**Continuous Improvement Plan**

**Outcomes might not change from year to year. For example, if you have not met previous targets, you may wish to retain the same outcomes. *If this is an academic, workforce, or continuing education program, you must have at least one student learning outcome.* You may also add short-term administrative, technological, assessment, resource or professional development goals, as needed.**

**Date:** Spring 2024 **Name of Program/Unit:** Psychology Field of Study

**Contact name:** Tracy Meyer **Contact email:** tmeyer@collin.edu **Contact phone:** (972) 377-1653

**Table 1: CIP Outcomes, Measures & Targets Table (focus on at least one for the next two years)**

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| 1. **Expected Outcome(s)**   Results expected in this unit.  (e.g., Authorization requests will be completed more quickly, Increasing client satisfaction with our services) | **B. Measure(s)**  Instrument(s)/process(es) used to measure results (e.g., survey results, exam questions, etc.) | 1. **Target(s)**   Level of success expected.  (e.g., 80% approval rating, 10-day faster request turn-around time, etc.) |
| Students will be able to describe the major symptoms of these psychological disorders: depression, generalized anxiety disorder, and schizophrenia. | The assessment questions will be administered during the Spring 2023 semester in all PSYC 2320 (Abnormal Psychology) sections | 70% of students will correctly answer 70% of these questions |
| Students will be able to identify and apply basic research methodology and design including: Independent and dependent variables, operational definitions, confounding variables, correlations, and group comparison | The assessment questions will be administered during the Spring 2023 semester in all PSYC 2317 (Psychology Statistics) sections | 70% of students will correctly answer 70% of these questions |
| Students will be able to identify and apply the theories of Piaget and Erikson as they relate to lifespan development | The assessment questions will be administered during the Spring 2023 semester in all PSYC 2314 (Lifespan Growth & Development) sections | 70% of students will correctly answer 70% of these questions |
| Students completing the Psychology FOS be able to identify and apply conformity, obedience, prejudice, and interpersonal attraction as they relate to social psychology | The assessment questions will be administered during the Spring 2023 semester in all PSYC 2319 (Social Psychology) sections | 70% of students will correctly answer 70% of these questions |
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**Continuous Improvement Plan**

**Outcomes might not change from year to year. For example, if you have not met previous targets, you may wish to retain the same outcomes. *As an academic program, you must have at least one student learning outcome.* You may also add short-term administrative, technological, assessment, resource or professional development goals, as needed. Choose up to 2 outcomes from Table 1 above to focus on over the next two years.**

**A. Outcome(s)** -Results expected in this program (from column A on Table 1 above--e.g. Students will learn how to compare/contrast Conflict and Structural Functional theories; increase student retention in Nursing Program).

**B. Measure(s)** -Instrument(s)/process(es) used to measure results (e.g. results of essay assignment, test item questions 6 & 7 from final exam, end of term retention rates, etc.).

**C. Target(s)** -Degree of success expected (e.g. 80% success rate, 25 graduates per year, increase retention by 2% etc.).

**D. Action Plan** -Implementation of the action plan will begin during the next academic year. Based on analysis, identify actions to be taken to accomplish outcome. What will you do?

**E. Results Summary** - Summarize the information and data collected in year 1.

**F. Findings** - Explain how the information and data has impacted the expected outcome and program success.

**G. Implementation of Findings** – Describe how you used your findings and analysis of the data to make improvements to your program.

