

Key Drivers of High Performance Institutions

(See list of drivers on reverse)

Circle One Number Below Each Driver:

1=not at all, 2=a little, 3=partly, 4=mostly, 5=completely
Include the justification for your score below each scale.

To What Extent Does Your Institution:

Embody the characteristics of a caring and learning organization?

1 2 3 4 5

Have a strong student success focus?

1 2 3 4 5

Engage employees in, and reinforce their behavior toward, achieving institutional goals?

1 2 3 4 5

DRIVERS OF HIGH PERFORMANCE INSTITUTIONS

- I. **CARING AND LEARNING ORGANIZATION**
 - A. Hiring
 - B. Orientation
 - C. Professional development
 - D. Safe place to innovate
 - E. Personal attention, guidance, and support for students and employees

- II. **STUDENT SUCCESS FOCUS**
 - A. Focus on key student success goals
 - B. Bring employees onto the same page
 - C. Encourage institutional dialogue
 - D. Provide leadership training and development
 - E. Promote and support student success philosophy by constituency leaders
 - F. Institutional commitment: The entire college community's involvement in student centered-planning

- III. **EMPLOYEE ENGAGEMENT IN AND REINFORCEMENT FOR ACHIEVING INSTITUTIONAL GOALS**
 - A. Collaborate on and integrate across major initiatives
 - B. Reinforcement, recognition, and rewards
 - C. Involvement of instructional faculty in implementing student-focused planning, strategies, and action plans
 - D. Identification and implementation of an accountability system to ensure ongoing assessment and continuous improvement