



Core

Competencies

Flex Day

September 25, 2013

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- History of Core Competencies
- Data Collection Processes
- Presentation of Results
- Evaluation Exercises

# Core Competency Assessment

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- Core Competencies are campus-wide SLOs and were developed in 2004
- The key objective of Core Competencies is “to identify 6-8 broad skills that are the characteristics of an educated person, one earning an AA degree or certificate from SBVC”
- Also “to document the observable behaviors or acquired skills that will measure the achievement of these broad skills.”
- Senate approved the group’s report on campus-wide Student Learning Outcomes on Dec. 8, 2004
- Core Competencies have never been measured

# History of Core Competencies @ SBVC

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- Assessment Methodology was not designed when Core Competencies were written
- What kind of assessment can be done with the available data?
  - Archival Data from Fall 07 – Spring 12
  - Core Competency Maps, 2005
  - 2013 Student Campus Climate Survey
- Quantitative assessment based on Core Competency mapping
  - Core Competency 7 was not mapped
  - Reporting of SLOs varies
- Qualitative assessment based on Student Campus Climate Survey

# How to Evaluate Core Competencies?

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	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	<b>Accounting</b>																
2			CC	Not Assessed	Assessed	Ongoing	F07	S08	F08	S09	F09	S10	F10	S11	F11	S12	Note
3	ACCT	010	Y		x	x				x			x				
4		SLO 1								90			84				
5	ACCT	030	Y		x	x				x			x				
6		SLO 1								90			86				
7	ACCT	047	Y		x								x				
8		SLO 1											71				
9	ACCT	090	Y		x								x				
10		SLO 1											82				
11	ACCT	100	Y		x					x							Not offered since SP10
12		SLO 1								90							
13	ACCT	200	y		x								x				
14		SLO 1											74				
15	ACCT	201	y		x	x				x			x				
16		SLO 1								100			95				
17	ACCT	202	N	x													
18	<b>Overall Average</b>									<b>92.5</b>			<b>82.0</b>				

## Archive Data: Fall 2007 – Spring 2012

Average % of students who met a course SLO for all sections of a course taught in the same semester

Course Name and Number: <b>ACCT 010</b>		For each course, use an X to identify the degree of emphasis for the core competencies.		
		No Emphasis	Some Emphasis	Major Emphasis
Core competencies, sub-categories:				
Communication	1.1 Read and retain information		X	
	1.2 Write clearly	X		
	1.3 Speak clearly	X		
	1.4 Employ vocabulary of the subject studied		X	
	1.5 Demonstrate active listening skills	X		
Information Competency	2.1 Find and interpret information	X		
	2.2 Evaluate authority and bias of information	X		
	2.3 Utilize technology to organize and present information	X		
	2.4 Demonstrate working knowledge of basic computer function	X		
Critical Thinking	3.1 Evaluate strengths, weaknesses and fallacies of logic	X		
	3.2 Locate, evaluate and select evidence to support or discredit an argument	X		
	3.3 Construct a persuasive argument	X		
	3.4 Apply learned knowledge to new situations			X
	3.5 Apply principles of scientific reasoning to solve problems	X		
	3.6 Defend a logical hypothesis to explain observed phenomenon	X		
Ethics	4.1 Accept responsibility for own actions			X
	4.2 Demonstrate respect for a diversity of ideas and the rights of others		X	
	4.3 Exhibit personal, professional and academic honesty		X	
	4.4 Display behavior consistent with ethical standards w/in a discipline	X		
	4.5 Apply lessons from the past to ethical issues faced in the present	X		
	4.6 Evaluate own ethical beliefs in relationship to moral dilemmas	X		
	4.7 Assume civic, political or social responsibilities	X		
Self	5.1 Recognize own strengths and weaknesses	X		
	5.2 Recognize own biases and values	X		

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
ACCT	010														90			90
ACCT	010														84			84
ACCT	030							90							90			90
ACCT	030							86							86			86
ACCT	047									71	71				71			71
ACCT	090														82			82
ACCT	100		90					90							90			90
ACCT	200		74					74							74			74
ACCT	201		100					100							100			100
ACCT	201		95					95							95			95
			89.75%							71.00%	71.00%				86.20%			86.20%

