

## California State University, East Bay

### Professional Education Unit

#### Unit Level Continuous Improvement: Overview

After our 2009 CTC/NCATE site visit, we have engaged in a systematic process of reviewing Unit Operations. We regularly have analyzed the relevant data, defined objectives for improvement, and implemented changes to improve Unit Operations. Over the last seven years, the process has been modified for several reasons: Better efficiency, our discontinuance with CAEP membership, and the adoption of new CTC Common Standards.

In 2010, we defined an initial set of Unit Assessment Outcomes (UAOs). The original UAOs had three sources. The first three operationalized our Unit Conceptual Framework, the next six were the NCATE Unit Standards, and the final two were the CTC Common Standards not covered by the NCATE Unit Standards.

Our first Unit assessment cycle examined data from the 2010-2011 and 2011-2012 academic years. Data related to all eleven UAOs were examined, and as a result, ten Unit-level improvement goals were defined, incorporating 17 improvement objectives. Modifications were made both at the Unit and Program level to achieve those objectives. The results were positive and are summarized in the *2011-2012 Unit Evaluation Report*.

This process, however, proved cumbersome. We had defined too many improvement objectives. In the next cycle, we analyzed data from 2012-2013 and 2013-2014. Again, we looked at data for each of the eleven UAOs. This time, however, we defined only three objectives to improve Unit operations: One on improving the ability of candidates to work effectively with special needs students, a second objective on Unit faculty development, and a third on resolving our status with CAEP.

Once again, modifications at the Program and Unit level were implemented to meet those Unit Improvement objectives. The results are summarized in *2014 Unit Improvement Plan Summary of Achievement*.

We are currently in our third Unit Assessment cycle. Our departure from CAEP and the adoption of new CTC Common Standards required us to modify our UAOs. The revised UAOs were adopted on October 5, 2016. The revised UAOs keep the first three original UAOs, which operationalize our Mission/Vision/Values. In addition, we have adopted the five new CTC Common Standards as additional UAOS, for a revised total of eight UAOs.

During the 2016-2017 academic year, we will analyze the relevant data from 2014-2015 and 2015-2016 for each of the revised UAOs. We will define between 3 – 5 objectives for Unit

improvement. In the 2017-2018 academic year, we will implement Unit and Program changes to achieve those objectives. In the 2018-2019, academic year we will determine our level of success in meeting those objectives. At the same time, we will begin a new cycle by analyzing the data from the 2016-2017 and 2017-2018 academic year.

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