Rhode Island Department of Elementary and Secondary Education

Office of Multiple Pathways

Adult Education Local Program Monitoring Tool



References: <u>Building the Critical Links: Recommendations of the Rhode Island Governor's Adult Literacy Task Force</u>, August 2004 Workforce Investment Act of 1998 (WIA), Title II, Adult Education and Family Literacy Act, (AFLA), Section 231 (e)

Updated Spring 2013

This monitoring tool for Adult Education Programs outlines requirements, acceptable documentation, and guiding questions for the following Program Quality Indicators:

Indicator	Monitoring Results	Page
Indicator 1A: Learners Progress toward		3
Literacy & Numeracy Goals that Impact Adult		
Roles: Learner Outcomes		
Indicator 1B: Learners Progress toward		4
Literacy & Numeracy Goals that Impact Adult		
Roles: Assessment of Learner Performance		
Indicator 2A: Planning, Philosophy, On-Going		5
Improvement & Management: Philosophy and		
Policy		
Indicator 2B: Planning, Philosophy, On-Going		6
Improvement & Management: Planning,		
Evaluation and Improvement		
Indicator 2C: Planning, Philosophy, On-Going		7
Improvement & Management: Communication		
Indicator 2D: Planning, Philosophy, On-Going		8
Improvement & Management: Finance		
Indicator 2E: Planning, Philosophy, On-Going		9
Improvement & Management: Records and		
Reports		
Indicator 3: Professional Development for All		10
Staff* and Volunteers		
Indicator 4A: Recruitment, Intake, and		11
Orientation: Recruitment		
Indicator 4B: Recruitment, Intake, and		12
Orientation: Intake and Orientation		
Indicator 5: Curriculum, Instruction,		13
Assessment, & Learning Environment		
Indicator 6: Support Services		14
Indicator 7: Community Interaction &	+	15
Outreach		

Indicator 1A: Learners Progress toward Literacy & Numeracy Goals that Impact Adult Roles: Learner Outcomes				
Principle Objective	Examples of Acceptable Documentation	Requirements		
	1) Documentation on File at RIDE			
1A.0 Staff works with students to identify educational and career	 CALIS Tables 4.1, 4B.1, (Ignore Minimum Attendance) *Gains, Hours/Student 	1A.1 Learners' progress is demonstrated by advancing		
goals and to assess progress toward those goals.	Table 5.1 shows acceptable follow up goal achievement in meeting negotiated core indicators	performance levels (as described in standards), obtaining secondary degree or		
	Program Website (review of, if available)	certificate, enrolling in higher education or job training,		
	Annual RIDE Funding Application- Evidence that the program has goal setting procedures in place for students	securing employment or advancement in their job.		
	Quarterly program reports	1A.2 Learners remain in the program long enough to meet their own education goals. (Number of		
	Pre-Visit Submission	hours per student)		
	EFL Performance Review shows 80% or greater for learner gains/meeting core indicators			
	On-site Documentation/Evidence			
	Current documentation that describes the program's goal setting procedures including timelines for individual student review.			
	Student records including, assessment(evidence that methods used are formalized and authentic),demographics and attendance			
	□ Records of student follow-up (CALIS call-list with recorded dates)			
WIA, AEFLA, Section 231 (e), Considerations (1), (2), (4a), (7)	Student contracts/progress reports			
	Page 3			

