

CAS Self-Assessment Guide

LEARNING ASSISTANCE PROGRAMS
2017

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LEARNING ASSISTANCE PROGRAMS

CAS Contextual Statement

Learning assistance has been essential to student success and retention since the opening of the first U.S. colleges (Arendale, 2010; Maxwell, 1997). The reading clinics, intensive writing, and study methods laboratories of the 1930s and 1940s and self-help programs, learning modules, and programmed instruction of the 1950s and 1960s formed part of the historical foundation for learning assistance programs (Arendale, 2004, 2010; Carino, 1995; Enright, 1975; Lissner, 1990; Sullivan, 1980). In the U.S., more holistic learning assistance grew out of demographic shifts in student populations in the 1970s, spearheaded in colleges and universities on the West Coast (Christ, 1980; Walker, 1980) and in the Midwest, coupled with a growing national sense of college as a necessary part of a complete education.

In this open-university revolution, which broadened admissions to students who had not traditionally sought or been admitted to academically-oriented postsecondary institutions, learning assistance centers expanded their missions to prevent the open door to college from becoming a revolving door. The growth of academic success programs across the U.S. and Canada into and through the 1980s was consistent with traditional American ideals of democratic education and equal opportunity. With the passage of the Americans with Disabilities Act in 1990, the last decade of the 20th century saw comprehensive academic support become a standard part of the postsecondary landscape. In the early 21st century, learning assistance has continued to evolve, as the 2008 ADAAA (ADA Amendments Act), rapid demographic shifts, global recruitment of students, and developments in cognitive science have resulted in new and unique challenges in designing appropriate postsecondary learning environments (Anderson, 2014). Learning assistance programs help students align their prior educational experiences and assumptions with college expectations and practices in order to enhance students' academic engagement.

Contemporary learning assistance programs (LAP) facilitate student learning, development, and academic success (Ryan & Glenn, 2004; Stone & Jacobs, 2008) by assisting students in developing appropriate strategies and behaviors to increase learning efficiency (Dansereau, 1985). Students' particular cognitive, metacognitive, affective, and non-cognitive needs may be addressed through a carefully-designed combination of student support programs, tutoring, and developmental courses in reading, writing, mathematics, and study strategies (Armstrong, Stahl, & Boylan, 2014; Flippo & Caverly, 2009; Hodges, Simpson, & Stahl, 2009). Participation in learning assistance programs and services can also improve student retention (Beal, 1980; Grillo & Leist, 2014; Ryan & Glenn, 2004) and academic engagement, providing the kinds of rewarding interactions that foster student intellectual and social growth and are key to most postsecondary institutional missions (Tinto, 1987, 2004). While LAP may serve targeted populations from first-year to graduate and professional students, comprehensive learning assistance programs serve all students at the institution as well as faculty, staff, administrators, and students in the community (Kerstiens, 1995). LAP- uniquely complement classroom and online instruction by encouraging communities of learning on campus, making learning accessible to students, and helping students make the most of their intellectual opportunities (Dvorak & Roessger, 2012). Thus, the mission statements of all LAP should include who is served and how LAP are structured.

Learning assistance programs (LAP) usually provide individualized instruction; including tutoring, mentoring, academic coaching, and counseling (Truschel & Reedy, 2009), that accommodates students' learning preferences, learning goals, and current development. Learning centers may also provide course-based learning assistance (e.g., Supplemental Instruction [SI], Structured Learning Assistance [SLA], Peer Led Team Learning [PLTL]) to help students master content and learn how to learn. Sometimes LAP provide or partner with credit bearing courses (e.g., developmental education, first-year seminars) and non-credit bearing courses and workshops (e.g., tutor and mentor training, general and disciplinary learning strategy workshops). LAP support students in bridge programs

and learning communities; in emporium, companion, co-requisite, and workshop environments; and in accelerated and just-in-time support situations. These programs, and the backgrounds of the individuals who work within them, are intentionally diverse because they are designed and implemented to be consistent with institutional missions as well as educational best practices. Ideally, LAP operate “at the crossroads of academic affairs, student affairs, and enrollment management” (Arendale, 2010, p. 3).

High-quality learning assistance programs (LAP) are characterized by a focus on processes and strategies of learning, intellectual development, and effective assessment of academic performance. These programs respect students’ cultures while acquainting them with the conventions, discourses, and expectations of higher education. LAP also engage faculty, staff, students, and administrators in broader conversations about academic success. To augment professional expertise, LAP professionals often train student and paraprofessional staff to provide services (e.g., peer tutoring and mentoring, study groups, SI, SLA, PLTL). The learning and development of student staff, as well as of student clients, thus become important parts of the mission and create rich, layered learning communities.

Learning assistance programs (LAP) have increasingly embraced the need for summative and formative assessment of effectiveness, ranging from the measurement of individual student outcomes to pioneering research in learning and teaching (Norton & Agee, 2014). Programs and learning assistance professionals also enjoy growing partnerships with other institutional departments and external organizations who promote data-informed decision-making processes coupled with research in learning and teaching.

CAS Standards provided the impetus for certification and professional development programs in learning assistance. In 1989, the College Reading and Learning Association (CRLA) initiated International Tutor Training Program Certification to ensure minimum standards for tutor training. Nine years later CRLA developed International Mentor Training Program Certification. The *CRLA Handbook for Training Peer Tutors and Mentors* (Agee & Hodges, 2012) provides examples of best practices that meet certification standards. The National Association for Developmental Education (NADE) developed the *NADE Self-Evaluation Guides* (Clark-Thayer & Putnam Cole, 2009), which provide for a self-study process relevant for developmental coursework programs, tutoring services programs, course-based learning assistance programs, and teaching and learning processes. Firmly grounded in the self-study process from the *Guides*, NADE accreditation requires programs to incorporate rigorous data analyses in their decision-making processes. All three programs as well as programs certifying tutors and tutor trainers (ATP, 2015), learning center leadership (NCLCA, 2015), and learning centers of excellence (NCLCA, 2016), are endorsed by the Council of Learning Assistance and Developmental Education Associations (CLADEA), which continues to examine and approve certifications in the field.

The reader is encouraged to recognize that the CAS Learning Assistance Programs standards complement and support other CAS standards. Among others, the CAS standards for TRIO and other educational opportunity programs, Disabilities Service Programs, Academic Advising Programs, Counseling, Orientation Programs, and the upcoming standards for Placement and Testing Services Programs that include components supportive of comprehensive internship offerings in higher education.

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INTRODUCTION AND INSTRUCTIONS

CAS Self-Assessment Guide

The *Self-Assessment Guides* (SAG) translate functional area CAS standards and guidelines into tools for conducting self-study. Educators can use this SAG to gain informed perspectives on the strengths and deficiencies of their programs and services as well as to plan for improvements. Grounded in the reflective, self-regulation approach to quality assurance in higher education endorsed by CAS, this SAG provides institutional, divisional, departmental, and unit leaders with a tool to assess programs and services using currently accepted standards of practice.

The *Introduction* outlines the self-assessment process, describes how to complete a programmatic self-study, and is organized into three sections:

- I. Self-Assessment Guide Organization and Process
- II. Rating Examples
- III. Formulating an Action Plan, Preparing a Report, and Closing the Loop

The introduction is followed by the *Self-Assessment Worksheet*, which presents the CAS standards for the functional area and incorporates a series of criterion measures for rating purposes.

I. Self-Assessment Guide and Process

CAS developed and has incorporated a number of common criteria that have relevance for each and every functional area, no matter what its primary focus. These common criteria are referred to as “General Standards,” which form the core of all functional area standards. CAS standards and guidelines are organized into 12 components, and the SAG workbook corresponds with the same sections:

- | | |
|-------------------------------------|-----------------------------------------|
| Part 1. Mission | Part 7. Diversity, Equity, and Access |
| Part 2. Program | Part 8. Internal and External Relations |
| Part 3. Organization and Leadership | Part 9. Financial Resources |
| Part 4. Human Resources | Part 10. Technology |
| Part 5. Ethics | Part 11. Facilities and Equipment |
| Part 6. Law, Policy, and Governance | Part 12. Assessment |

For each set of standards and guidelines, CAS provides a Self-Assessment Guide (SAG) that includes a recommended comprehensive self-study process for program evaluation. Seven basic steps to using a SAG are suggested for implementing a functional area self-study. The following self-study process is recommended.

| | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p style="text-align: center;">1. Plan the Process</p> <p>Map out steps for process, develop timeline, build buy-in with all stakeholders, and explicitly identify desired outcomes of the self-study</p> | <p style="text-align: center;">5. Develop an Action Plan</p> <p>Identify discrepancies, corrective action, and recommended steps (e.g., identify strengths, weaknesses, recommendations, benchmarks for achievement, resources, timeframe, and responsible individuals)</p> |
| <p style="text-align: center;">2. Assemble and Educate the Self-Assessment Team</p> <p>Determine who should be on the team and how to educate the team about the self-study process</p> | <p style="text-align: center;">6. Prepare a Report</p> <p>Identify audience for report(s); describe the self-study process, evidence gathering, rating process, and evaluations; summarize strengths and weaknesses; describe the action plan; and draft an executive summary</p> |
| <p style="text-align: center;">3. Identify, Collect, and Review Evidence</p> | <p style="text-align: center;">7. Close the Loop</p> |

| | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Define what constitutes evidence; then gather, collect, manage, and review evidence | Put action plans into practice; work to navigate politics and secure resources; identify barriers to overcome; and build buy-in to the program review results |
| 4. Conduct and Interpret Ratings Using Evaluative Evidence Clarify team’s rating criteria; employ a process for rating [small group, individual, staff]; negotiate rating differences; and manage group ratings | |

The first four steps in conducting self-assessment will lead you through planning your process, preparing your team, gathering evidence, and assigning ratings to the criterion measures.

- A. Plan the self-study process
- B. Assemble and educate self-study team(s)
- C. Identify, collect, and review documentary evidence
- D. Conduct ratings using evaluative evidence

Step A: Plan the Self-Study Process

Prior to beginning a program review, division and functional area leaders need to determine the area (or areas) to be evaluated and the reasons for the project. This may be dictated by institutional program review cycles or planning for accreditation processes, or it may result from internal divisional goals and needs. Explicitly identifying desired outcomes and key audiences for a self-study will help leaders facilitate a process that makes the most sense for the project.

Critical first phases of a program review include mapping out the planned steps for a program review and developing timelines. Leaders will also want to build buy-in with stakeholders of the functional area. In the initial planning stage of the self-study process it is desirable to involve the full functional area staff, including support staff members, knowledgeable students, and faculty members when feasible. This approach provides opportunity for shared ownership in the evaluation.

