



UNIT PLANNING AND PROGRESS REPORTING GUIDE

Office of Institutional Effectiveness, Accreditation, and Strategic Planning

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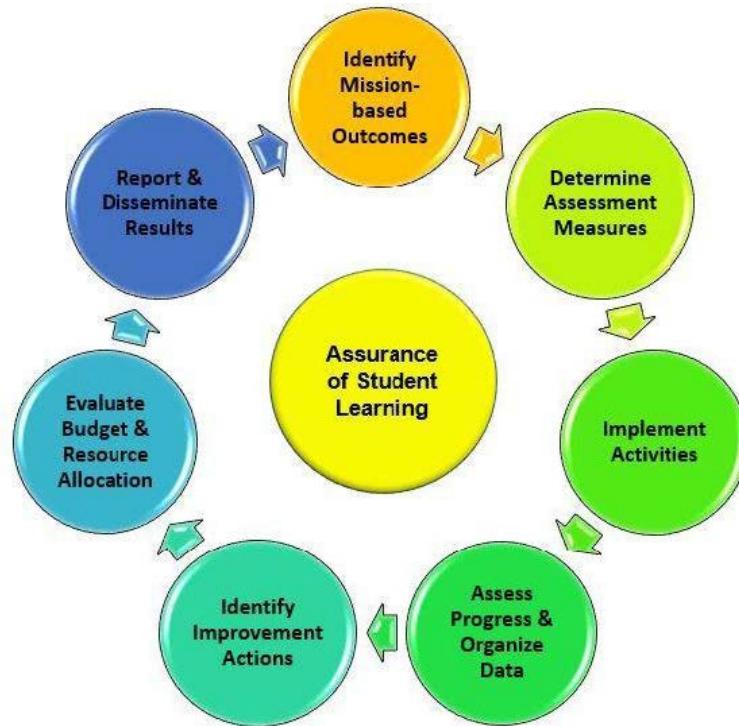


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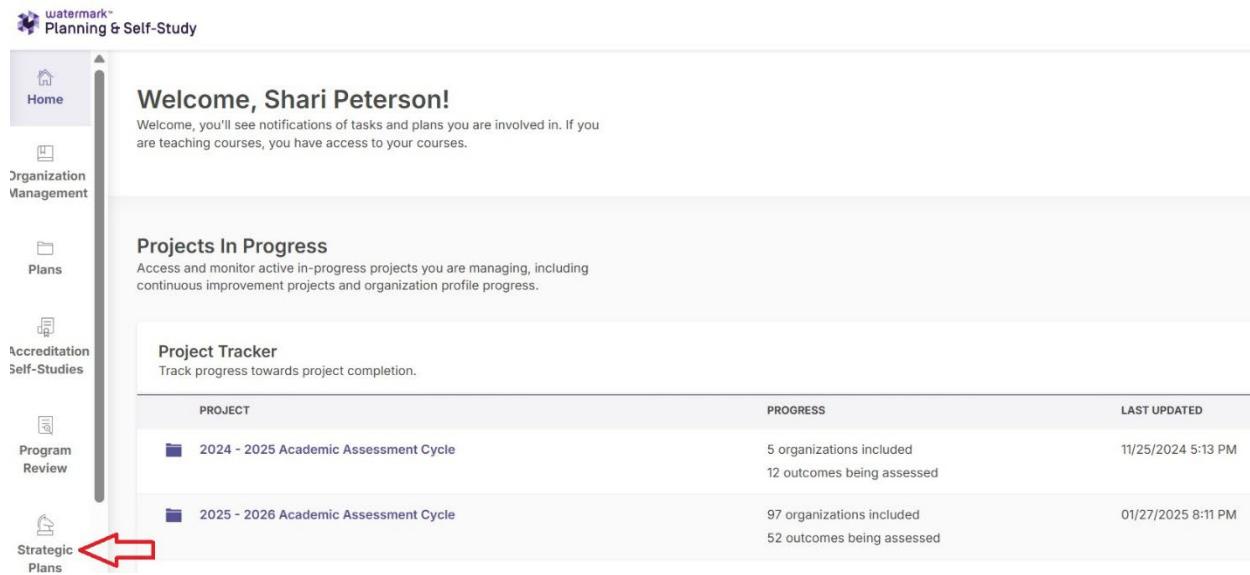
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UNIT PLAN CREATION OR REVISION

PLEASE REVISE OR CREATE UNIT PLANS JULY 1 – SEPTEMBER 15 ANNUALLY.

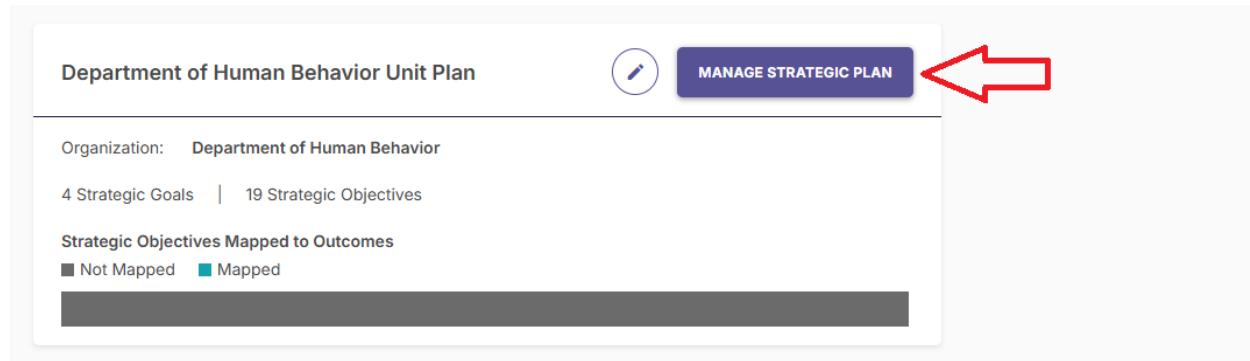
To access Watermark PSS for unit planning, go to the CSN homepage and login to GoCSN.

Click on the EMPLOYEE OR EMPLOYEE 2 grouping of tiles and then click on the Watermark PSS tile. This will prompt you through the single sign on process with your CSN email and current CSN password. Once logged in, you will be directed to your workspace home. Click on Strategic Plans in the left-hand navigation column to view your assigned unit plan.



PROJECT	PROGRESS	LAST UPDATED
2024 - 2025 Academic Assessment Cycle	5 organizations included 12 outcomes being assessed	11/25/2024 5:13 PM
2025 - 2026 Academic Assessment Cycle	97 organizations included 52 outcomes being assessed	01/27/2025 8:11 PM

Locate the title of the unit plan you want to view or modify. Please do not edit the established name of the Unit Plan. Please contact the Director of Institutional Effectiveness, Accreditation and Strategic Planning (IEASP) for any unit plan title changes. ***Click on Manage Strategic Plan.***



