

Intended Outcomes

Department: **Vice President for Instruction**

Intended Outcome: 1

The office of the Vice President will provide leadership to the instructional components of the College.

Intended Outcome: 2

The office of the Vice President will serve as a campus model by providing responsive customer service.

Intended Outcome: 3

The office of the Vice President will facilitate internal and external communications thereby contributing significantly to the institution's climate, identity, and image.

Intended Outcome: 4

continuation from Intended Outcome 3:

Intended Outcome: 5

Intended Outcome: 6

Intended Outcome: 7

Intended Outcome: 8

Intended Outcome: 9

Intended Outcome: 10

Performance Indicators

Department: **Vice President for Instruction**

Outcome: 1 The office of the Vice President will provide leadership to the instructional components of the College.

Performance Indicator: A	Vice President's performance rating
Performance Standard	80% of instructional staff will report satisfaction with the leadership provided by the Vice President as measured by annual performance appraisal
Actual Outcome	The Vice President for Instructional Services position was vacant for over a year. The annual performance appraisal not done on the Vice President. A performance appraisal of the Assistant to the VP for Instructional Services was done by the President of the college and it was most favorable. This was extremely valuable in addressing leadership initiatives that needed improvement.
Implications for Next Year's Plan	Change Performance Indicator to: Initiates development of learner-centered philosophy and focuses faculty and staff commitments towards student learning and success. The VP will foster curricular and teaching innovation and use of technology for program development and other educational initiatives.

Performance Indicator: B	Vice President will facilitate and conduct annual planning retreat for instructional administrative staff
Performance Standard	100% of instructional administrative staff will participate
Actual Outcome	This was accomplished with more than an annual meeting taking place. The benefits from this were improved communication, proactive planning, and long range strategic thinking.
Implications for Next Year's Plan	The planning meetings with the Instructional Administrative Staff will continue; however, the outcomes and performance indicator for this will be different for the next year.

Performance Indicator: C	
Performance Standard	
Actual Outcome	
Implications for Next Year's Plan	

Performance Indicator: D	
Performance Standard	
Actual Outcome	
Implications for Next Year's Plan	

Performance Indicators

Department: **Vice President for Instruction**

Outcome: 2 The office of the Vice President will serve as a campus model by providing responsive customer service.

Performance Indicator: A	The staff will receive professional development or customer service training
Performance Standard	100% of the staff working in the office of the Vice President will complete a minimum of four (4) hours of structured training per year
Actual Outcome	This was successfully completed and will continue in the Office of the Vice President for Instructional Services. We are most pleased at the comments by some of our clients complimenting the customer service aspect in our office.
Implications for Next Year's Plan	The outcomes, performance indicators, and performance standards will be revised for the next IE cycle and will not be limited to the Office, but will be more global for improving instructional units.

Performance Indicator: B	The staff will provide accurate and timely information to the college community internally and externally
Performance Standard	100% of the staff working in the office of the Vice president will attend bi-weekly staff meetings
Actual Outcome	This was accomplished and will continue to take place. The benefit of keeping our staff informed allows us to better serve our clients. This also creates a "buy in" from our staff.
Implications for Next Year's Plan	The outcomes, performance indicators and performance standards will be revised to ensure service at a more global aspect.

Performance Indicator: C	
Performance Standard	
Actual Outcome	
Implications for Next Year's Plan	Add Performance Indicator: Represents the college in the community and with regulatory agencies, local boards, and advisory councils.

Performance Indicator: D	
Performance Standard	
Actual Outcome	
Implications for Next Year's Plan	

Performance Indicators

Department: Vice President for Instruction

Outcome: 3 The office of the Vice President will facilitate internal and external communications thereby contributing significantly to the institution's climate, identity, and image.

Performance Indicator: A	Meet with Associate Deans
Performance Standard	The office of the Vice President will meet every working week with the Associate Deans
Actual Outcome	This was accomplished while there were three Associate Deans in the staffing plan. When the Vice President for Student Services and Development was on board, there was only one Associate Dean left in Instruction. The Associate Dean continues to meet during the Staff and Instructional Council Meetings. While these meetings were taking place, excellent communication was taking place and networking the Instructional Services and Student Services areas of the college.
Implications for Next Year's Plan	Change outcomes, performance indicators, and performance standards to be more global.

Performance Indicator: B	Meet with Instructional Council
Performance Standard	The office of the Vice President will meet every two (2) working weeks with Vice President's administrative staff
Actual Outcome	This was successfully accomplished and will continue. We found it to be extremely beneficial to the administrators reporting to the Vice President and to the many liaisons who are part of the Instructional Council.
Implications for Next Year's Plan	The meetings will continue in an effort to keep communication lines open and positively impact the instructional units.

Performance Indicator: C	Meet with Vice President Administrative staff
Performance Standard	The office of the Vice President will meet every two (2) working weeks with Vice President's Instructional staff
Actual Outcome	This was successfully accomplished and will continue. We found this to have played a key role in our long range planning. This was also most productive as a work session.
Implications for Next Year's Plan	

Performance Indicator: D	Meet with faculty and students
Performance Standard	The office of the Vice President will hold informal meetings once a semester at each location with the faculty and students
Actual Outcome	This was successfully accomplished and will continue. It is important to see the college as a district and these meetings provided some basic connection with all the sites.
Implications for Next Year's Plan	Will attempt to get more administrators involved to proactively reach out to faculty and students at the sites.

Performance Indicators

Department: **Vice President for Instruction**

Outcome: 4 continuation from Intended Outcome 3:

Performance Indicator: A	Student recognition
Performance Standard	The office of the Vice President will host events to recognize students who are on the President and Vice President Honors List each semester
Actual Outcome	This was successfully accomplished and will continue. We have found that most of our students excel and trust that rewarding the positive accomplishments is necessary.
Implications for Next Year's Plan	

Performance Indicator: B	Will represent the College in the community
Performance Standard	The office of the Vice President will represent the College in twelve (12) community functions annually
Actual Outcome	This was successfully accomplished and will continue. Being a community college, it is important that we remain in contact with the community.
Implications for Next Year's Plan	

Performance Indicator: C	Will represent the College at the state and national level
Performance Standard	The office of the Vice President will represent the College in four (4) state or national functions
Actual Outcome	This was successfully accomplished and will continue. This allows STCC to stay ahead of many other institutions of higher learning by being involved in Task Forces, Councils, Advisory Committees, throughout the state that are dealing with important decision making initiatives.
Implications for Next Year's Plan	We will attempt to get more representation of STCC at the different events.

Performance Indicator: D	Joint meeting with University of Texas Pan American Deans
Performance Standard	One (1) meeting annually
Actual Outcome	This was successfully accomplished and will continue. With many of our students transferring to UTPA, this dialogue has proven to be most beneficial as we work on transfer/articulation and other instructional issues.
Implications for Next Year's Plan	The new Vice President for Instructional Services may choose to meet more frequently and as needed.