Indicator 1B: Learners Progress toward Literacy & Numeracy Goals that Impact Adult Roles: Assessment of Learner Performance				
Principal Objective	Examples of Acceptable Documentation	Require	ments	
1B.0 The program has a consistent process that meets state guidelines to assess student achievement across outcomes and over time.	 1) Documentation on File at RIDE Annual RIDE funding application Authentic/alternative assessment mechanisms identified in basic Program Information Guide. 		Assessment tools and procedures are based on an understanding of the learning process and the complexities of language, literacy, and numeracy acquisition and use.	
	 Curriculum outline inclusive of approaches and philosophy in Basic Program Information Guide Pre-Visit Submission 		The assessment process is ongoing and uses various tools (standardized tests, authentic products and projects, observation, portfolios, self-assessment rubrics) to place students and guide instruction.	
	 Sample student self assessment tool Written assessment procedure(s) 3) On-site Documentation/Evidence 		Assessment tools and procedures are consistent with program philosophy, and aligned with instructional approaches, curricula, and state-wide standards.	
	 Student assessment records showing progress (using formalized and authentic methods) 	6	Students are actively involved in the assessment of their own progress.	
	 Sample assessment tools 	9	Staff works with students to develop self-assessment strategies to monitor their own performance and growth.	
WIA, AEFLA, Section 231 (e), Considerations (1), (2), (11)			All students have a complete and accessible file of assessment results.	

Principal Objective	Ding Improvement & Management: Philosophy and Policy Examples of Acceptable Documentation Requirements		
T Incipal Objective	Examples of Acceptable Documentation	Kequii	ements
2A.0 A mission statement defines the program's roles and purposes, guiding	1) Documentation on File at RIDE	2A.1	Staff, students, volunteers and members of the board participate in
principles and philosophy. Policies are reflective of such.	Annual RIDE funding application		mission and policy development.
	 Program's Mission/Philosophy statement(s) as outlined in the basic program information guide 	2A.2	Policies address all aspects of program functioning (personnel, organizational structure, funding.) They are consistent
	2) Pre-Visit Submission		with program's mission, and are they easily accessible to staff and board.
	Sample program policy in alignment with mission/philosophy	2A.3	Policies exist that describe how special needs populations have equitable access and are served in an integrated and equitable manner.
	3) On-site Documentation/Evidence		•
	 Signage/program materials that reflect program mission/philosophy/guiding principles 		
WIA, AEFLA, Section 231 (e),Consideration (3)	Written program policy manual		
	Completed ADA self-evaluation document		
	Student policy manual/handbook/contract		
	□ Focus group meeting agendas, minutes, etc		

Indicator 2B: Planning, Philosophy, On-Going Improvement & Management: Planning, Evaluation and Improvement				
Principal Objective	Examples of Acceptable Documentation	Requi	rements	
2B.0 There are comprehensive planning and evaluation processes that involve all program constituents, including students, staff, volunteers, community members, and board members.	 1) Documentation on File at RIDE Annual RIDE funding application Quarterly RIDE reports identifying issues and plans to address them 	2B.1 2B.2	Plans contain clear implementation steps and timelines. Plans are easily accessible, and regularly reviewed, revised and evaluated.	
	 2) Pre-Visit Submission "Three-Year" Plan with goals and timelines, program data used, evidence of stakeholder involvement 	2B.3	Community needs, program data, and relevant research on adult learning is incorporated into planning, evaluation, and on-going program improvement.	
WIA, AEFLA, Section 231 (e), Considerations (3), (4a), (5), (11), (12)	 3) On-site Documentation/Evidence Community Needs Assessment Board minutes documenting involvement in the planning process Program Continuous Improvement Plan (CIP), if available Other meeting minutes(e.g. staff, community network, student , etc) Student Satisfaction Survey (STAND) 			

Indicator 2C: Planning, Philosophy, On-Going Improvement & Management: Communication			
Principal Objective	Examples of Acceptable Documentation	Requi	rements
2C.0 The program promotes openness and the sharing of information, ideas, and expertise.	 1) Documentation on File at RIDE Job descriptions Partners from Basic Program Guide Program Website(if available) 	2C.1	Management structures and staff roles and responsibilities are clearly defined and communicated.
	 2) Pre-Visit Submission □ Program brochures, flyers □ List of Instructional Personnel 	20.2	Various program efforts such as recruitment, intake, orientation, instruction and support services are coordinated and support one another.
WIA, AEFLA, Section 231 (e), Considerations (3), (8), (9)	 List of Administrative Personnel 3) On-site Documentation/Evidence Newsletters, literature Press releases Letters to Board, funders/policy makers community resources manual used for referrals Staff members interview – job duties List of partners/contacts/network: employers, career centers, job training MOU's, partnership agreements including; Evidence that the program actively collaborates with multiple partners in the community to expand the services available to adult learners and to prevent duplication of services. Description of the number and types of agencies, organizations, institutions, etc. with whom the eligible provider currently collaborates, coordinates and cooperates. Description of the process the local provider has initiated to implement the memorandum of understanding (MOU) with the local Workforce Development Center. Other meeting minutes(e.g. staff, community network, student , etc) 	2C.3	The program maintains a working partnership with funders and policy makers, and informs them of the program's achievements, plans and needs and of developments in the larger literacy community. The program maintains working partnerships with next-step agencies and institutions such as employers, career centers, post secondary education and job training.

