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ASSESS: ECE - Child Development Certificate

AY2024-2025

Completed

2 GOALS 2 OUTCOMES 2 MEASURES 2 TARGETS 2 FINDINGS 0 ATTACHMENTS

KBOCC Mission

As a tribal land grant institution, Keweenaw Bay Ojibwa Community College supports and uplifts all learners to achieve their goals through holistic education, while promoting Anishinaabe culture, language, and lifeways.

Program Mission or Purpose & Connection to KBOCC Mission

To prepare students for effective teaching in early childhood settings and effective learning in university settings by providing an academic program that incorporates 1) knowledge of both child development and the academic disciplines, 2) cultural understanding and sensitivity, particularly toward Anishinaabe culture, and 3) teaching, learning, and interpersonal skills.

Program/General Education Learning Outcome	Measures	Targets	Findings
1 Learning Goals Students will create a portfolio that will support them in their early childhood career			
Outcome has action plan 1.1 Maintain a portfolio to demonstrate professional philosophy and best practices. ACTION PLAN Strengthen - Enhance already effective practices for deeper or broader impact. DUE	1.1.1 In person review of portfolio Students in CE108 will create a comprehensive portfolio including lesson plans, community resources, and educational resources.	1.1.1.1 Met 80% of students will complete the portfolio 80%	All 9 students completed the portfolio completely ANALYSIS OF FINDINGS The students were all able to successfully complete the portfolio, I will continue to work with them throughout the semester to offer guidance.

Program/General Education Learning Outcome	Measures	Targets	Findings
no due date set			

Program/General Education Learning Outcome	Measures	Targets	Findings
2 Learning Goals Students will have on site practicum hours, working with teachers, students, and families.			
Outcome has action plan 2.1 Exhibit professionalism in the field of early childhood. ACTION PLAN Strengthen - Enhance already effective practices for deeper or broader impact. DUE no due date set	2.1.1 Observation of practicum hours, Students will be observed as they are pose as lead teacher in a classroom	2.1.1.1 Not Met 80% of students will meet or exceed expectations 80%	7 out of 9 (78%) students were able to complete the practicum observation and met or exceeded expectations. ANALYSIS OF FINDINGS Students who completed this portion did well in the classroom, I had two students who weren't able to be in a classroom regularly so this made them struggle.

ASSESS: ECE - Early Childhood Education A.S.

AY2024-2025

Internal Review

2 GOALS 2 OUTCOMES 3 MEASURES 2 TARGETS 2 FINDINGS 0 ATTACHMENTS

KBOCC Mission

As a tribal land grant institution, Keweenaw Bay Ojibwa Community College supports and uplifts all learners to achieve their goals through holistic education, while promoting Anishinaabe culture, language, and lifeways.

Program Mission or Purpose & Connection to KBOCC Mission

To prepare students for effective teaching in early childhood settings and effective learning in university settings by providing an academic program that incorporates 1) knowledge of both child development and the academic disciplines, 2) cultural understanding and sensitivity, particularly toward Anishinaabe culture, and 3) teaching, learning, and interpersonal skills.

Program/General Education Learning Outcome	Measures	Targets	Findings
1 Learning Goals Students will be able to incorporate High Scope COR observations into daily lesson plans to individualize			
Outcome has action plan 1.1 PLO 3: Use child assessment information to design programs. Use child assessment information to design programs/practices for young children. ACTION PLAN	1.1.1 Lesson plan CE220 students will use classroom observations to create a daily lesson plan that is developmentally appropriate for the children in the classroom.	1.1.1.1 Met 80% of students will receive a 80% or better. 80%	9 out of 9 students received an 80% or better. ANALYSIS OF FINDINGS Students were able to plan appropriate activities for the children in their age group based off observations. Some needed a little more guidance but overall this was accomplished. When it came to taking the observations students

Program/General Education Learning Outcome	Measures	Targets	Findings
Strengthen - Enhance already effective practices for deeper or broader impact. DUE no due date set			again needed guidance but achieved the outcome they needed.
	1.1.2		

Program/General Education Learning Outcome	Measures	Targets	Findings
2 Learning Goals Students will support children's learning by offering developmentally appropriate activities			
Outcome has action plan 2.1 Use developmentally appropriate approaches to teaching and learning. Use developmentally appropriate approaches for teaching and learning. ACTION PLAN Sustain - Maintain current strategies contributing to success. DUE no due date set	2.1.1 Reflective lesson plan essay CE220 & CE108 students will write an essay in which they reflect on the process of creating and using the lesson plan, including how the students responded to the activity.	2.1.1.1 Met 80% of students will meet or exceed expectations. 80%	8 out of 9 students exceeded the target of 80% and 1 student was right at 80% ANALYSIS OF FINDINGS The students were able to create the lesson plan of their choice and reflect on how it went overall. I feel all students were well equipped when it came to this portion.