Step B: Assemble and Educate the Self-Assessment Review Team

The second step is to identify an individual to coordinate the self-assessment process. CAS recommends that the coordinator be someone other than the leader of the unit under review; this facilitates honest critique by the review team and enhances credibility of the final report. Once a leader is designated, members of the institutional community [e.g., professional staff members, faculty members, students] need to be identified and invited to participate. Whether a sole functional area or a full division is to be reviewed, the self-study team will be strengthened by the inclusion of members from outside the area(s) undergoing review.

In preparing the team for the self-study, it is imperative to train the team on the CAS standards, as well as self-assessment concepts and principles. CAS standards and guidelines are formulated by representatives of 43 higher education professional associations concerned with student learning and development. The CAS standards represent essential practices; the CAS guidelines, on the other hand, are suggestions for practice and serve to elaborate and amplify standards through the use of suggestions, descriptions, and examples. Guidelines can often be employed to enhance program practice. Following a long-standing CAS precedent, the functional area standards and guidelines—presented as an appendix to the self-assessment instrument—are formatted so that standards (i.e., essentials of quality practice) are printed in bold type. Guidelines, which complement the standards, are printed in light-face type. Standards use the auxiliary verbs “must” and “shall” while guidelines use “should” and “may.”

In this self-assessment instrument, the CAS standards have been translated into criterion measures and grouped into subcategories for rating purposes. The criterion measures are not designed to focus on discrete ideas; rather, the measures are designed to capture the major ideas and elements reflected in the standards. For each of the 12 component parts, team members will rate clusters of criterion measures. If the assessment team decides to incorporate one or more of the guidelines into the review process, each guideline can be similarly translated into a measurable statement to facilitate rating.

As a group, the review team should examine the standards carefully and read through the entire self-assessment guide before beginning to assign ratings. It may be desirable for the team, in collaboration with the full staff, to discuss the meaning of each standard. Through this method, differing interpretations can be examined and agreement generally reached about how the standard will be interpreted for purposes of the self-assessment.

Step C: Identify, Collect, and Review Documentary Evidence

Collecting and documenting evidence of program effectiveness is an important step in the assessment process. No self-assessment is complete without relevant data and related documentation being used. It is good practice for programs to collect and file relevant data routinely, which can then be used to document program effectiveness over time. Available documentation should be assembled by the unit under review and provided to the review team at the outset of the study. The team may request additional information as needed as the review is conducted.

Documentary evidence often used to support evaluative judgments includes:

- *Student Recruitment and Marketing Materials*: brochures and other sources of information about the program, participation policies and procedures, and reports about program results and participant evaluations
- *Program Documents*: mission statements, catalogs, brochures and other related materials, staff and student manuals, policy and procedure statements, evaluation and periodic reports, contracts, and staff memos
- *Institutional Administrative Documents*: statements about program purpose and philosophy relative to other educational programs, organizational charts, financial resource statements, student and staff profiles, and assessment reports
- *Research, Assessment, and Evaluation Data*: needs assessments, follow-up studies, program evaluations, outcome measures and methodologies, and previous self-study reports
- *Staff Activity Reports*: annual reports; staff member vitae; service to departments, colleges, university, and other agencies; evidence of effectiveness; scholarship activities, and contributions to the profession
- *Student Activity Reports*: developmental transcripts, portfolios, and other evidence of student contributions to the institution, community, and professional organizations; reports of special student accomplishments; and employer reports on student employment experiences

In the SAG, each section provides recommended evidence and documentation that should be collected and compiled prior to conducting ratings. The evidence collected is likely applicable across numerous sections.

Raters can best make judgments about the program expectations articulated in the standards when they have a variety of evidence available. Multiple forms of evidence should be reviewed and reported in the narrative section of the SAG worksheets. Through the rating process, a self-study team may identify a need to obtain additional

information or documentation before proceeding, in order to lend substance to judgments about a given assessment criterion. Evidence and documentation should be appended and referenced in the final self-assessment report.

Step D: Conduct and Interpret Ratings Using Evaluative Evidence

When the program review team has gathered and reviewed necessary evidence, they will be able to assign and interpret ratings to individual criterion measures, following three steps.

- 1) Rate Criterion Measures
 - a) Team members individually rate criterion measures based on their understanding of the evidence.
 - b) Team discusses and assigns collective ratings for criterion measures.

- 2) Provide Narrative Rationale
 - a) Document the reasoning and evidence for the rating assigned to each subsection, in the space provided for *Rationale*.
 - b) Explain what evidence has been collected and reviewed to support individual and/or team ratings and judgments.
 - c) Provide information for follow-up and relevant details about ratings (e.g., if *Partly Meets* is assigned as a rating, what aspects of the program or service do and do not meet which standards statements).

- 3) Answer Overview Questions (In the Instrument)
 - a) Respond, in writing in the space provided, to the *Overview Questions* that immediately follow the rating section of each of the 12 components.
 - b) Use answers to the *Overview Questions*, which are designed to stimulate summary thinking about overarching issues, to facilitate interpretation of the ratings and development of the self-study report.

Assessment criterion measures are used to judge how well areas under review meet CAS standards. These criterion measures are designed to be evaluated using a 4-point rating scale. In addition to the numerical rating options, *Does Not Apply* (DNA) and *Insufficient Evidence/Unable to Rate* (IE) ratings are provided. This rating scale is designed to estimate broadly the extent to which a given practice has been performed.

CAS CRITERION MEASURE RATING SCALE

| DNA | IE | 0 | 1 | 2 | 3 |
|----------------|------------------------------------------|---------------|--------------|-------|---------|
| Does Not Apply | Insufficient Evidence/ Unable to Rate | Does Not Meet | Partly Meets | Meets | Exceeds |

Under rare circumstances, it may be determined that a criterion measure used to judge the standard is not applicable for the particular program (e.g., a single sex or other unique institution that cannot meet a criterion measure for that reason). In such instances, raters may use a DNA rating and, in the self-study report, describe their rationale for excluding the practice in the criterion measure. The IE response can be used when relevant data are unavailable to support a judgment. When either the DNA or the IE ratings are used, an explanatory note should be provided in the report. Items rated with 0 should generate careful group consideration and appropriate follow-up action.

Program leaders may wish to incorporate additional criterion measures, such as selected CAS guidelines or other rating scales, into the procedures before the self-assessment process begins. Such practice is encouraged, and the SAG instrument can be amended to incorporate additional criterion measures for judging the program. In such instances, additional pages to accommodate the additional criterion measures may be required.

Whatever procedures are used to arrive at judgments, deliberate discussions should occur about how to initiate the rating process and select the optimal rating strategy. In such discussions, it is expected that disagreements among team members will occur and that resulting clarifications will inform all participants. It is important that the team achieve consensual resolution of such differences before proceeding with individual ratings.

CAS suggests a two-tiered (individual and group) judgment approach for determining the extent to which the program meets the CAS standard. First, the self-assessment team members (and functional area staff members, if desired) individually should rate the clusters of criterion measures using separate copies of the CAS Self-Assessment Guide. In addition, they will need to document their reasoning and evidence for the rating assigned to each subsection in the space provided for *Rationale*. This individualized rating procedure is then followed by a collective review and analysis of the individual ratings.

The individual ratings should be reviewed, discussed, and translated into a collective rating by the team; then the team is ready to move to the interpretation phase of the self-assessment. Interpretation typically incorporates discussion among team members to assure that all aspects of the program were given fair and impartial consideration prior to a final collective judgment. At this point, persistent disagreements over performance ratings may call for additional data collection.

After the team review is completed, a meeting with relevant administrators, staff members, and student leaders should be scheduled for a general review of the self-assessment results. The next step, including discussion of alternative approaches that might be used to strengthen and enhance the program, is to generate steps and activities to be incorporated into an action plan. This step is best done by the unit staff, informed by the results of the review and, when feasible, in consultation with the review team. The Work Forms will guide this process.

II. Rating Examples

Rating Standard Criterion Measures

All CAS standards, printed in bold type, are viewed as being essential to a sound and relevant program or service that contributes to student learning and development. Many of the statements contained in CAS standards incorporate multiple criteria that have been grouped for rating purposes. Consequently, raters may need to judge several standards statements through a single criterion measure. Using the “Ethics” standards as an example, the following illustrates how criterion measures are grouped into subcategories for rating.

| Part 5. ETHICS | | | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|---------------|--------------|----------|----------|
| Suggested Evidence and Documentation: | | | | | |
| 1. Program code or statement of ethics | | | | | |
| 2. Ethics statements from relevant functional area professional associations | | | | | |
| 3. Personnel policies, procedures and/or handbook | | | | | |
| 4. Student code of conduct | | | | | |
| 5. Operating policies and procedures related to human subjects research (Institutional Review Board, IRB) | | | | | |
| 6. Minutes from meetings during which staff reviewed and discussed ethics | | | | | |
| Criterion Measures: | | | | | |
| DNA | IE | 0 | 1 | 2 | 3 |
| Does Not Apply | Insufficient Evidence/ Unable to Rate | Does Not Meet | Partly Meets | Meets | Exceeds |
| <input type="checkbox"/> 5.1 Ethical Standards <ul style="list-style-type: none"> Programs and services review applicable professional ethical standards and adopt or develop and implement appropriate statements of ethical practice. Programs and services publish and adhere to statements of ethical practice, ensure their periodic review, and orient new personnel to relevant statements of ethical practice and related institutional policies. <p><i>Rationale:</i></p> | | | | | |
| <input type="checkbox"/> 5.2 Statement of Ethical Standards <ul style="list-style-type: none"> Statements of ethical standards specify that programs and services personnel respect privacy and maintain confidentiality in communications and records as delineated by privacy laws. | | | | | |

Using Guidelines to Make Judgments about the Program

As discussed above, program leaders may wish to include selected *CAS Guidelines* to be rated along with the standards. To accomplish this, criterion measure statements must be written for the guidelines selected. The self-study team can readily create statements to be judged as part of the rating process. Programs generally considered in compliance with the standards especially can benefit by using guidelines because guidelines typically call for enhanced program quality.

Not all programs under review will incorporate guidelines to be rated as part of their self-studies. Even though the guidelines are optional for rating purposes, raters are strongly encouraged to read and review them as part of the training process. When *CAS Guidelines* or other criterion measures are rated, they should be treated as if they were standards.

III. Formulating an Action Plan, Preparing a Report, and Closing the Loop

The final three steps in the self-assessment process help a review team and unit plan for and take action using the information garnered through the review of documentary evidence and rating process.

Step E: Formulating an Action Plan

Typically, the assessment process will identify areas where the program is not in compliance with the standards. Action planning designed to overcome program shortcomings and provide program enhancements must then occur. Following is an outline of recommended steps for establishing a comprehensive plan of action using the CAS self-assessment work forms. Space is provided in the SAG for recording relevant information.

