

## PLOs for Academic Services Division - Active Only

Unit Name	Program Level Outcome (PLO) Name	Program Level Outcome (PLO)	Related ICC
Dept AS - Equity and Social Justice	Equity Rep Training (EO)_AUO_3	Select faculty, classified professionals, and Deans will participate in EO Level 1 and 2 training and articulate the importance of EO work on campus and hiring committees.	
	Equity_AUO_1	Revised AUO: Equity Core Teams and select faculty will receive intensive training on equity pedagogy and culturally humble practice. This group of practitioners will complete a training of trainers program and serve as support staff to select divisions.	Critical thinking
		Faculty will engage students in evidence-based and culturally humble praxis that support their individual persistence and success at rates with no more than a 5% difference between racial and ethnic categories.	
			Global, cultural, social and environmental awareness
			Information literacy
			Physical/mental wellness and personal responsibility
			Strategic Initiative #2
			Strategic Initiative #3
			Strategic Initiative #4
		Equity_AUO_2	Faculty, staff, and students will develop culturally responsive skills to communicate, critically reflect and work well with people from a variety of cultural backgrounds and understand the social processes that lead to inequality and learn solutions to address inequality.
Dept AS - Honors			Critical thinking
			Global, cultural, social and environmental awareness
			Information literacy
			Physical/mental wellness and personal responsibility
			Strategic Initiative #2
			Strategic Initiative #3
Dept AS - Honors	Honors_SSLO_1	Students feel satisfied that the Honors Program assisted them in transferring to a 4-year institution of their choice.	Strategic Initiative #4
			Physical/mental wellness and personal responsibility
Dept AS - Institute for Community and Civic Engagement	ICCE_AUO_1	Faculty and staff and administrators will understand how to promote civic engagement for equity and social justice as an important part of their work	Strategic Initiative #2
			Global, cultural, social and environmental awareness
			Strategic Initiative #3

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			Strategic Initiative #4
Dept AS - Learning in Communities	LinC_SSLO_1	Faculty will engage in well-coordinated and organized staff development activities related to curriculum integration and pedagogical best practices.	Strategic Initiative #2
			Strategic Initiative #3
	LinC_SSLO_2	Students will participate in learning community classes with integrated curriculum, that will improve their persistence and success.	Strategic Initiative #2
			Communication and Expression
	LinC_SSLO_3	Students will recognize the benefits in improving their speaking, writing, reading and social interaction skills through participation in the learning community.	Communication and Expression
			Critical thinking
			Global, cultural, social and environmental awareness
			Information literacy
Dept AS - Office of Staff and Organizational Development	STAFFDEV_AUO_1	New employees participating in orientation will demonstrate an understanding of the climate, culture and vision of De Anza College and feel personally aligned with its mission, identify opportunities for future engagement with the campus community understanding both the expectations and the value of their contributions, and recognize professional development and college resources that will support them through their probation period or tenure.	
	STAFFDEV_AUO_2	Conference Funding: Using the conference funds guidelines, participants will identify the components of a successfully completed conference application, recognize relevant deadlines, and complete the funding cycle by submitting a completed trip voucher and required receipts for reimbursement.	
	STAFFDEV_AUO_3	Professional Development: Participants will meet the stated outcome of a professional development activity that they have selected (technology, teaching, and administrative and cultural competence) relevant to their own skill development goals.	
	STAFFDEV_AUO_4	Classified Professionals, Managers, and Student Employees will participate together in the Service Excellence Program to create a respectful, high quality, and consistent service experience that will strengthen connections, contribute to the campus equity practices, and support our students on their pathway to success.	
Dept SS - (Couns) Student Success and Retention Services	SSRS_SSLO_1	All Program participants will complete a quarterly updated Educational Plan that supports their identified educational objectives.	Communication and Expression
			Information literacy
			Strategic Initiative #2
			Strategic Initiative #3
	SSRS_SSLO_2	All Program participants will complete basic skills course sequences in Language Arts and/or Math during their first year of enrollment with SSRS.	Communication and Expression

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			Information literacy
			Physical/mental wellness and personal responsibility
			Strategic Initiative #2
			Strategic Initiative #3
			Strategic Initiative #4
	SSRS_SSLO_3	All program participants will construct a plan for transfer and/or associate's degree at De Anza College.	Communication and Expression
			Critical thinking
			Global, cultural, social and environmental awareness
			Information literacy
			Physical/mental wellness and personal responsibility
			Strategic Initiative #2
			Strategic Initiative #3
			Strategic Initiative #4
	SSRS_SSLO_4	All Program participants will complete a HUMA 20 "Life skills in Higher Education" course within their 1st year with SSRS.	Communication and Expression
			Critical thinking
			Global, cultural, social and environmental awareness
			Information literacy
			Physical/mental wellness and personal responsibility
			Strategic Initiative #2
	SSRS_SSLO_5	All Program participants will appraise/evaluate multi-culturally competent counseling and advisement services given by SSRS staff and faculty.	Communication and Expression
			Information literacy
			Physical/mental wellness and personal responsibility
			Strategic Initiative #3