ASSESS: HN - Criminal Justice Cert.

AY2024-2025

Completed

2 GOALS 2 OUTCOMES 2 MEASURES 2 TARGETS 2 FINDINGS 0 ATTACHMENTS

KBOCC Mission

As a tribal land grant institution, Keweenaw Bay Ojibwa Community College supports and uplifts all learners to achieve their goals through holistic education, while promoting Anishinaabe culture, language, and lifeways.

Program Mission or Purpose & Connection to KBOCC Mission

This program provides the foundational knowledge necessary for various entry-level positions in law enforcement, corrections, and security, as well as for further studies in criminal justice or related fields. With a blend of theoretical and practical training, the program aims to develop critical thinking, problem-solving, and communication skills essential for a successful career in criminal justice.

Program/General Education Learning Outcome	Measures	Targets	Findings
1 Learning Goals Students will be able to determine social characteristics of criminal behavior.			
Outcome has action plan 1.1 Demonstrate knowledge of the legal, social, and psychological aspects of criminal behavior. ACTION PLAN Planned Strengthen: Students partially met the goal. Minor alterations to the	1.1.1 Course embedded assessments Students will be tasked with writing a short essay in CJ110 detailing aspects of criminal social characteristics.	1.1.1.1 Partially Met 90% of all students should be able to determine 1 social characteristic and 80% of students should be able to determine 2 or more. 80% and 90%	7/7 submissions demonstrated that students could determine one social characteristic of criminal behavior. 0/7 identified a second characteristic. ANALYSIS OF FINDINGS Some students eluded to the differentiation between state and federal and other and others

Program/General Education Learning Outcome	Measures	Targets	Findings
curriculum can further solidify student expectations. DUE no due date set			mentioned the impacts of underemployment. Students did not identify a second social characteristic. Students did not identify more than one characteristic.

Program/General Education Learning Outcome	Measures	Targets	Findings
2 Learning Goals Define the basic concepts of the criminal justice system including enforcement, the court system and sentencing			
Outcome has action plan 2.1 Assess criminological and criminal justice theories in relation to crime prevention and control. ACTION PLAN Planned Strengthen: Providing additional resources to students to continue preparing for weekly quizzes. DUE no due date set	2.1.1 course embedded assessments In CJ110, students will demonstrate their ability to define and assess concepts relating to the justice system through their weekly quizzes.	2.1.1.1 Met Students overall average quiz grades in CJ110 should equal 80% 80%	9/9 total students received an overall score of 80% or higher. The class average equals 87.88%. ANALYSIS OF FINDINGS Students excelled in quiz taking.

ASSESS: AS-Anishinaabe Studies A.A.

AY2024-2025

In Progress

1 GOALS 2 OUTCOMES 4 MEASURES 4 TARGETS 4 FINDINGS 0 ATTACHMENTS

KBOCC Mission

As a tribal land grant institution, Keweenaw Bay Ojibwa Community College supports and uplifts all learners to achieve their goals through holistic education, while promoting Anishinaabe culture, language, and lifeways.

Program Mission or Purpose & Connection to KBOCC Mission

This curriculum is an interdisciplinary program committed to promoting knowledge and understanding of Anishinaabe (Native American) tradition, language, history, art, literature, values and the unique governmental status of the Anishinaabeg. The program is designed to prepare students for service to Native communities or to transfer to a four-year institution to further their studies.

Program/General Education Learning Outcome	Measures	Targets	Findings
1 Learning Goals Students will develop knowledge of Anishinaabe culture and beliefs and through this knowledge cultivate a sense of responsibility and commitment to serving the KBIC and other tribal communities.			
Outcome has action plan 1.1 Explain Anishinaabe culture Explain Anishinaabe (Native American) culture with an emphasis on Ojibwe culture integrating various aspects such as worldviews, philosophies, values, beliefs, traditions, ceremonies, and practices.	1.1.1 Poster Original Assessment AS102 students will create a poster that serves as an infographic, visually explaining the worldviews, philosophies, and values of Anishinaabe culture. The poster will incorporate images, symbols, and	1.1.1.1 Met 80% of students will meet or exceed expectations. 80%	80% of students met or exceeded expectations. ANALYSIS OF FINDINGS The revised assessment successfully met the intended learning outcome. Despite shifting from a visual infographic project to a written exam with two Venn diagrams, 80% of students met or