- 1) Resolve Rating Discrepancies (Work Form A)
 - a) Identify criterion statements for which there is a substantial rating discrepancy.
 - b) Discuss these items and come to a resolution or final decision. Note any measures where consensus could not be reached.
- 2) Identify Areas of Program Strength (Work Form B)
 - a) Identify criterion measure ratings where *strength* in performance or accomplishment was noted (i.e., program exceeds criterion with a rating of 4).
- 3) Identify Areas for Improvement (Work Form B)
 - a) Identify criterion measures where program weaknesses (i.e., program shortcomings that fail to meet criterion measures, and received a rating of 0 or 1) were noted.
- 4) Recommend Areas for Unit Action (Work Form C)
 - a) Note items that need follow-up action for improvement and indicate what requires action.
 - b) This is the last form to be completed by the review team.
- 5) Prepare the Action Plan (Work Form D)
 - a) This step should be completed by the unit being reviewed.
 - b) Use the items requiring attention listed in Work Form C to formulate a brief action plan. The focus and intended outcomes of the next steps to be taken should be identified.
- 6) Write Program Action Plan (Work Form E)
 - a) List each specific action identified in the self-study that would enhance and strengthen services.
 - b) Determine the actions needed to improve for each practice.
 - c) Identify responsible parties to complete the action steps.
 - d) Set dates by which specific actions are to be completed.
- 7) Prepare Report
 - a) Prepare a comprehensive action plan for implementing program changes.
 - b) Identify resources (i.e., human, fiscal, physical) that are essential to program enhancement.
 - c) Set tentative start-up date for initiating a subsequent self-study.

Step F: Preparing a Report

To complete the process, a summary document should be produced that (a) explains the mission, purpose, and philosophy of the program; (b) reviews the outcome of the assessment; and (c) recommends specific plans for action.

In addition, depending on the report's audience, describe the process, evidence gathering, ratings, and evaluations, and summarize strengths and weaknesses.

Step G: Closing the Loop

Finally, to close the loop on a program's self-study process, functional area staff members must implement the recommended changes to enhance the quality of their program. In this final step, the staff endeavors to put action plans into practice. In some cases, there will be institutional politics to be navigated; continued support from functional area leaders remains essential. Staff members will want to work collectively to secure resources, identify barriers to implementation, and build stakeholder buy-in to the results. CAS recommends that closing the loop on a self-study process be integrated into regular staff meetings, individual supervision, trainings, and annual reports. A key to successfully using program review in post-secondary student services is weaving the entire process, from planning through taking action, into the fabric of the functional area, departmental, and divisional culture.

LEARNING ASSISTANCE PROGRAMS

CAS Self-Assessment Guide

Part 1: MISSION

Suggested Evidence and Documentation:

1. Current mission statement, brief description of how it was developed, and date of last review
2. Additional goals, values, and statements of purpose
3. Description and copies (if applicable) of where mission statement is disseminated (e.g., included in operating and personnel policies, procedures and/or handbook, hanging in office common space, on website, in strategic plan, and other promotional materials)
4. Institutional/divisional mission statements (e.g., map program mission to broader mission statements)
5. Any additional professional standards aligned with program/service (e.g., standards promoted by functional area organizations)
6. Institutional demographics, description of student population served, and information about community setting

Criterion Measures:

| DNA | IE | 0 | 1 | 2 | 3 |
|----------------|------------------------------------------|---------------|--------------|-------|---------|
| Does Not Apply | Insufficient Evidence/ Unable to Rate | Does Not Meet | Partly Meets | Meets | Exceeds |

1.1 Program Mission and Goals

- The mission of Learning Assistance Programs (LAP) is to provide students with resources and opportunities to develop the learning skills and strategies needed for academic success.
- LAP supports student retention and persistence to completion or graduation.
- LAP's goals
 - are guided by the standards and guidelines in this document regardless of where the LAP is structured within the institution
 - ensure students are the central focus of the program
 - assist students in achieving their personal potential for learning
 - help students develop positive attitudes toward learning and confidence in their ability to learn
 - foster students' personal responsibility and accountability for their own learning
 - provide a variety of instructional approaches appropriate to the skill levels and learning styles of students
 - introduce students to the academic expectations of the institution, the faculty members, and the culture of higher education
 - assist students in applying newly learned skills and strategies to their academic work
 - support the academic standards and requirements of the institution

Rationale:

1.2 Mission Implementation and Review

- LAP develops, disseminates, implements, and regularly reviews its mission.

Rationale:

1.3 Mission Statement

- The mission statement is consistent with that of the institution and with professional standards; is appropriate for student populations and community settings; and references learning and development.

Rationale:

Overview Questions:

- How does the mission embrace student learning and development?
- In what ways does the LAP mission complement the mission of the institution?
- To what extent is the mission used to guide practice?

Part 2: PROGRAM

Suggested Evidence and Documentation:

- Program student learning and development outcomes, and brief description of how they were developed
- List of current collaborations across the institution that facilitate student learning and development
- Map of program activities and ways they connect to student learning and development outcomes
- Map or report of outcome assessment activities, including results
- Strategic plans program design and enhancement
- Specifications or requirements (if applicable)

Criterion Measures:

| DNA | IE | 0 | 1 | 2 | 3 |
|----------------|------------------------------------------|---------------|--------------|-------|---------|
| Does Not Apply | Insufficient Evidence/ Unable to Rate | Does Not Meet | Partly Meets | Meets | Exceeds |

2.1 Program Contribution to Student Learning and Development

- Learning Assistance Programs (LAP) contributes to students' formal education (the curriculum and co-curriculum), learning, and development.
- LAP contributes to students' progression toward and timely completion of educational goals and preparation for their careers, citizenship, and lives.
- LAP identifies relevant and desirable student learning and development outcomes that align with the CAS Learning and Development Outcomes and related domains and dimensions.
- LAP provides holistic instruction and services that address the cognitive, metacognitive, affective, non-cognitive, and sociocultural dimensions of learning.
- LAP delivers services using formats appropriate to the range of diverse student learning needs.

Rationale:

2.2 Assessment of Learning and Development

- LAP engages in outcomes assessment, documents evidence of its impact, and articulates the role it plays in student learning and success.
- LAP uses evidence to create strategies for improvement of programs.
- LAP shares the individual student's assessment results with the student to formulate an academic success plan.
- LAP communicates assessment results to students confidentially, honestly, and sensitively.

Rationale:

2.3 Program Design

- LAP bases its work on intentional student learning and development outcomes.
- LAP reflects developmental and demographic profiles of the student population and responds to needs of individuals, populations with distinct needs, and relevant constituencies.
- LAP is delivered using multiple formats, strategies, and contexts and is designed to provide universal access.

Rationale:

2.4 Collaboration

- LAP collaborates with others across the institution in ways that benefit students.
- LAP refers students to appropriate campus and community resources for assistance with personal concerns, learning disabilities, financial difficulties, and other areas of need that may be outside the purview or beyond the expertise of the program.
- LAP promotes campus-wide understanding of how their services support the learning needs of the student population.
- LAP collaborates with faculty members, personnel, and administrators in addressing students' learning needs, academic performance, and persistence to completion.
- LAP has access to student information relevant to its work.

Rationale:

Overview Questions:

1. What are the most significant student learning and development outcomes of LAP?
2. What difference does LAP make for students who engage with it?
3. What is the demonstrated impact of LAP on student learning, development, and success?
4. How has collaboration in program development and delivery affected its impact or outcomes?
5. What changes or adjustments have been made as a result of assessment activities?

Part 3: ORGANIZATION AND LEADERSHIP

Suggested Evidence and Documentation:

1. Program goals and outcomes
2. Operating policies, procedures and/or handbook
3. Personnel and student handbook(s), policies and procedures, and organizational chart(s)
4. Personnel position descriptions, expectations, and performance review templates
5. Periodic reports, contracts, and personnel memos
6. Annual reports by program leaders
7. Program leader resumes, including additional professional involvement
8. Strategic and operating plans
9. Needs assessment of program constituents
10. Report of professional development activities

Criterion Measures:

| | | | | | |
|-----|----|---|---|---|---|
| DNA | IE | 0 | 1 | 2 | 3 |
|-----|----|---|---|---|---|

| | | | | | |
|----------------|------------------------------------------|---------------|--------------|-------|---------|
| Does Not Apply | Insufficient Evidence/ Unable to Rate | Does Not Meet | Partly Meets | Meets | Exceeds |
|----------------|------------------------------------------|---------------|--------------|-------|---------|

- 3.1 Organization Documents
- Learning Assistance Programs (LAP) has clearly stated and current goals and outcomes, policies and procedures, descriptions of personnel responsibilities and expectations, and clear organizational charts.

Rationale:

- 3.2 Actions of Leaders
- Leaders model ethical behavior and institutional citizenship.
 - Leaders with organizational authority provide strategic planning, management and supervision, and program advancement.
 - LAP leaders are knowledgeable about issues, trends, theories, research, and methodologies related to student learning and retention.

Rationale:

- 3.3 Strategic Planning
- LAP leaders articulate a vision and mission, as well as set goals and objectives based on the needs of populations served, intended student learning and development outcomes, and program outcomes.
 - LAP leaders facilitate continuous development, implementation, and assessment of effectiveness and goal attainment congruent with institutional mission and strategic plans.
 - LAP leaders promote environments that provide meaningful opportunities for student learning, development, and engagement.
 - LAP leaders develop, adapt, and improve programs and services for populations served and institutional priorities.
 - LAP leaders include diverse perspectives to inform decision-making.

Rationale:

- 3.4 Management
- LAP leaders plan, allocate, and monitor the use of fiscal, physical, human, intellectual, and technological resources.
 - LAP leaders manage human resource processes including recruitment, selection, performance planning, and succession planning.
 - LAP leaders use evidence to inform decisions, incorporate sustainability practices, understand and integrate appropriate technologies, and are knowledgeable about relevant codes and laws.
 - LAP leaders assess and take action to mitigate potential risks.

Rationale:

- 3.5 Supervision
- LAP leaders manage human resource processes including professional development, supervision, evaluation, recognition, and reward.

- LAP leaders empower personnel to become effective leaders and to contribute to the effectiveness and success of the unit.
- LAP leaders encourage and support collaboration across the institution and scholarly contributions to the profession.
- LAP leaders identify and address individual, organizational, and environmental conditions that foster or inhibit mission achievement.

Rationale:



3.6 Program Advancement

- LAP leaders advocate for and actively promote the mission and goals of the programs and services.
- LAP leaders inform stakeholders about issues affecting practice.
- LAP leaders facilitate processes to reach consensus where wide support is needed.
- LAP leaders advocate for representation in strategic planning initiatives at divisional and institutional levels.
- Regardless of where LAP is positioned within the organizational structure, it communicates and collaborates with a network of key units across the institution to ensure coordination of related functions, programs, services, policies and procedures, and to expedite student referrals.

