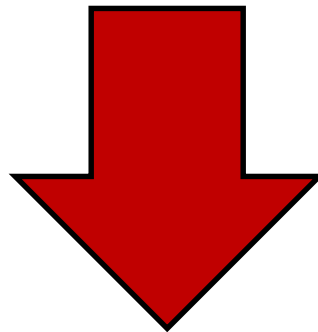




# Pierce College SLO/PLO Mapping

A tutorial for top-down mapping strategies that generate meaningful data!



# Alphabet Soup

- ILOs - Institutional Learning Outcomes
  - Specific skills and abilities that students who take courses at **Pierce College** should be able to demonstrate.
- PLOs - Program Learning Outcomes
  - Specific skills and abilities that students who take courses within a **program** should be able to demonstrate.
- SLOs - Student Learning Outcomes
  - Specific skills and abilities that students who take a **course** should be able to demonstrate.

# *Pierce College Outcomes Organization for Curricular Areas*

## **ILOs (Institutional Learning Outcomes) for Pierce College**

- All course-level SLOs should map to a minimum of one college-level ILO.
- ILOs are assessed directly using all the SLOs for all courses at Pierce College.

## **PLOs (Program Learning Outcomes) for AA degrees, AT degrees, Associate Degrees for Transfer (AD-T), certificates, IGETC, and CSU breadth certificates**

- PLOs are assessed using only those SLOs within a programmatic course deemed by discipline faculty to be centrally relevant to the PLO.
- All courses within a program should have at least one SLO that maps to at least one PLO for that program.
- Not all SLOs within a course need to map to a PLO, but at least one SLO should.

# *Pierce College Outcomes Organization for Curricular Areas*

**ILOs  
(Institutional Learning  
Outcomes) for Pierce College**

**SLOs  
(Student Learning  
Outcomes)  
for all courses at  
Pierce**

**SLOs  
(Student Learning  
Outcomes)  
for all courses at  
Pierce**

**PLOs  
(Program Learning Outcomes)  
for AA degrees, AT degrees,  
Associate Degrees for transfer  
(AD-T), certificates, IGETC, and  
CSU breadth certificates**

**Relevant SLOs  
(Student Learning  
Outcomes)  
for each course  
within a program**

**Relevant SLOs  
(Student Learning  
Outcomes)  
for each course  
within a program**

# Choosing SLOs for PLOs

(Program Learning Outcomes)

for AA degrees, AT degrees, Associate Degrees for Transfer (AD-T), certificates, IGETC, and CSU breadth certificates

- Goal: Effective Data for PLO assessment
- Think of PLOs like a Final Examination for a Program.
- The SLOs for programmatic courses are possible items that will be put on the final exam for the program.
- SLOs should be mapped to PLOs selectively. SLOs should centrally and directly relate to the PLOs they map to – it is **not** the goal to “check all that apply.”
- Not all SLOs within a programmatic course need to map to PLOs, only those SLOs that directly relate to PLOs.
- At least one SLO within a programmatic course should map to at least one PLO.

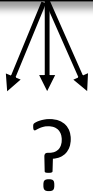
# Choosing SLOs for PLOs

Program: Addition Studies AA degree

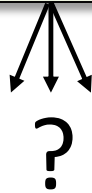
Course: Addiction Studies 9 SLOs

## PLOs for Addition Studies AA degree

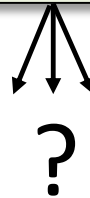
Abide by laws and ethical standards of the profession concerning addiction studies.



Demonstrate a basic set of helping skills (warmth, empathy, reflective listening) needed for entry employment in the addictions field.



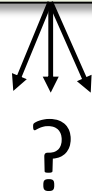
Identify and demonstrate the 12 Core Functions of a chemical dependency counselor.



Practice professional workforce behaviors; e.g., be on time, meet deadlines, have appropriate boundaries, etc. concerning addiction studies.



Utilize a variety of area-specific counseling skills; e.g., family, couples, skills training, adolescent, etc. concerning addiction studies.



## SLOs for Addiction Studies 9

Describe and explain the 12 core functions of a counselor and why they are such a vital component of the addiction treatment profession.

Recognize and identify ethical issues related to the addiction treatment profession.

Synthesize data and compose accurate charting and progress notes.

