

Goal	Program Level Outcome (PLO) Name	Program Level Outcome (PLO)
	PLO 3	Students will be prepared for entry level massage therapy employment.
	PLO 4	Students will receive an opportunity to learn Massage Therapy in an equitable environment.
	Political Science PLO_1	Students will evaluate how political decisions are shaped by institutions and processes.
	Political Science PLO_2	Students will assess the impact of political decisions on individuals and groups.
	Political Science PLO_3	Students will demonstrate the capacity to critically analyze and apply political values.
	Political Science PLO_4	Students will demonstrate the capacity to participate effectively in the political process.
	SSRS_SSLO_3	All program participants will construct a plan for transfer and/or associate's degree at De Anza College.
	SSRS_SSLO_4	All Program participants will complete a HUMA 20 "Life skills in Higher Education" course within their 1st year with SSRS.
4a Recognize their role as local, national, and global citizens	Associate Degree Nursing Program	Graduates will be able to pass the professional licensure exam for Registered Nurse (NCLEX)
	Cantonese PLO3	Compose comprehensible, more complex sentences about familiar topics to reflect a somewhat consistent working command of core vocabulary and language structures.
	Child Development PLO_1	Integrate developmentally appropriate knowledge and practice and their application to teaching all young children.
	Cross Cultural Partners PLO_1	Upon completion of this program, ESL students will demonstrate integration into the larger English-speaking community by intensive one on one interactive communication with a fluent speaker of English.
	Cross Cultural Partners PLO_2	Upon completion of this program, Non-ESL students will broaden cross-cultural understanding and sensitivity.
	Cross Cultural Partners PLO_3	Upon completion of this program, ESL students will improve overall oral communication skills in English.
	DL_SSLO_1	For Students: To be able to successfully use DLC resources to take technology-mediated courses.
	Equity_AUO_3	Staff, faculty, and students will have a global perspective and understanding of how social justice, oppression and suffering works in the world, its individual impact, and an understanding of the roots of the problems faced by the world's people.
	Film/TV Program PLO_1	Apply pre-production (screenwriting, production design, producing), production (camera, lighting, directing), and post-production (editing, sound, special effects) techniques in the completion of a screenplay, film or video work in live action or animation.
	Film/TV Program PLO_2	Apply critical methodologies to analyze animated and live-action film, TV and digital media from different time periods and parts of the world in aesthetic, technological, economic and socio-historical contexts.
	Geology PLO_4	Understand the impact of the Earth and ocean systems on humanity, including natural hazards and the availability, use, and distribution of Earth and ocean resources.
	Humanities PLO_1	Students synthesize their critical thinking, imaginative, cooperative, and empathetic abilities as whole persons in order to contextualize knowledge, interpret
	Humanities PLO_2	Students build the perception of knowledge as a practice of freedom, in which they identify and create deep connections between and within the complexities and diversities of individual and cultural world-views and praxis.
	ICCE_AUO_1	Faculty and staff and administrators will understand how to promote civic engagement for equity and social justice as an important part of their work

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	ICS PLO_1	Students will demonstrate critical analysis based on social constructs of race, class, ethnicity, gender, sexuality, and identity to gain cultural competence in local and global contexts.
	ICS PLO_2	Students will identify, examine, the values, experiences and contributions of marginalized populations.
	ICS PLO_3	Students will demonstrate the ability to interact in the workplace, community and/or social context with sensitivity to issues arising from political, economic and cultural experiences and positions.
	Journalism AA Degree PLO_1	Students will demonstrate competency in the basics of journalistic writing, including grammar, punctuation, story structure and journalistic style.
	Journalism AA Degree PLO_2	Students will demonstrate competency in research, information gathering and critical analysis of information using techniques such as observation, researching sources and interviewing.
	Journalism AA Degree PLO_4	Students will apply media literacy skills to explain the communication process and detect media bias.
	Licensed Vocational Nurse Transition to Registered Nurse PLO_1	Graduates will be able to pass the professional licensure exam for Registered Nurse (NCLEX)
	Paralegal PLO_3	Students will be able to compare and contrast the American and California legal systems, demonstrating how they are situated in the global legal environment.
