Commendations
The Commission commends Cascadia College for:
1. Its strong partnership between Cascadia’s administration and faculty and the University of Washington Bothell’s library staff. Throughout the visit, this collaborative effort was demonstrated in the widespread integration of information literacy skills across the college’s curriculum and in the ongoing provision of exemplary library services.
2. Its commitment to professional development for faculty and staff. Throughout the visit, employees expressed appreciation for the college’s commitment to financially supporting professional development opportunities, including during the COVID-19 pandemic.
3. A pervasive focus on diversity, equity, inclusion, and social justice. Board members, administrators, faculty, staff, and students shared numerous examples of activities, programming, support services, and resources dedicated to establishing and maintaining a welcoming environment and sense of belonging.
4. The shared governance structure which ensures that stakeholders have input into decision-making processes. Throughout the visit, board members, administrators, faculty, staff, and students indicated that they not only have a voice, but that they have a structural pathway to ensure their views and ideas are heard.
5. Its perseverance. Given the monumental impacts that the rapidly evolving COVID-19 pandemic had on the college, ... the college did an exemplary job of organizing and conducting an evaluation visit that was collaborative, substantive, and meaningful.
<table>
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<tr>
<th>Accreditation recommendations to the College and year of recommendation</th>
<th>Actions taken by the college to address recommendations</th>
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| After a full review in the Spring of 2020, the Northwest Commission on Colleges and Universities (NWCCU) reaffirmed Cascadia’s full accreditation status. However, Cascadia continues to address three recommendations from its review: | 1. Actions: Planning and Evaluation  
- Cascadia has established an active, overarching Institutional Effectiveness Council to drive and oversee the development and implementation of Planning and Evaluation processes.  
- Based on planning work in 2020-21, the IE Council adopted the goal of implementing continuous improvement (CI) on a College wide bases. This will engage individuals and all operational units in a culture of systematic planning, monitoring, and evaluation.  
- Planning work in 2020-21 determined that IE Council will be tasked with reviewing strategic plan initiatives and proposed new projects. Budget Council will subsequently review the IE Council’s recommendations and consider and the alignment between strategic goals and resource allocations. | 1. Results: Planning and Evaluation  
- After a college-wide mission review process, the Council created a new mission statement.  
- From this planning effort, Cascadia has created and a new strategic plan. The new strategic plan was aligned to the strategic plan’s three mission fulfillment domains. By leveraging departmental planning processes, the Institutional Effectiveness Council identified new strategic initiatives.  
- A College-wide reporting framework was created, aligned to the three mission fulfillment and strategic plan domains. Several data dashboards and reports were created this year to promote a thoughtful review of institutional effectiveness data. |
| 1. Review and strengthen the use of an ongoing and systematic Planning and Evaluation process to toward improving institutional effectiveness and achieving mission fulfillment. (1.B.1; 1.B.2) | 2. Actions: Assessment to Evaluate Learning  
Assessment and Guided Pathways committees are now active and meeting, to guide Cascadia’s effort to create Pathway cohorts and evaluate learning outcomes. These committees will guide the adoption of 2020-2021 plans which include the following action items:  
- Consult with an external expert on program assessment in community colleges | 2. Results: Assessment to Evaluate Learning  
- In 2020-21 the College convened a taskforce to review the end of the term, Course-Instruction Evaluation tool and process. The Taskforce completed its review and forwarded recommendations, which will be worked on this 21-22 year.  
- The Taskforce work will improve our approach and tools used to assess and improve student learning. |
| 2. Review and engage in an effective system of assessment to evaluate the quality of learning in its programs, to continuously improve student learning outcomes. (1.C.5; 1.C.7) | | |
| Defining “program” for assessment purposes  
| Clarifying student learning outcomes, program outcomes, and competencies  
| Develop a draft program assessment process  
| Develop structural support for the program assessment process  
| Develop a draft 5 year review cycle |

| Our Guided Pathways team this year accomplished the following:  
| Grappled with some of the biggest, most challenging questions around pathways, equity, and the student experience.  
| Settled on pathways terminology to describe Cascadia’s Areas of Interest, Academic Plans, and Programs  
| Developed template for academic plans  
| Drafted maps for academic plans  
| Mapped and identified critical points of confusion throughout the onboarding experience and developed strategies to address them  
| Selected student success software to be implemented next academic year |

3. Review and share widely a set of indicators for student achievement that are disaggregated and compared to regional and national peer institutions in a manner that identifies and removes barriers to academic excellence and success (equity gaps), and promotes student achievement. (1.D.2; 1.D.3)

3. Actions: Indicators for Student Achievement
In 2020-2021 the IE Council and key stakeholders, reviewed extant frameworks for assessment student achievement. We conceptualized our strategic domains and the evaluation of student achievement domains, as concerned with three areas: Access, Achievement, Equity. Indicators of achievement were created that align with these three strategic mission fulfillment areas and include indicators of achievement.

3. Results: Indicators for Student Achievement
In 2020-2021 we created new data dashboards that supports our Mission Fulfillment and Student Assessment Framework. Results were:
- Completed a list of student achievement indicators, aligned with our mission fulfillment domains
- Completed an approach to monitor and collect data on strategic initiatives
- Identified peer institutions for baseline comparative data
- Completed a set of interactive, data dashboards that report student access, achievement, and equity perspectives.