**Table 2. CIP Outcomes 1 - 4**

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| 1. **Outcome #1**   Students completing the Psychology FOS will be able to describe the major symptoms of these psychological disorders: depression, generalized anxiety disorder, and schizophrenia. | |
| 1. **Measure (Outcome #1)**   3 embedded exam questions covering depression symptomology  3 embedded exam questions covering anxiety symptomology  3 embedded exam questions covering schizophrenia symptomology | 1. **Target (Outcome #1)**   70% of students will correctly answer 70% of these questions |
| 1. **Action Plan (Outcome #1)**   Students will be assessed in PSYC 2320 (Abnormal Psychology) each semester | |
| 1. **Results Summary (Outcome #1)**   A total of 109 students were assessed in the Spring 2023 semester in PSYC 2320. Questions 1-3 covered depression symptomology, questions 4-6 covered anxiety symptomology, and questions 7-9 covered schizophrenia symptomology. The results were:   |  |  | | --- | --- | | *Question* | *Average* | | *1* | *100* | | *2* | *86* | | *3* | *90* | | *4* | *97* | | *5* | *88* | | *6* | *96* | | *7* | *98* | | *8* | *93* | | *9* | *84* | | |
| 1. **Findings (Outcome #1)**   On average, students in PSYC 2320 who completed the assessment answered 92.56% of the assessment questions correctly. All questions were correctly answered by at least 84%. Eleven students enrolled in PSYC 2320 did not complete the assessment, which represents 10% of the total number of students. Therefore, we achieved our goal of at least 70% of the students correctly answering at least 70% of the questions. | |
| 1. **Implementation of Findings (Outcome #1)**   Students are learning and understanding the information presented to them in PSYC 2320 with regard to the symptomology of depression, understanding common anxiety diagnoses, and schizophrenia symptomology. However, the students had the most difficulty with the psychosocial factors that impact schizophrenic symptomology and symptomology related to Generalized Anxiety Disorder. Although we have reached our stated goal of 70% of students answering 70% of the questions correctly, we believe mastery of these topics has not been achieved. Students will be assessed more thoroughly on these topics in Year 3 of this CIP. | |

**Table 2. CIP Outcomes 1 -4 (continued)**

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| 1. **Outcome #2**   Students completing the Psychology FOS will be able to identify and apply basic research methodology and design including: Independent and dependent variables, operational definitions, confounding variables, correlations, and group comparison | |
| 1. ***Measures (Outcome #2)***   2 embedded exam/project questions (identification and application) covering Independent and Dependent variables;  1 embedded exam/project question (identification) covering an Operational Definition;  1 embedded exam/project questions (identification) covering Confounding variables;  2 embedded exam/project questions (identification and application) covering Correlations;  2 embedded exam/project question (application) covering Group Comparison | 1. ***Target (Outcome #2)***   70% of students will correctly answer 70% these questions. |
| 1. ***Action Plan (Outcome #2)***   Students will be assessed in PSYC 2317 (Psychology Statistics) each semester | |
| 1. ***Results Summary (Outcome #2)***   A total of 29 students completed the assessment in PSYC 2317 in the Spring 2023 semester. Questions 1-2 covered independent and dependent variables, question 3 covered operational definition, question 4 covered confounding variables, questions 5-6 covered correlations, and questions 7-8 covered group comparisons.   |  |  | | --- | --- | | *Question* | *Average* | | *1* | *83* | | *2* | *93* | | *3* | *93* | | *4* | *97* | | *5* | *100* | | *6* | *86* | | *7* | *90* | | *8* | *38* | |  |  | | |
| 1. ***Findings (Outcome #2)***   On average, students in PSYC 2317 who completed the assessment answered 84.91% of the assessment questions correctly. One of the eight questions (Question 8) was missed by more than 62% of students; the rest of the questions were answered correctly by at least 82% of the students or more. Seven students enrolled in PSYC 2317 did not complete the assessment, representing 19.44% of the total students enrolled. We achieved our goal of at least 70% of the students correctly answering at least 70% of the questions. | |
| 1. ***Implementation of Findings (Outcome #2)***   Students are learning and understanding basic statistical methods and terminology. Students struggled the most with identifying the correct analysis to run for group comparisons (Question 8). The students also had difficulty with the concepts of independent variables (Question 1) and correlation coefficients (Question 6). Although we have reached our stated goal of 70% of students answering 70% of the questions correctly, we believe mastery of these topics has not been achieved. Students will be reassessed on these topics in Year Three of this CIP. | |