- Number of courses with SLO data that are mapped to the Core Competency
- Average % of students who met a course SLO for all sections of a course taught in the same semester
- Average % of students assessed met the Core Competency based on course mapping
- Assumption: Students who met the course SLOs also met the Core Competency

# Data Features

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	1. Communication	2. Information Competency	3. Critical Thinking	4. Ethics	5. Creative Expression & Self Awareness	5. Social Interaction & Cultural Diversity	7. Quantitative Reasoning
% of students who were assess and met the Core Competency	<b>86.55%</b>	<b>87.81%</b>	<b>85.58%</b>	<b>92.64%</b>	<b>88.73%</b>	<b>90.04%</b>	
Total Number of Courses that are mapped Core Competencies between FA07-SP12	<b>286</b>	<b>203</b>	<b>161</b>	<b>100</b>	<b>118</b>	<b>90</b>	<b>0</b>
Total Number of Course Assessed between FA07-SP12	<b>420</b>	<b>204</b>	<b>247</b>	<b>174</b>	<b>193</b>	<b>141</b>	<b>0</b>
Number of Disciplines Mapped to CC	42	31	35	18	21	19	0

# Results for All Competencies

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# Results with Sub-Competencies

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	1. COMMUNICATION	1.1 Read and retain information	1.2 Write clearly	1.3 Speak clearly	1.4 Employ vocabulary of the subject studied	1.5 Demonstrate active listening skills
% of students who were assess and met the Core Competency	<b>86.55%</b>	85.62%	85.46%	89.81%	85.27%	86.63%
Points of measure for Core Competency between FA07 - SP 12	<b>286</b>	232	128	68	200	73
Total Number of Courses that are mapped assessed Core Competencies between FA07-SP12	<b>420</b>	343	193	113	284	115
Total Number of Disciplines mapped to the Core Competency	<b>42</b>	37	22	13	34	17

# Core Competency 1: Communication

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	<b>Core Competency 2: Information Competency</b>	<b>2.1 Find and interpret information</b>	<b>2.2 Evaluate authority and bias of information</b>	<b>2.3 Utilize technology to organize and present information</b>	<b>2.4 Demonstrate working knowledge of basic computer function</b>
<b>% of students who were assess and met the Core Competency</b>	<b>87.81%</b>	86.26%	90.71%	86.24%	88.04%
<b>Total Number of Courses that are mapped Core Competencies between FA07-SP12</b>	<b>203</b>	167	39	49	43
<b>Total Number of Course Assessed between FA07-SP12</b>	<b>204</b>	250	65	64	53
<b>Number of Disciplines Mapped to Core Competency</b>	<b>31</b>	27	9	13	13

# Core Competency 2: Information Competency

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	<b>Core Competency 3: Critical Thinking</b>	<b>3.1 Evaluate strengths, weaknesses and fallacies of logic</b>	<b>3.2 Locate, evaluate and select evidence to support or discredit an argument</b>	<b>3.3 Construct a persuasive argument</b>	<b>3.4 Apply learned knowledge to new situations</b>	<b>3.5 Apply principles of scientific reasoning to solve problems</b>	<b>3.6 Defend a logical hypothesis to explain observed phenomenon</b>
<b>% of students who were assess and met the Core Competency</b>	<b>85.58%</b>	88.02%	91.17%	89.79%	87.10%	83.49%	73.95%
<b>Total Number of Courses that are mapped Core Competencies between FA07-SP12</b>	<b>161</b>	25	34	26	133	59	15
<b>Total Number of Course Assessed between FA07-SP12</b>	<b>247</b>	37	62	34	196	92	20
<b>Number of Disciplines Mapped to the Core Competency</b>	<b>35</b>	9	12	10	25	12	4

