



SLO Background in the ESL Department:

- Department initially challenged to coordinate SLOs with no Chair due to all-adjunct structure in Continuing Education.
- ESL Director (Liza Becker) formed the ESL Outcomes Team of two lead faculty (Janna Brink and Dana Miho) to lead the faculty and secured categorical funds (e.g., Basic Skills) to support the process.
- Whenever possible, selected assessments already in place to adequately measure learning – e.g. portfolios, team projects, class presentations, final exams.

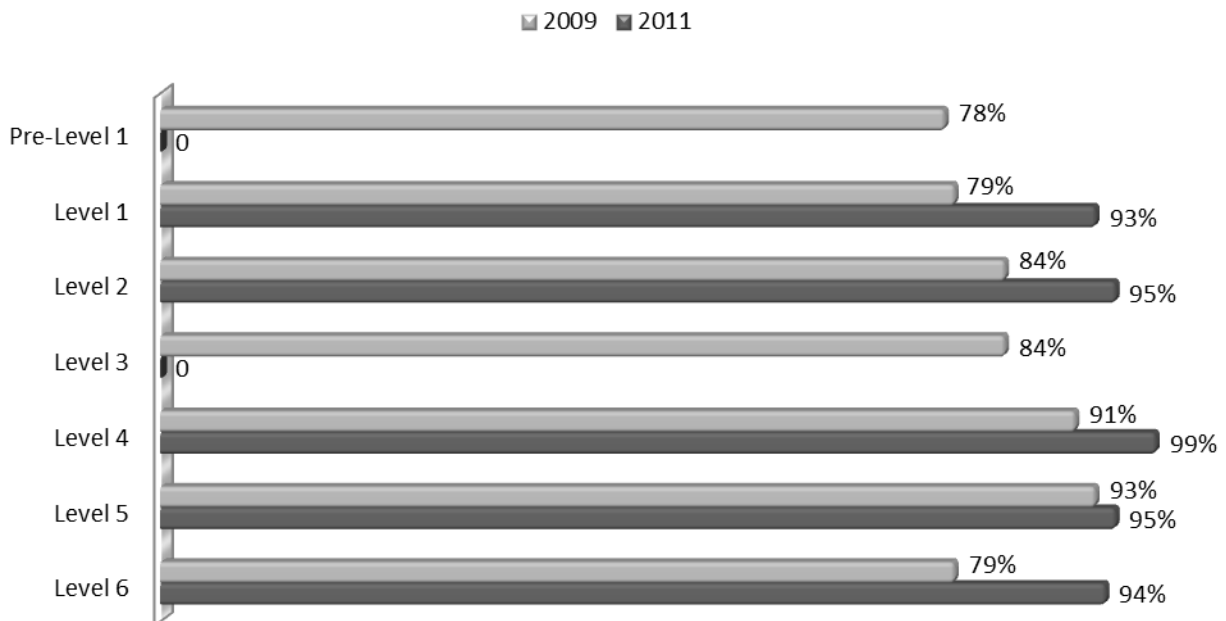
Process: Steps ESL Outcomes Team Took in the SLO Process

- Developed a three-year cycle with 2 SLOs per class.
- Recruited other adjunct faculty to help pilot new SLOs, revise existing SLOs, and develop a score sheet to collect data and feedback – faculty driven process.
- Communicated extensively with other faculty by email, memos, and face-to-face to answer questions and concerns about procedures.
- Held internal department training sessions to make teachers aware of the upcoming change in curriculum – retreats and flex days.

Example SLO: Final Exam Listening Comprehension SLO (from pilot in 2009 to 1st round in 2011)

- One of the most difficult skills for students to master.
- Already part of the department final exam.

**ESL Final Exam Listening SLO
Average Pass Rates by Level**



Note: Pre-Level 1 and Level 3 will be assessed in Spring 2013 and Spring 2012 respectively.

Listening Comprehension Outcomes:

- Final Exam Listening SLO Pilot showed a wide range of overall pass rates in 2009.
- Final Exam Listening 1st Round showed a significant increase in overall pass rates that were consistent across all levels.
- Faculty paid more attention to developing activities to enhance listening skills throughout the semester.
- Many faculty members requested more resources other than the textbook to improve listening.
- Faculty began to use computer labs more during class time, visiting listening websites, and providing more dictation practice in class.
- Ultimately led to stronger and more comprehensive curriculum!

Future Plans:

- Due to the large gains from 1st to 3rd year of cycle, the ESL department has decided to focus our attention in a new area.
- 10 adjunct faculty members will pilot a new SLO in Fall 2011 - student portfolios which are already used in the classrooms (Focus: speaking and writing skills, final exam scores, and standardized class project).
- The ESL department also plans to continue collecting data informally from the final exam listening section to determine whether or not classes are maintaining high scores when the focus is changed to a different area.