	Political Science PLO_1	Students will evaluate how political decisions are shaped by institutions and processes.
	Political Science PLO_2	Students will assess the impact of political decisions on individuals and groups.
	Political Science PLO_3	Students will demonstrate the capacity to critically analyze and apply political values.
	Political Science PLO_4	Students will demonstrate the capacity to participate effectively in the political process.
	Speech Communication_PLO_4	Prepare global citizens for facilitative, dialogic communication to advocate social justice.
	SSRS_SSLO_3	All program participants will construct a plan for transfer and/or associate's degree at De Anza College.
	SSRS_SSLO_4	All Program participants will complete a HUMA 20 "Life skills in Higher Education" course within their 1st year with SSRS.
4b Participate in a democratic process	Cantonese PLO3	Compose comprehensible, more complex sentences about familiar topics to reflect a somewhat consistent working command of core vocabulary and language structures.
	DL_SSLO_1	For Students: To be able to successfully use DLC resources to take technology-mediated courses.
	Equity_AUO_3	Staff, faculty, and students will have a global perspective and understanding of how social justice, oppression and suffering works in the world, its individual impact, and an understanding of the roots of the problems faced by the world's people.
	Film/TV Program PLO_1	Apply pre-production (screenwriting, production design, producing), production (camera, lighting, directing), and post-production (editing, sound, special effects) techniques in the completion of a screenplay, film or video work in live action or animation.
	Film/TV Program PLO_2	Apply critical methodologies to analyze animated and live-action film, TV and digital media from different time periods and parts of the world in aesthetic, technological, economic and socio-historical contexts.
	Humanities PLO_1	Students synthesize their critical thinking, imaginative, cooperative, and empathetic abilities as whole persons in order to contextualize knowledge, interpret
	Humanities PLO_2	Students build the perception of knowledge as a practice of freedom, in which they identify and create deep

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	Humanities PLO_2	connections between and within the complexities and diversities of individual and cultural world-views and praxis.
	ICCE_AUO_1	Faculty and staff and administrators will understand how to promote civic engagement for equity and social justice as an important part of their work
	ICS PLO_3	Students will demonstrate the ability to interact in the workplace, community and/or social context with sensitivity to issues arising from political, economic and cultural experiences and positions.
	Journalism AA Degree PLO_1	Students will demonstrate competency in the basics of journalistic writing, including grammar, punctuation, story structure and journalistic style.
	Political Science PLO_1	Students will evaluate how political decisions are shaped by institutions and processes.
	Political Science PLO_2	Students will assess the impact of political decisions on individuals and groups.
	Political Science PLO_3	Students will demonstrate the capacity to critically analyze and apply political values.
	Political Science PLO_4	Students will demonstrate the capacity to participate effectively in the political process.
	Speech Communication_PLO_6	Faculty make a sustained collaborative effort to self-assess and improve ourselves as a department and program. Share teaching philosophies and best practices. Reflect on SLOAC.
	SSRS_SSLO_3	All program participants will construct a plan for transfer and/or associate's degree at De Anza College.
	SSRS_SSLO_4	All Program participants will complete a HUMA 20 "Life skills in Higher Education" course within their 1st year with SSRS.
4c Respect social and cultural diversity	Associate Degree Nursing Program	Graduates will be able to pass the professional licensure exam for Registered Nurse (NCLEX)
	Associate Degree Nursing Program PLO_2	Graduates will be able to provide competent nursing care as a novice RN in multiple healthcare settings
	Cantonese PLO3	Compose comprehensible, more complex sentences about familiar topics to reflect a somewhat consistent working command of core vocabulary and language structures.
	Child Development PLO_1	Integrate developmentally appropriate knowledge and practice and their application to teaching all young children.
	Child Development PLO_3	Develop professional competencies and job skills that typify best practices to work in high quality early childhood programs that serve all children in local and regional communities.
	Cross Cultural Partners PLO_1	Upon completion of this program, ESL students will demonstrate integration into the larger English-speaking community by intensive one on one interactive communication with a fluent speaker of English.