**Table 2. CIP Outcomes 1 -4 (continued)**

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| 1. **Outcome #3**   Students completing the Psychology FOS will be able to identify and apply the theories of Piaget and Erikson as they relate to lifespan development | |
| 1. ***Measure (Outcome #3)***   3 embedded exam questions covering Piagetian theory (1 identification; 2 application)  5 embedded exam questions covering Eriksonian theory (2 identification; 3 application) | 1. ***Target (Outcome #3)***   70% of students will correctly answer 70% of these questions |
| 1. ***Action Plan (Outcome #3)***   Students will be assessed in PSYC 2314 (Lifespan Growth & Development) each semester. | |
| 1. ***Results Summary (Outcome #3)***   A total of 350 students completed the assessment in PSYC 2314 in the Spring 2023 semester. Questions 1-3 assessed understanding of Piaget’s theory of cognitive development. Questions 4-8 assessed understanding of Erikson’s theory of psychosocial development.   |  |  | | --- | --- | | Question | Average | | 1 | 90 | | 2 | 74 | | 3 | 86 | | 4 | 96 | | 5 | 92 | | 6 | 94 | | 7 | 85 | | 8 | 89 | | |
| 1. ***Findings (Outcome #3)***   On average, students in PSYC 2314 who completed the assessment answered 88.43% of the assessment questions correctly. None of the 8 questions were missed by more than 26% of the students who completed the assessment. Thirty-seven students enrolled in PSYC 2314 did not complete the assessment, representing 9.56% of the total students. We achieved our goal of at least 70% of the students correctly answering at least 70% of the questions. | |
| 1. ***Implementation of Findings (Outcome #3)***   Students are learning and understanding the theories of Piaget and Erikson. The students struggled most with disequilibrium (Question 2) and conservation (Question 3) within Piaget’s theory and generativity (Question 7) within Erikson’s theory. Although we have reached our stated goal of 70% of students answering 70% of the questions correctly, we believe mastery of these topics has not been achieved. Students will be reassessed on these topics in Year Three of this CIP. | |

**Table 2. CIP Outcomes 1 -4 (continued)**

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| A. Students completing the Psychology FOS be able to identify and apply conformity, obedience, prejudice, and interpersonal attraction as they relate to social psychology | |
| ***B. Measure (Outcome #4)***  2 embedded exam questions (One identification. One application) covering conformity  2 embedded exam questions (One identification. One application) covering obedience  2 embedded exam questions (One identification. One application) covering prejudice  2 embedded exam questions (One identification. One application) covering interpersonal attraction | 1. ***Target (Outcome #4)***   70% of students will correctly answer 70% of these questions |
| 1. ***Action Plan (Outcome #4)***   *Students will be assessed in PSYC 2319 (Social Psychology) each semester* | |
| 1. ***Results Summary (Outcome #4)***   A total of 55 students completed the assessment in the Spring 2023 semester. Questions 1-2 assessed understanding of conformity, questions 3-4 assessed understanding of obedience, questions 5-6 assessed understanding of prejudice and discrimination, and questions 7-8 assessed understanding of interpersonal attraction.   |  |  | | --- | --- | | Question | Average | | 1 | 85 | | 2 | 80 | | 3 | 98 | | 4 | 96 | | 5 | 80 | | 6 | 75 | | 7 | 83 | | 8 | 78 | | |
| 1. ***Findings (Outcome #4)***   On average, students in PSYC 2319 who completed the assessment answered 84.55% of the assessment questions correctly. All questions were correctly answered by more than 74%. Eleven students enrolled in PSYC 2319 did not complete the assessment, which represents 20% of the total number of students. Therefore, we achieved our goal of at least 70% of the students correctly answering at least 70% of the questions. | |
| 1. ***Implementation of Findings (Outcome #4)***   The students are learning and understanding social psychology concepts. They had the most difficulty with questions concerning prejudice and discrimination (questions 5- 6), interpersonal attraction (question 8) and conformity (question 2). Although we have reached our stated goal of 70% of students answering 70% of the questions correctly, we believe mastery of these topics has not been achieved. Students will be reassessed on these topics in Year Three of this CIP. | |