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Coldest Wind Chills
Tuesday Night

Snow tapers off today from west to east.

Dangerously cold Arctic air arrives tonight.

Prolonged period of extreme wind chills tonight through Thursday morning.

Temperatures -10 to -20 °F Tuesday afternoon

Tuesday night lows -20 to -35 °F
The College of St. Scholastica

Private Liberal Arts College in Catholic Benedictine Tradition

Biomedical and Health Science Focus - Professional Doctoral Preparation

Undergraduate Enrollment 2,500 - Graduate Enrollment 1,500

17% Students of Color - 25% Pell Eligible - 40% First Generation

Five Long-Standing TRIO Programs - McNair established in 1995
Less Time, Better Results

A Systems Approach to Evidence-Based Program Improvement
7. The Problem

Sounds great, but who has time to do all of this?
It is imperative that your application includes a strong evaluation plan...driven by the performance indicators for the McNair Program.
The evaluation plan should determine the success of the project in—
(i) Making progress toward achieving its objectives (formative); and
(ii) Achieving its objectives at the end of the project period (summative); and provide for a description of other project outcomes.

DOE, FY 2017 Application for Grants, p. 45
In addition, consistent with the Department’s increasing emphasis on promoting evidence-based practices...the Secretary will evaluate applications on the extent to which the components and anticipated outcomes of the proposed project are supported by a logic model.
A logic model…[is] a well-specified conceptual framework that identifies key components of the proposed process, product, strategy, or practice and describes the relationships among the key components and outcomes, theoretically and operationally.
Somehow these are all related...

Indicators

Objectives

Outcomes

Formative

Summative

Logic Model
Annual Performance Report
Student Learning Outcomes
Annual Reports
Strategic Goals
And other institutional requirements...
Somehow these are all related...
The Problem

McNair programs need to meet myriad requirements around evaluation, assessment, and reporting that are similar yet different.

A jumble of intersecting yet disparate processes may result, which creates inefficiencies and confounds the noble intentions of evidence-based program improvement.
myriad requirements, similar yet different, create a jumble of inefficiencies
The Problem
2.

The Solution

Elegance through a systems approach
$$E=mc^2$$
When you first start off trying to solve a problem, the first solutions you come up with are very complex, and most people stop there. But if you keep going, and live with the problem and peel more layers of the onion off, you can often times arrive at some very elegant and simple solutions.

— Steve Jobs —
systems approach
 Somehow these are all related...

- APR
- Indicators
- Formative
- Objectives
- Outcomes
- SLOs
- Summative
- Strategic Goals
- Logic Model
- Strategic Goals
How can you simplify and align?
Build Your System
The Nuts and Bolts
The View from my Office
landscape map
drawing board
test drive
back to the drawing board
The McNair System

- Implement and Assess
  - programming
  - logic model
  - outcomes
  - mission

- Develop and Plan
The Outcomes Sub-System

Implement and Assess

Outcomes

Outcome 1  Outcome 2  Outcome 3  Outcome 4

Develop and Plan
<table>
<thead>
<tr>
<th>Outcome 1</th>
<th>Outcome 2</th>
<th>Outcome 3</th>
<th>Outcome 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>three to five relevant data points (APR objectives, outcomes assessment, strategic goals, et cetera)</td>
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The Outcome Sub-System

**Outcome**
Students will progressively develop knowledge and skills required to successfully complete a graduate degree.

**Data**
- McNair Logic Model Dashboard
- Graduate school enrollment (DOE Objective)
- Graduate school persistence (DOE Objective)
- Graduate school completion (DOE Objective)
- McNair New Student Assessment/Graduating Student Assessment
- McNair Graduating Student Survey
<table>
<thead>
<tr>
<th>phase</th>
<th>aim</th>
<th>activity</th>
<th>output</th>
</tr>
</thead>
<tbody>
<tr>
<td>scaffolded timeline of student development</td>
<td>specific sub-goal related to phase</td>
<td>specific task related to aim</td>
<td>measurable completion of activity</td>
</tr>
</tbody>
</table>
The Logic Model Sub-System

CSS McNair Student Success Plan

CSS McNair Logic Model Dashboard

*open access to McNair professionals to view, copy, use, and/or adapt*
Let's review some concepts

**The Problem**
Disparate evaluation and assessment elements, processes and purposes create redundancies and inefficiencies.

**The Solution**
Elegant systems thinking simplifies and aligns elements, processes, and purposes.

**Build Your System**
Map, draw, structure and test drive your system. Operationalize with procedures and tools, such as an outcomes assessment plan and logic model dashboard.

access this presentation at bit.ly/Troymppi