Department of Human Behavior Unit Plan

Organization: Department of Human Behavior

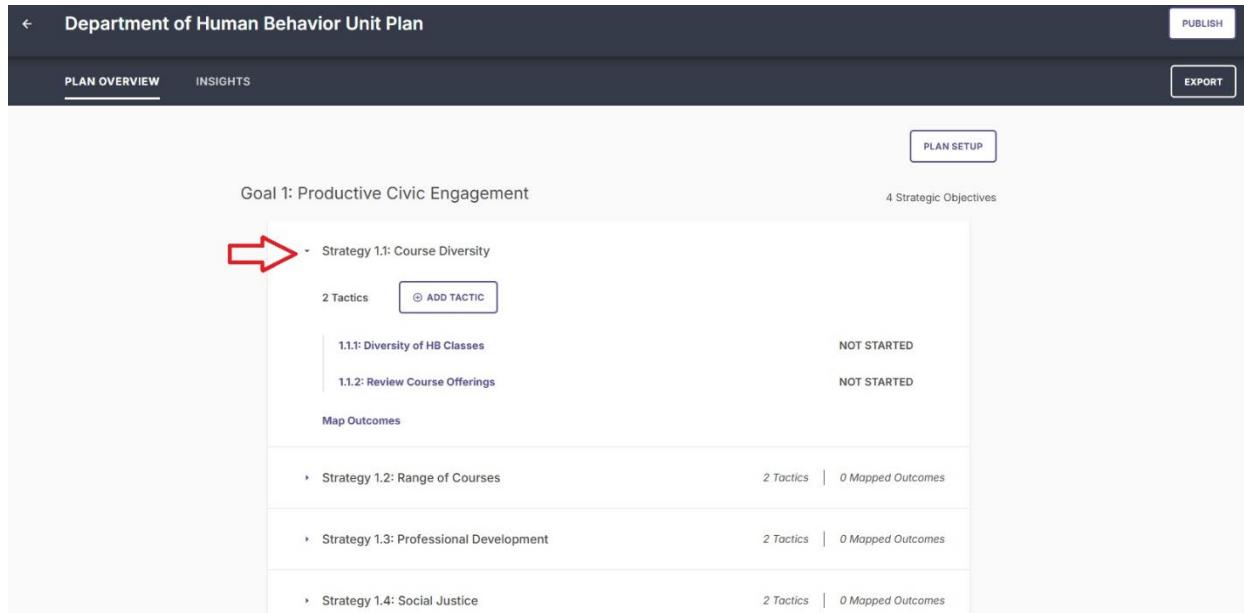
4 Strategic Goals | 19 Strategic Objectives

Strategic Objectives Mapped to Outcomes

Not Mapped Mapped

MANAGE STRATEGIC PLAN

View: The unit plan Goals and Strategies should be displayed. To view Actions (tactics) ***toggle the down arrow next to each strategy.*** You can only view the actions for one strategy at a time.



Department of Human Behavior Unit Plan

PLAN OVERVIEW INSIGHTS PUBLISH EXPORT

Goal 1: Productive Civic Engagement

4 Strategic Objectives

Strategy 1.1: Course Diversity

2 Tactics ADD TACTIC

1.1.1: Diversity of HB Classes NOT STARTED

1.1.2: Review Course Offerings NOT STARTED

Map Outcomes

Strategy 1.2: Range of Courses 2 Tactics | 0 Mapped Outcomes

Strategy 1.3: Professional Development 2 Tactics | 0 Mapped Outcomes

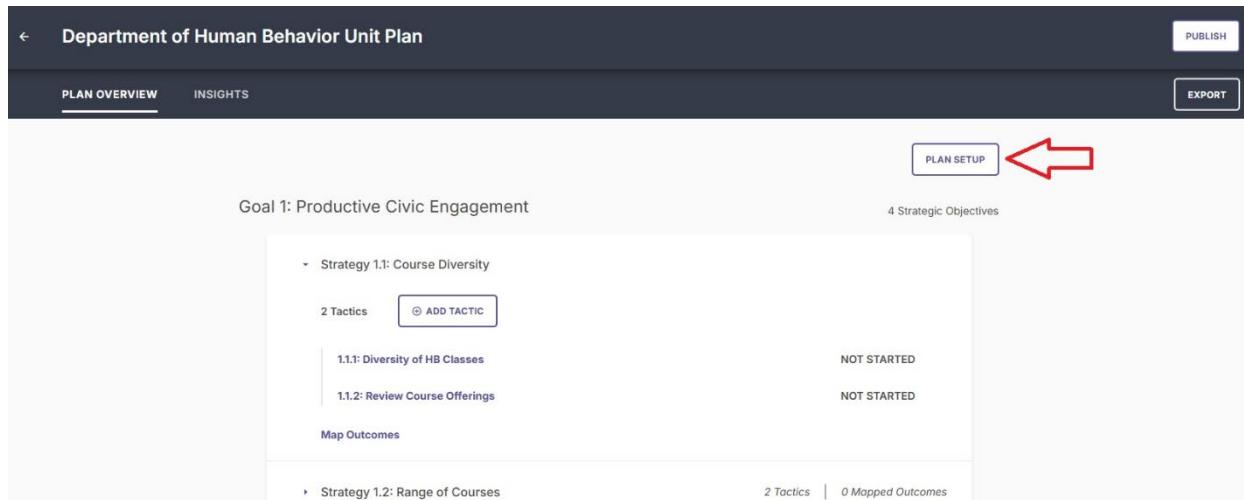
Strategy 1.4: Social Justice 2 Tactics | 0 Mapped Outcomes

MODIFY OR EDIT EXISTING UNIT PLAN

To edit the existing plan, **click on Plan Setup**.

In this mode you will be able to edit existing goals and strategies OR create new goals and strategies. We will continue to use the established numbering hierarchy of Roman numerals for Goals, numeric 1.1 etc. for strategies under a goal, and numeric 1.1.1 etc. for actions under a strategy.

Edit Mode: Most likely you will only need to edit the existing goals and strategies. To do so, **click on the 3-dot button** next to the existing goal or strategy and **select Edit**. Note that you can also delete or move the item up or down within the unit plan.



Department of Human Behavior Unit Plan

PLAN OVERVIEW INSIGHTS PUBLISH EXPORT

Goal 1: Productive Civic Engagement

4 Strategic Objectives

Strategy 1.1: Course Diversity

2 Tactics ADD TACTIC

1.1.1: Diversity of HB Classes NOT STARTED

1.1.2: Review Course Offerings NOT STARTED

Map Outcomes

Strategy 1.2: Range of Courses 2 Tactics | 0 Mapped Outcomes

PLAN SETUP DONE

Department of Human Behavior Unit Plan

Create, edit, and change the order of your Strategic Goals. You can also add and edit Strategic Objectives under each Strategic Goal.

CREATE STRATEGIC GOAL

Goal 1: Productive Civic Engagement

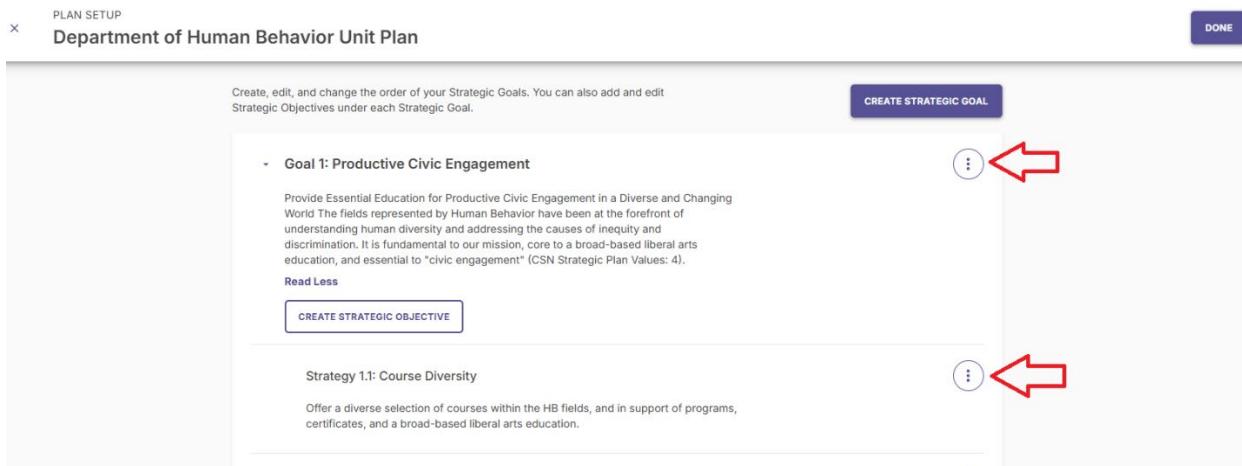
Provide Essential Education for Productive Civic Engagement in a Diverse and Changing World. The fields represented by Human Behavior have been at the forefront of understanding human diversity and addressing the causes of inequity and discrimination. It is fundamental to our mission, core to a broad-based liberal arts education, and essential to "civic engagement" (CSN Strategic Plan Values: 4).