	Cross Cultural Partners PLO_2	Upon completion of this program, Non-ESL students will broaden cross-cultural understanding and sensitivity.
	Cross Cultural Partners PLO_3	Upon completion of this program, ESL students will improve overall oral communication skills in English.
	DL_SSLO_1	For Students: To be able to successfully use DLC resources to take technology-mediated courses.
	Equity_AUO_1	Revised AUO: Equity Core Teams and select faculty will receive intensive training on equity pedagogy and culturally humble practice. This group of practitioners will complete a training of trainers program and serve as support staff to select divisions.

Faculty will engage students in evidence-based and culturally humble praxis that support their individual

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	Equity_AUO_1	persistence and success at rates with no more than a 5% difference between racial and ethnic categories.
	Equity_AUO_2	Faculty, staff, and students will develop culturally responsive skills to communicate, critically reflect and work well with people from a variety of cultural backgrounds and understand the social processes that lead to inequality and learn solutions to address inequality.
	Equity_AUO_3	Staff, faculty, and students will have a global perspective and understanding of how social justice, oppression and suffering works in the world, its individual impact, and an understanding of the roots of the problems faced by the world's people.
	Equity_SSLO_1	Students will persist and succeed at rates with no more than a 5% difference between racial and ethnic categories.
	ESL Program PLO_1	Orally communicate effectively and comfortably with native speakers in academic and social settings.
	Film/TV Program PLO_1	Apply pre-production (screenwriting, production design, producing), production (camera, lighting, directing), and post-production (editing, sound, special effects) techniques in the completion of a screenplay, film or video work in live action or animation.
	Film/TV Program PLO_2	Apply critical methodologies to analyze animated and live-action film, TV and digital media from different time periods and parts of the world in aesthetic, technological, economic and socio-historical contexts.
	French PLO4	Demonstrate a steady grasp of the subtleties in the idiosyncracies of French-speaking cultures, by analyzing and comparing them to one's own culture(s).
	Geography PLO_1	Demonstrate understanding of the diverse processes that shape natural and cultural environments.
	Humanities PLO_1	Students synthesize their critical thinking, imaginative, cooperative, and empathetic abilities as whole persons in order to contextualize knowledge, interpret
	Humanities PLO_2	Students build the perception of knowledge as a practice of freedom, in which they identify and create deep connections between and within the complexities and diversities of individual and cultural world-views and praxis.
	ICCE_AUO_1	Faculty and staff and administrators will understand how to promote civic engagement for equity and social justice as an important part of their work
	ICS PLO_1	Students will demonstrate critical analysis based on social constructs of race, class, ethnicity, gender, sexuality, and identity to gain cultural competence in local and global contexts.
	ICS PLO_2	Students will identify, examine, the values, experiences and contributions of marginalized populations.
	Journalism AA Degree PLO_1	Students will demonstrate competency in the basics of journalistic writing, including grammar, punctuation, story structure and journalistic style.
	Journalism AA Degree PLO_2	Students will demonstrate competency in research, information gathering and critical analysis of information using techniques such as observation, researching sources and interviewing.
	Journalism AA Degree PLO_3	Students will compile a portfolio of print, electronic and/or multimedia projects that tell journalistic stories.
	Journalism AA Degree PLO_4	Students will apply media literacy skills to explain the communication process and detect media bias.
	Licensed Vocational Nurse Transition to Registered Nurse PLO_1	Graduates will be able to pass the professional licensure exam for Registered Nurse (NCLEX)
	Licensed Vocational Nurse Transition to Registered Nurse PLO_2	Graduates will be able to provide competent nursing care as a novice RN in multiple healthcare settings

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	LinC_SSLO_3	Students will recognize the benefits in improving their speaking, writing, reading and social interaction skills through participation in the learning community.
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	PLO 4	Students will receive an opportunity to learn Massage Therapy in an equitable environment.
	Political Science PLO_1	Students will evaluate how political decisions are shaped by institutions and processes.
	Political Science PLO_2	Students will assess the impact of political decisions on individuals and groups.
	Political Science PLO_3	Students will demonstrate the capacity to critically analyze and apply political values.
	Political Science PLO_4	Students will demonstrate the capacity to participate effectively in the political process.
