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| Fiscal Year |  | Dept Assessment Period |  |
| Department |  | Division |  |
| Submitted By |  | Submission Date |  |

Department Institutional Effectiveness Plan

***IE Plan: Complete the sections marked in YELLOW.***

***Assessments: Complete only the sections marked in GREEN.*** *These will only appear when it is time to complete assessments.*

Once completed, please email to [ie@virginiawestern.edu](mailto:ie@virginiawestern.edu).

If you have any questions, please contact [ie@virginiawestern.edu](mailto:ie@virginiawestern.edu) or call Carol Rowlett (77277) or Rachelle Koudelik-Jones (76187).

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| 1. **Mission/Purpose** |
| **College Mission:**  Virginia Western provides quality educational opportunities that empower students for success and strengthen communities.  **Purpose for your division:**  **Purpose for your department:** |

| 1. **Goals. Goals are “big picture” and long-term.** | | |
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| **College Goals:**  *These goals are established through strategic planning processes.* | **Division Goals:** These goals are set by your Vice President, through Division processes. | **Department Goals:** *Please place your goal next to the most related division goal. Add rows as needed* |
| Empower Students for Success |  |  |
| Champion Sound Stewardship |  |  |
| Foster Internal & External Collaboration |  |  |
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| **OBJECTIVES.** [***Click here***](http://www.virginiawestern.edu/about/success2021/docs/Success2021_Objectives.pdf) ***if you would like to see a list of College objectives.*** | | |
| --- | --- | --- |
| **Department Goals:**  *Same as you listed in the final column of the previous table* | **Department Objectives:**  *What specific things are you trying to achieve?*  ***Each of your goals must have at least one objective.*** | **Measurable Outcomes:**  *What will you measure to tell whether or not you accomplished the objective?*  ***Each of your objectives must have at least one measurable outcome.*** |
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| 1. **OUTCOMES AND ASSESSMENT. How will you know you are accomplishing your objectives?** |

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| **Assessment of Measurable Outcomes:**  Below, please copy each of your measurable outcomes and identify corresponding baselines and targets. At the end of the fiscal year, this IE Plan will be returned to you with additional sections to report your results on each outcome. |

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| **#** | **Measurable Outcome**  ***COPY the measurable objectives you listed above.*** | **Baseline**  ***(Current status)*** | **Target for the Year** | **2021 Target** |
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| Implementation Plan: What changes will your department implement over the next year? |
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| **Dissemination/Discussion: How will you share your results with your department and other areas of the campus community?** |
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| **Please indicate any additional comments you may have regarding any of the above** |
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