Rationale:

Overview Questions:

1. Explain the extent to which LAP leader(s) are viewed as and held responsible for advancing the departmental mission.
2. Explain the opportunities and limitations present for LAP leader(s) as they seek to fulfill the program mission.
3. How do LAP leaders advance the organization?
4. How do LAP leaders encourage collaboration across the institution?
5. How are LAP leaders accountable for their performance?
6. How have LAP leaders empowered personnel and engaged stakeholders?

Part 4: HUMAN RESOURCES

Suggested Evidence and Documentation:

1. Program mission, goals, and outcomes
2. Operating policy and procedure manuals/statements for program and institution
3. Organizational chart(s)
4. Personnel handbook, position descriptions (including student employees, volunteers, and graduate students), expectations, and performance review templates
5. Annual reports, including data on student utilization and staff-to-student ratios
6. Association or benchmark reports on operations and staffing
7. Student and staff personnel profiles or resumes, including demographic characteristics, educational background, and previous experience
8. Reports on personnel, including student employees and volunteers, employment experiences
9. Training agendas and schedules
10. Statement of staffing philosophy
11. Professional development activities

12. Minutes from staff meetings at which human resources related standards were discussed and addressed

Criterion Measures:

| DNA | IE | 0 | 1 | 2 | 3 |
|----------------|------------------------------------------|---------------|--------------|-------|---------|
| Does Not Apply | Insufficient Evidence/ Unable to Rate | Does Not Meet | Partly Meets | Meets | Exceeds |

4.1 Adequate Staffing and Support

- Learning Assistance Programs (LAP) is staffed adequately to accomplish mission and goals.
- Personnel who hold a joint appointment in LAP and in another department or program possess the necessary expertise for assigned responsibilities and are committed to the mission, philosophy, goals, and priorities of the program.
- LAP has access to technical and support personnel adequate to accomplish the mission.

Rationale:

4.2 Recruitment, Supervision, and Professional Development

- LAP establishes procedures and expectations for personnel recruitment and selection, training, supervision, performance, and evaluation.
- LAP provides personnel access to education and professional development opportunities to improve their competence, skills, and leadership capacity.
- LAP considers work/life options available to personnel to promote recruitment and retention.

Rationale:

4.3 Employment Practices

- Administrators of LAP maintain personnel position descriptions, implement recruitment and hiring strategies that produce an inclusive workforce, and develop promotion practices that are fair, inclusive, proactive, and non-discriminatory.
- Personnel responsible for delivery of programs and services have written performance goals, objectives, and outcomes for each year's performance cycle to be used to plan, review, and evaluate work and performance and update them regularly.
- Results of individual personnel evaluations are used to recognize personnel performance, address performance issues, implement individual and/or collective personnel development and training programs, and inform the assessment of programs and services.

Rationale:

4.4 Personnel Training

- Personnel, including student employees and volunteers, receive appropriate and thorough training when hired and throughout their employment.
- Personnel have access to resources or receive specific training on institutional and governmental policies; procedures and laws pertaining to functions or activities they support; privacy and confidentiality; access to student records; sensitive institutional information; ethical and legal uses of technology; and technology used to store or access student records and institutional data.
- Personnel are trained on how and when to refer those in need of additional assistance to qualified personnel.

- Personnel are trained on systems and technologies necessary to perform their assigned responsibilities.
- Personnel engage in continuing professional development activities to keep abreast of research, theories, legislation, policies, and developments that affect programs and services.
- Administrators ensure that personnel are knowledgeable about and trained in safety, emergency procedures, and crisis prevention and response, including identification of threatening conduct or behavior, and incorporate a system for responding to and reporting such behaviors.
- Personnel are knowledgeable of and trained in safety and emergency procedures for securing and vacating facilities.

Rationale:



4.5 Professional Personnel

- Professional personnel either hold an earned graduate or professional degree in a field relevant to their position or possess an appropriate confirmation of educational credentials and related work experience.
- LAP professional personnel are competent in the content areas in which they teach, conduct labs, and/or provide assistance.

Rationale:



4.6 Interns and Graduate Assistants

- Degree- or credential-seeking interns or graduate assistants are qualified by enrollment in an appropriate field of study and by relevant experience.
- Degree- or credential-seeking interns or graduate assistants are trained and supervised by professional personnel who possess applicable educational credentials and work experience, have supervisory experience and are cognizant of the dual roles of interns and graduate assistants as students and employees.
- Supervisors of interns or graduate assistants adhere to parameters of students' job descriptions, articulate intended learning outcomes in student job descriptions, adhere to agreed-upon work hours and schedules, and offer flexible scheduling when circumstances necessitate.
- LAP professionals are knowledgeable of the policies and procedures to be followed for internships and practica as required by students' academic departments.
- Supervisors and students both agree to suitable compensation if circumstances necessitate additional hours.

Rationale:



4.7 Student Employees and Volunteers

- Student employees and volunteers are carefully selected, trained, supervised, and evaluated; have access to a supervisor; and are provided clear job descriptions, pre-service training based on assessed needs, and continuing development.

Rationale:



4.8 Faculty Members

- Faculty members assigned to LAP must be informed about the implications for tenure and promotion.

Rationale:

Overview Questions:

1. In what ways are personnel qualifications examined, performance evaluated, and personnel recognized for exemplary performance?
2. How are professional development efforts designed, how do they support achievement of the LAP mission, and how do they prepare and educate staff on relevant information?
3. How has the staffing model been developed to ensure successful program operations?
4. Describe the LAP philosophy toward engaging graduate interns and assistants, and student employees and volunteers in the program human resource pool.

Part 5: ETHICS

Suggested Evidence and Documentation:

1. Program code or statement of ethics
2. Ethics statements from relevant functional area professional associations
3. Personnel policies, procedures and/or handbook
4. Student code of conduct
5. Operating policies and procedures related to human subjects research (Institutional Review Board, IRB)
6. Minutes from meetings during which staff reviewed and discussed ethics

Criterion Measures:

| DNA | IE | 0 | 1 | 2 | 3 |
|----------------|------------------------------------------|---------------|--------------|-------|---------|
| Does Not Apply | Insufficient Evidence/ Unable to Rate | Does Not Meet | Partly Meets | Meets | Exceeds |

5.1 Ethical Standards

- Learning Assistance Programs (LAP) reviews applicable professional ethical standards and adopts or develops and implements appropriate statements of ethical practice.
- LAP publishes and adheres to statements of ethical practice, ensures their periodic review, and orients new personnel to relevant statements of ethical practice and related institutional policies.
- LAP trains all program personnel about matters of confidentiality and the security of records. Clear statements are distributed and reviewed with personnel regarding what information is appropriate for them to access or communicate.
- LAP confirms that statements or claims made about outcomes that can be achieved from participating in programs and services are accurate.

Rationale:

5.2 Statement of Ethical Standards

- Statements of ethical standards specify that LAP personnel respect privacy and maintain confidentiality in communications and records as delineated by privacy laws.
- Statements of ethical standards specify limits on disclosure of information contained in students' records as well as requirements to disclose to appropriate authorities.

- Statements of ethical standards address conflicts of interest, or appearance thereof, by personnel in the performance of their work and reflect the responsibility of personnel to be fair, objective, and impartial in their interactions with others.
- Statements of ethical standards reference management of institutional funds, appropriate behavior regarding research and assessment with human participants, confidentiality of research and assessment data, students’ rights and responsibilities, and issues surrounding scholarly integrity.
- Statements of ethical standards include the expectation that personnel confront and hold accountable other personnel who exhibit unethical behavior.

Rationale:

5.3 Ethical Obligations

- LAP personnel employ ethical decision making in the performance of their duties.
- LAP personnel inform users of programs and services of ethical obligations and limitations emanating from codes and laws or from licensure requirements.
- LAP personnel recognize and avoid conflicts of interest that could adversely influence their judgment or objectivity and, when unavoidable, recuse themselves from the situation.
- LAP funds acquired through grants and other non-institutional resources are managed according to the regulations and guidelines of the funding source and the institution.
- LAP personnel perform their duties within the scope of their position, training, expertise, and competence and make referrals when issues presented exceed the scope of the position.
- LAP personnel utilize appropriate means for reporting issues related to academic integrity, plagiarism, code of student conduct, students’ rights and responsibilities, and other similar policies.

Rationale:

Overview Questions:

1. What is the LAP strategy for managing student and personnel confidentiality and privacy issues?
2. How are ethical dilemmas and conflicts of interest identified and addressed?
3. How are ethics incorporated into the daily management and decision-making processes of LAP?

Part 6: LAW, POLICY, AND GOVERNANCE

Suggested Evidence and Documentation:

1. Emergency procedures
2. Operating policies and procedures
3. Personnel policies, procedures and/or handbook
4. Institutional codes of conduct
5. Contracts
6. Copies of related laws and legal obligations
7. Resources of professional liability insurance

Criterion Measures:

| DNA | IE | 0 | 1 | 2 | 3 |
|----------------|------------------------------------------|---------------|--------------|-------|---------|
| Does Not Apply | Insufficient Evidence/ Unable to Rate | Does Not Meet | Partly Meets | Meets | Exceeds |

6.1 Legal Obligations and Responsibilities

- Learning Assistance Programs (LAP) is in compliance with laws, regulations, and policies that relate to their respective responsibilities and that pose legal obligations, limitations, risks, and liabilities for the institution as a whole.
- LAP has access to legal advice needed for personnel to carry out their assigned responsibilities.
- LAP informs personnel, appropriate officials, and users of programs and services about existing and changing legal obligations, risks and liabilities, and limitations.
- LAP informs personnel about professional liability insurance options and refers them to external sources if the institution does not provide coverage.

Rationale:

 6.2 Policies and Procedures

- LAP has written policies and procedures on operations, transactions, or tasks that have legal implications.
- LAP regularly reviews policies that are informed by best practices, available evidence, and policy issues in higher education.
- LAP has procedures, systems and guidelines consistent with institutional policy for responding to threats, emergencies, and crisis situations and disseminates timely and accurate information to students, other members of the institutional community, and appropriate external organizations during emergency situations.

Rationale:

 6.3 Harassment and Hostile Environments

- LAP personnel neither participate in nor condone any form of harassment or activity that demeans persons or creates an intimidating, hostile, or offensive environment.

Rationale:

 6.4 Copyright Compliance

- LAP purchases or obtains permission to use copyrighted materials and instruments and includes appropriate citations on materials and instruments.

Rationale:

 6.5 Governance

- LAP informs personnel about internal and external governance organizations that affect programs and services.

Rationale:

 6.6 Record Management

- LAP maintains the security of all confidential records, including digital records.

Rationale:

Overview Questions:

1. What are the crucial legal, policy and, governance issues faced by LAP, and how are they addressed?
2. How are personnel instructed, advised, or assisted with legal, policy, and governance concerns?
3. How are personnel informed about internal and external governance systems?