# Mapping Patterns to Avoid

	Addiction Studies AA PLOs				
	Abide by laws and ethical standards of the profession concerning addiction studies	Demonstrate a basic set of helping skills (warmth, empathy, reflective listening) needed for entry employment in the addictions field.	Identify and demonstrate the 12 Core Functions of a chemical dependency counselor.	Practice professional workforce behaviors; e.g., be on time, meet deadlines, have appropriate boundaries, etc. concerning addiction studies	Utilize a variety of area-specific counseling skills; e.g., family, couples, skills training, adolescent, etc. concerning addiction studies.
<b>Addiction Studies 9 SLOs</b>					
Describe and explain the 12 core functions of a counselor and why they are such a vital component of the addiction treatment profession.	X	X	X	X	X
Recognize and identify ethical issues related to the addiction treatment profession.					
Synthesize data and compose accurate charting and progress notes.	X	X	X	X	X

**Row Pattern:** Having an SLO map to all the PLOs.

**Problem:** The SLOs don't function as unique indicators of the PLOs. PLOs will have the exact same outcome data, based on all the same SLOs. PLO performance will then look identical across PLOs.

# Mapping Patterns to Avoid

	Addiction Studies AA PLOs				
	Abide by laws and ethical standards of the profession concerning addiction studies	Demonstrate a basic set of helping skills (warmth, empathy, reflective listening) needed for entry employment in the addictions field.	Identify and demonstrate the 12 Core Functions of a chemical dependency counselor.	Practice professional workforce behaviors; e.g., be on time, meet deadlines, have appropriate boundaries, etc. concerning addiction studies	Utilize a variety of area-specific counseling skills; e.g., family, couples, skills training, adolescent, etc. concerning addiction studies.
<b>Addiction Studies 9 SLOs</b>					
Describe and explain the 12 core functions of a counselor and why they are such a vital component of the addiction treatment profession.		X			X
Recognize and identify ethical issues related to the addiction treatment profession.		X			X
Synthesize data and compose accurate charting and progress notes.		X			X

**Column Pattern:** A PLO is assessed will all or most of the programmatic SLOs.

**Problem:** When assessing the PLOs, this pattern will make identifying why students are performing well or not challenging, as PLO performance may be based on too many or unrelated skills.



# Mapping Patterns to Avoid

	Addiction Studies AA PLOs				
	Abide by laws and ethical standards of the profession concerning addiction studies	Demonstrate a basic set of helping skills (warmth, empathy, reflective listening) needed for entry employment in the addictions field.	Identify and demonstrate the 12 Core Functions of a chemical dependency counselor.	Practice professional workforce behaviors; e.g., be on time, meet deadlines, have appropriate boundaries, etc. concerning addiction studies	Utilize a variety of area-specific counseling skills; e.g., family, couples, skills training, adolescent, etc. concerning addiction studies.
<b>Addiction Studies 9 SLOs</b>					
Describe and explain the 12 core functions of a counselor and why they are such a vital component of the addiction treatment profession.	X	X	X	X	X
Recognize and identify ethical issues related to the addiction treatment profession.		X		X	X
Synthesize data and compose accurate charting and progress notes.	X	X	X	X	X

**Overmapping:** Most SLOs are mapped to most of the PLOs.

**Problem:** Outcome data for this pattern may be impossible to interpret, as the data will be highly similar across all PLOs and it will make identifying why students are performing well or not challenging.

# SLO/PLO Ideal Mapping Pattern

	Addiction Studies AA PLOs				
	Abide by laws and ethical standards of the profession concerning addiction studies	Demonstrate a basic set of helping skills (warmth, empathy, reflective listening) needed for entry employment in the addictions field.	Identify and demonstrate the 12 Core Functions of a chemical dependency counselor.	Practice professional workforce behaviors; e.g., be on time, meet deadlines, have appropriate boundaries, etc. concerning addiction studies	Utilize a variety of area-specific counseling skills; e.g., family, couples, skills training, adolescent, etc. concerning addiction studies.
<b>Addiction Studies 9 SLOs</b>					
Describe and explain the 12 core functions of a counselor and why they are such a vital component of the addiction treatment profession.		X	X		
Recognize and identify ethical issues related to the addiction treatment profession.	X			X	X
Synthesize data and compose accurate charting and progress notes.	X		X	X	

**Ideal Pattern:** Each PLO is assessed by a unique pattern of SLOs across multiple courses. PLO performance will vary and skill deficits can be more easily identified.

# Summary

- When mapping SLOs, be selective.
- SLOs should directly, centrally relate to a mapped PLO.
- Not all course SLOs need to map to PLOs – Only programmatic courses.
- One SLO within a programmatic course should map to at least one PLO.
- Avoid row, column, and overmapping SLO/PLO mapping patterns.
- The logic is: Which of the SLOs will be the **best indicators** of the PLO.

Thank you!