Program/General Education Learning Outcome	Measures	Targets	Findings
ACTION PLAN Sustain, Strengthen, and Improve DUE no due date set	text to convey information clearly and effectively. Revised Assessment: Due to a lack of materials needed for 16 students to complete visual infographics, I modified the assessment to a written exam question. In place of posters, students were asked to create two Venn diagram: one comparing Anishinaabe and Western worldviews and philosophies, and another identifying similarities and differences among Indigenous nations' values and perspectives. Although no formal rubric was used, students were given clear expectations: they were to accurately describe a certain number of Anishinaabe philosophies and worldviews, and to demonstrate thoughtful comparisons through their diagrams. This format ensured that students engaged deeply with the content while adapting to the limitations of classroom resources. The revised assessment still addressed the learning outcome by		exceeded expectations. This demonstrates that students were able to understand and articulate Anishinaabe worldviews, philosophies, and values in a meaningful way, even without a formal rubric. The diagram format supported critical thinking and allowed for structured comparison, while the clear criteria (describing a set number of philosophies and worldviews) helped guide student responses. This result suggests that the learning outcome was preserved through the assessment adjustment and that students were able to demonstrate their understanding effectively. In the future, developing a simple rubric—even for alternative formats—could help make expectations more transparent and ensure more consistent feedback.

Program/General Education Learning Outcome	Measures	Targets	Findings
	asking students to analyze and communicate Anishinaabe perspectives in a structured and visual format.		
	1.1.2 Reflective Writing Students in OS110 will engage in reflective writing to explain Anishinaabe culture, focusing on its worldviews, values, beliefs, traditions, ceremonies, and practices. Through reflections, students will demonstrate their ability to explain the Anishinaabe culture.	1.1.2.1 Not Met 80% of students will meet or exceed expectations. 80%	78% of students met or exceeded expectations. ANALYSIS OF FINDINGS Based on the submitted reflections, 78% of students met or exceeded expectations in demonstrating their understanding of Anishinaabe culture through reflective writing. While slightly below the 80% benchmark, this result indicates strong overall engagement and comprehension. Students were generally able to articulate Anishinaabe values and engage with the tradition of storytelling.
Outcome has action plan 1.2 Analyze continuities and changes over time.	1.2.1 Narrative Students in AS215 will craft a narrative that reflects their analysis of continuities and changes over	1.2.1.1 Met 80% of students will meet or exceed expectations. 80%	80% of students met or exceeded expectations. ANALYSIS OF FINDINGS 80% of students met or exceeded expectations in demonstrating their

Program/General Education Learning Outcome	Measures	Targets	Findings
Analyze continuities and changes over time resulting from historical processes and contemporary impacts on present-day Anishinaabe communities. ACTION PLAN Sustain, Strengthen, and Improve DUE no due date set	time resulting from historical processes and contemporary impacts on present-day Anishinaabe communities, while drawing on the storytelling traditions of the Anishinaabe.		understanding of historical continuities and changes related to uranium mining and its impact on the Navajo Nation. Students engaged meaningfully with both historical and contemporary sources and showed strong critical thinking in analyzing the long-term effects and present-day realities. However, while the analytical components were generally strong, many students struggled to fully embrace the storytelling elements emphasized in the prompts. These portions, which called for narrative framing, personal reflection, and culturally respectful storytelling, were often underdeveloped or written in a more academic tone rather than a storyteller's voice. This indicates a need for additional support in helping students blend cultural narrative traditions with historical content. In future iterations, I plan to incorporate model texts, guided storytelling exercises, and class discussions

Program/General Education Learning Outcome	Measures	Targets	Findings
			about what makes Indigenous storytelling distinct. These strategies can help students feel more confident using story as a valid and powerful form of analysis.
	1.2.2 Capstone Seminar Students in AS297 will write a capstone paper that analyzes continuities and changes over time resulting from historical processes and contemporary impacts on present-day Anishinaabe communities.	1.2.2.1 Not Met 80% of students will meet or exceed expectations. 80%	25% of students met or exceeded expectations. ANALYSIS OF FINDINGS Only 25% of students met expectations for the outcome “analyzes continuities and changes over time resulting from historical processes and contemporary impacts on present-day Anishinaabe communities.” This suggests a need for instructional or structural changes to better support student understanding and performance in this area. One likely contributing factor is that students may not have fully read or understood the capstone paper guidelines. This misunderstanding could have led to vague, underdeveloped, or incomplete analysis of historical and

Program/General Education Learning Outcome	Measures	Targets	Findings
			contemporary continuity and change—especially if they did not recognize that this was a required focus of the assignment. Additional contributing factors may include: -A lack of activities earlier in the program’s courses that specifically practice historical analysis over time. -Possible gaps in understanding how to connect colonial history with present-day impacts on Anishinaabe communities. -The abstract or complex nature of this outcome may require more direct instruction and examples.

ASSESS: BS - Business Administration A.S. & Cert.