# Core Competency 3: Critical Thinking

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	<b>Core Competency 4: Ethics</b>	<b>4.1 Accept responsibility for own actions</b>	<b>4.2 Demonstrate respect for a diversity of ideas and the rights of others</b>	<b>4.3 Exhibit personal, professional and academic honesty</b>	<b>4.4 Display behavior consistent with ethical standards w/in a discipline</b>	<b>4.5 Apply lessons from the past to ethical issues faced in the present</b>	<b>4.6 Evaluate own ethical beliefs in relationship to moral dilemmas</b>	<b>4.7 Assume civic, political or social responsibilities</b>
<b>% of students who were assess and met the Core Competency</b>	<b>92.64%</b>	91.63%	91.65%	93.03%	93.93%	91.90%	94.30%	93.01%
<b>Total Number of Courses that are mapped Core Competencies between FA07-SP12</b>	<b>100</b>	73	43	62	33	27	18	17
<b>Total Number of Course Assessed between FA07-SP12</b>	<b>174</b>	120	75	107	55	30	27	18
<b>Number of Disciplines Mapped to the Core Competency</b>	<b>18</b>	12	9	9	7	5	6	4

# Core Competency 4: Ethics

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	Core Competency 5: Creative Expression and Self Awareness	5.1 Recognize own strengths and weaknesses	5.2 Recognize own biases and values	5.3 Recognize own learning style	5.4 Give and receive constructive feedback	5.5 Develop time management skills	5.6 Set goals for educational, personal and professional development	5.7 Set goals to create balance in personal and professional life	5.8 Evaluate diverse artistic works	5.9 Demonstrate creative thought through original expression
<b>% of students who were assess and met the Core Competency</b>	<b>88.73%</b>	90.69%	93.33%	87.67%	90.81%	92.76%	91.78%	82.69%	84.24%	84.61%
<b>Total Number of Courses that are mapped Core Competencies between FA07-SP12</b>	<b>118</b>	30	21	9	26	24	20	8	38	32
<b>Total Number of Course Assessed between FA07-SP12</b>	<b>193</b>	38	32	14	39	43	48	8	49	42
<b>Number of Disciplines Mapped to Core Competency</b>	<b>21</b>	9	9	6	11	7	9	4	7	12

# Core Competency 5: Creative Expression & Self Awareness

	<b>Core Competency 6: Social Interaction &amp; Cultural Diversity</b>	<b>6.1 Demonstrate etiquette in face-to-face and written interactions</b>	<b>6.2 Work effectively in group settings</b>	<b>6.3 Utilize conflict resolution skills</b>	<b>6.4 Demonstrate knowledge of and respect for other cultures</b>	<b>6.5 Demonstrate knowledge of and respect for one's own culture</b>
<b>% of students who were assess and met the Core Competency</b>	<b>90.04%</b>	92.36%	92.45%	92.04%	89.84%	83.55%
<b>Total Number of Courses that are mapped Core Competencies between FA07-SP12</b>	<b>90</b>	29	49	35	52	26
<b>Total Number of Course Assessed between FA07-SP12</b>	<b>141</b>	51	77	57	85	40
<b>Number of Disciplines Mapped to the Core Competency</b>	<b>19</b>	6	13	6	16	8

# Core Competency 6: Social Interaction & Cultural Diversity

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Student Campus Climate Survey 2013 Results	I have become very skillful	Moderate skill development	Very little skill development	no skill development in this area
Ability to communicate in writing	185 (37.4%)	204 (41.3%)	48 (9.7%)	37 (7.5%)
Ability to speak clearly	195 (39.5%)	178 (36.0%)	49 (9.9%)	46 (9.3%)
Defend my positions in a debate or argument	150 (30.4%)	170 (34.4%)	77 (15.6%)	75 (15.2%)
Work Effectively as a leaders and/or participant in a group	200 (40.5%)	156 (31.6%)	61 (12.3%)	49 (9.9%)
Understanding of your culture and history	164 (33.2%)	156 (31.6%)	77 (15.6%)	75 (15.2%)
Assume civic, political, and//or social responsibility for your actions	183 (27.0)	149 (30.2%)	79 (16.0%)	61 (12.3%)
Set Goals for your personal and professional development	277 (56.1%)	143 (28.9%)	34 (6.9%)	23 (4.7%)
Work with computers to find information and solve problems	231 (46.8%)	151 (30.8%)	52 (10.5%)	40 (8.1%)
Critically evaluate information I find on the Internet	224 (45.3%)	152 (30.8%)	55 (11.1%)	43 (8.7%)
Preform mathematical calculations and quantitative reasoning	166 (33.6)	190 (38.5)	64 (13.0%)	43 (10.9%)