	Speech Communication_PLO_4	Prepare global citizens for facilitative, dialogic communication to advocate social justice.
	SSRS_SSLO_3	All program participants will construct a plan for transfer and/or associate's degree at De Anza College.
	SSRS_SSLO_4	All Program participants will complete a HUMA 20 "Life skills in Higher Education" course within their 1st year with SSRS.
4d Appreciate the complexity of the physical world	Associate Degree Nursing Program	Graduates will be able to pass the professional licensure exam for Registered Nurse (NCLEX)
	Cantonese PLO3	Compose comprehensible, more complex sentences about familiar topics to reflect a somewhat consistent working command of core vocabulary and language structures.
	Cross Cultural Partners PLO_1	Upon completion of this program, ESL students will demonstrate integration into the larger English-speaking community by intensive one on one interactive communication with a fluent speaker of English.
	Cross Cultural Partners PLO_2	Upon completion of this program, Non-ESL students will broaden cross-cultural understanding and sensitivity.
	Cross Cultural Partners PLO_3	Upon completion of this program, ESL students will improve overall oral communication skills in English.
	DL_SSLO_1	For Students: To be able to successfully use DLC resources to take technology-mediated courses.
	DSS PLO 2011	Students will demonstrate effective decision making behaviors in using DSS services and effective communication abilities.
	Film/TV Program PLO_1	Apply pre-production (screenwriting, production design, producing), production (camera, lighting, directing), and post-production (editing, sound, special effects) techniques in the completion of a screenplay, film or video work in live action or animation.
	Film/TV Program PLO_2	Apply critical methodologies to analyze animated and live-action film, TV and digital media from different time periods and parts of the world in aesthetic, technological, economic and socio-historical contexts.
	Geography PLO_1	Demonstrate understanding of the diverse processes that shape natural and cultural environments.
	Geology PLO_1	Apply the principles of scientific methodology to test hypotheses on how the Earth works as an integrated system.
	Geology PLO_2	Understand the dynamic Earth processes that act to shape the Earth's surface, lithosphere and oceans over time.
	Geology PLO_3	Appreciate the role of the crust, lithosphere, continents, and ocean basins as recorders of Earth history.
	Geology PLO_4	Understand the impact of the Earth and ocean systems on humanity, including natural hazards and the availability, use, and distribution of Earth and ocean resources.
	Humanities PLO_1	Students synthesize their critical thinking, imaginative, cooperative, and empathetic abilities as whole persons in

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	Humanities PLO_1	order to contextualize knowledge, interpret
	Humanities PLO_2	Students build the perception of knowledge as a practice of freedom, in which they identify and create deep connections between and within the complexities and diversities of individual and cultural world-views and praxis.
	ICCE_AUO_1	Faculty and staff and administrators will understand how to promote civic engagement for equity and social justice as an important part of their work
	Journalism AA Degree PLO_1	Students will demonstrate competency in the basics of journalistic writing, including grammar, punctuation, story structure and journalistic style.
	Licensed Vocational Nurse Transition to Registered Nurse PLO_1	Graduates will be able to pass the professional licensure exam for Registered Nurse (NCLEX)
	Photographic Arts PLO 1	demonstrate accomplished skill in both dry (digital) and wet (analog) darkroom methods and will be able to create photographs that visually communicate ideas and concepts that engage in the practices, theories and materials of the medium. Critically analyze, interpret, and assess diverse historical and contemporary photographic works and communicate concepts and intentions in both written and oral formats.
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	Political Science PLO_1	Students will evaluate how political decisions are shaped by institutions and processes.
	Political Science PLO_2	Students will assess the impact of political decisions on individuals and groups.
	Political Science PLO_3	Students will demonstrate the capacity to critically analyze and apply political values.
	Political Science PLO_4	Students will demonstrate the capacity to participate effectively in the political process.
	Professional Photography PLO 1	Demonstrate accomplished skills in both wet and dry darkroom methods and basic studio techniques; will be able to create photographs that visually communicate ideas and concepts that engage in the practices, theories and materials of the medium. Critically analyze, interpret, and assess diverse historical and contemporary photographic works and communicate concepts and intentions in both written and oral formats.
