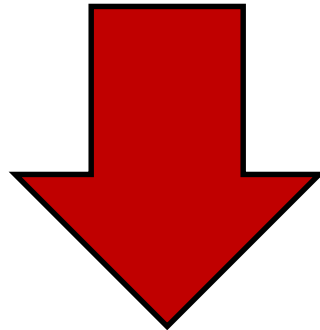




Pierce College SLO/PLO/ILO Mapping

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**

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

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

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

**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.

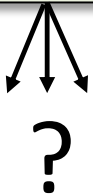
Choosing SLOs for PLOs

Program: Addiction Studies AA degree

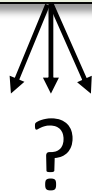
Course: Addiction Studies 9 SLOs

PLOs for Addiction Studies AA degree

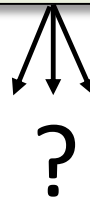
Abide by laws and ethical standards of the profession concerning addiction studies.



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



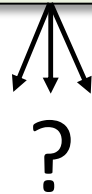
Identify and demonstrate the 12 Core Functions of a chemical dependency counselor.



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.
Addiction Studies 9 SLOs					
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.
Addiction Studies 9 SLOs					
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.
Addiction Studies 9 SLOs					
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.
Addiction Studies 9 SLOs					
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

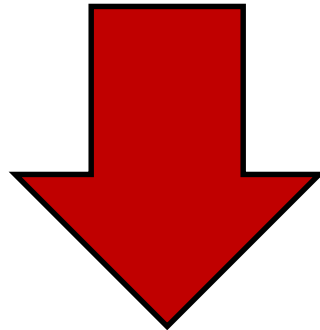
- When mapping SLOs, be selective.
- SLOs should directly, centrally relate to a mapped PLO.
- Not all course SLOs need to map to PLOs – Only programmatic courses.
- One SLO within a programmatic course should map to at least one PLO.
- Avoid row, column, and overmapping SLO/PLO mapping patterns.
- The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

Thank you!



Pierce College SLO/ILO Mapping

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



Choosing SLOs for ILOs

(Institutional Learning Outcomes for all Student Learning Outcomes)

- Goal: Effective Data for ILO assessment
- Think of College-Level ILOs as a Final Examination for the entire college.
- The SLOs that map to the ILOs are like the items that will be on the College's final exam.
- SLOs should be mapped to ILOs selectively. SLOs should centrally and directly relate to the ILOs they map to – it is **not** the goal to “check all that apply.”
- Pierce can then evaluate ILOs using SLO performance, as each mapped SLO will have been selected by discipline faculty as directly related to the ILO.
- Each SLO should map to at least one ILO.

Choosing SLOs for ILOs

Course: Addiction Studies 1 SLOs

ILOs Pierce College

Communication

Communication skills, including active listening, textual interpretation and comprehension, and oral and written expression.

Critical Thinking

Identifying and clarifying issues, problems, questions, and assumptions; analyzing data and relevant information including alternative approaches; differentiating between facts, opinions, and biases; synthesizing and generating solutions and possible outcomes; and using evidence and reasoning to support conclusions.

Research and Information Literacy

Proficiency in modes of inquiry specific to the discipline of study and discernment of relevant and appropriate sources of information.

Civic Responsibility and Ethical Reasoning in a Diverse Society

Identification, recognition, description, and explanation of his or her interaction with, and understanding of, cultural practices and social structures.

Quantitative Analysis and Scientific Reasoning

Interpretation and description of quantitative data and situations and relevant graphs, symbols, or mathematical relationships and concepts to solve problems.

Arts and Cultural Awareness

Understanding, and engaging with, contemporary notions of the public good in a democratic and diverse society and the relevant principles, concepts, and arguments that guide ethical decision-making.

Occupational and Professional Readiness

Demonstrate technical and professional skills that meet industry and/or employment standards.

Choosing SLOs for ILOs

Course: Addiction Studies 1 SLOs

ILOs Pierce College

Communication

?

Critical Thinking

?

Research and Information Literacy

?

Civic Responsibility and Ethical Reasoning in a Diverse Society

?

Quantitative Analysis and Scientific Reasoning

?

Arts and Cultural Awareness

?

Occupational and Professional Readiness

?

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.

SLO/ILO Mapping Pattern to Avoid

	Pierce College ILOs						
	Communication	Critical Thinking	Research and Information Literacy	Civic Responsibility and Ethical Reasoning in a Diverse Society	Quantitative Analysis and Scientific Reasoning	Arts and Cultural Awareness	Occupational and Professional Readiness
Addiction Studies 9 SLOs							
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	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

Row Pattern and overmapping: Having an SLO map to all or most of the ILOs.

Problem: The SLOs will not function as unique indicators of the ILOs.

SLO/ILO Ideal Mapping Pattern

	Pierce College ILOs						
	Communication	Critical Thinking	Research and Information Literacy	Civic Responsibility and Ethical Reasoning in a Diverse Society	Quantitative Analysis and Scientific Reasoning	Arts and Cultural Awareness	Occupational and Professional Readiness
Addiction Studies 9 SLOs							
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
Recognize and identify ethical issues related to the addiction treatment profession.				X			X
Synthesize data and compose accurate charting and progress notes.				X	X		X

Better pattern: Each ILO is assessed by a unique pattern of SLOs across multiple courses. Some column patterns are not problematic or uncommon.

Summary

- When mapping SLOs, be selective.
- SLOs should directly, centrally relate to a mapped ILO.
- All SLOs should map to at least one ILO.
- Avoid row patterns and overmapping SLO/ILO mapping patterns.
- Column patterns are not problematic
- The logic is: Which of the SLOs will be the **best indicators** of the ILO.

Thank you!