

## PLOs for Academic Services Division - Active Only

Unit Name	Program Level Outcome (PLO) Name	Program Level Outcome (PLO)	Related ICC
Dept AS - (SSRS) FYE	PLO	First-year students will acquire college-level writing and analytical skills, and will make progress towards educational goals including transfer to four year university and/or completion of an AA or AS degree or certificate.	
	SSLO Comprehensive Ed Plan	First Year Experience (FYE) students will complete a comprehensive educational plan for either transfer, an AA/AS degree, or both, by the end of their first year in the FYE program.	
Dept AS - (SSRS) PUENTE	PUENTE_SSLO_1	PUENTE students will develop a Student Education Plan (SEP) that has as its goal to transfer to a four-year college or university.	Communication and Expression  Critical thinking  Information literacy  Physical/mental wellness and personal responsibility  Strategic Initiative #2
	PUENTE_SSLO_2	PUENTE students will explore possible transfer institutions and specific requirements at the college/university of their chosen major	
	PUENTE_SSLO_4	PUENTE student will participate in the three components of Puente.	
Dept AS - (SSRS) 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  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

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			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
Dept AS - (SSRS) Umoja	UMOJA PLO	Program Level Outcomes Statement: First generation college students will acquire leadership skills, college level writing and research skills along with culturally relevant counseling support essential to their college success and transfer to a 4 year university	
	Umoja SSLO #1	Umoja students will develop and adjust comprehensive Student Education Plan (SEP), which provides a path to transfer to a four-year college or university.	
	Umoja SSLO #2	Umoja students will access and identify transfer and career options based on their interests and goals by navigating online academic resources.	
	Umoja SSLO #3	Umoja students will compose essays that demonstrate college-level critical thinking, writing, and research skills, including MLA documentation	
	Umoja SSLO #4	Umoja students synthesize the core components of the Puente Project— Counseling, Writing, and Mentoring—through oral and written reflection.	
Dept AS - Catalog/Curriculum Office	Catalog_AUO_1	Faculty knows the college's curriculum submission process through correctly completing all necessary paperwork and using ECMS to create and/or a revise a course, and submitting their courses by the curriculum deadline.	
	Catalog_AUO_2	Students able to find accurate course information in the course catalog.	
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.	Physical/mental wellness and personal responsibility

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			Strategic Initiative #2
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
	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 Equity, Social Justice and Multicultural Education	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.	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
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	

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	STAFFDEV_AUO_3	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 AS - Scheduling Office	Sched_AUO_1	Produce the quarterly class schedule on time and accurately.	
	Sched_AUO_2	Division deans/schedulers should know how to use the various scheduling technological systems: SIS, Banner, Footnote system, etc., and know how to build the quarterly class schedule accurately through understanding of the college course catalog, Title 5, academic programs at the college (LINC, Honors, Civic Engagement, Sankofa, FYE, etc), and college/district policies (concurrent enrollment, FA contract, disability, etc).	
Dept AS -Vasconcellos Institute for Democracy in Action (VIDA)	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	Global, cultural, social and environmental awareness
			Strategic Initiative #3
			Strategic Initiative #4