Read Less

CREATE STRATEGIC OBJECTIVE

Strategy 1.1: Course Diversity

Offer a diverse selection of courses within the HB fields, and in support of programs, certificates, and a broad-based liberal arts education.



Create Mode: To create a goal, click on **Create Strategic Goal** as shown below. Once a goal is created then you can **create a strategy (Strategic Objective)** for that goal.

PLAN SETUP DONE

Department of Human Behavior Unit Plan

Create, edit, and change the order of your Strategic Goals. You can also add and edit Strategic Objectives under each Strategic Goal.

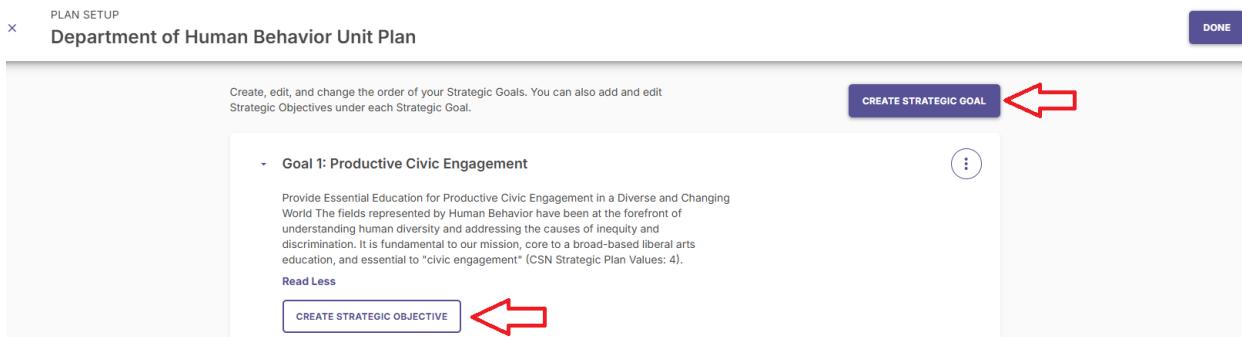
CREATE STRATEGIC GOAL

Goal 1: Productive Civic Engagement

Provide Essential Education for Productive Civic Engagement in a Diverse and Changing World. The fields represented by Human Behavior have been at the forefront of understanding human diversity and addressing the causes of inequity and discrimination. It is fundamental to our mission, core to a broad-based liberal arts education, and essential to "civic engagement" (CSN Strategic Plan Values: 4).

Read Less

CREATE STRATEGIC OBJECTIVE



DIRECTIONS FOR CREATING/EDITING GOALS AND STRATEGIES

1. Goals are a long-term directional statement of WHAT your unit is tasked with, a specific charge, your purpose or responsibilities. Goals usually start with a directional verb (Increase, decrease, or maintain). Use the formula (Increase/Decrease [purpose/responsibility] from X to Y by [date]).
2. Strategies are a different approach, intervention, or method indicating HOW you will do something "different" to pursue your goal. Strategies usually start with an action verb that focuses on continuous activity (Promote, advocate, support, enhance, pursue).

Titles - Note 70 character maximum for the title. We suggest three or four summary words.

Description: There are no maximum characters.

Edit Strategic Goal

X

Fields marked with * are required.

Strategic Goal Title*

Goal 1: Productive Civic Engagement

35/70

Choose a short name for each Strategic Goal, Ex. Technology & Innovation, these will appear in reports.

Strategic Goal Description

Provide Essential Education for Productive Civic Engagement in a Diverse and Changing World
The fields represented by Human Behavior have been at the forefront of understanding human diversity and addressing the causes of inequity and discrimination. It is fundamental to our mission, core to a broad-based liberal arts education, and essential to "civic engagement" (CSN Strategic Plan Values: 4).

CANCEL

SAVE

When you are done entering the title and description click Save.

When you have completed all modifications to the unit plan goals and strategies **click on Done** in the upper right corner.

PLAN SETUP

Department of Human Behavior Unit Plan



DONE

Create, edit, and change the order of your Strategic Goals. You can also add and edit Strategic Objectives under each Strategic Goal.

CREATE STRATEGIC GOAL

- Goal 1: Productive Civic Engagement

Provide Essential Education for Productive Civic Engagement in a Diverse and Changing World The fields represented by Human Behavior have been at the forefront of understanding human diversity and addressing the causes of inequity and discrimination. It is fundamental to our mission, core to a broad-based liberal arts education, and essential to "civic engagement" (CSN Strategic Plan Values: 4).

Read Less

CREATE STRATEGIC OBJECTIVE

Strategy 1.1: Course Diversity

Offer a diverse selection of courses within the HB fields, and in support of programs, certificates, and a broad-based liberal arts education.

DIRECTIONS TO ADD/EDIT A TACTIC (previously called actions)

1. To create a tactic, toggle the down arrow next to a strategy and click on Add Tactic. Please note that in the create mode, you will want to **enter your tactics in reverse numeric order**. This is an unfortunate requirement in the Watermark software. Example: enter 1.1.3 tactic, then 1.1.2 tactic, then 1.1.1 tactic.
2. To edit an existing tactic, click on the title of the tactic.

Department of Human Behavior Unit Plan

PUBLISH

PLAN OVERVIEW INSIGHTS EXPORT

Goal 1: Productive Civic Engagement 4 Strategic Objectives

Strategy 1.1: Course Diversity

2 Tactics OR

1.1.1: Diversity of HB Classes

1.1.2: Review Course Offerings

NOT STARTED NOT STARTED

3. Tactic details: List the activities or tasks needed to implement the associated strategy. Tactic items should be specific enough to tell HOW the activity will be carried out with accountability.
Titles - Note 70 character maximum for the title. We suggest three or four summary words.
4. Description: Note 2000 character maximum for the description.
Use the following template format.
 - a. What – List in detail (bullets preferred) the various items (steps) needed to complete the activity. These will be used to determine the percentage of progress towards completion.
 - b. When – List the projected timeframe within the current fiscal year when the activity will start and be completed.
 - c. Who - Titles only of the person(s) that are responsible for organizing and completing the tactic.
 - d. Measure - These explain WHAT mechanism(s) will be used to collect data and track progress in completing the tactic. This is typically quantitative but can be a qualitative result. Measures are things (tracking tables, surveys, rubrics, etc.) Example: actual effect/projected effect = Effectiveness percentage. You must have at least one measure for each tactic.

Description

What: Schedule a diversity of HB classes and in various formats each semester.

Criteria for success:

- Schedule is reviewed each semester.
- Courses scheduled such that students may complete a degree within two years
- Courses speaking to all PLOs are offered each semester
- Courses are distributed between main campuses and online in a way that meets student demand.

When: To be performed each semester during the scheduling process. Initial implementation during the spring 2021 scheduling meetings where we will determine the Fall 2021 schedule.

Who: Chair, Lead Faculty

Measure: Are each of the above listed criteria for success met each semester: Yes/No?

Words : 105 Characters : 652/2000

5. Enter any budget increase needed to accomplish the action items. This must be a whole number so round up. Describe in detail what the funds would cover and a justification for the purchase. Indicate whether this is a one-time ask or a recurring expense.

Budget Requested (USD)

\$

Budget Description

6. When you have completed your action item, click on **Save Tactic**. All actions should display under the associated strategy.

EXPORT ENTIRE UNIT PLAN

To view the plan offline, save a copy, or distribute it to others, click on Export and select the Tactics Status and Progress option. The unit plan will be exported only as a csv Excel file. Open the exported unit plan from your computer download application and save it to your computer.