	SSRS_SSLO_3	All program participants will construct a plan for transfer and/or associate's degree at De Anza College.
	SSRS_SSLO_4	All Program participants will complete a HUMA 20 "Life skills in Higher Education" course within their 1st year with SSRS.
4e Understand the significance of both environmental sustainability and social justice (4e)	Associate Degree Nursing Program	Graduates will be able to pass the professional licensure exam for Registered Nurse (NCLEX)
	Cantonese PLO3	Compose comprehensible, more complex sentences about familiar topics to reflect a somewhat consistent working command of core vocabulary and language structures.
	Cross Cultural Partners PLO_1	Upon completion of this program, ESL students will demonstrate integration into the larger English-speaking community by intensive one on one interactive communication with a fluent speaker of English.
	Cross Cultural Partners PLO_2	Upon completion of this program, Non-ESL students will broaden cross-cultural understanding and sensitivity.
	Cross Cultural Partners PLO_3	Upon completion of this program, ESL students will improve overall oral communication skills in English.

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	DL_SSLO_1	For Students: To be able to successfully use DLC resources to take technology-mediated courses.
	Equity_AUO_2	Faculty, staff, and students will develop culturally responsive skills to communicate, critically reflect and work well with people from a variety of cultural backgrounds and understand the social processes that lead to inequality and learn solutions to address inequality.
	Equity_AUO_3	Staff, faculty, and students will have a global perspective and understanding of how social justice, oppression and suffering works in the world, its individual impact, and an understanding of the roots of the problems faced by the world's people.
	Film/TV Program PLO_1	Apply pre-production (screenwriting, production design, producing), production (camera, lighting, directing), and post-production (editing, sound, special effects) techniques in the completion of a screenplay, film or video work in live action or animation.
	Film/TV Program PLO_2	Apply critical methodologies to analyze animated and live-action film, TV and digital media from different time periods and parts of the world in aesthetic, technological, economic and socio-historical contexts.
	Humanities PLO_1	Students synthesize their critical thinking, imaginative, cooperative, and empathetic abilities as whole persons in order to contextualize knowledge, interpret
	Humanities PLO_2	Students build the perception of knowledge as a practice of freedom, in which they identify and create deep connections between and within the complexities and diversities of individual and cultural world-views and praxis.
	ICCE_AUO_1	Faculty and staff and administrators will understand how to promote civic engagement for equity and social justice as an important part of their work
	ICS PLO_2	Students will identify, examine, the values, experiences and contributions of marginalized populations.
	PLO 4	Students will receive an opportunity to learn Massage Therapy in an equitable environment.
	Political Science PLO_1	Students will evaluate how political decisions are shaped by institutions and processes.
	Political Science PLO_2	Students will assess the impact of political decisions on individuals and groups.
	Political Science PLO_3	Students will demonstrate the capacity to critically analyze and apply political values.
	Political Science PLO_4	Students will demonstrate the capacity to participate effectively in the political process.
	SSRS_SSLO_3	All program participants will construct a plan for transfer and/or associate's degree at De Anza College.
	SSRS_SSLO_4	All Program participants will complete a HUMA 20 "Life skills in Higher Education" course within their 1st year with SSRS.
5a Analyze arguments	Associate Degree Nursing Program	Graduates will be able to pass the professional licensure exam for Registered Nurse (NCLEX)
	Associate Degree Nursing Program PLO_2	Graduates will be able to provide competent nursing care as a novice RN in multiple healthcare settings
	Cantonese PLO1	Demonstrate a somewhat consistent working command of essential vocabulary (recognize and reproduce at least 450 formal and colloquial Chinese characters) and language structures necessary to request and provide, orally and in writing, a more complex/abstract range of information relating to high-frequency situations in familiar contexts such as ordering food, the weather, the clothes we wear, traveling experiences and on the telephone.
	Child Development PLO_1	Integrate developmentally appropriate knowledge and practice and their application to teaching all young children.
	Child Development PLO_3	Develop professional competencies and job skills that typify best practices to work in high quality early childhood programs that serve all children in local and regional communities.