Part 7: DIVERSITY, EQUITY, AND ACCESS

Suggested Evidence and Documentation:

1. Diversity statements
2. Goals and objectives related to diversity, equity, and access
3. Training plans and agendas for personnel
4. Lists of programs and curriculums related to diversity, equity, and access
5. Personnel policies, procedures, and/or handbook (specifically statements against harassment or discrimination)
6. Facilities audit
7. Assessment results such as participation rates, demographics, campus climate, and student needs

Criterion Measures:

| DNA | IE | 0 | 1 | 2 | 3 |
|----------------|------------------------------------------|---------------|--------------|-------|---------|
| Does Not Apply | Insufficient Evidence/ Unable to Rate | Does Not Meet | Partly Meets | Meets | Exceeds |

7.1 Inclusive Work Environments

- Learning Assistance Programs (LAP) creates and maintains educational work environments that are welcoming, accessible, inclusive, equitable, and free from harassment.
- LAP does not discriminate on the basis of ability; age; cultural identity; ethnicity; family educational history; gender identity and expression; nationality; political affiliation; race; religious affiliation; sex; sexual orientation; economic, marital, social, or veteran status; or any other basis included in institutional policies and codes and laws.

Rationale:

7.2 Structural Aspects of Equity, Access, and Inclusion

- LAP ensures physical, program, and resource access for all constituents; modifies or removes policies, practices, systems, technologies, facilities, and structures that create barriers or produce inequities; and ensures that when facilities and structures cannot be modified, they do not impede access.
- LAP responds to the needs of all constituents served when establishing hours of operation and developing methods of delivering programs, services, and resources.
- LAP recognizes the needs of distance and online learning students by directly providing or assisting them to gain access to comparable services and resources.

Rationale:

7.3 Ensuring Diversity, Equity, and Access

- LAP advocates for sensitivity to multicultural and social justice concerns by the institution and its personnel.

- LAP establishes goals for diversity, equity, and access; fosters communication and practices that enhance understanding of identity, culture, self-expression, and heritage; and promotes respect for commonalities and differences among people within their historical and cultural contexts.
- LAP addresses the characteristics and needs of diverse constituents when establishing and implementing culturally relevant and inclusive programs, services, policies, procedures, and practices.
- LAP provides personnel with diversity, equity, and access training and holds personnel accountable for applying the training to their work.

Rationale:

Overview Questions:

1. How does LAP ensure constituents experience a welcoming, accessible, and inclusive environment that is equitable and free from harassment?
2. How does LAP address imbalance in participation among selected populations of students?
3. How does LAP address imbalance in staffing patterns among selected populations of program personnel?
4. How does LAP ensure cultural competence of its personnel to ensure inclusion in the program?
5. How does LAP encourage and provide opportunities for ongoing professional development for its personnel?

Part 8: INTERNAL AND EXTERNAL RELATIONS

Suggested Evidence and Documentation:

1. Promotional material (brochures/sources of information about the program, catalogs, brochures, staff and student handbooks)
2. Media procedures and guidelines
3. List and description of relationships with internal and external partners
4. Minutes from meetings/interactions with key stakeholders

Criterion Measures:

| DNA | IE | 0 | 1 | 2 | 3 |
|----------------|------------------------------------------|---------------|--------------|-------|---------|
| Does Not Apply | Insufficient Evidence/ Unable to Rate | Does Not Meet | Partly Meets | Meets | Exceeds |

8.1 Internal and External Populations

- Learning Assistance Programs (LAP) reaches out to internal and external populations to establish, maintain, and promote understanding and effective relations with those that have a significant interest in or potential effect on the students or other constituents served by the programs and services.
- LAP reaches out to internal and external populations to garner support and resources for programs and services, collaborate in offering or improving programs and services to meet the needs of students and other constituents and to achieve program and student outcomes, and engage diverse individuals, groups, communities, and organizations to enrich the educational environment and experiences of students and other constituents.
- LAP reaches out to internal and external populations to disseminate information about the programs and services.

Rationale:

- 8.2 Marketing
- Promotional and descriptive information is accurate and free of deception and misrepresentation.

Rationale:

- 8.3 Procedures and Guidelines
- LAP has procedures and guidelines consistent with institutional policy to communicate with the media; distribute information through print, broadcast, and online sources; contract with external organizations for delivery of programs and services; cultivate, solicit, and manage gifts; and apply to and manage funds from grants.

Rationale:

Overview Questions:

- With which relevant individuals, campus offices, and external agencies must LAP maintain effective relations? Why are these relationships important, and how are they mutually beneficial?
- How does LAP maintain effective relationships with program constituents?
- How does LAP assess the effectiveness of its relations with individuals, campus offices and external agencies?

Part 9: FINANCIAL RESOURCES

Suggested Evidence and Documentation:

- Budgets and the budget process
- Financial statements and audit reports
- Student fee process and allocation (if applicable)
- Financial statements for grants, gifts, and other external resources

Criterion Measures:

| DNA | IE | 0 | 1 | 2 | 3 |
|----------------|------------------------------------------|---------------|--------------|-------|---------|
| Does Not Apply | Insufficient Evidence/ Unable to Rate | Does Not Meet | Partly Meets | Meets | Exceeds |

- 9.1 Adequate Funding
- Learning Assistance Programs (LAP) has funding to accomplish its mission and goals.

Rationale:

- 9.2 Financial Planning and Implementation
- LAP conducts a comprehensive analysis to determine unmet needs, relevant expenditures, external and internal resources, and impact on students and the institution.
 - LAP uses the budget as a planning tool to reflect commitment to the mission and goals of the programs and services and of the institution.
 - Financial reports provide an accurate financial overview of the organization and provide clear, understandable, and timely data upon which personnel can plan and make informed decisions.

Rationale:

- 9.3 Policies, Procedures, and Protocols
- LAP administers funds in accordance with established institutional accounting procedures.
 - LAP demonstrates efficient and effective use and responsible stewardship of fiscal resources consistent with institutional protocols.
 - Procurement procedures are consistent with institutional policies, ensure purchases comply with laws and codes for usability and access, ensure the institution receives value for the funds spent, and consider information available for comparing the ethical and environmental impact of products and services purchased.

Rationale:

Overview Questions:

1. What is the funding strategy for LAP, and why is this the most appropriate approach?
2. How does LAP ensure fiscal responsibility, responsible stewardship, and cost-effectiveness?
3. If applicable, how does LAP go about increasing financial resources?

Part 10: TECHNOLOGY

Suggested Evidence and Documentation:

1. Technology policies and procedures
2. Equipment inventory

Criterion Measures:

| DNA | IE | 0 | 1 | 2 | 3 |
|----------------|------------------------------------------|---------------|--------------|-------|---------|
| Does Not Apply | Insufficient Evidence/ Unable to Rate | Does Not Meet | Partly Meets | Meets | Exceeds |

- 10.1 Current and Adequate Technology
- Learning Assistance Programs (LAP) has adequate technology to support achievement of its mission and goals.
 - Use of technology complies with institutional policies and procedures and relevant codes and laws.

Rationale:

- 10.2 Use of Technology
- LAP uses current technology to provide updated information regarding mission, location, staffing, programs, services, and official contacts to students and other constituents in accessible formats.
 - LAP uses current technology to provide an avenue for students and other constituents to communicate sensitive information in a secure format, and enhance the delivery of programs and services for all students.

Rationale:

- 10.3 Data Protection and Upgrades
- LAP backs up data on a regular basis.
 - LAP ensures that systems for scheduling, record keeping, and the delivery of services are secure.
 - LAP articulates and adheres to policies and procedures regarding ethical and legal use of technology, as well as for protecting the confidentiality and security of information.
 - LAP implements a replacement plan and cycle for all technology with attention to sustainability and incorporates accessibility features into technology-based programs and services.

Rationale:

- 10.4 Student Technology Access
- LAP has policies on student use of technology that are clear, easy to understand, and available to all students.
 - LAP provides information or referral to support services for those needing assistance in accessing or using technology, provides instruction or training on how to use the technology, and informs students of implications of misuse of technologies.

Rationale:

Overview Questions:

1. How is technology inventoried, maintained, and updated?
2. How is information security maintained?
3. How does LAP ensure that relevant technology is available for all who are served by the program?
4. How does LAP use technology to enhance the delivery of programs, resources, services and overall operations?
5. How does LAP utilize technology to foster its learning outcomes?

Part 11: FACILITIES AND EQUIPMENT

Suggested Evidence and Documentation:

1. Equipment inventory
2. Facilities audit and plans for renovations, additions, and enhancements
3. Capital projects, if applicable
4. Structural design or maps to show space allocation
5. Images of the space

Criterion Measures:

| DNA | IE | 0 | 1 | 2 | 3 |
|----------------|------------------------------------------|---------------|--------------|-------|---------|
| Does Not Apply | Insufficient Evidence/ Unable to Rate | Does Not Meet | Partly Meets | Meets | Exceeds |

- 11.1 Design of Facilities
- Learning Assistance Programs (LAP) facilities are intentionally designed and located in suitable, accessible, and safe spaces that demonstrate universal design and support the LAP mission and goals.
 - Facilities are designed to engage various constituents and promote learning.

- The design of the facilities guarantees the security and privacy of records and ensures the confidentiality of sensitive information and conversations.
- LAP provides adequate and secure storage for equipment, supplies, instructional and testing materials, and confidential records.

Rationale:

11.2 Work Space

- Personnel have workspaces that are suitably located and accessible, well equipped, adequate in size, and designed to support their work and responsibilities.
- Personnel are able to secure their work.

Rationale:

11.3 Equipment Acquisition and Facilities Use

- LAP incorporates sustainable practices in use of facilities and purchase of equipment.
- Facilities and equipment are evaluated on an established cycle and are in compliance with codes, laws, and accepted practices for access, health, safety, and security.
- When acquiring capital equipment, LAP takes into account expenses related to regular maintenance and life-cycle costs.

Rationale:

Overview Questions:

1. How are facilities inventoried and maintained?
2. How does LAP integrate sustainable practices?
3. How does LAP ensure that facilities, workspaces, and equipment are considered in decision-making?
4. How is LAP intentional about space allocation and usage?

Part 12: ASSESSMENT

Suggested Evidence and Documentation:

1. Program goals, key indicators, outcomes, and related assessment data
2. Program student learning and development outcomes and related assessment data
3. Description of assessment cycle
4. Assessment plans and annual assessment reports
5. Minutes of meetings at which assessment activities and results discussed
6. Professional development activities to improve assessment competence

Criterion Measures:

| DNA | IE | 0 | 1 | 2 | 3 |
|----------------|------------------------------------------|---------------|--------------|-------|---------|
| Does Not Apply | Insufficient Evidence/ Unable to Rate | Does Not Meet | Partly Meets | Meets | Exceeds |

12.1 Assessment Plan and Practice

- Learning Assistance Programs (LAP) develops an ongoing cycle of assessment plans, processes, and activities.

