**Continuous Improvement Plan**

**Date:** 3/26/2025 **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)**   Year 2 - 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.  Year 4 – Scheduling the training sessions for all the athletes became a challenge due to the conflicting practices, tournaments, training, course schedules, etc. As a result, the leadership development training was placed with the individual coaches. One focus after Year 2 within leadership development was that of self-care and mental health. | |
| 1. **Findings (Outcome #1)**   Year 2 - 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.  Year 4 – The survey was not administered after year 2, but student-athletes were empowered to take the initiative and lead their own film sessions, lead team meetings, run practices, and put leadership into action. Additionally, the coaches introduced peer-evaluation and assigned sessions to lead in the Varsity Conditioning course. | |
| 1. **Implementation of Findings**   Year 2 - 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.  Year 4 – By having the athletes take a more active leadership role within the program, a peer mentor concept was put in to practice. The current model has sophomores mentoring freshmen with the exception of player skill level. If a sport has a younger but higher skilled player, that individual will mentor a teammate. While anecdotal, it has been observed that more trust has been built within the team and there is a higher level of communication among the coaches and the players. | |

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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)**   **Year 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  **Year 4 –** The survey was enhanced to accommodate individual player needs so the results vary slightly from year 2. There were 33 submissions.  What is your overall experience in transitioning to the Collin College Athletic program?  5 = 22 responses  4 = 17 responses  3 = 3 responses  2 = 1 response  Identify the areas you will need the most support while at Collin College.  Time Management and Organization = 19  Nutrition and Maintaining a Healthy Lifestyle = 16  Mental Health and Stress Management = 14  Transitioning to College Life and Independence = 11  Academic Tutoring or Study Skills Support = 7  Leadership and Team Dynamics = 3  What is your main academic and athletic goal while attending Collin College?  Transfer to Another Institution After Eligibility is Complete to Compete at a Four-Year Institution = 29  Earn an Associate's Degree = 17 | |
| 1. **Findings (Outcome #1)**   Year 2 - The initial student-athlete evaluation survey noted that the cohort had an overall positive experience participating in athletics at the institution.  Year 4 – Out of 43 submissions, the average satisfactory score was 4.4 for their overall experience of transitioning to Collin College from another institution. The most identified area of support needed was that of Time Management and Organization, while leadership was the lowest identified area requested for support. Not surprisingly, the majority (63%) of student athletes identified their main academic goal was to transfer to a four-year institution to continue competing after completing their eligibility at Collin College. | |
| 1. **Implementation of Findings**   Year 2 - 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.  Year 4 – The survey will continue to be refined to capture the unique experience of each team, while paying attention to national trends and student needs. | |

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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)**   Year 2 - 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.  Year 4 – With the addition of two new teams and updates to NJCAA regulations, the handbook is being revised. | |
| 1. **Findings (Outcome #3)**   Year 2 - The Covid-19 pandemic caused a delay in this initiative, and the handbook was not completed until the Fall of 2022.  Year 4 – Athletes are referencing the handbook for their individual needs, specifically for those focusing on transferring to a university. | |
| 1. **Implementation of Findings**   Year 2 - The athletics department will continue to distribute this handbook, updating yearly as needed.  Year 4 – The handbook is being updated to include the regulations, especially for the new athletic teams that have been added to the program (i.e. Golf) and will continue to be distributed to the student athletes. | |