# Student Survey Data



- Round Table Discussion
  - Form for each assessment
    - Archival Data
    - Student Survey
- 20 Minutes
- Rotate 3 Time



# Evaluation Activities

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San Bernardino Valley College: Core Competency Report Form

Competency: 1. Communication  
Semester Assessed: Fall 2013

Core Competency	1. Communication 1.1 Read and retain information 1.2 Write Clearly 1.3 Speak Clearly 1.4 Employ Vocabulary of the subject studied 1.5 Demonstrate active listening skills
Assessment Methods	Analysis of Archival Data, Fall 2007 – Spring 2012
What is an acceptable pass rate?	<i>Working as a group decide what is an acceptable pass rate for this Core Competency</i>
Did the campus achieve the pass rate?	<i>Looking at the data, did the percent of students who were assessed meet the pass rate?</i>
Were trends evident in the Core Competency?	<i>Consider the pass rate, number of courses and disciplines mapped to the Core Competency and the number of assessments. Is there anything that stands out?</i>
Are there gaps?	
What is an adequate distribution for measuring Core Competencies?	<i>As a group consider What number and/or percent of courses/disciplines mapped would be needed to make a Core Competency Assessment valid? What number and/or percent of assessments would be needed to make a Core Competency Assessment valid?</i>
What content, structure, strategies might improve Core Competency assessment?	<i>Working as a group, can you think of other ways to use existing data or new ways to collect data for assessment?</i>
Would you recommend rewriting the Core Competency?	<i>Does your group think the Core Competency or sub-competencies need to be rewritten? Why?</i>

	1. COMMUNICATION	1.1 Read and retain information	1.2 Write clearly	1.3 Speak clearly	1.4 Employ vocabulary of the subject studied	1.5 Demonstrate active listening skills
% of students who were assessed and met the Core Competency	85.11%	84.74%	84.53%	87.69%	83.86%	84.75%
Points of measure for Core Competency between FA07 - SP 12	1321	421	244	144	359	153
Total Number of Courses that are mapped assessed Core Competencies between FA07-SP12	624	208	120	56	176	64
Total Number of Disciplines mapped to the Core Competency	41					

## Round Table Dialogue and Evaluation of Core Competencies

Competency: 1. Communication  
Semester Assessed: Fall 2013

Core Competency	1. Communication 1.1 Read and retain information 1.2 Write Clearly 1.3 Speak Clearly 1.4 Employ Vocabulary of the subject studied 1.5 Demonstrate active listening skills
Assessment Methods	Analysis of Student Campus Climate Survey
What is an acceptable satisfaction rate?	FIRST: Map the Student Campus Climate Survey to the Core Competency  <i>Working as a group decide what is an acceptable student satisfaction rate for this Core Competency</i>
Did the campus achieve that satisfaction rate?	<i>Looking at the data, did the campus meet the satisfaction rate for this Core Competency?</i>
Were trends evident in the survey results Are there gaps?	<i>As a group examine the student satisfaction data that was mapped to this Core Competency. Are there any trends or gaps apparent?</i>
What questions should be added to the next Student Campus Climate Survey?	<i>As a group make any recommendations for new questions or for rewriting current questions.</i>

Student Campus Climate Survey 2013 Results	I have become very skillful	Moderate skill development	Very little skill development	no skill development in this area
Ability to communicate in writing	185 (37.4%)	204 (41.3%)	48 (9.7%)	37 (7.5%)
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Mapping Student Campus Climate Survey to Core Competencies	1. Communication	2. Information Competency	3. Critical Thinking	4. Ethics	5. Creative Expression and Self-Awareness	6. Social Interaction and Cultural Diversity	7. Quantitative Reasoning
Ability to communicate in writing	X						
Ability to speak clearly	X						
Defend my positions in a debate or argument	X						
Work Effectively as a leaders and/or participant in a group							
Understanding of your culture and history							
Assume civic, political, and/or social responsibility for your actions							
Set Goals for your personal and professional development							
Work with computers to find information and solve problems							
Critically evaluate information I find on the Internet							
Perform mathematical calculations and quantitative reasoning							

## Using the Student Survey