PUBLISH AND ASSIGN UNIT PERSONNEL TO ACTIONS

Once your unit plan is completed, you can assign yourself or subordinate unit personnel to provide monthly updates on actions. Click on the Publish button in the upper right corner.

Department of Human Behavior Unit Plan

PUBLISH

PLAN OVERVIEW INSIGHTS

PLAN SETUP

Goal 1: Productive Civic Engagement

4 Strategic Objectives

Strategy 1.1: Course Diversity

2 Tactics

ADD TACTIC

1.1.1: Diversity of HB Classes

NOT STARTED

Automatically all divisions, schools, departments, or programs under your supervision will appear. Your name should appear as the Lead under your organization. Any associated lead personnel in subordinate units will also show up next to the unit.

1. **Assign a lead** to be responsible for completing the action by clicking on the box next to the unit.
2. If there are no associate lead personnel or a change in personnel needs to be made, please contact the Director of IEASP to have them added to the system. Once they are added to the relevant unit, you will be notified by CSN email.
3. When you are done assigning leads, **click on apply**.
4. Note we will map outcomes later once we create a new CSN strategic plan.

MONTHLY CHECKIN AND STATUS

1. Open your unit plan at least monthly to update the status (Not started, in progress, completed) and percentage of completeness (your estimation) if the action has been assigned to you, or view the updates provided by the assigned lead personnel.
2. There is an option to upload files in support of the action steps completed or data for measures.

CREATING AND MAPPING UNIT PLAN OUTCOMES

Outcome Types

You can have several outcomes, and each should be relevant to the unit mission statement. PSS uses both Learning and Success Outcomes. Learning Outcomes are designed to articulate the knowledge, skills, and dispositions attained by students through learning and/or co-curricular experiences. Success Outcomes enable administrative units to capture and monitor continuous improvement efforts for internal reporting and accreditation needs. Academic units can also use Success Outcomes to assess non-instructional program efforts (such as enrollment, completions, and retention). Unit plans must have Success Outcomes but may have Learning outcomes if the unit provides services or events that introduce, reinforce, or practice knowledge, skills, and dispositions.

CREATE SUCCESS OUTCOMES

Success outcomes are 2-3 outcomes with benchmark(s) for success. Success outcomes indicate the outcome effect that you anticipate or would like to see that would indicate the effectiveness of your unit on an annual basis and year end check in. Effectiveness is caused as the result of implementing items in your unit plan on your target population of communities of interest.

There are three categories of outcomes (Effectiveness, Adequacy, Efficiency) we would like you to consider and each will be explained and example provided below:

Effectiveness: The effect or change your unit has had on behavior or actions.

- Example 1: Increase student headcount from X to Y in the XXX event by a specific date.
- Example 2: Increase employee participation in professional development sessions from X to Y by a specific date.

Adequacy: The extent to which your unit has made on your target population needs.

- Example 1: Increase student satisfaction with XX services from X to Y by a specific date.
- Example 2: Using Strategy 3.1, decrease student need for food pantry pick-ups from X to Y by a specific date.

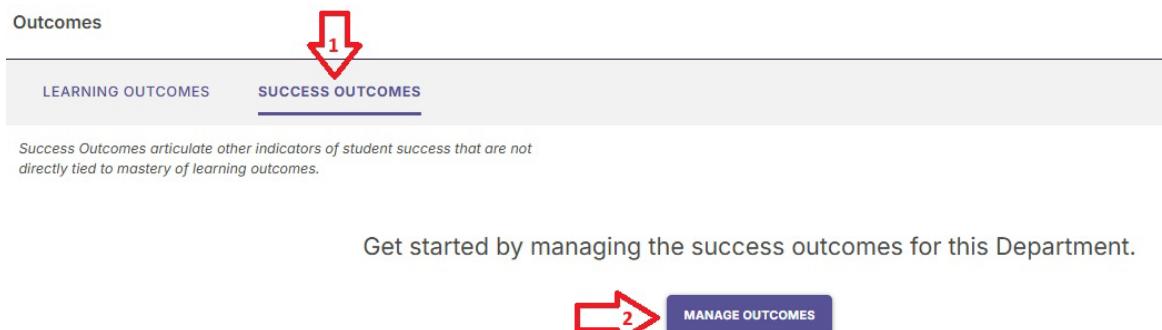
Efficiency: The level of sufficiency in utilizing unit time, resources, or personnel.

- Example 1: Decrease the amount of time spent on XXX tasks from X to Y by a specific date.
- Example 2: Increase the amount of new employee hires from X to Y by a specific date.
- Example 3: Using Strategy 3.3, increase the amount of student scholarship awards from X to Y by a specific date.

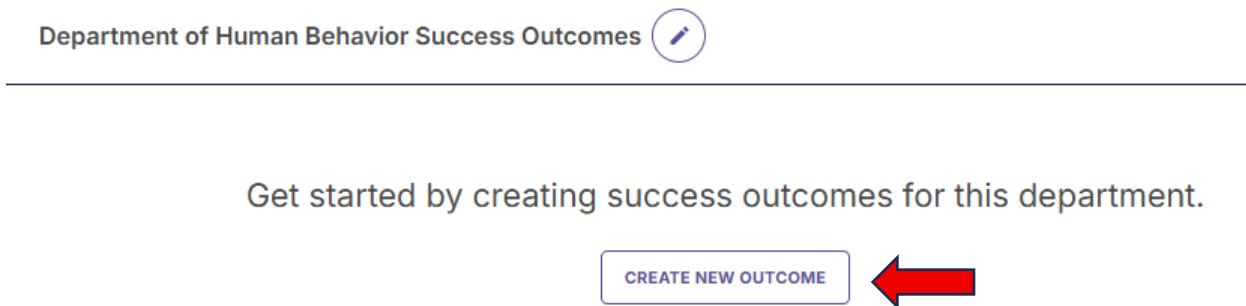
To add outcomes within Watermark PSS, first click on Organization Management in the left-hand navigation column and then click on Add Outcomes to the right of the workspace manager for the unit.



When you click on Add Outcomes it defaults to display the Learning Outcomes space. Click on Success Outcomes first and then click on Manage Outcomes.



Then click on Create New Outcome.



Create New Outcome

X

Enter details to describe the new outcome.

Fields marked with * are required.

Outcome Title*

Short abbreviated title of outcome

Label the outcome by its area of focus if applicable (e.g., Student Retention, Professional Development).

Outcome Description

Increase employee participation in professional development sessions from two to four sessions annually by June 30, XXXX



CANCEL

CREATE

After the outcome is created, you can edit if needed by clicking on the button and select EDIT. You can add additional outcomes by clicking on Create New Outcome. Repeat this process until you have created 2-3 success outcomes.

