**Continuous Improvement Plan**

**Date:** 2/24/2023 **Name of Program/Unit:** Athletics

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

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| **A. Expected Outcome(s)**  Results expected in this unit  (e.g. Authorization requests will be completed more quickly; Increase client satisfaction with our services) | **B. Measure(s)**  Instrument(s)/process(es) used to measure results  (e.g. survey results, exam questions, etc.)  Include Course Information and Semester in which assessment will occur | **C. Target(s)**  Level of success expected  (e.g. 80% approval rating, 10 day faster request turn-around time, etc.) |
| Credible data regarding student learning outcomes, and program impact. | Student survey, sign in sheets, and focus groups | Data base of student survey responses. |
| Student athletes will be empowered to enhance leadership skills | Sign in sheets, and student survey specific to the leadership training and conditioning. | Curriculum of mini leadership sessions, including objectives, content, and experiential application of knowledge by Fall 2021 |
| Students will have information regarding the policies, procedures, protocols and processes of the Athletic Program. | List of Manual Chapters and curriculum | An approved and published Student Athlete Handbook and/or Manual of Operations by Fall 2021. |

**Description of Fields in the Following CIP Tables:**

**A. Outcome(s)** -Results expected in this program (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 surveys, test item questions 6 & 7 from final exam, end of term retention rates, etc.)

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

**D. Action Plan** -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 have used or will use your findings and analysis of the data to make improvements.

**Table 2. CIP Outcomes 1 & 2 (FOCUS ON AT LEAST 1)**

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| 1. **Outcome #1**   Leadership training developed for student-athletes | |
| 1. **Measure (Outcome #1)**   Student survey and sign-in sheets | 1. **Target (Outcome #1)**   Student-athletes will be empowered to enhance their leadershipskills |
| 1. **Action Plan (Outcome #1)**   The curriculum will be developed, as well as a student survey for learning modules for a Fall 2021 implementation | |
| 1. **Results Summary (Outcome #1)**   The department of athletics developed a leadership training series for student-athletes at the institution. This series was administered through three-part one-hour courses based on transformational leadership theory. The interactive lessons allowed the student-athletes to participate in helping enhance the lessons as we assess and revise the training series. | |
| 1. **Findings (Outcome #1)**   In the first year of the leadership series, we netted 100% attendance. A satisfaction survey was administered once each course was finished, and a final series survey was sent as well, indicating that the course was beneficial in informing our student-athletes that they are leaders. | |
| 1. **Implementation of Findings**   The athletic department will continue to offer this leadership series with refinement from the course and series surveys. There was a suggestion that we reduce the meeting frequency to two instead of three, as the content felt stretched thin and was able to achieve in less time. | |

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| 1. **Outcome #2**   Student athlete evaluation of Athletic program | |
| 1. **Measure (Outcome #2)**   Student survey | 1. **Target (Outcome #2)**   Create a database of student-athlete responses related to program operations |
| 1. **Action Plan (Outcome #2)**   Develop a survey specifically for student-athletes to provide program feedback. Year 1 will set baseline data with the following years addressing areas for enhancement. | |
| 1. **Results Summary (Outcome #2)**   Athlete survey was administered Spring 2022 . The department of athletics developed an athletics-specific survey requesting feedback on each student athlete's experience at the institution. The survey asked for primary student and biographical information and then progressed to ask about the student experience. The survey baseline has been established.  Survey results:  Please provide your opinion of the Collin College athletic facilities (n= 12)  Very Satisfied = 5  Satisfied = 7  Please provide your opinion regarding the training equipment at Collin College (n=12)  Very Satisfied = 6  Satisfied = 6  What equipment or facility upgrades are needed to reach your athletic goals?  Shooting machine = 3  Ice bath = 2  What overall rating would you give the Collin College Athletics program (5 = highest)  5 = 9 responses  4 = 2 responses  1 = 1 response | |
| 1. **Findings (Outcome #1)**   The initial student-athlete evaluation survey noted that the cohort had an overall positive experience participating in athletics at the institution. | |
| 1. **Implementation of Findings**   The athletics department will continue to survey the student experience in order to enhance the student-athlete experience at the institution. We are researching companies specializing in surveying student-athletes to ensure we are consistent with other institutions nationwide. | |

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| 1. **Outcome #3**   Students will have information regarding the policies, procedures, protocols and processes of the Athletic Program. | |
| 1. **Measure (Outcome #3)**   List of Manual Chapters and curriculum | 1. **Target (Outcome #3)**   An approved and published Student Athlete Handbook and/or Manual of Operations by Fall 2021 |
| 1. **Action Plan (Outcome #3)**   To develop an approved student-athlete handbook to distribute to student-athletes. | |
| 1. **Results Summary (Outcome #3)**   The athletics department put together a student handbook with all pertinent athletics, college, and NJCAA documentation to familiarize the new and returning student-athlete population with the rules and regulations that must be followed to remain a student-athlete at Collin College. This handbook was presented to the entire athletics department at the athletics student orientation in the Fall of 2022. | |
| 1. **Findings (Outcome #3)**   The Covid-19 pandemic caused a delay in this initiative, and the handbook was not completed until the Fall of 2022. | |
| 1. **Implementation of Findings**   The athletics department will continue to distribute this handbook, updating yearly as needed. | |