

Strategy: Creating the New Performance Based Education Program

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Henry Ford Community College

2013

Company-College Pre-Planning

- Review the work skills of the (new) position
- Identify educational services /supports
(courses, computers, foundations program)
- Rough – out on-the-job performance assessment
- Develop company program certificate

Bring the customer “into the boat”

- “ This is a pilot, we are looking to...
 - develop faculty experience in this delivery
 - evaluate student progress and attitude
 - create the right student/teacher meeting schedule

Describe the College's Role

- “What we will do is.....”
 - select faculty that are experienced in the course topics
 - provide constant assessment of student learning
 - adjust delivery to maximize value

Limit Unknowns/Variables

- Utilize a delivery model where all students have to complete a module before the group progresses
- Assign learning management system support to faculty / students AND review in real time
- Provide faculty background info on the competency-based model of education

Continuous Improvement Elements

- Encourage senior faculty involvement
- Create student feedback loop
- Develop student advising model
- Recognize small victories
- Measure, measure, measure