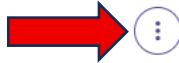
Department of Human Behavior Success Outcomes 

[CREATE NEW OUTCOME](#)

Short abbreviated title of outcome

Last updated: Nov 12, 2025

Increase employee participation in professional development sessions from two to four sessions annually by June 30, XXXX

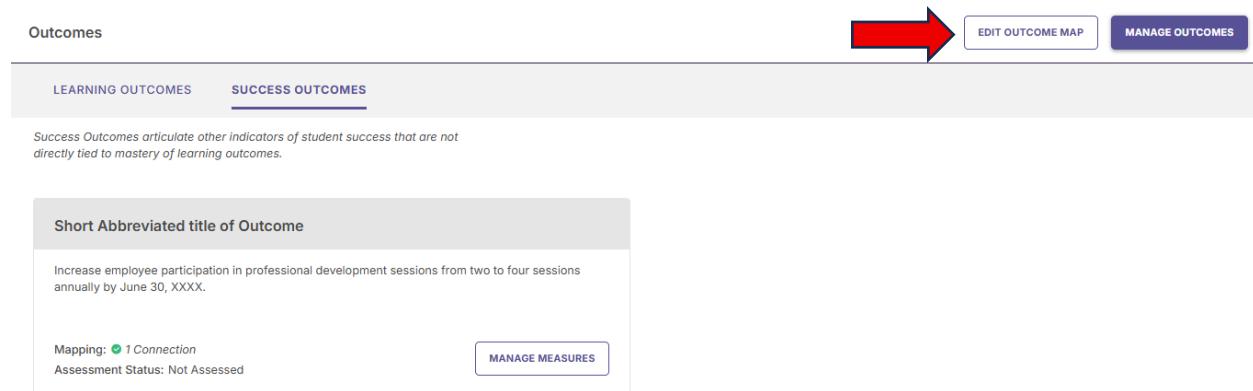


OUTCOME MAPPING

An Outcome Map is a way to link UNIT outcomes to organizational outcomes within your institutional hierarchy to (visually) demonstrate alignment across different levels. A UNIT can align its outcomes to those of its parent Department, and the Department can illustrate how its own outcomes align with the College and/or University.

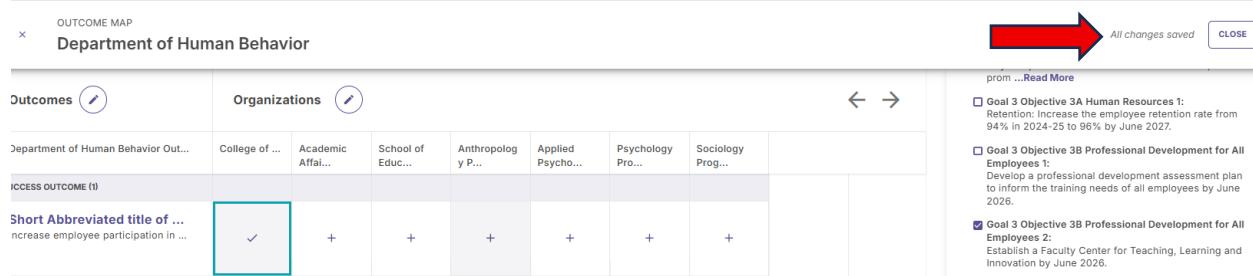
ALIGNING OUTCOMES TO THE STRATEGIC BRIDGE PLAN (SBP) FOR UNIT ADMINISTRATORS

After you have created your outcomes return to the success outcomes display to view all your success outcomes. Click on EDIT OUTCOME MAP to map each outcome to a SBP indicator.



LEARNING OUTCOMES	SUCCESS OUTCOMES
	<p>Short Abbreviated title of Outcome Increase employee participation in professional development sessions from two to four sessions annually by June 30, XXXX.</p> <p>Mapping: 1 Connection Assessment Status: Not Assessed</p> <p>MANAGE MEASURES</p>

Your success outcomes will display on the left, and the default 1st column will say College of Southern Nevada (CSN). You may see additional columns associated with the plans of your chain of command. They may ask you to map your outcomes to their plans in addition to the CSN SBP. Click on the first cell associated with your outcome and CSN. This will display all indicators that can be used for alignment. The CSN Institutional Learning Outcomes (ILOs) will always be displayed first. Only map to the ILOs if your outcome allows students to demonstrate their skill in that ILO. Most units will need to scroll past the ILOs to view the Strategic Bridge Plan Goals and Indicators. Place a check mark next to the box associated with the relevant indicator(s) then click on Done. Alignment is indicated by a check mark in the cell next to the outcome within the CSN column. You can repeat the same process for any other higher-level plan within your reporting structure.



Outcomes	Organizations
Department of Human Behavior Out...	College of ... Academic Affai... School of Educ... Anthropolog y P... Applied Psycho... Psychology Pro... Sociology Prog...
Short Abbreviated title of ... increase employee participation in ...	✓ + + + + + +

prom ...Read More

Goal 3 Objective 3A Human Resources 1: Retention: Increase the employee retention rate from 94% in 2024-25 to 95% by June 2027.

Goal 3 Objective 3B Professional Development for All Employees 1: Develop a professional development assessment plan to inform the training needs of all employees by June 2026.

Goal 3 Objective 3B Professional Development for All Employees 2: Establish a Faculty Center for Teaching, Learning and Innovation by June 2026.

ALIGNING OUTCOMES TO THE STRATEGIC BRIDGE PLAN (SBP) FOR LEAD FACULTY

Upon logging into Planning & Self Study, a Lead would land on their homepage, which contains dashboards for each organization, such as a program, that they have been assigned to as Lead. There will be a single dashboard for each organization the user is assigned to. Each dashboard will contain links to assessment plans, program reviews, and other initiatives the organization is included in. To begin mapping Outcomes, select "Enter Program" to the right of the dashboard. (Note: This may also say "Enter Department" or other terms depending on the actual level of the organization).

SET UP MEASURES FOR OUTCOMES

Under the Organization Management tab in PSS, you can view your outcomes by clicking on the outcomes link.

For Unit Plan Outcomes, make sure to switch from the default Learning Outcomes to Success Outcomes by click on the Success Outcomes title. The view will now display each of the outcomes you previously created. For each outcome you will need to identify a measure that is the data collection tool or system you use to acquire the relevant data needed for the success outcome. Click on Manage Measures for one of your outcomes.

Then Click on Create New Measures

Enter a title of the data collection tool or system, then select the type of method that classifies the data collection tool as a direct or indirect measure.

Measure Definition

Add details for the measure, set results preferences, and assign to outcomes.

Title* 31/100

Method Direct

Description

To build the list of courses offered in a given semester, the program director will review the list of enrolled incarcerated students and their academic maps. Course offerings will be built around the courses identified in the academic maps. The program director will recruit faculty to teach those courses at the various PEP sites. At the end of each semester, the Program Director will enter the type and number of courses offered at each PEP site into an Excel tracking sheet. Once a year the tracking sheet will be used to identify any gaps in course offerings where a student was not able to stay on track with their academic map.

Words : 111 Characters : 637/2000

Outcome
PEP Outcome 1

Unit
Prison Education Program

Target

Type a description of the data collection tool, what data it will provide, who will be responsible for collecting the data, and when. Last identify a success target that will indicate successful achievement of the outcome. When all items are completed, click on the Create Measure button at the upper right hand side of the window.

The Measure should be visible and then click the Done button. You can repeat this process for each of your subsequent Success Outcomes.

Manage Measures

PEP Outcome 1

Manage Measures
Add measures to demonstrate assessment activities and provide evidence of student learning.

PEP Outcome 1 Measures

Facility Course Tracking System

To build the list of courses offered in a given semester, the program director will review the list of enrolled incarcerated students and... [...Read More](#)

DONE

For help with this guide or if you have unit planning questions, please reach out to the Office of Institutional Effectiveness, Accreditation, and Strategic Planning (702) 651-7784 or Sharon.peterson@csn.edu and Jyoti.senthil@csn.edu

ASSESSMENT PLANNING TEMPLATE FOR ENTRY IN WATERMARK

If you did not have a unit plan in Watermark Taskstream or want to work on a completely new unit plan, please complete this template and submit to Sharon.peterson@csn.edu and Jyoti.senthil@csn.edu so it can be entered into Watermark PSS.