- Assessment practices in LAP are both formal and informal. Established schedules are developed for formal assessment.
- LAP identifies programmatic goals and intended program outcomes as well as outcomes for student learning and development.
- LAP identifies and assesses the student learning and development outcome domains and dimensions relevant to participation in the program.
- LAP documents progress toward achievement of goals and outcomes.
- LAP employs multiple measures, methods, and manageable processes for gathering, interpreting, and evaluating data.
- LAP employs ethical practices in the assessment process.
- LAP has access to adequate fiscal, human, professional development, and technological resources to develop and implement assessment plans.
- LAP is able to collect and analyze data and has access to appropriate institutional data.

Rationale:



12.2 Reporting and Implementing Results

- LAP interprets and uses assessment results to demonstrate accountability and inform planning and decision-making.
- LAP reports aggregated results to respondent groups and stakeholders.
- LAP assesses effectiveness of implemented changes and provides evidence of improvement of programs and services.

Rationale:

Overview Questions:

1. What is the comprehensive assessment strategy for LAP?
2. What are priorities of the assessment program, and how are those developed?
3. How does LAP integrate assessment and evaluation into all aspects of daily operations (e.g., advising, event planning)?
4. How are tangible, measurable learning and program outcomes determined to ensure the achievement of LAP mission and goals?
5. How effective is the assessment strategy in demonstrating goal achievement and student learning?
6. How does LAP use assessment results to inform program improvement?
7. How does LAP share assessment results with relevant constituencies?
8. How does LAP support ongoing development of assessment competencies for personnel?

*General Standards revised in 2014;
LAP revised in 1986, 1996, 2007, & 2016*

Work Form A – Rating Discrepancies

INSTRUCTIONS:

This work form should be completed following a review of the individual ratings of the team members. Item numbers for which there is a substantial rating discrepancy should be discussed before completing the remaining work forms. Discrepancies among ratings should be identified, discussed, and reconciled for consensus.

| Part | Discrepancies | Resolution/Final Decision |
|------------------------------------|---------------|---------------------------|
| 1. Mission | | |
| 2. Program | | |
| 3. Organization and Leadership | | |
| 4. Human Resources | | |
| 5. Ethics | | |
| 6. Law, Policy, and Governance | | |
| 7. Diversity, Equity, and Access | | |
| 8. Internal and External Relations | | |
| 9. Financial Resources | | |
| 10. Technology | | |
| 11. Facilities and Equipment | | |
| 12. Assessment | | |

Work Form B – Strengths and Areas for Improvement

INSTRUCTIONS:

This work form should be completed following a review of the individual ratings of the team members. Examine the ratings of each criterion measure by the team members, and record the following in the form below:

- Strengths: Item number(s) for which all participants have given a rating of 3, indicating agreement that the criterion *exceeds* the standard.
- Areas for Improvement: Item number(s) for which all participants have given a rating of 0 or 1, indicating agreement that the criterion *does not meet* or *partly meets* the standard. Items rated IE for *insufficient evidence/unable to rate* should be listed here as well.

Note – Items not listed in one of these categories represent consensus among the raters that practice in that area is satisfactory, having been rated a 2, which indicates agreement that the criterion *meets* the standard.

| Part | Strengths: Items that exceed the standard (consensus ratings = 3) | Areas for Improvement: Items that do not meet or partly meet the standard (consensus ratings = 0, 1) |
|---------------------------------------|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| 1. Mission | | |
| 2. Program | | |
| 3. Organization and Leadership | | |
| 4. Human Resources | | |
| 5. Ethics | | |
| 6. Law, Policy, and Governance | | |
| 7. Diversity, Equity, and Access | | |
| 8. Internal and External Relations | | |
| 9. Financial Resources | | |

| | | |
|---------------------------------|--|--|
| 10. Technology | | |
| 11. Facilities and Equipment | | |
| 12. Assessment | | |

Work Form C – Recommendations for Unit Action

INSTRUCTIONS:

This is the last form to be completed by the review team. List the items needing follow-up action for improvement and indicate what requires attention. The team or coordinator should consider including any criterion measure rated as being not met by the reviewers, as well as those with significant discrepancies that are not resolved by team discussion.

| Part | Item Requiring Attention |
|------------------------------------|--------------------------|
| 1. Mission | |
| 2. Program | |
| 3. Organization and Leadership | |
| 4. Human Resources | |
| 5. Ethics | |
| 6. Law, Policy, and Governance | |
| 7. Diversity, Equity, and Access | |
| 8. Internal and External Relations | |
| 9. Financial Resources | |
| 10. Technology | |
| 11. Facilities and Equipment | |
| 12. Assessment | |

Work Form D – Beginning the Action Plan

INSTRUCTIONS:

This work form is for use by the staff of the unit being reviewed and is the first step in identifying the actions to be taken as a consequence of study results. Using the Items Requiring Attention listed in Work Form C, write a brief action plan that identifies the focus and intended outcomes of the next steps in to be taken in each area.

Part 1. Mission

Part 2. Program

Part 3. Organization and Leadership

Part 4. Human Resources

Part 5. Ethics

Part 6. Law, Policy, and Governance

Part 7. Diversity, Equity, and Access

Part 8. Internal and External Relations

Part 9. Financial Resources

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Part 10. Technology

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Part 11. Facilities and Equipment

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Part 12. Assessment

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LEARNING ASSISTANCE PROGRAMS

CAS Standards and Guidelines

Part 1. MISSION

The mission of Learning Assistance Programs (LAP) must be to provide students with resources and opportunities to develop the learning skills and strategies needed for academic success.

LAP must support student retention and persistence to completion or graduation.

LAP must develop, disseminate, implement, and regularly review their missions, which must be consistent with the mission of the institution and with applicable professional standards. The mission must be appropriate for the institution's students and other constituents. Mission statements must reference student learning and development.

LAP may exist to serve all institutional stakeholders, all students, or specific populations within its jurisdiction.

LAP must establish goals that

- are guided by the standards and guidelines in this document regardless of where the LAP is structured within the institution
- ensure students are the central focus of the program
- assist students in achieving their personal potential for learning
- help students develop positive attitudes toward learning and confidence in their ability to learn
- **foster students' personal responsibility and accountability for their own learning**
- provide a variety of instructional approaches appropriate to the skill levels and learning styles of students
- introduce students to the academic expectations of the institution, the faculty members, and the culture of higher education
- assist students in applying newly learned skills and strategies to their academic work
- support the academic standards and requirements of the institution

Part 2. PROGRAM

To achieve their mission, Learning Assistance Programs (LAP) must contribute to

- students' formal education, which includes both the curriculum and the co-curriculum
- student progression and timely completion of educational goals
- preparation of students for their careers, citizenship, and lives
- student learning and development

To contribute to student learning and development, LAP must

- identify relevant and desirable student learning and development outcomes
- articulate how the student learning and development outcomes align with the six CAS student learning and development domains and related dimensions
- assess relevant and desirable student learning and development

- provide evidence of impact on outcomes
- articulate contributions to or support of student learning and development in the domains not specifically assessed
- use evidence gathered to create strategies for improvement of programs and services

STUDENT LEARNING AND DEVELOPMENT DOMAINS AND DIMENSIONS

Domain: knowledge acquisition, integration, construction, and application

- Dimensions: understanding knowledge from a range of disciplines; connecting knowledge to other knowledge, ideas, and experiences; constructing knowledge; and relating knowledge to daily life

Domain: cognitive complexity

- Dimensions: critical thinking, reflective thinking, effective reasoning, and creativity

Domain: intrapersonal development

- Dimensions: realistic self-appraisal, self-understanding, and self-respect; identity development; commitment to ethics and integrity; and spiritual awareness

Domain: interpersonal competence

- Dimensions: meaningful relationships, interdependence, collaboration, and effective leadership

Domain: humanitarianism and civic engagement

- Dimensions: understanding and appreciation of cultural and human differences, social responsibility, global perspective, and sense of civic responsibility

Domain: practical competence

- Dimensions: pursuing goals, communicating effectively, technical competence, managing personal affairs, managing career development, demonstrating professionalism, maintaining health and wellness, and living a purposeful and satisfying life

[LD Outcomes: See *The Council for the Advancement of Standards Learning and Development Outcomes* statement for examples of outcomes related to these domains and dimensions.]

LAP must be

- intentionally designed
- guided by theories and knowledge of learning and development
- integrated into the life of the institution
- reflective of developmental and demographic profiles of the student population
- responsive to needs of individuals, populations with distinct needs, and relevant constituencies

- delivered using multiple formats, strategies, and contexts
- designed to provide universal access

LAP must collaborate with colleagues and departments across the institution to promote student learning and development, persistence, and success.

LAP must provide holistic instruction and services that address the cognitive, metacognitive, affective, non-cognitive, and sociocultural dimensions of learning.

LAP must deliver services using formats appropriate to the range of diverse student learning needs.

LAP services may include individual and group instruction and/or tutoring, cooperative learning, peer assisted learning, and accelerated learning.

LAP may offer subject-matter tutoring, course-based instructional programs (e.g., Supplemental Instruction), time management programs, college success courses, first-year student seminars, and preparation for graduate and professional school admissions tests and for professional certification requirements.

LAP instruction and services may include stress management, test anxiety reduction, assertiveness, time management, concentration, and motivation.

LAP instructional content, materials, and activities should provide opportunities to increase awareness and appreciation of the individual and cultural differences of students, personnel, and faculty members.

LAP may use a variety of instructional media such as print, electronic, and skills laboratories.

LAP instruction and programs may be delivered on campus, online, or in blended formats.

LAP may provide diagnostic and placement screening of students.

LAP should conduct individual assessment for the purposes of identifying the learning needs of students and guiding them to appropriate programs and services.

LAP must share the individual **student's assessment results with the student to formulate an academic** success plan.

LAP must communicate assessment results to students confidentially, honestly, and sensitively.

Where students establish learning goals, LAP should provide feedback concerning progress in reaching those goals.

LAP should orient students to the practices, resources, responsibilities, and behaviors that contribute to academic success

LAP must have access to student information relevant to its work.

LAP must **collaborate with faculty members, personnel, and administrators in addressing students'** learning needs, academic performance, and persistence to completion.

LAP must refer students to appropriate campus and community resources for assistance with personal concerns, learning disabilities, financial difficulties, and other areas of need that may be outside the purview or beyond the expertise of the program.

LAP should support faculty and personnel development through resources that enhance and support student learning and instruction.

LAP must promote campus-wide understanding of how their services support the learning needs of the student population.

