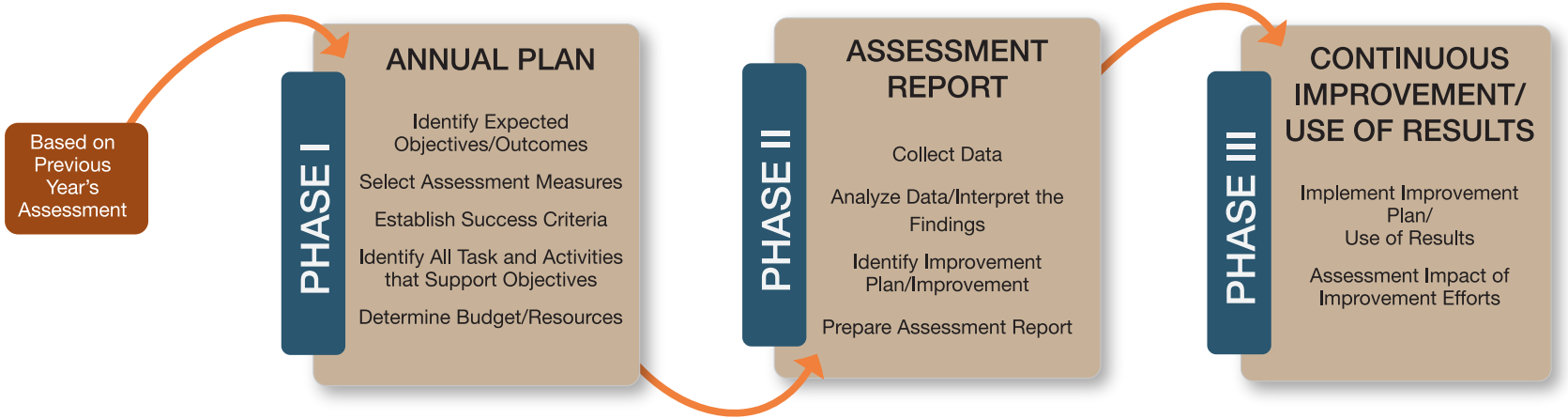
VIRGINIA STATE UNIVERSITY CONTINUOUS IMPROVEMENT CYCLES



Phase I (Plan) - Each department/ unit develops annual operational objectives based on its mission (purpose), and in alignment with the mission of the Division and the University. The objectives are guided by the University's strategic goals and objectives, and define the activities, programs, and services offered to all VSU constituents. The departments/ units identify the means to assess the achievement of the objective, and the success criteria/benchmarks for the expected outcome. In addition, all resources needed to achieve the outcomes are also documented during this initial Phase. This information constitutes Phase I-The Annual Assessment Plan. Phase I occurs in the Fall of the prior year in alignment with the Budget Development Cycle.

Phase II (Assessment) - At the end of the academic year, the departments/ units engage in the collection, analysis and interpretation of the data based on the established means of assessment and assessment tool. As a result of the findings, specific actions are identified to improve the services, planning and decision-making, communication, resources allocation, and/or general operations.

Phase III (Continuous Improvement) - The improvement activities are then implemented in the next planning cycle and reassessed at the end of the assessment cycle to determine the impact of the changes made. Once this is done the continuous improvement cycle is completed.

IMPORTANT TO NOTE:

ASSESS **PLAN** **BUDGET**

Assessment precedes planning and planning precedes budgeting

Assessment occurs for only two reasons:

To Prove (Validate)
- Validate current programs and services
- Justify or secure continued support
- Demonstrate effectiveness to stakeholders

To Improve
- Improve the quality of programs and services
- Improve the quality on teaching learning
- Improve Communication
- Improve use of resources
- Improve planning and decision making