Strategy 1.1 Title (no more than 70 characters)
Strategy 1.1: Description

Tactic 1.1.1 Title:
What:
When:
Who:
Measure(s):
Budget Request Amount:
Budget Request Justification:

Unit Mission Statement:

Goal I Title: (no more than 70 characters)
Goal I Description:

Tactic 1.1.2 Title:
What:
When:
Who:
Measure(s)
Budget Request Amount:
Budget Request Justification:

Strategy 1.2 Title (no more than 70 characters) :
Strategy 1.2: Description:

Tactic 1.2.1 Title:
What:
When:
Who:
Measure(s) :
Budget Request Amount:
Budget Request Justification:

	Tactic 1.2.2 Title:
	What:
	When:
	Who:
	Measure(s)
	Budget Request Amount:
	Budget Request Justification:

Goal II Title: (no more than 70 characters)
Goal II Description:

Strategy 2.1 Title (no more than 70 characters) :
Strategy 2.1: Description :

	Tactic 2.1.1
	What:
	When:
	Who:
	Measure(s):
	Budget Request Amount:
	Budget Request Justification:

	Tactic 2.1.2 Title:
	What:
	When:
	Who:
	Measure(s)
	Budget Request Amount:
	Budget Request Justification:

Strategy 2.2 Title (no more than 70 characters)
Strategy 2.2: Description

	Tactic 2.2.1 Title:
	What:
	When:
	Who:
	Measure(s)
	Budget Request Amount:
	Budget Request Justification:

	Tactic 2.2.2 Title:
	What:

When:
Who:
Measure(s)
Budget Request Amount:
Budget Request Justification:

Goal III Title: (no more than 70 characters)
Goal III Description:

Strategy 3.1 Title (no more than 70 characters)
Strategy 3.1: Description

Tactic 3.1.1 Title:
What:
When:
Who:
Measure(s)
Budget Request Amount:
Budget Request Justification:

Tactic 3.1.2 Title:
What:
When:
Who:
Measure(s)
Budget Request Amount:
Budget Request Justification:

Strategy 3.2 Title (no more than 70 characters)
Strategy 3.2: Description

Tactic 3.2.1 Title:
What:
When:
Who:
Measure(s)
Budget Request Amount:
Budget Request Justification:

Tactic 3.2.2 Title:
What:
When:
Who:

	Measure(s)
	Budget Request Amount:
	Budget Request Justification:

Please copy the unit plan table as needed to add additional Goals, Strategies and Tactics.

UNIT PLAN PROGRESS REPORTING

When you log into Watermark PSS, look under Projects to find the current Unit Plan Progress Reporting Cycle. Click the title to enter the reporting workspace.

2026 Unit Plan Progress Reporting Cycle

Locate the title of your unit and click the unit title.

Libraries	Rebecca Blunk, Stephanie Villamor, Ted Chodock	Not Started
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SELECTING OUTCOMS AND MEASURES TO INCLUDE IN THE PROGRESS REPORT

Click on Select Outcomes for your unit

Libraries Outcomes
No Outcomes have been selected for this program.

SELECT OUTCOMES

You can report progress on any or all of your established success outcomes. Click on the box next to the title of an outcome to include the outcome in the current report. You can also edit the outcome (small changes) or revise the outcome completely by clicking on the button to the left of the outcome. You can also add a new outcome by clicking on the Create New Outcome button.

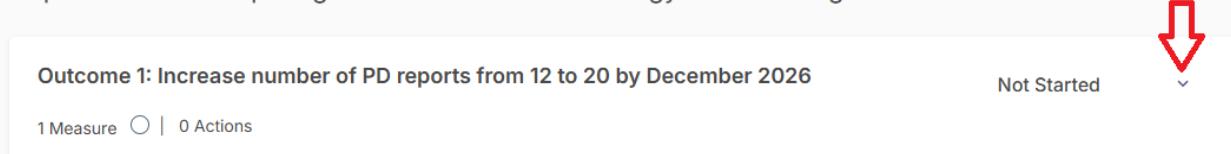
Libraries NonLearning Outcomes (4)
Outcomes that articulate other indicators of student success that are not directly tied to mastery of Learning Outcomes.

<input type="checkbox"/> Outcome 1: Student Utilization Rate Increase the percentage of students who utilize the CSN Libraries services [1 or more times] from 63% in 2024-25 to 68% by June 2027.	
<input type="checkbox"/> Outcome 2: Increase Satisfaction Increase the percentage of student satisfaction for all CSN Libraries services from 74% in 2024-25 to 80% by June 2027.	
<input type="checkbox"/> Outcome 3: Retention Retention: Increase the Fall-to-Fall Retention for First-Time in College Cohort: 58% in Fall 2023 to 60% in Fall 2027 (Full-Time) and 50% in Fall 2023 to 52% in Fall 2027 (Part-Time).	
<input type="checkbox"/> Outcome 4: Increase Institutional Learning Outcomes (ILO3 Critical) Increase Institutional Learning Outcomes (ILO3 Critical Thinking) achievement from 66% developed or higher in 2024 -25 to 68% in 2026-27.) 3.1.2 (EP) Develop AI content focused on research skills that can be used in library workshops or embedded cou ...Read More	



When you are done adding, editing, or creating outcomes, click on the purple apply selection button in the upper right of the workspace. Each outcome you have included in the report should be displayed. To view the measure (s) you created for the outcome, click on the expand arrow next to the words Not Started.

Department of Computing and Information Technology NonLearning Outcomes



Outcome 1: Increase number of PD reports from 12 to 20 by December 2026

Not Started

1 Measure | 0 Actions

The outcome will be listed with all existing measures. You can also add a new measure if needed by click on Create a New Measure or Select from Existing Measures.

Department of Computing and Information Technology NonLearning Outcomes



Outcome 1: Increase number of PD reports from 12 to 20 by December 2026

Increase the Professional development (PD) opportunities

Number of submitted professional development reports by December 2026

No results added.

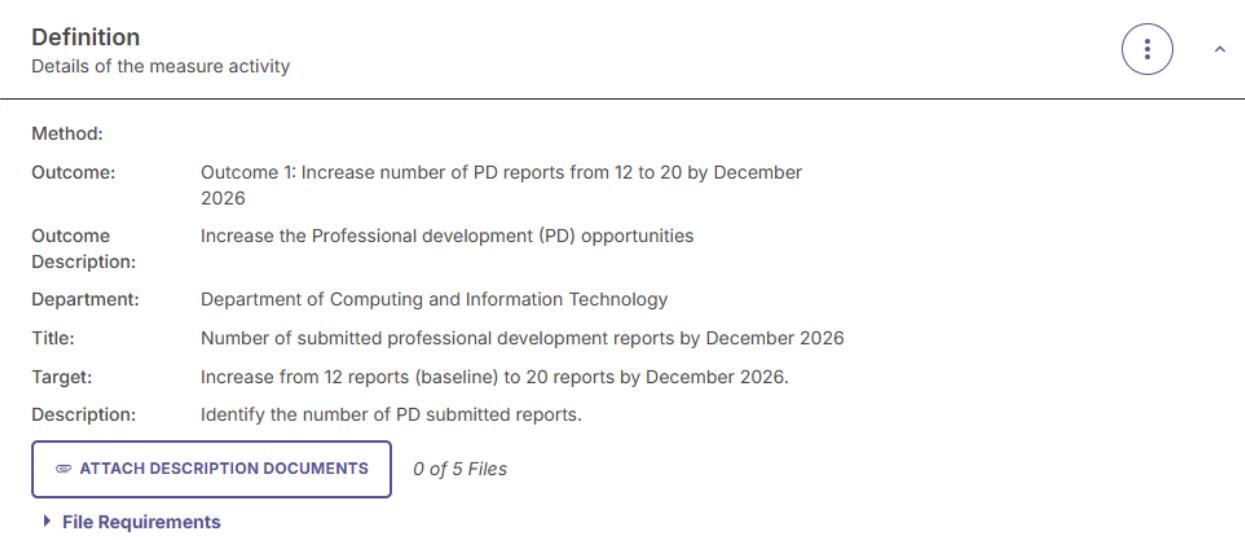
ADD RESULTS

Add Measures

+ Create a new measure

▼ Select from existing measures

To begin the progress reporting process for each outcome, click on the Add Results button. The details of the outcome and measure will be displayed including the target for achievement. You have the option to upload an example of the measure such as survey or focus group questions. Watermark will accept many different file types. You can view those types by expanding the arrow next to File Requirements.