Strategies to promote this understanding may include

- establishing advisory boards consisting of members from key segments of the campus community
- holding periodic informational meetings and consulting with personnel, faculty members, and administrators
- participating in personnel and faculty development and in-service programs on curriculum and instructional approaches that address the development of learning skills, attitudes and behaviors, and the assessment of student learning outcomes
- encouraging the use of program resources, materials, instruction, and services as integral or supplemental classroom activities
- conducting workshops that demonstrate the application of learning strategies to course content
- disseminating information that describes programs and services, hours of operation, and procedures for registering or scheduling appointments
- training and supervising individuals to work in such capacities as tutors, peer mentors, and group leaders (e.g., Supplemental Instruction leaders)
- providing jobs, practica, courses, internships, mentoring, and assistantships for students interested in learning assistance and related careers
- collaborating with other community groups and educational institutions to provide college preparation assistance
- creating a web portal presence to connect/direct students to resources on and off campus

Part 3. ORGANIZATION AND LEADERSHIP

To achieve program and student learning and development outcomes, Learning Assistance Programs (LAP) must be purposefully structured for effectiveness. LAP must have clearly stated and current

- goals and outcomes
- policies and procedures
- responsibilities and performance expectations for personnel
- organizational charts demonstrating clear channels of authority

Leaders must model ethical behavior and institutional citizenship.

Leaders with organizational authority for LAP must provide strategic planning, management and supervision, and program advancement.

Strategic Planning

- articulate a vision and mission that drive short- and long-term planning
- set goals and objectives based on the needs of the populations served, intended student learning and development outcomes, and program outcomes
- facilitate continuous development, implementation, and assessment of program effectiveness and goal attainment congruent with institutional mission and strategic plans
- promote environments that provide opportunities for student learning, development, and engagement
- develop, adapt, and improve programs and services in response to the changing needs of populations served and evolving institutional priorities
- include diverse perspectives to inform decision making

Management and Supervision

- plan, allocate, and monitor the use of fiscal, physical, human, intellectual, and technological resources
- manage human resource processes including recruitment, selection, professional development, supervision, performance planning, succession planning, evaluation, recognition, and reward
- influence others to contribute to the effectiveness and success of the unit
- empower professional, support, and student personnel to become effective leaders
- encourage and support collaboration with colleagues and departments across the institution
- encourage and support scholarly contributions to the profession
- identify and address individual, organizational, and environmental conditions that foster or inhibit mission achievement
- use current and valid evidence to inform decisions
- incorporate sustainability practices in the management and design of programs, services, and facilities
- understand appropriate technologies and integrate them into programs and services
- be knowledgeable about codes and laws relevant to programs and services and ensure that programs and services meet those requirements
- assess and take action to mitigate potential risks

Program Advancement

- advocate for and actively promote the mission and goals of the programs and services
- inform stakeholders about issues affecting practice
- facilitate processes to reach consensus where wide support is needed
- advocate for representation in strategic planning initiatives at divisional and institutional levels

The mission and goals of LAP, the needs and demographics of their clients, and their institutional role should determine where the unit is located in the organizational structure of the institution. LAP are frequently organized as units in the academic affairs or student affairs division.

Regardless of where LAP is positioned within the organizational structure, it must communicate and collaborate with a network of key units across the institution to ensure coordination of related functions, programs, services, policies and procedures, and to expedite student referrals.

The scope, roles, and responsibilities of LAP in relation to allied academic and student affairs departments should be clearly defined.

LAP leaders must be knowledgeable about issues, trends, theories, research, and methodologies related to student learning and retention.

LAP leaders should

- participate in institutional planning, policy, procedural, and fiscal decisions that affect learning assistance for students
- seek opportunities for additional funding, resources, and facilities, as needed
- represent the program on institutional committees
- collaborate with leaders of academic departments and support services in addressing the learning needs and retention of students
- be involved in research, publication, presentations, consultation, and activities of professional organizations
- communicate with professional colleagues in the learning assistance field and related professions
- promote and advertise their programs and services
- demonstrate the ability to plan, prepare, and oversee budgets that sustain and advance the mission, goals and objectives of the program

Part 4. HUMAN RESOURCES

Learning Assistance Programs (LAP) must be staffed adequately by individuals qualified to accomplish mission and goals.

Personnel may include full-time and/or part-time faculty, professional staff, student employees, interns, graduate assistants, and volunteers.

Administrative and technical personnel should be knowledgeable about current programs, services, policies, and procedures in order to expedite smooth and efficient assistance to students.

LAP personnel salaries and fringe benefits should be based upon experience and responsibilities and be commensurate with similar positions.

LAP must have access to technical and support personnel adequate to accomplish their mission.

Within institutional guidelines, LAP must

- establish procedures for personnel recruitment and selection, training, performance planning, and evaluation
- set expectations for supervision and performance

- provide personnel access to continuing and advanced education and appropriate professional development opportunities to improve their competence, skills, and leadership capacity
- consider work/life options available to personnel (e.g., compressed work schedules, flextime, job sharing, remote work, or telework) to promote recruitment and retention of personnel

Personnel who hold a joint appointment in LAP and in another department or program must possess the necessary expertise for assigned responsibilities and be committed to the mission, philosophy, goals, and priorities of the program.

Administrators of LAP must

- ensure that all personnel have updated position descriptions
- implement recruitment and selection/hiring strategies that produce a workforce inclusive of under-represented populations
- develop promotion practices that are fair, inclusive, proactive, and non-discriminatory

Personnel responsible for delivery of LAP must have written performance goals, objectives, and outcomes **for each year's performance cycle to be used to plan, review, and evaluate work and performance.** The performance plan must be updated regularly to reflect changes during the performance cycle.

Results of individual personnel evaluations must be used to recognize personnel performance, address performance issues, implement individual and/or collective personnel development and training programs, and inform the assessment of programs and services.

LAP personnel, when hired and throughout their employment, must receive appropriate and thorough training.

LAP personnel, including student employees and volunteers, must have access to resources or receive specific training on

- institutional policies pertaining to functions or activities they support
- privacy and confidentiality policies
- laws regarding access to student records
- policies and procedures for dealing with sensitive institutional information
- policies and procedures related to technology used to store or access student records and institutional data
- how and when to refer those in need of additional assistance to qualified personnel and have access to a supervisor for assistance in making these judgments
- systems and technologies necessary to perform their assigned responsibilities
- ethical and legal uses of technology

LAP personnel must engage in continuing professional development activities to keep abreast of the research, theories, legislation, policies, and developments that affect their programs and services.

Administrators of LAP must ensure that personnel are knowledgeable about and trained in safety, emergency procedures, and crisis prevention and response. Risk management efforts must address

identification of threatening conduct or behavior and must incorporate a system for responding to and reporting such behaviors.

LAP personnel must be knowledgeable of and trained in safety and emergency procedures for securing and vacating facilities.

PROFESSIONAL PERSONNEL

LAP professional personnel either must hold an earned graduate or professional degree in a field relevant to their position or must possess an appropriate combination of educational credentials and related work experience.

LAP professional personnel must be competent in the content areas in which they teach, conduct labs, and/or provide assistance.

LAP professional personnel should be competent and experienced in

- learning theory, instruction and assessment, and the theory and professional standards of practice for their areas of specialization and responsibility
- understanding the unique characteristics and needs of the populations they assist and teach
- demonstrating the ability to adjust pedagogical approaches according to the learning needs and styles of their students, the nature of the learning task, and the content of academic disciplines across the curriculum
- working with college students with different learning styles and abilities
- writing and communicating at a professional level
- working in culturally and academically diverse environments
- consulting, collaborating, and negotiating with personnel, faculty members, and administrators of academic and student affairs units
- designing, implementing, and utilizing instructional strategies, materials, and technologies
- training, supervising, and mentoring paraprofessionals and pre-professionals
- identifying and establishing lines of communication for student referral to other institutional and student support units

Faculty members assigned to LAP must be informed about the implications for tenure and promotion.

INTERNS OR GRADUATE ASSISTANTS

Degree- or credential-seeking interns or graduate assistants must be qualified by enrollment in an appropriate field of study and relevant experience. These students must be trained and supervised by professional personnel who possess applicable educational credentials and work experience and have supervisory experience. Supervisors must be cognizant of the dual roles interns and graduate assistants have as both student and employee.

Supervisors must

- adhere to parameters of students' job descriptions
- articulate intended learning outcomes in student job descriptions

- adhere to agreed-upon work hours and schedules
- offer flexible scheduling when circumstances necessitate

Supervisors and students must both agree to suitable compensation if circumstances necessitate additional hours.

LAP professionals must be knowledgeable of the policies and procedures to be followed for internships and practica as required by students' academic departments.

STUDENT EMPLOYEES AND VOLUNTEERS

Student employees and volunteers must be carefully selected, trained, supervised, and evaluated. Students must have access to a supervisor. Student employees and volunteers must be provided clear job descriptions, pre-service training based on assessed needs, and continuing development.

Part 5. ETHICS

Learning Assistance Programs (LAP) must

- review applicable professional ethical standards and must adopt or develop and implement appropriate statements of ethical practice
- publish and adhere to statements of ethical practice and ensure their periodic review
- orient new personnel to relevant ethical standards and statements of ethical practice and related institutional policies

LAP must train all program personnel about matters of confidentiality and the security of records. Clear statements must be distributed and reviewed with personnel regarding what information is appropriate for them to access or communicate.

Statements of ethical standards must

- specify that LAP personnel respect privacy and maintain confidentiality in communications and records as delineated by privacy laws
- specify limits on disclosure of information contained in students' records as well as requirements to disclose to appropriate authorities
- address conflicts of interest, or appearance thereof, by personnel in the performance of their work
- reflect the responsibility of personnel to be fair, objective, and impartial in their interactions with others
- reference management of institutional funds
- reference appropriate behavior regarding research and assessment with human participants, **confidentiality of research and assessment data, and students' rights and responsibilities**
- include the expectation that personnel confront and hold accountable other personnel who exhibit unethical behavior
- address issues surrounding scholarly integrity

LAP personnel must

- employ ethical decision making in the performance of their duties
- inform users of programs and services of ethical obligations and limitations emanating from codes and laws or from licensure requirements
- recognize and avoid conflicts of interest that could adversely influence their judgment or objectivity and, when unavoidable, recuse themselves from the situation
- perform their duties within the scope of their position, training, expertise, and competence
- make referrals when issues presented exceed the scope of the position

LAP personnel must utilize appropriate means for reporting issues related to academic integrity, **plagiarism, code of student conduct, students' rights and responsibilities, and other similar policies.**

LAP must confirm that statements or claims made about outcomes that can be achieved from participating in programs and services are accurate.

LAP funds acquired through grants and other non-institutional resources must be managed according to the regulations and guidelines of the funding source and the institution.