AY2024-2025

In Progress

1 GOALS 2 OUTCOMES 5 MEASURES 5 TARGETS 5 FINDINGS 0 ATTACHMENTS

KBOCC Mission

As a tribal land grant institution, Keweenaw Bay Ojibwa Community College supports and uplifts all learners to achieve their goals through holistic education, while promoting Anishinaabe culture, language, and lifeways.

Program Mission or Purpose & Connection to KBOCC Mission

To provide foundational business skills students need to be successful as an entrepreneur, in the workforce, or transferring to a 4 year university.

Program/General Education Learning Outcome	Measures	Targets	Findings
1 Learning Goals Build business skills to become an entrepreneur, improve future employment opportunities, and/or transfer to 4 year university.			
Outcome has action plan 1.1 PLO 4: Formulate decisions utilizing knowledge of business law concepts. Improve -Performance did not meet expectations. Plan to modify curriculum and add supports ACTION PLAN DUE no due date set	1.1.1 Business Plan Part I BS211 Business Law & Ethics (Fall 2024) students will complete a written business contract. Elements of business contracts consider business law and ethical concepts.	1.1.1.1 Met 80% of students will score a 16 or higher out of 20 points (or 80%). 80%	6/7 (or 86%) scored a 16 or higher on checklist. ANALYSIS OF FINDINGS 5 out of the 7 scored a 20 out of 20. 1 student scored less than 16 points (10 points). Students excelled in writing business contracts, including incorporating legal and ethical concepts, when provided with the checklist to follow. Without the checklist, students may not have been able to demonstrate legal and

Program/General Education Learning Outcome	Measures	Targets	Findings
			ethical concepts independently. Assignment will be modified to remove the checklist.
	1.1.2 Capstone In BS297 students prepare a final business plan. Part 1 of the business plan covers formulating the description of business (ie sole proprietorship, partnership, LLC, corporation), what it is, and rationale for decision.	1.1.2.1 Not Met 80% of students will score a 3 out of 3 on the Business Capstone Rubric for PLO 2. 80%	4/7 or 57% of students scored a 3 out 3 on this portion of the rubric. 3 students scored a (2 out of 3). ANALYSIS OF FINDINGS All students were able to define legal form of ownership and most were able to demonstrate adherence to employee contract law, however students struggled most with formulating a code of ethics. Strengthen code of ethics in the curriculum.
Outcome has action plan 1.2 PLO 6: Utilize effective marketing techniques and principles. ACTION PLAN Planned Sustain - Maintain current strategies contributing to success. DUE no due date set	1.2.1 Marketing Plan BS210 Marketing (Fall 2024) students create marketing plan Part II which includes goals and objectives, market segmentation, and target market.	1.2.1.1 Met 80% of students will achieve a score of 40 out of 50 (or 80%) on the rubric 80%	2/2 or 100% scored higher than 80%. ANALYSIS OF FINDINGS Students did very well in this class because it was such a small class. I was able to give one on one instruction throughout the semester.

Program/General Education Learning Outcome	Measures	Targets	Findings
	1.2.2 Marketing Portfolio BS210 students create a portfolio which includes a flyer, radio advertisement, TV advertisement, social media post, and other elements to demonstrate their knowledge of what technique to use when.	1.2.2.1 Met 80% of students will meet or exceed expectations. 80%	2/2 or 100% scored higher than 80%. ANALYSIS OF FINDINGS Students did very well in this class because it was such a small class. I was able to give one on one instruction throughout the semester. It was very rewarding to see how creative these students were when assignments were real life scenarios, ie: recording a radio ad, making a 25 second commercial, and social media posts
	1.2.3 Capstone In BS297, students include a marketing plan in their final business plan.	1.2.3.1 Met 80% of students will score a 2 out of 3 on the marketing section of the Business Capstone Rubric. 80%	5/7 student scored a 3 out of 3 or 100% and 2/7 students scored a 2 out of 3 or 67%. ANALYSIS OF FINDINGS Students did very well on their marketing portion on their capstone. I believe this outcome is because they were introduced to the marketing portion in BS110 (Intro to Business) when they

Program/General Education Learning Outcome	Measures	Targets	Findings
			completed their business plan and then reinforced in BS210 (Marketing)

ASSESS: ES - Environmental Science A.S. & Cert.

AY2024-2025

Internal Review

1 GOALS 2 OUTCOMES 5 MEASURES 4 TARGETS 4 FINDINGS 0 ATTACHMENTS

KBOCC Mission

As a tribal land grant institution, Keweenaw Bay Ojibwa Community College supports and uplifts all learners to achieve their goals through holistic education, while promoting Anishinaabe culture, language, and lifeways.

Program Mission or Purpose & Connection to KBOCC Mission

To provide students with the skills necessary to assess and manage natural resources by delivering an academic program that integrates Anishinaabe worldviews with biological, physical, and social sciences.