Definition
Details of the measure activity

Method:

Outcome: Outcome 1: Increase number of PD reports from 12 to 20 by December 2026

Outcome: Increase the Professional development (PD) opportunities

Description:

Department: Department of Computing and Information Technology

Title: Number of submitted professional development reports by December 2026

Target: Increase from 12 reports (baseline) to 20 reports by December 2026.

Description: Identify the number of PD submitted reports.

ATTACH DESCRIPTION DOCUMENTS 0 of 5 Files

File Requirements

REPORTING RESULTS

Scroll down to the Results section and hover your cursor over the wording Upload results and Write a Summary. A purple icon will appear in the area indicated below with the red circle. Click on the purple reporting icon.

Results

Evaluation of the measure activity

Select the results format that you would like to use for this measure. You will also be able to include a summary once results have been added.



Upload results and write a summary.

In the Summary of Results area, write a narrative specifically addressing how the data shows progress on achievement of the target listed in the Details of the Measure Activity displayed above the reporting area. You may also upload any data collection documents as supporting evidence by click on the Attach Files button. Please do not only attach a file without completing the Summary of Results Narrative.

Results

Evaluation of the measure activity

Change Collection Method

Upload Results & Write Summary

Result Files

ATTACH FILES

► File Requirements

Summary of Results

B i U FONT FAMILY

Required

FINDINGS AND MEASURE STATUS

Scroll below the results to the findings area. Click on the expand icon to select the current Measure Status as Met or Not Met for the reporting cycle. Next provide an analysis of the measure findings (e.g. summary of strengths and weaknesses, data trend comparison from previous years, progress on measure deployment). You can also upload a link to a data dashboard or other website data instrument. Follow the prompts to add the link.

Findings

PAST FINDINGS

Analysis of the results

Measure Status

Select Measure Status

PAST FINDINGS

Required

ADD NEW ACTION

Words : 0 Characters : 0

DETERMINE AN ACTION FOR IMPROVEMENT

Scroll down to the Actions area and click on the Add New Action button.

Actions

There are no actions for this measure

ADD NEW ACTION

Various prepopulated actions will appear in a pop-up window to the right of the workspace. You only need to add one action for improvement. If you feel that the progress does not need any action for improvement you can select Maintain Assessment Strategy. If there isn't a prepopulated action that is relevant to your unit, you can select the Other option.

Add New Action

X

Restructure Outcome Statement

Revise Measurement / Assessment

Gather Additional Data

Revise Benchmark / Target

Implement New Program Or Services

Community Partnership

Modify Position / Personnel

Modify Policies / Procedures

Adopt Or Expand Technologies

Additional Training

Collaborate With Another Department / Unit / Program

Modify Physical Environment

Maintain Assessment Strategy

Other

For example, I have clicked on the action Gather Additional Data. The action automatically defaults to Not Started status. In the Action Description area, thoroughly describe what tasks need to be completed to accomplish the action for improvement. Last, set a date for final completion of the action. Watermark will send you reminder prompts to work on your action before the completion due date.

Action Type

Gather Additional Data

 [Change Action Type](#)

Status

Not Started



Action Description*

Describe your recommended Action

 Required

Recommended Due Date

mm/dd/yyyy



When you are done, click on the Create Action button on the lower right. The action you selected will appear in the report area. You can add additional actions if needed.

Actions

► Gather Additional Data

Not Started

 ADD NEW ACTION

When you have completed all elements of reporting for the outcome (i.e., Results, Findings, Actions), then click on the purple Save & Close button on the upper right of the workspace. A summary of information will be displayed in a box below the outcome. If there is any missing information, you will be prompted to add the information with a button displaying the item.

Outcome 1: Increase number of PD reports from 12 to 20 by December 2026

Increase the Professional development (PD) opportunities

Number of submitted professional development reports by December 2026 

No results added.

Action: [Gather Additional Data](#)

[ADD RESULTS](#)

Add Measures

 [Create a new measure](#)

 [Select from existing measures](#)

When all items required for reporting outcome progress are added, a summary of information will be displayed in the box below the outcome. NOTE: If you are using more than one measure for the outcome, you must click on the purple Analyze Outcome bar to comment on whether all measures must be met to achieve the outcome or whether only some of the measures must be met to achieve the outcome. A report is considered incomplete if this analysis is not provided.

Department of Computing and Information Technology NonLearning Outcomes

Outcome 1: Increase number of PD reports from 12 to 20 by December 2026

Increase the Professional development (PD) opportunities

Number of submitted professional development reports by December 2026 

NOT MET

Action: [Gather Additional Data](#)

[View Results](#)

Must be completed when more than one measure is used

[ANALYZE OUTCOME](#)

Add Measures

 [Create a new measure](#)

 [Select from existing measures](#)

Complete reporting for each additional outcome included in the reporting cycle.

ASSESSMENT REPORT SUMMARY

When a progress report has been completed for all outcomes included for the reporting cycle, you will be prompted to provide an Assessment Report Summary. This will appear above the outcomes section of the report. Click on the Write Summary Manually button.

Assessment Report Summary

Provide a summary of achievement across all your outcomes and a self-reflective summary of your unit's overall effectiveness during the unit planning cycle. Click on the purple save button when you are done.

REVIEW AND SUBMIT THE UNIT PLAN PROGRESS REPORT

After you have completed the Assessment Report Summary, click on the Review and Submit button on the upper right of the workspace.

2026 Unit Plan Progress Reporting Cycle

Reporting Year: Academic Year 2025 - 2026 Plan Admin: Shari Peterson Due Date: 06/30/2026

[REVIEW AND SUBMIT](#)

You will have the capacity to continue editing the report or submit the report. Before clicking on the white Submit button on the upper right of the workspace, you can download a copy of the report as a PDF for distribution to your unit employees.

2026 Unit Plan Progress Reporting Cycle

Reporting Year: Academic Year 2025 - 2026 Plan Admin: Shari Peterson Due Date: 06/30/2026

Department of Computing and Information Technology

Review Assessment Report: Department of Computing and Information Technology

Review your assessment report for this Program. You can continue to edit in the Outcomes workspace by clicking "Edit". Once submitted, you will still be able to edit this report until it is permanently closed by the administrator.

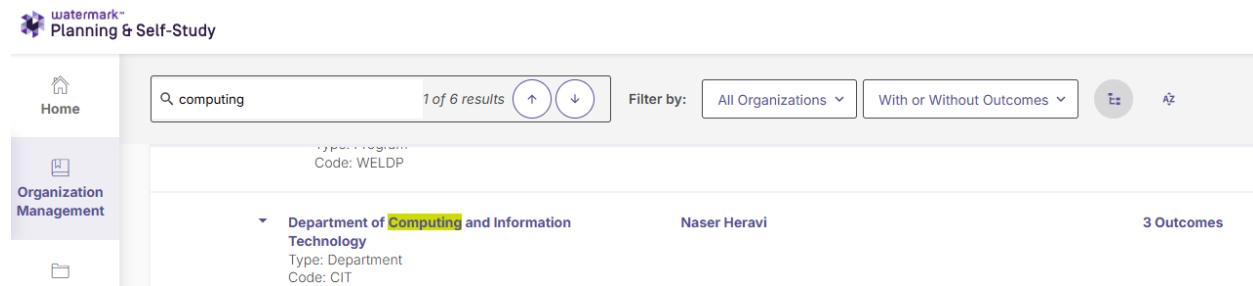
2026 UNIT PLAN PROGRESS REPORTING CYCLE

Department of Computing and Information Technology

[Download as a PDF](#)

VIEW UNIT INFORMATION AND SUBMITTED PROGRESS REPORTS

From the Watermark login homepage, click on Organization Management. This will display the title of your unit and access to unit information. Click on the title of your unit.



