

LEGEND

CT: Critical Thinking
CETL: Center for Excellence in Teaching and Learning
IAC: Instructional Administrative Council
UAP: Unit Action Plan
SOE: Survey of Organizational Excellence

IMPLEMENTATION STRATEGY AND TIMETABLE FORM

Texas State Technical College Harlingen

GOAL 1: Innovation in Teaching through the Promotion of a Positive Climate

Specific Task to be Completed	Timeframe		Primary Participants
	From	To	
YEAR 1			
<p>A. Study faculty loads against QEP expectations to ensure sufficient faculty time for planning/ implementation/ assessment of CT strategies in courses.</p> <ol style="list-style-type: none"> 1. Create faculty task force to study current loads/develop and recommend changes. 2. Task force recommends options to address faculty time for performing recruiting and advising duties. 3. Revise workloads and policies as appropriate to allow time for professional development and QEP implementation activities. 	Jan. 2005 (Pre-Year 1)	Aug. 2006	VP Student Learning Faculty Senate Director-CETL IAC Assigned Faculty Task Force
<p>B. Develop procedure and corresponding policies to outline both student and faculty accountability in classroom.</p> <ol style="list-style-type: none"> 1. Establish faculty committee to propose policies that address faculty/student rights and protections in the classroom to include a differentiation instructional rigor, faculty innovation, and student customer service expectations. 2. Publish and disseminate policies to the students and entire college community. 	Jan. 2005 (Pre-Year 1)	Aug. 2006	Faculty Faculty Senate IAC Customer Service Committee Exec. Asst. to the President Director-CETL
<p>C. Establish TSTC-specific definition of critical thinking (to allow faculty/ staff to better plan for targeting and isolating competencies).</p>	Sept. 2005	Aug. 2006	Faculty QEP Steering Committee Student Services Council
<p>D. Intensive Faculty/Staff Development regarding Critical Thinking.</p>	Sept. 2004 (Pre-Year 1)	Ongoing Throughout Plan	Vice Presidents IAC Director-HR Director-CETL IER QEP Steering Committee Faculty (Pilots)
<p>E. Develop/implement activities to build faculty/ staff community through informal gatherings</p>	Sept. 2005 (Pre- Year 1)	Ongoing	Faculty Senate Staff Council President's Council All Employees

Specific Task to be Completed	Timeframe		Primary Participants
	From	To	
F. Develop processes, identify resources, and prepare for establishment of "Center for Excellence in Teaching and Learning" (CETL)	Jan. 2005	Opens Fall 2006; Services Ongoing	IAC Division Directors Faculty Director-CETL
G. Partner with Faculty Senate to promote new teaching initiatives/provide forum for faculty feedback regarding QEP progress.	Sept. 2005	Ongoing	Faculty Senate Director-CETL IAC QEP Steering Committee
H. Revise applicable college policies to better foster professional development.	Sept. 2005	Aug. 2006	President's Council Director-HR Faculty Senate Staff Council Director-CETL Staff Dev. Officer
YEAR 2			
I. Continue communication and activities with faculty/staff relevant to attainment of QEP objectives.	Sept. 2006	Ongoing	President's Council IAC Director-CETL Faculty Senate QEP Steering Committee Division Directors IER
J. Implement e-portfolio among all faculty in pilot study.	Sept. 2006	Aug. 2007 for initial pilots, add 5 pilots in 2007-08; expand to all by 2008-09	IAC Director-CETL Division Directors IER Participating Faculty
YEAR 3			
K. Re-evaluate faculty loads against number of faculty participating in critical thinking initiatives.	Sept. 2007	Aug. 2008	Faculty Senate Director-CETL IAC President Faculty
YEAR 4 AND BEYOND			
L. Encourage all remaining programs to implement CT initiatives in all programs/courses.	Sept. 2008	Aug. 2009 and ongoing	QEP Steering Committee Director-CETL Instructional Administration

Specific Task to be Completed	Timeframe		Primary Participants
	From	To	
			Faculty Senate Faculty

GOAL 2: Student Development Learning and Thinking Programs

YEAR 1			
A. Develop plan to restructure New Student Orientation.	Sept. 2005	Aug. 2006	VP Student Development CFO QEP Steering Committee Student Services Council
B. Develop plan for all non-instructional employees to become engaged in planning CT initiatives to promote student development outside the classroom.	Sept. 2005	Aug. 2006	VP-Administrative Services Administrative Services Council VP-Student Development Student Services Council Student Congress Staff Council Student Activities Committee CFO Business Services Council
C. Develop strategies to promote student engagement in out-of-class organizations/ activities.	Sept. 2005	Aug. 2006	VP-Student Development Director-Student Life Student Activities Committee Director-Public Information/Student Publications
D. Provide continuous staff training regarding CT and thinking processes; communicate staff's role in student CT development.	Sept. 2005	Aug. 2006 and ongoing	Director-HR VP-Administrative Services VP-Student Development CFO Staff Council President Staff Development Officer IER
E. Develop plan to incorporate a continuous feedback structure from students regarding CT initiatives in and out of class.	Sept. 2005	Aug. 2006	VP-Student Development VP-Student Learning Division Directors QEP Steering Committee IER Student Representatives
F. Develop and implement plan to build stronger dorm community.	Sept. 2005	Aug. 2006	VP-Administrative Services VP-Student Services Director-Housing Director-Student Life