Program/General Education Learning Outcome	Measures	Targets	Findings
1 Learning Goals Enhance cultural content in curriculum Build on the recent inclusion of at least one culture-focused CLO in every departmental course.			
Outcome has action plan 1.1 PLO1: Explain the importance of the natural world in Anishinaabe culture. ACTION PLAN Strengthen: Goals were met overall, but minor improvements can be made. For presentation-based measures, leverage the assistance	1.1.1 ES219 presentation project In spring 2025, students in ES219 will each complete a presentation on an environmental topic relevant to an indigenous nation of their choice.	1.1.1.1 Met 80% of students will earn 80% proficiency on expectations 80%	89% of students earned 80% or higher ANALYSIS OF FINDINGS Average score was 83%, including one student who did not complete the assignment. All told, 8 of 9 students met the target.

Program/General Education Learning Outcome	Measures	Targets	Findings
available from our Student Services department, including help with developing projects, locating sources of information, creating PowerPoints, and public speaking. DUE no due date set	1.1.2 Capstone Project Students will complete an independent, original research project. They will deliver an oral presentation on their findings using PowerPoint in a public forum, and will complete a conference-style research poster.	1.1.2.1 Met Spring 2025 capstone students will meet or exceed criteria on the capstone rubric. Score of 28 or higher on the ES capstone rubric	100% of students (3 of 3) met the target. ANALYSIS OF FINDINGS Average score was 35.8/39 (92%). At the time of capstone presentations, all three students had gained previous experience delivering their research projects at multiple professional conferences.
	1.1.3		
Outcome has action plan 1.2 PL03: Explain social science principles pertinent to environmental science. Strengthen: Students tend to enjoy and excel at topics involving human dimensions of the environment. Additional steps can be taken to continue to help students' performance. ACTION PLAN DUE	1.2.1 ES216 Sustainability project In spring 2025, students in ES216 class will complete a project and deliver a presentation on a sustainability topic of their choice.	1.2.1.1 Met 80% of students will earn 80% proficiency on expectations 80%	86% of students met the target. ANALYSIS OF FINDINGS The average score was 83%, including one student who earned 50% because he submitted powerpoint slides but declined to deliver an oral presentation due to public speaking fears.
	1.2.2 ES158 presentation project	1.2.2.1 Partially Met 80% of students will earn 80% proficiency on expectations	71% of students met the target. ANALYSIS OF FINDINGS

Program/General Education Learning Outcome	Measures	Targets	Findings
no due date set	In spring 2025, students in ES158 will each complete a presentation on an environmental topic relevant to any worldwide culture of their choice.	80%	Two students submitted PowerPoint slides but earned only partial credit because they failed to deliver the oral presentation. One declined due to public speaking fears, and the other missed the session due to health issues. Nonetheless, including their scores, the class average was 80% so the outcome was partially met.

ASSESS: ES - Environmental Science A.S. & Cert. - Sustainability Emphasis

AY2024-2025

Internal Review

1 GOALS 2 OUTCOMES 4 MEASURES 4 TARGETS 4 FINDINGS 0 ATTACHMENTS

KBOCC Mission

As a tribal land grant institution, Keweenaw Bay Ojibwa Community College supports and uplifts all learners to achieve their goals through holistic education, while promoting Anishinaabe culture, language, and lifeways.

Program Mission or Purpose & Connection to KBOCC Mission

To provide students knowledge and skills for careers in human-focused natural resource positions by delivering an academic program that integrates Anishinaabe worldviews within natural and social sciences.

Program/General Education Learning Outcome	Measures	Targets	Findings
1 Learning Goals Enhance cultural content in curriculum Continue building upon the inclusion of at least one culture-focused CLO in all departmental courses.			
Outcome has action plan 1.1 Explain how environmental processes are affected by human populations. ACTION PLAN Enhance: Students performance generally meets goals, but some improvements can be made. Examples include lower-stakes	1.1.1 ES110 exam 3 100-point essay exam involving two human-caused environmental issues.	1.1.1.1 Met 80% of students will earn 80% proficiency on expectations. 80% of students will score 80% or higher.	100% of students (9 of 9) scored 80% or higher. ANALYSIS OF FINDINGS Average score was 91%. Students were given the writing prompt in advance, including a list of 5 possible topics (from which to select any two). Students completed