The screenshot shows the Watermark login homepage with the 'Organization Management' tab selected. The search bar at the top has 'computing' entered. Below the search bar, there is a results list for 'Department of Computing and Information Technology'. The list includes the department name, code (WELDP), contact person (Naser Heravi), and the number of outcomes (3 Outcomes). The 'Organization Management' tab is highlighted in blue, and the 'Planning & Self-Study' tab is also visible.

This will provide tabs of information for your unit.

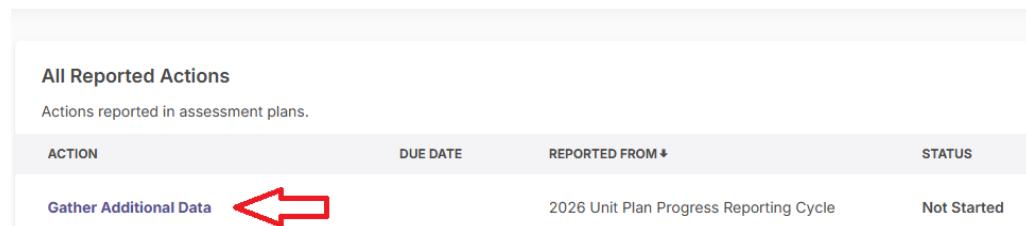
- In Progress** The In Progress tab displays any progress reporting project that your unit has been assigned to and a summary of progress.
- Department Information** The Information tab displays the unit mission and outcomes. This is also the area to map your outcomes to other higher level unit plans as well as the Strategic Bridge Plan.
- Curriculum** The curriculum tab displays any academic courses assigned to your unit (Deans and Department Chairs only).
- Actions** The Actions tab will display any actions for improvement that you identified in unit plan progress reporting.
- Docs & Reports** The Docs & Report tab will display any archived unit plans that were constructed in Watermark Taskstream or any documents related to the unit that you want to upload.

MONTHLY UPDATE OF ACTION STATUS

At least once a month, enter Watermark PSS to update the status of your report actions for improvement. Click on the Action title to Select a status for the action.

Actions

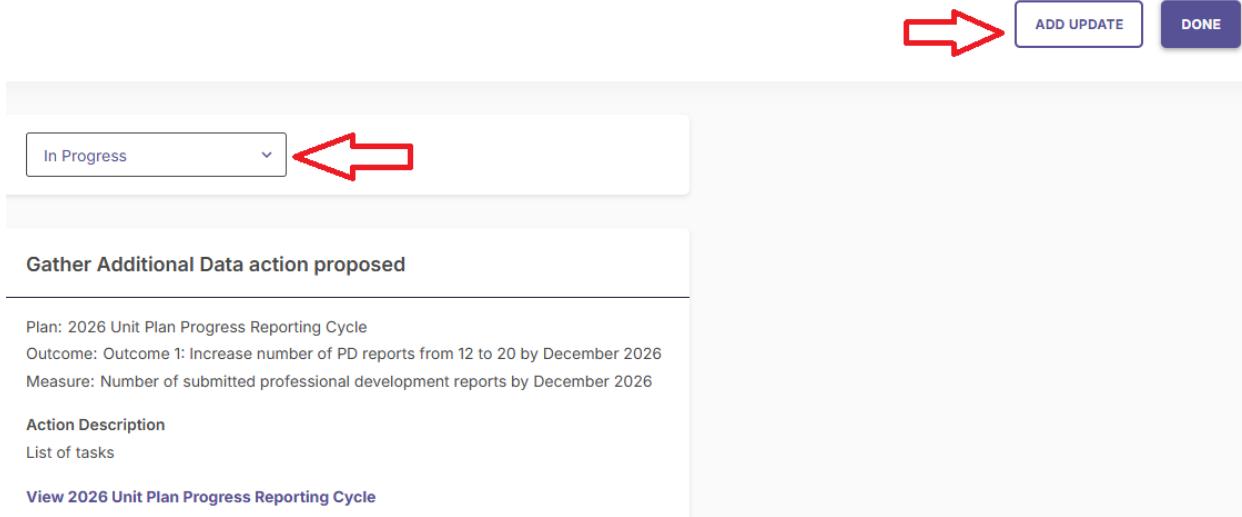
Review proposed Actions from assessment plans and provide status updates to communicate progress.



The screenshot shows the 'Actions' page in Watermark PSS. The page title is 'All Reported Actions' and it says 'Actions reported in assessment plans.' Below the title is a table with columns: ACTION, DUE DATE, REPORTED FROM, and STATUS. The first row in the table is 'Gather Additional Data' with a status of 'Not Started'. A red arrow points to the 'Gather Additional Data' link.

ACTION	DUE DATE	REPORTED FROM	STATUS
Gather Additional Data	2026 Unit Plan Progress Reporting Cycle		Not Started

A status dropdown menu, details of the action, and link to the unit plan progress reporting cycle will be displayed. Click on the status dropdown menu and select one of the options: Not Started, In Progress, or Completed. Then click on the Add Update button.



In Progress

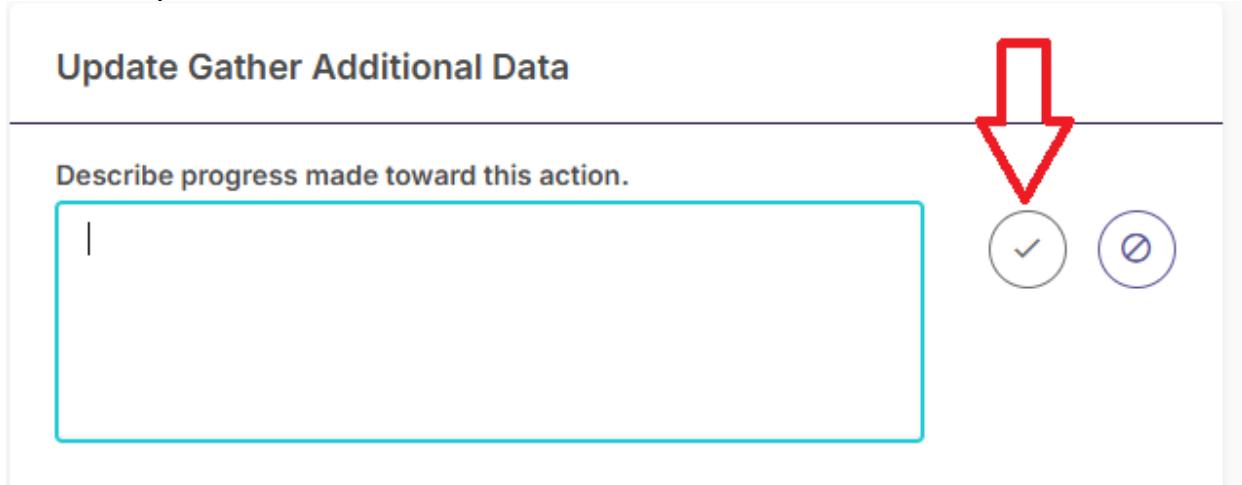
Gather Additional Data action proposed

Plan: 2026 Unit Plan Progress Reporting Cycle
Outcome: Outcome 1: Increase number of PD reports from 12 to 20 by December 2026
Measure: Number of submitted professional development reports by December 2026

Action Description
List of tasks
[View 2026 Unit Plan Progress Reporting Cycle](#)

ADD UPDATE DONE

In the action update window, report what has been completed and what is still in progress. For progress use only the following increments (25%, 50%, 75%,). This will help to standardize aggregate reporting across all CSN units. Click on the check mark to save your update. Once the update is added, click on the purple Done button on the upper right side of the workspace. Each time you check back in, you will click on the Add Update which will post below your previously submitted update.



Update Gather Additional Data

Describe progress made toward this action.

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