Indicator 2E: Planning, Philosophy, On-Going Improvement & Management: Records and Reports				
Principal Objective Exa	amples of Acceptable Documentation	Requir	rements	
2E.0 Records and reporting systems are consistent with program policy and with legal and funding requirements.	Documentation on File at RIDE Annual RIDE funding application Quarterly reports Financial reports RIDE expenditure request submissions	2E.1	Records and reports are clear, accurate, complete and readily accessible to appropriate constituents including students.	
2)	Pre-Visit Submission	2E.2	Record and reporting systems ensure appropriate confidentiality and security.	
		2E.3	Data collection, recording and reporting (information management) systems are designed and understood to support planning, evaluation and program	
3) (WIA, AEFLA, Section 231 (e), Considerations (6), (8), (11)	 On-site Documentation/Evidence Student records (including demographics, attendance, assessments and student goals.) All student records are confidential and secure CALIS Procedures/Use Individual passwords for staff Technology infrastructure for CALIS Examples of how data is used for planning, program improvement, and fundraising (ex. waitlist) 	2E.4	planning, evaluation and program improvement, fundraising, immediate decisions, and quick response planning. Appropriate technology is used to support easy access to and communication of information within the program, with funders, and with the state adult education division.	
	planning, program improvement, and fundraising (ex. waitlist)			

Indicator 3: Professional Development for All Staff* and Volunteers				
Principal Objective	Examples of Acceptable Documentation	Requirements		
3.0 There is a program-wide professional development plan driven by needs of all staff, volunteers and students in balance with program and state-wide system goals.	 Documentation on File at RIDE Individual PD plans for all program staff 	3.1 The PD plan covers a wide range of issues including adult learning theory, instructional approaches, understanding		
	2) Pre-Visit SubmissionProgram-wide PD plan	of diverse cultures, use of support services and technology, and program improvement strategies (use of data for improvement, community partnership development, etc.)		
	Current staff listing, including role at program	3.2 The PD plan includes a variety of professional development formats.		
*All staff refers to directors, teachers, administrators, counselors, tutors and support staff	 3) On-site Documentation/Evidence Individual PD plans for all program staff with 	3.3 Evidence exists that there are results in growth in behavior, knowledge and attitudes of staff and volunteers.		
	backup documentation /attendance recordsProgram-wide PD plan	3.4 There is a written process in place to determine the impact of professional development on instruction and student outcomes.		
WIA, AEFLA, Section 231 (e), Considerations	The written program process to determine the impact of professional development on instruction/student outcomes	3.5 PD is fully integrated into program and state system-wide planning.		
(4b), (6), (8)	 Staff training records: DL101 Training (if applicable) Assessment Training NPO (for new staff if applicable) 	3.6 The program encourages commitment and active participation by all staff, volunteers, and administrators in PD.		
		3.7 PD is supported by the program.		
		3.8 The Program-wide PD plan is cohesive.		