Program/General Education Learning Outcome	Measures	Targets	Findings
assignments for steps along the way of completing presentations, and providing feedback on multiple drafts of written assignments. DUE no due date set			the assignment closed-book, in the classroom.
	1.1.2 ES216 midterm essay 500-word essay summarizing the Aral Sea ecological disaster.	1.1.2.1 Met 80% of students will earn 80% proficiency on expectations. 80% of students will score 80% or higher.	100% of students (7 of 7) scored 80% or higher. ANALYSIS OF FINDINGS Average score was 94%. This was a take-home, open-book essay with a window of 1 week for completion.
Outcome has action plan 1.2 Explain the importance of the natural world in Anishinaabe culture. Strengthen: Although the department took many meaningful steps towards goals, room for improvement exists. Areas where successes were realized will be repeated in future semesters. ACTION PLAN DUE no due date set	1.2.1 ES297 Capstone project Students will complete an independent, original research project. They will deliver an oral presentation on their findings using PowerPoint in a public forum, and will complete a conference-style research poster.	1.2.1.1 Met 80% of students will earn 80% proficiency on expectations. Score of 28 or higher on the departmental capstone rubric.	100% of students (3 of 3) scored 28 or higher. ANALYSIS OF FINDINGS Average score was 35.8/39 (92%). At the time of capstone presentations, all three students had gained previous experience delivering their research projects at multiple professional conferences.
	1.2.2 ES219 final essay Reflective writing assignment linked to CLO "Describe natural resource	1.2.2.1 Met 80% of students will earn 80% proficiency on expectations. 80% of students will score 80% or higher.	89% of students scored 80% or higher. ANALYSIS OF FINDINGS Average score was 86%, including one student who did not complete

Program/General Education Learning Outcome	Measures	Targets	Findings
	stewardship from an Anishinaabe perspective”.		the assignment. All told, 8 of 9 students met the target.

ASSESS: HL - Health Science A.S.

AY2024-2025

In Progress

2 GOALS 2 OUTCOMES 5 MEASURES 5 TARGETS 5 FINDINGS 0 ATTACHMENTS

KBOCC Mission

As a tribal land grant institution, Keweenaw Bay Ojibwa Community College supports and uplifts all learners to achieve their goals through holistic education, while promoting Anishinaabe culture, language, and lifeways.

Program Mission or Purpose & Connection to KBOCC Mission

To provide students with a foundation in health care with an emphasis on preparation for continued study in the health science field. The program includes an exploration of health careers, as well as basic science courses necessary for many health occupations programs. Students next steps include transfer to a baccalaureate program related to health science, or a certificate or associate degree health occupation program such as clinical laboratory science, or radiologic technology, pharmacology technologist, respiratory therapist assistant, etc.

Program/General Education Learning Outcome	Measures	Targets	Findings
1 Learning Goals Basic Health Science Students will develop an understanding of the difference by between health and wellness, the scientific foundations of disease, and effectively health care communication. Students will also show an understanding of cultural differences.			
Outcome has action plan 1.1 Demonstrate the ability to communicate and collaborate with interdisciplinary professionals.	1.1.1 HL100 Medical Term HL100 Medical Terminology Post-test (Fall 2024)	1.1.1.1 Met At least 75% of students will earn a score of 75% or higher on rubric 75%	75% (4/6) students scored a 75% or higher on post-test rubric. ANALYSIS OF FINDINGS

Program/General Education Learning Outcome	Measures	Targets	Findings
Students will demonstrate the ability to understand medical terminology and effective communication between health care professionals. Supported Initiatives (3) GENERAL EDUCATION • Communication Skills • Information Literacy • Anishinaabe Culture ACTION PLAN DUE no due date set	1.1.2 HL102 Legal & Ethical Issues in Medical Professions Written Assignment A written persuasive argument using a rubric in HL102 (Spring 2025). Criteria included analyzing the issue, providing supporting evidence, student logically extrapolated the information and used proper APA formatting.	1.1.2.1 Not Reported this Period 75% of students will earn a total score of 80% or higher on rubric (out of a possible 100 points) 75%	Not enough data to report. Only 1 student was enrolled in this course. ANALYSIS OF FINDINGS
	1.1.3 HL160 ICD-10 Coding Aggregated Assignments HL160 (Spring 2025). Average grade between 1 assignment, 2 weekly quizzes, and specific questions on the final exam. Total of 4 artifacts.	1.1.3.1 Met 75% of students will achieve an average score on 4 assignments/assessments of 90% or higher. 75%	100% (3/3) students earned an average score of 90% or higher. ANALYSIS OF FINDINGS 3 out of 3 students achieved 90% or higher on this CLO (90% or higher indicating mastery). All students achieved a 95% or higher, which is rounded to "Exceeding Mastery" on the rubric used. Outcome target was met. The highest score for this CLO was 97.5%. The lowest score for this CLO was 95%.

