# VIRGINIA STATE UNIVERSITY CONTINUOUS IMPROVEMENT CYCLES

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**PHASI** 

Based on Previous Year's Assessment

### **ANNUAL PLAN**

Identify Expected Objectives/Outcomes

Select Assessment Measures

Establish Success Criteria

PHASE

Identify All Task and Activities that Support Objectives

Determine Budget/Resources

Phase I (Plan) - Each department/ unit develops annual operational objectives based on its mission (purpose), and in alignment with the mission of the Division and the University. The objectives are guided by the University's strategic goals and objectives, and define the activities, programs, and services offered to all VSU constituents. The departments/ units identify the means to assess the achievement of the objective, and the success criteria/benchmarks for the expected outcome. In addition, all resources needed to achieve the outcomes are also documented during this initial Phase. This information constitutes Phase I-The Annual Assessment Plan, Phase I occurs in the Fall of the prior year in alignment with the Budget Development Cycle.

# ASSESSMENT REPORT

Collect Data

Analyze Data/Interpret the Findings

Identify Improvement Plan/Improvement

Prepare Assessment Report

# CONTINUOUS IMPROVEMENT/ USE OF RESULTS

Implement Improvement
Plan/
Use of Results

Assessment Impact of Improvement Efforts

Phase II (Assessment) - At the end of the academic year, the departments/ units engage in the collection, analysis and interpretation of the data based on the established means of assessment and assessment tool. As a result of the findings, specific actions are identified to improve the services, planning and decision-making, communication, resources allocation, and/or general operations.

#### Phase III (Continuous Improvement) -

The improvement activities are then implemented in the next planning cycle and reassessed at the end of the assessment cycle to determine the impact of the changes made. Once this is done the continuous improvement cycle is completed.

## **IMPORTANT TO NOTE:**

**ASSESS** 

PLAN

**BUDGET** 

Assessment precedes planning and planning precedes budgeting Assessment occurs for only two reasons:

#### To Prove (Validate)

Validate current programs and services
Justify or secure continued support
Demonstrate effectiveness to stakeholders

#### To Improve

**PHASE** 

Improve the quality of programs and services
Improve the quality on teaching learning
Improve Communication
Improve use of resources
Improve planning and decision making

