effort outside of class. Their actions are indicative of a lack of motivation and commitment to the change activity.	Student has shown effort, with occasional lapses indicating an inconsistent commitment to the change actrity. Their effort may have yielded little or no observable improvement due to a lack of consistent, sustained effort.	Student demonstrates a sustained consistent effort in the activity they are pursuing, and may have already observed improvements in their own health, fitness and wellness, which in turn, increases their motivation, effort and commitment.

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