Program/General Education Learning Outcome	Measures	Targets	Findings
2 Learning Goals Explore Health Careers Students will be prepared health professionals by being able to use critical thinking, understand different career options in healthcare, use technology safely, and show professional and ethical responsibilities.			
2.1 Apply and demonstrate technical skills and knowledge Students will show applicable skills and demonstrate technical knowledge common in health careers and professions. Students will follow safe work practices, policies, and procedures to prevent injury or illness. Supported Initiatives (3) GENERAL EDUCATION • Quantitative and Scientific Reasoning • Critical Thinking • Ethical Responsibility	2.1.1 BI145 Case Studies & Lab Report BI145 Microbiology Case Studies & Lab Report (Spring 2025)	2.1.1.1 Met 80% of students will score an 80% or higher average score on case studies and 80% or higher on lab report rubric. 80%	82% (9/11) of students scored an 80% or higher on case studies AND 80% or higher on lab report rubric. 1 student did not complete all case studies. ANALYSIS OF FINDINGS 1 student earned 80%, 10 students earned 90% or higher on case studies. 1 student earned 40%, 1 student earned 85%, 8 students earned 90% or higher on final lab report. Students liked the case studies and reported that they felt they were extremely helpful for their future careers. I asked the students to read the symptoms of case studies and write a summary of what they thought was causing the illness before they read the results. Some students struggled with this aspect because they didn't want to be wrong. I made it clear

Program/General Education Learning Outcome	Measures	Targets	Findings
			that their grade for the initial summary was based on their ability to explain why they thought what the pathogen was, not if they had identified the causative agent correctly.
	2.1.2 CH111 Research Paper CH111 Chem for Health Science Written Research Paper (Fall 2024)	2.1.2.1 Met At least 75% of students score 80% or higher on rubric 75%	100% (6/6) students scored an 80% or higher on rubric ANALYSIS OF FINDINGS 2 students earned 80-89%, 4 students earned above 90%

ASSESS: HN - Psychology A.S.

AY2024-2025

Completed

2 GOALS 2 OUTCOMES 2 MEASURES 2 TARGETS 2 FINDINGS 0 ATTACHMENTS

KBOCC Mission

As a tribal land grant institution, Keweenaw Bay Ojibwa Community College supports and uplifts all learners to achieve their goals through holistic education, while promoting Anishinaabe culture, language, and lifeways.

Program Mission or Purpose & Connection to KBOCC Mission

A program tailored to provide a dynamic and practical approach to understanding human behavior and preparing students for meaningful careers in diverse fields. Our program is designed to provide a solid foundation in psychological principles, coupled with hands-on experiences and real-world applications that equip students for success in today's dynamic job market. This program pairs the scientific method with Indigenous research methodologies to ensure students are partaking in research that is relevant and reciprocal to Indigenous communities.

Program/General Education Learning Outcome	Measures	Targets	Findings
1 Learning Goals Formulate potential mitigative outcomes for psychological problems			
Outcome has action plan 1.1 PLO3: Coordinate critical thinking & analytical skills to evaluate complex psychological problems. ACTION PLAN Planned	1.1.1 Course-embedded assessment Students in PY101 will be given a random case study. Some of these case studies will relate to specific psychological problems experienced within Indigenous	1.1.1.1 Not Met 75% of the class will score an 80% or higher on BOTH the written report and presentation. 75%	7/10 (70%) of students scored 80% or higher. ANALYSIS OF FINDINGS Factors that impacted lower scores include: 1) Lack of editing from Rough draft to final draft for manuscript portion. 2) Additionally

Program/General Education Learning Outcome	Measures	Targets	Findings
Improve: Performance was under goal by 10%. Additional peer review will be added with components for peers to identify which portions of a paper are important. Additionally, tutor.com will be utilized for a third round of review before the final draft. DUE no due date set	communities, other students will be given scenarios that are more global. Between weeks 10 - 15 students will begin to think critically about the underlying causes for these issues and then begin to analyze potential ways to mitigate the psychological impact. Students will deliver both a written report on their pilot program along with a presentation.		two of the students left critical components of their introduction and conclusion out of the presentation. This could be due to the nature of a 100 level class and students not understanding fully which components of a written paper should be turned into a presentation. 3) One student did not complete the presentation portion.

Program/General Education Learning Outcome	Measures	Targets	Findings
2 Learning Goals Determining ways to integrate modern fields of psychology within industries adjacent to Indigenous communities			
Outcome has action plan 2.1 PLO4: Integrate Indigenous perspectives and research methodologies into the study of psychology. ACTION PLAN Planned	2.1.1 Course-embedded assessment Students in PY101 will be tasked with relating concepts of I/O psychology and how concepts can be implemented working within Tribal sectors. During one of the students daily quizzes, they will be tasked with relating concepts	2.1.1.1 Not Met 75% of students will be able to determine two sectors within Tribal communities that I/O psychology can be implemented. 90% of all students will be able to determine at least one. 75% and 90%	3/10 (30%) Students met the 75% and 90% goal. ANALYSIS OF FINDINGS The low score included two students that did not complete the assignment. Additional factors that may have impacted the success of this assignment could be related to the frequency of quizzes (two per

Program/General Education Learning Outcome	Measures	Targets	Findings
Improve: Performance was significantly under goal. Course restructuring may be necessary or additional tools can benefit students. DUE no due date set	learned in the previously assigned reading to Tribal industrial sectors.		week, one before each class session to gauge reading comprehension). This assignment was delivered in the format of the student's daily quiz near the end of the semester. Students may not have had time to prepare in advance due to other class requirements and the cognitive fatigue from the requirements of this course.