Specific Task to be Completed	Timeframe		Primary Participants
	From	To	
			Student Housing Committee Student Activities Committee Student Congress QEP Steering Committee
G. Plan formal integration of student e-portfolios into Freshman Seminar programs formally delivering CT skills instruction.	Sept. 2005	Aug. 2006	VP-Instructional Administration QEP Steering Committee Director-Office of Student Success Freshman Seminar Faculty Pilot faculty CT group
YEAR 2			
A. Implement Revised Orientation Program	Sept. 2006	Aug. 2007 and ongoing	VP-Student Development Student Services Council Business Services QEP Steering Committee
B. Pilot/phase in activities developed by non-instructional employees for student CT development with a target of one focus/issue per term.	Sept. 2006	Aug. 2007	VP-Student Development VP-Admin. Services CFO IER Student Congress Student Activities Committee QEP Team
C. Begin implementation of strategies to promote student engagement in out-of- class activities.	Sept. 2006	Aug. 2007 and ongoing	VP-Student Development Student Congress Student Services Council QEP Team
D. Staff Development ongoing for previous year			
E. Implement formal student feedback process for all students participating in pilot CT programs in their major.	Sept. 2006	Aug. 2007	VP-Student Learning VP-Student Development Division Directors Faculty in pilot groups Students in pilot groups IER QEP Steering Committee
F. Implement strategies developed to enhance dorm community.	Sept. 2006	Aug. 2007	VP-Student Development VP-Administrative Services Director-Student Life Director-Housing Student Housing Committee
G. Enhanced development of student e-portfolios for majors adopting formal CT activities.	Sept. 2006	Aug. 2007 and	VP-Instruction Director-Office of Student Success

Specific Task to be Completed	Timeframe		Primary Participants
	From	To	
		ongoing	Freshman Seminar Faculty Faculty in pilot groups Students in pilot groups IER QEP Steering Committee
YEAR3			
A. Fully implement plan for student CT development outside the classroom.	Sept. 2007	Aug. 2008 and ongoing	VP-Student Development VP-Administrative Services CFO Staff Council Student Congress Student Activities Committee QEP Team
B. Increase strategies to promote student engagement, assess impact of strategies, and improve plan.	Sept. 2007	Aug. 2008 and ongoing	VP-Student Development Student Services Council Director-Student Life Student Congress Student Activities Committee IER QEP Team
C. Promotion of student engagement strategies ongoing from Year 2 and continuing throughout plan			
D. Staff Development continues to be ongoing throughout plan			
E. Expand student feedback forums to students in 5 new majors in pilot program.	Sept. 2007	Aug. 2008	VP-Student Learning Faculty from new pilot groups Students from new pilot groups
F. Dorm enhancement activities ongoing from previous year and continuous plan			
G. E-portfolio development expanded to five additional pilot programs			
YEAR 4			
E. Include students from all majors in forums and studies designed to elicit feedback about CT goals and activities.	Sept. 2008	Aug. 2009 and ongoing	VP-Student Development Division Directors Faculty Senate IER Staff Council QEP Steering Committee
G. E-portfolio development expands to all students in all			

Specific Task to be Completed	Timeframe		Primary Participants
	From	To	
technical programs; becomes institutionalized activity			

GOAL 3: Curricular Enhancement – Engaging Students in Thinking

YEAR 1			
A. Develop TSTC Harlingen definition of critical thinking.	Jan. 2005 (pre- Year 1)	Aug. 2006	QEP Team Faculty Senate Staff Council IER IAC Director-CETL
B. Implement Faculty Task Forces to study potential barriers to QEP success including: 1. Formal CT initiatives requirements and standards in program/ courses. 2. Faculty evaluation process revisions. 3. Course scheduling effectiveness. 4. Faculty incentives program.	Sept. 2005	Aug. 2006	QEP Team Instructional Administration Division Directors Faculty Senate Faculty
C. Revise Freshman Seminar Course to introduce students to critical thinking.	Jan. 2005 (pre- Year 1)	Aug. 2006	IAC Curriculum Coordinator Curriculum Committee Student Success Office IER
D. Begin development of “Center for Excellence in Teaching and Learning” (CETL) (See Goal 1.F)	Sept. 2005	Aug. 2006	IAC Director-Educational Technology Division Directors QEP Steering Committee
YEAR 2			
E. Begin year of program/course analysis in preparation for critical thinking activities.	Sept. 2006	Aug. 2007	Faculty Division Directors Program Advisory Committee QEP Steering Committee Director-CETL Instructional Administration
A. Completed in Year 1			
B. Complete duties/ adopt findings of Instructional Task Forces.	Sept. 2006	Aug. 2007	Faculty Instructional Administration Curriculum Committee Director-CETL Faculty Senate

Specific Task to be Completed	Timeframe		Primary Participants
	From	To	
C. Revised Freshman Seminar Course required for all new students	Sept. 2006	Aug. 2007	Office of Student Success Faculty Instructional Administration Curriculum Committee QEP Steering Committee
D. Open CETL fully operational to assist faculty teaching development	Sept. 2006	Aug. 2007	Instructional Administration Director-CETL QEP Steering Committee
F. Pilot Critical Thinking initiatives in 5 programs.	Sept. 2006	Aug. 2007	Director-CETL Instructional Administration QEP Steering Committee Division Directors Participating Faculty
YEAR 3			
F. Expand CT initiatives to 5 additional programs participating in pilot.	Sept. 2007	Aug. 2008	Director-CETL Instructional Administration Participating Faculty QEP Steering Committee IER
YEAR 4			
F. Expand CT initiatives to all TSTC programs/ courses.	Sept. 2008	Aug. 2009	Faculty Instructional Administration QEP Steering Committee Director-CETL IER "Lead" Department Faculty
G. Align CT skills across the curriculum for pilot programs.	Sept. 2008	Aug. 2009	Director-CETL Participating Faculty QEP Steering Committee Curriculum Committee
H. Collect CT artifacts for college-wide assessment of CT enhancement.	Sept. 2009	Aug. 2010	Instructional Administration IER Faculty QEP Steering Committee Division Directors Director-CETL