Using the CAS Self-Study to Develop an Action Plan
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Agenda

CAS Overview
Identifying and Prioritizing Growth Opportunities
Appreciative Inquiry for Intervention Planning
Small Group Work
CAS Overview
CAS Overview

- Program practice and infrastructure standards
- Assessment strategies and templates
- Best practices for initiatives and interventions
- Student learning benchmarks
- Networking and collaboration across a variety of institutions
CAS Overview – Student Learning and Development Domains

CAS promotes standards to enhance opportunities for student learning and development from higher education programs and services, across a range of curricular and co-curricular landscapes. The six CAS Student Learning and Development Domains include:

• Knowledge acquisition, construction, integration and application
• Cognitive complexity
• Intrapersonal development
• Interpersonal competence
• Humanitarianism and civic engagement
• Practical competence
CAS Overview – Cross-functional strategic opportunities

- Knowledge acquisition, construction integration and application
- Cognitive complexity
- Intrapersonal development
- Interpersonal competence
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- Practical competence

Innovate
Engage
Transform
Cultivate
Identifying and Prioritizing Growth Opportunities
1) What did you examine in the self-study?
2) What findings warrant further investigation and/or intervention?
3) How did you identify those areas for growth?
Identifying and Prioritizing Growth Opportunities

Examine findings in light of:

• Your strategic plan
• CAS standards
• Industry best practices
• Accreditation findings
• Trends in higher education
• Peer institutions
• Where else?
Appreciative Inquiry for Intervention Planning
Appreciative Inquiry

• Builds on positive assets
• Utilizes an exploratory framework
• Future-focused
• Data-driven
• Grounded in:
  – Appreciation
  – Inquiry
  – Wholeness

Adapted from www.centerforappreciativeinquiry.net
Appreciative Inquiry - DEFINE

- Identify general areas for investigation
- Understand the landscape
- Describe the current state
- Think big picture about where you are headed
Appreciative Inquiry - DISCOVER

• Utilize the data you have available
• Explore benchmarks and best practices
• Find out what your constituents want or need
• Identify what you don’t know and learn about it
• Look for areas of internal collaboration
• Dig into Insight, Engage, Outcomes, Planning, Course Evaluations, etc.
Appreciative Inquiry - DREAM

- Look toward the future state
- Define your goals and outcomes
- Establish benchmarks and Key Performance Indicators (KPIs)
- Determine who should be involved and enlist input from key stakeholders
- Energize everyone involved
- Prepare to design your intervention
Key Performance Indicators

- Focus on where we've been
- Give us a starting point for moving forward
- Provide baseline data for measuring success

- Set targets outcomes for future work
- Provide metrics for achievement
- Offer a road map for interventions and initiatives
Key Performance Indicators

Where have we been?
- Results and data from the CAS self-study
- Data from Insight, Engage, and other solutions.

Where do we want to be?
- Target outcomes
- Strategic metrics
- Industry benchmarks
Appreciative Inquiry - DESIGN

- Create a roadmap to reach your desired outcomes
- Create a specific and realistic timeline
- Gather relevant data using the tools available (Insight, Engage)
- Assign specific roles and responsibilities
- Create a communication plan
- Prepare to deliver
SMART Strategies

**S**pecific
Who, What, Where, When, Why, Which
Define the goal as much as possible with no ambiguous language.

WHOM is involved, WHAT do I want to accomplish, WHERE will it be done, WHY am I doing this (reasons, purpose), WHICH constraints/requirements do I have?

**M**easurable
From and To
Can you track the progress and measure the outcome?

How much, how many, how will I know when my goal is accomplished?

**A**ttainable
How
Is the goal reasonable enough to be accomplished? How so?

Make sure the goal is not out of reach or below standard performance.

**R**elevant
Worthwhile
Is the goal worthwhile and will it meet your needs?

Is each goal consistent with other goals you have established and fits with your immediate and long term plans?

**T**imely
When
Your objective should include a time limit. “I will complete this step by month/day/year.”

It will establish a sense of urgency and prompt you to have better time management.
Appreciative Inquiry - DELIVER

• Launch your initiative WITH your constituents
• Have a clear plan for assessing progress
• Follow through with your design, including timeline and communication plan
• Be prepared to adjust as needed but don’t stray too far from your desired path
Appreciative Inquiry - DISSEMINATE

- Examine and celebrate successes
- Acknowledge key stakeholders who have contributed positively to the current state
- Identify areas for potential growth
- Establish relevant data to drive continued growth and improvement
QUESTIONS?
Small Group Work
Action Plan Site
Small Group Work

- DEFINE: Identify one Growth Opportunity resulting from your self-study
- DISCOVER: Identify what data and resources you can draw from to learn more
- DREAM: Conceptualize what changes you want to make
- DELIVER: Brainstorm some intervention ideas that will move you toward these outcomes

Discussion:
- Share a few examples with the large group
- Exchange feedback and discuss as a large group