Part 6. LAW, POLICY, AND GOVERNANCE

Learning Assistance Programs (LAP) must be in compliance with laws, regulations, and policies that relate to their respective responsibilities and that pose legal obligations, limitations, risks, and liabilities for the institution as a whole. Examples include constitutional, statutory, regulatory, and case law; relevant law and orders emanating from codes and laws; and the institution's policies.

LAP must have access to legal advice needed for personnel to carry out their assigned responsibilities.

LAP must inform personnel, appropriate officials, and users of programs and services about existing and changing legal obligations, risks and liabilities, and limitations.

LAP must inform personnel about professional liability insurance options and refer them to external sources if the institution does not provide coverage.

LAP must have written policies and procedures on operations, transactions, or tasks that have legal implications.

LAP must regularly review policies. The revision and creation of policies must be informed by best practices, available evidence, and policy issues in higher education.

LAP must have procedures and guidelines consistent with institutional policy for responding to threats, emergencies, and crisis situations. Systems and procedures must be in place to disseminate timely and accurate information to students, other members of the institutional community, and appropriate external organizations during emergency situations.

Personnel must neither participate in nor condone any form of harassment or activity that demeans persons or creates an intimidating, hostile, or offensive environment.

LAP must purchase or obtain permission to use copyrighted materials and instruments. References to copyrighted materials and instruments must include appropriate citations.

LAP must inform personnel about internal and external governance organizations that affect programs and services.

LAP should provide development programs to educate personnel of changing legal obligations and resulting policy and procedural changes.

LAP must maintain the security of all confidential records, including digital records.

Part 7. DIVERSITY, EQUITY, AND ACCESS

Within the context of each institution's mission and in accordance with institutional policies and applicable codes and laws, Learning Assistance Programs (LAP) must create and maintain educational and work environments that are welcoming, accessible, inclusive, equitable, and free from harassment.

LAP must not discriminate on the basis of disability; age; race; cultural identity; ethnicity; nationality; family educational history (e.g., first generation to attend college); political affiliation; religious affiliation; sex; sexual orientation; gender identity and expression; marital, social, economic, or veteran status; or any other basis included in institutional policies and codes and laws.

LAP must

- advocate for sensitivity to multicultural and social justice concerns by the institution and its personnel
- ensure physical, program, and resource access for all constituents
- modify or remove policies, practices, systems, technologies, facilities, and structures that create barriers or produce inequities
- ensure that when facilities and structures cannot be modified, they do not impede access to programs, services, and resources
- establish goals for diversity, equity, and access
- foster communication and practices that enhance understanding of identity, culture, self-expression, and heritage
- promote respect for commonalities and differences among people within their historical and cultural contexts
- address the characteristics and needs of diverse constituents when establishing and implementing culturally relevant and inclusive programs, services, policies, procedures, and practices
- provide personnel with diversity, equity, and access training and hold personnel accountable for applying the training to their work
- respond to the needs of all constituents served when establishing hours of operation and developing methods of delivering programs, services, and resources

- recognize the needs of distance and online learning students by directly providing or assisting them to gain access to comparable services and resources

LAP should facilitate student understanding and appreciation of the diverse academic and social cultures of the institution and community.

Part 8. INTERNAL AND EXTERNAL RELATIONS

Learning Assistance Programs (LAP) must reach out to individuals, groups, communities, and organizations internal and external to the institution to

- establish, maintain, and promote understanding and effective relations with those that have a significant interest in or potential effect on the students or other constituents served by the programs and services
- garner support and resources for programs and services as defined by the mission
- collaborate in offering or improving programs and services to meet the needs of students and other constituents and to achieve program and student outcomes
- engage diverse individuals, groups, communities, and organizations to enrich the educational environment and experiences of students and other constituents
- disseminate information about the programs and services

Promotional and descriptive information must be accurate and free of deception and misrepresentation.

LAP must have procedures and guidelines consistent with institutional policy for

- communicating with the media
- distributing information through print, broadcast, and online sources
- contracting with external organizations for delivery of programs and services
- cultivating, soliciting, and managing gifts
- applying to and managing funds from grants

LAP should

- be integrated into the academic program of the institution
- establish and maintain communication throughout the institution to promote the exchange of knowledge and expertise regarding the program
- disseminate information about program outcomes to the institutional community
- collaborate with appropriate members of academic and student affairs departments when providing learning assistance, instruction, and services
- serve as a resource and provide consultation within institutional guidelines
- expedite student referrals to and from the program
- have representation on institutional committees relevant to program mission and goals

LAP may

- solicit, train, and utilize volunteers from the local community to contribute their skills and talents to the services of the program, consistent with program mission and goals
- provide training and consultation to volunteers and community-based organizations (e.g., literacy associations, corporate training, local school districts)

Part 9. FINANCIAL RESOURCES

Learning Assistance Programs (LAP) must have funding to accomplish the mission and goals.

LAP should have adequate funding for budget categories (e.g., personnel salaries, general office functions, student assessment and instructional activities, data management and program evaluation processes, training and professional development activities, instructional materials and media, and instructional and office technologies and supplies).

In establishing and prioritizing funding resources, LAP must conduct comprehensive analyses to determine

- unmet needs of the unit
- relevant expenditures
- external and internal resources
- impact on students and the institution

LAP may pursue opportunities for supplemental funding; however, these sources should not be expected to supplant the institutional funding needed to accomplish program mission and goals.

LAP must use the budget as a planning tool to reflect commitment to the mission and goals of the programs and services and of the institution.

LAP must administer funds in accordance with established institutional accounting procedures.

LAP must demonstrate efficient and effective use and responsible stewardship of fiscal resources consistent with institutional protocols.

Financial reports must provide an accurate financial overview of the organization and provide clear, understandable, and timely data upon which personnel can plan and make informed decisions.

Procurement procedures must

- be consistent with institutional policies
- ensure that purchases comply with laws and codes for usability and access
- ensure that the institution receives value for the funds spent
- consider information available for comparing the ethical and environmental impact of products and services purchased

Part 10. TECHNOLOGY

Learning Assistance Programs (LAP) must have technology to support the achievement of their mission and goals. The technology and its use must comply with institutional policies and procedures and with relevant codes and laws.

LAP must use technologies to

- provide updated information regarding mission, location, staffing, programs, services, and official contacts to students and other constituents in accessible formats
- provide an avenue for students and other constituents to communicate sensitive information in a secure format
- enhance the delivery of programs and services for all students

LAP must ensure that systems for scheduling, record keeping, and the delivery of services are secure.

LAP systems should be integrated with institutional systems. Appropriate personnel (e.g., instructional designers and computer technology support personnel) should be available to assist in maintaining up-to-date systems for instruction, record-keeping, and assessment.

LAP must

- back up data on a regular basis
- adhere to institutional policies regarding ethical and legal use of technology
- articulate policies and procedures for protecting the confidentiality and security of information
- implement a replacement plan and cycle for all technology with attention to sustainability
- incorporate accessibility features into technology-based programs and services

When providing student access to technology, LAP must

- have policies on the use of technology that are clear, easy to understand, and available to all students
- provide information or referral to support services for those needing assistance in accessing or using technology
- provide instruction or training on how to use the technology
- inform students of implications of misuse of technologies

Part 11. FACILITIES AND EQUIPMENT

Learning Assistance Programs' (LAP) facilities must be intentionally designed and located in suitable, accessible, and safe spaces that demonstrate universal design and support the program's mission and goals.

Facilities must be designed to engage various constituents and promote learning.

LAP functions should be housed in well-lit, heated, cooled, well-ventilated spaces with appropriate acoustics.

LAP facilities and equipment should support the instructional, service, and office functions of the program. Adequate quiet areas should be provided for activities that support learning (e.g., testing, where applicable, and other activities requiring concentration). Facilities should include flexible space to accommodate different delivery modes and student needs.

LAP must provide adequate and secure storage for equipment, supplies, instructional and testing materials, and confidential records.

Personnel must have workspaces that are suitably located and accessible, well equipped, adequate in size, and designed to support their work and responsibilities.

The design of the facilities must guarantee the security and privacy of records and ensure the confidentiality of sensitive information and conversations. Personnel must be able to secure their work.

LAP must incorporate sustainable practices in use of facilities and purchase of equipment. Facilities and equipment must be evaluated on an established cycle and be in compliance with codes, laws, and accepted practices for access, health, safety, and security.

When acquiring capital equipment, LAP must take into account expenses related to regular maintenance and lifecycle costs.

Part 12. ASSESSMENT

Learning Assistance Programs (LAP) must develop assessment plans and processes.

Assessment plans must articulate an ongoing cycle of assessment activities.

LAP must identify and assess the student learning and development outcome domains and dimensions relevant to participation in the program.

LAP must

- specify programmatic goals and intended outcomes
- identify student learning and development outcomes
- employ multiple measures and methods
- develop manageable processes for gathering, interpreting, and evaluating data
- document progress toward achievement of goals and outcomes
- interpret and use assessment results to demonstrate accountability
- report aggregated results to respondent groups and stakeholders
- use assessment results to inform planning and decision-making
- assess effectiveness of implemented changes
- provide evidence of improvement of programs and services

Assessment practices in LAP are both formal and informal. Established schedules must be developed for formal assessment.

LAP assessment practices should provide evidence of performance of the program over time, including trend data, to inform ongoing contributions to the goals of the program.

Qualitative methods may include evaluation forms, questionnaires, interviews, focus groups, observations, or case studies, with input solicited from faculty members, personnel, and students.

Quantitative methods may include participant and nonparticipant comparison, follow-up studies on students' grades in targeted courses, pre and post gain scores, grade point averages, graduation, re-enrollment, and retention figures.

Quantitative program measures may include data on the size of the user population, numbers utilizing particular services and number of contact hours, sources of student referrals to the program, or numbers of students who may be on a waiting list or who have requested services not provided by the learning assistance program.

LAP must have the ability to collect and analyze data and have access to appropriate institutional data.

Periodic evaluations of LAP may be performed by on-campus experts and outside consultants. Evaluations should be disseminated to appropriate administrators and constituencies.

LAP should conduct periodic self-assessments, utilizing self-study processes endorsed by professional organizations. The assessments should examine the quality of services provided as well as the potential impact on student learning over time. Additionally, outcomes associated with LAP should reflect improved student learning and performance as a result of LAP interventions.

LAP should periodically review and revise its services based on the results of program assessment and evaluation outcomes. Data that reveal trends or changes in student demographics, characteristics, needs, and outcomes should be utilized for LAP short- and long-term planning.

LAP must employ ethical practices in the assessment process.

LAP must have access to adequate fiscal, human, professional development, and technological resources to develop and implement assessment plans.

*General Standards revised in 2014;
LAP content developed/revised in 1986, 1996, 2007, & 2016*