Indicator 4A: Recruitment, Intake, and Orientation: Recruitment				
Principal Objective	Examples of Acceptable Documentation	Requirements		
4A.0 A recruitment plan is developed and implemented by students, staff and members of the larger community.	 1) Documentation on File at RIDE Annual RIDE funding application Quarterly reports Review of program website (if applicable) 	 4A.1 Recruitment reflects the program's philosophy and mission. 4A.2 Recruitment reflects ongoing assessment of community needs and responds to the program's ongoing evaluation and planning. 		
	 2) Pre-Visit Submission Examples of recruitment literature (promotional) 3) On-site Documentation/Evidence 	4A.3 The program uses a variety of recruitment methods, in various native languages when appropriate, to reach the prospective student population identified in the recruitment plan.		
WIA, AEFLA, Section 231 (e), Considerations (3), (12)	 Written recruitment procedure/plan Community Needs Assessment Recruitment literature, brochures, flyers, press releases, newspaper articles, radio ads (all in languages of student population) Database of student recruitment Examples of recruitment activities involving students, staff and community Written student confirmation of how he/she became aware of the program Documentation of referrals 	4A.4 The program documents where and how entering students became aware of the program and assesses the effectiveness of various recruitment strategies.		

Indicator 4B: Recruitment, Intake, and Orientation: Intake and Orientation				
Principal Objective	Examples of Acceptable Documentation	Requirements		
4B.0 An intake and orientation plan is	1) Documentation on File at RIDE Annual RIDE funding application 	4B.1 The intake and orientation process is consistent with the program's mission and philosophy.		
developed and implemented by students and staff.		4B.2 The program ensures that all staff members are welcoming and respectful, and have the knowledge necessary to provide accurate information regarding program services.		
	2) Pre-Visit Submission	4B.3 Staff informs entering students of available support services particularly those that facilitate attendance such as childcare and transportation.		
	 Student Handbook Written Intake and orientation procedure 	4B.4 Staff clearly informs entering students what the program expects of them, such as attendance policies and other student responsibilities.		
		4B.5 Staff obtains and records information from students on their goals, needs, and interests.		
	 3) On-site Documentation/Evidence Student handbook Orientation material Screening tool 	4B.6 Staff conducts assessment, consistent with the program's instructional approach and offerings, to guide initial placement.		
WIA, AEFLA, Section 231 (e), Considerations (1), (3), (8), (9), (10)	 Placement tool/process Referral protocol Community Resources List Assessment procedure/incl. goal setting Student Files (sampling) I 	4B.7 Staff determines whether there is an appropriate match between student goals and program services and ensures that students know enough about the program to make an informed decision about participation; providing informed referrals as needed.		

Indicator 5: Curriculum, Instruction, Assessment, & Learning Environment				
Principal Objective	Examples of Acceptable Documentation	Requ	irements	
5.0 Instruction is intentionally planned and based on best practices in the field.	 1) Documentation on File at RIDE Annual RIDE funding application Sample curriculum outlines and other curriculum artifacts as requested in Basic Program Info Guide 	5.1 5.2	Instructors develop lesson plans with clear objectives. Staff works with students to identify educational goals and to create individual education plans that are reviewed regularly.	
	2) Pre-Visit Submission	5.3	Instructors use technology to support instruction, where appropriate.	
	Lesson Plans. Submissions should reflect logical scope and sequence. Plans should include the following components:	5.4	Instructors use interactive and multi-sensory teaching methods.	
	 Learning objectives Materials and Resources Activities Assessment 	5.5	Instruction is contextual and reflects the needs, strengths, goals and interests of learners.	
	5. Wrap up and Reflection for Students (and Teacher)	5.6	Periodic assessment of student progress, both subjective and measurable is shared with the student.	
	Curriculum guide/course syllabus			
	 3) On-site Documentation/Evidence Research based methodology – artifacts Assessment records Supportive learning environment (classroom observation) 	5.7	Instructors engage students in using and producing authentic materials (stories, letters, job-related materials, articles, graphs, poems, etc.) to enhance their reading, writing, language, and problem-solving skills.	
	 Évidence of technology integration Authentic materials Homework assignments of real-life practice 	5.8	Instructors foster literacy and numeracy practice beyond the classroom.	
WIA, AEFLA, Section 231 (e), Considerations (1), (2), (3), (4a), (4b), (5), (6), (7), (8)	 Student feedback forms Student files Student portfolios 	5.9	Staff provides opportunities for students to evaluate and give feedback to the program.	
		5.10	Instructors foster a respectful learning environment.	

