



Developing 3-5 Institutional Learning Outcomes for Mohawk College Academic Plan 2012 -2013 Project Team Status Report (April 2013)

Mohawk College's 2012 [Academic Plan](#) is a thematic accumulation of responses from both external and internal stakeholders when asked these three questions:

- 1. What might make students want to come to Mohawk over the next ten years?**
- 2. What core capabilities and skills might students need for the future?**
- 3. How might we enable high-quality learning over the next 10 years?**

Stakeholder responses included:

- Develop three to five Mohawk learning outcomes – the key skills or attributes that all students will develop p. 7.
- Integrate development of key 21st century skills into all programs p.7.
- Investigate opportunities to align with global higher education frameworks p. 10.

Project Team Members

Ann Bennett, Sandy Bozak, Karen Brown, Catherine Byron, Karen Lavell, Leah MacCharles, Sue Nadwodny, Cathy Ozols, Lyn Paddon, Sharon Scollard, Amanda Tallon, Carol Tristani, Douglas Wells met regularly between October 2012 and March 2013.

Project Team's Objectives

1. Understand the alignment of course, program and institutional learning outcomes.
2. Define through consultations with external and internal stakeholders the qualities of the *Ideal/Model Mohawk Graduate*.
3. Develop a set of implementation strategies for Institutional Learning Outcomes that would develop and assess students' 21st Century learning and workplace skills.

Project Team's Findings

1. Mohawk is the first college in Ontario to develop a set of Institutional Learning Outcomes (ILOs.) The University of Guelph developed its first set of Institutional Learning Outcomes in 1987 and a revised set of [Institutional Learning Outcomes in December 2012](#).

2. Mohawk employees contributed their ideas via a college-wide survey on the [Qualities of the Ideal/Model Mohawk Graduate](#)
3. Competence frameworks and graduation standards for post-secondary graduates have been identified by organizations such as the [National Institute for Learning Outcomes Assessment](#) and the [Council for the Advancement of Standards in Higher Education](#)
4. Mohawk's ILOs would be strongly influenced by the workplace/professional skills required by employers and clearly articulated in *Canada's Top Employers of Young People: KPMG 2012 Survey Results*.

Project Team's Recommendations

That Mohawk College defines itself as a learning organization and promises that its graduates will be able to demonstrate their skills as: Communicators, Collaborators, Critical Thinkers, Responsible Citizens and Continuous Learners.

That the [ILO-based Graduate Profile](#) as presented and adopted by the Board of Governors, April 2013, be communicated to internal and external stakeholders as well as to current and future students.

That another Academic Plan Project Team be struck to research and expand upon the initial work of this team which proposed a: [Seven Point Implementation Plan](#) for Mohawk College's first set of Institutional Learning Outcomes.

Project Team's Key Human and Digital Resources

All members of this project team researched and presented evidence on the qualities of the ideal college graduate in the 21st Century, and on best practices in measuring postsecondary learning outcomes.

Essential Employability Skills in [MTCU's Framework for Programs of Instruction](#), 2003.

National Institute for Learning Outcomes Assessment. [Learning Outcome Assessment in Community Colleges](#). July 2011.

Ontario Credit Validation Service. [Program Quality Process Audit Operations Manual](#), 2012.