ASSESS: NR - Nursing A.S.

AY2024-2025

Completed

2 GOALS 3 OUTCOMES 4 MEASURES 4 TARGETS 4 FINDINGS 2 ATTACHMENTS

KBOCC Mission

As a tribal land grant institution, Keweenaw Bay Ojibwa Community College supports and uplifts all learners to achieve their goals through holistic education, while promoting Anishinaabe culture, language, and lifeways.

Program Mission or Purpose & Connection to KBOCC Mission

The mission of the Associate of Science Degree, Nursing Program is to provide the education that is necessary for entry level nurses to deliver high quality and culturally sensitive care to our rural community while focusing on the health needs of the Keweenaw Bay Indian Community.

Program/General Education Learning Outcome	Measures	Targets	Findings
1 Learning Goals Implement safe direct care within the legal, ethical, and professional standards utilizing evidence-based practice Students will be prepared to deliver care based on diversity, excellence, integrity, ethical, holistic, and patient centered values. This will be accomplished through current evidence-based practice, interdisciplinary collaboration, teamwork, nursing informatics and knowledge of quality and safety in the health care system.			
Outcome has action plan 1.1 Provide care that is patient-centered, culturally sensitive, evidence-based, and holistic. Patient Centered Care provides care that is respectful of and responsive to individual patient preferences, needs values, culture, and social	1.1.1 Clinical Experience Course outcomes (CLOs) that align with this PLO are assessed with assignments embedded in courses NR101, 102 & 103.	1.1.1.1 Met At least 80% of course outcomes have 80% or more students meeting expectations defined by courses instructors. 80%	8/8 students met the expectations. ANALYSIS OF FINDINGS

Program/General Education Learning Outcome	Measures	Targets	Findings
backgrounds to guide all clinical decision making. ACTION PLAN DUE no due date set	1.1.2 Patient-Centered Care Assignment As part of the NR102 Course, students will construct a research project on a chosen a chosen patient related to a disease process. They will also provide a presentation on their chosen patient and disease process. They will also be completing 90 hours of clinical education at one of the local facilities to ensure they are prepared to progress into the next level of nursing courses and clinical experiences.	1.1.2.1 Students will score at least a 16 (out of 20 possible) points on Patient-Centered Care rubric 80%	8/8 students met this outcome ANALYSIS OF FINDINGS
Outcome has action plan 1.2 Utilize sound nursing judgement and critical thinking in the provision of safe, quality care. Nursing judgement and evidence-based practice is the integration of professional knowledge, clinical expertise, and nursing research, while incorporating patient	1.2.1 Course-embedded Assessments Course outcomes (CLOs) from courses aligned with this PLO are assessed with assignments embedded in courses NR101, 102 & 103.	1.2.1.1 80% of course embedded outcomes will have 80% or more of students meeting expectations determined by courses instructors. 80% of CLOs	8/8 students met this expectation ANALYSIS OF FINDINGS No data

Program/General Education Learning Outcome	Measures	Targets	Findings
preferences, to plan and implement safe, high-quality care. ACTION PLAN DUE no due date set			

Program/General Education Learning Outcome	Measures	Targets	Findings
2 Learning Goals Safety and Quality Improvement Safety is the practice which increases the likelihood of achieving desired health outcomes and is consistent with current professional knowledge. Quality Improvement is the ongoing evaluation of data used to monitor outcomes which continuously improve the quality and safety of patient care processes.			
2.1 Function effectively as individuals within the interdisciplinary team with open communication, mutual respect, and shared decision-making. Teamwork and Collaboration is a mutual exchange between healthcare professionals involving clinical competency, safety, assertiveness, patience to listen to one another's rational plus the	2.1.1 Course Embedded Assessment Course outcomes (CLOs) from courses aligned with this PLO are assessed with assignments embedded in courses NR101, 102 & 103.	2.1.1.1 AT least 80% if course outcomes have 80% or more students meeting expectations defined by course instructors 80%	8/8 students met this expectation. ANALYSIS OF FINDINGS No data

Program/General Education Learning Outcome	Measures	Targets	Findings
ability to take risks, operate within multicultural contexts and convey a value that places patient and/or community needs above those of the individual team member.			

Project Attachments (2)

Attachments	File Size
 Clinical Paperwork Rubric.docx	20KB
 Patient-Centered Case Study Assignment.docx	95KB