Indicator 6: Support Services			
Principal Objective	Examples of Acceptable Documentation	Requirements	
6.0 Staff works with each student to identify assets and barriers to participation in a program and to achieving his/her personal, educational, and/or career goals.	1) Documentation on File at RIDE □ Program Website (review of, if available)	6.1 Staff works with each student	
	 Annual RIDE Funding Application- CALIS tables, 4.1,4B.1 and 5.1 Quarterly program reports 	to recognize and build on his/her strengths, interests, and experiences in developing goals and overcoming barriers.	
	 Partners and referral agencies identified in the Basic Program Information Guide Job descriptions of case managers and counselors 2) Pre-Visit Submission 	6.2 Staff provides students with information on appropriate support services available in their community and assist in referral to these services, when appropriate.	
WIA, AEFLA, Section 231 (e), Considerations (1), (3), (7), (8), (9), (10)	 Community Resource Guide Written referral procedure for support services MOUVe partnership agreements including: 	6.3 All program staff has access to current information about community agencies that provide support services.	
	 MOU's, partnership agreements including; a) Evidence that the program actively collaborates with multiple partners in the community to expand the services available to adult learners and to prevent duplication of services. b) Description of the number and types of agencies, organizations, institutions, etc. with whom the eligible provider currently collaborates, 	6.4 Staff is provided training in appropriate support and referral processes.	
	 coordinates and cooperates. c) Description of the process the local provider has initiated to implement the memorandum of understanding (MOU) with the local Workforce Development Center. 	6.5 Staff collaborates with community service providers to coordinate services.	
	 3) On-site Documentation/Evidence Interview with case managers, intake personnel, social workers, counselors, etc. Student records Written goal setting-procedures Written referral procedures (demonstrating linkages to other resources) 	6.6 Staff encourages students to become advocates for themselves and their families.	

Indicator 7: Community Interaction & Outreach				
Principal Objective	Examples of Acceptable Documentation	Requirements		
7.0 Staff maintains collaborative relationships with resources (community services, public schools, libraries, higher education and job training, employers and career centers) in the community to ensure coordination of services and to share expertise.	1) Documentation on File at RIDE Partnerships and referral agencies listed in the Basic Program Information Guide Regram Mahaita (region of if equilable)	7.1 Staff stays informed of the		
	 Program Website (review of, if available) Annual RIDE Funding Application CALIS tables, 4.1,4B.1 and 5.1 	community's history, culture, political and social structures, needs and resources.		
	Quarterly program reports	7.2 Staff uses community demographics, economic		
	 2) Pre-Visit Submission Examples of community events with staff and student participation 	and needs data to inform planning and evaluation.		
	 Evidence that the program promotes flexible schedules and support services. (Documentation example: information about other available services/brochures, class schedules, etc.) 	7.3 Staff invites community input into planning and evaluation of program's services.		
	MOU's, partnership agreements including; Evidence that the program actively collaborates with multiple partners in the community to expand the services available to adult learners and to prevent duplication of services.	7.4 The program encourages staff and students to participate in community events and advocate for		
	Description of the number and types of agencies, organizations, institutions, etc. with whom the eligible provider currently collaborates, coordinates and cooperates.	community concerns.		
	Description of the process the local provider has initiated to implement the memorandum of understanding (MOU) with the local Workforce Development Center			
WIA, AEFLA, Section 231 (e), (3), (9), (10), (12)	3) On-site Documentation/Evidence			
	 3 year plan based on community needs survey and data Evidence of community input (meeting minutes) Examples of advocacy efforts Complete list of partner/referral agencies Student files Written goal setting-procedures- The program provides support services and/or referrals that promote student achievement of educational goals. Written referral procedures (demonstrating linkages to other resources) 			