



College ESLG

**ACTION PLAN FOR
IMPLEMENTATION OF
QUALITY IMPROVEMENT
STRATEGY**

2020

College ESLG
Annex of Innovation Campus
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Pursuant to the strategic goals and sub-goals set forth in the Quality Improvement Strategy, the following action plan for the implementation of the Quality Improvement Strategy is adopted:

No.	Strategic Goal	Actions	Timeframe	Persons responsible	Performance metric
1.1	Effective treatment of mission “creep challenges	Establishment of Sub-Committee within the Quality Commission that will review whether learning, teaching, and research is deviating from the main mission	07.11-2020-20.11.2020	Quality Commission	Establishment of the Sub-Committee and its publication in the website
1.2	Increase the active involvement of alumni in program and curriculum design	Design online alumni hearings during program and curriculum design as part of Electronic Grading System	07.11.2020-30.09.2021	QA Office, IT Office	The questionnaires and qualitative online interview mandatory for graduates who want to seek their certificates of grades after graduation in the Electronic Grading System



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2.1	Enforce interdisciplinary activity across program curriculum at both bachelor and master level	Set up a Curriculum Overview Committee that will consult all course bearers in inclusion of interdisciplinary activity across different courses	07.11.2020-15.02.2021	Senate, Rector	The Curriculum Overview Committee for inclusion of interdisciplinary activity operational by 01.03.2021
2.2	Increase the active involvement of industry representatives in interdisciplinary activity	Create a pool of industry representatives from construction industry and real estate companies who accept to serve in Evaluation Panels for Interdisciplinary Activity	07.11.2020-15.03.2021	Program Industrial Board	Minimum 8 industry representatives accepting to serve in Evaluation Panel
3.1	Perform the effective mapping of assessment methods with course and program learning outcomes	Establish a mixed Sub-Committee from amongst the ranks of Curriculum Overview Committee and Quality Commission to carry out a mapping Carry out the mapping between student assessment and course learning outcomes based on Guidelines	07.11.2020-15.02.2021 01.03.2020-30.09.2021	Senate The mixed Mapping	Mapping performed for both

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		for Student Assessment of College ESLG.		Committee	bachelor and master programs
3.2	Increase the skills of professors in effective mapping of student assessment with course and program learning outcomes	Carry out training on effective mapping of student assessment with learning outcomes for all professors	07.11.2020-30.09.2021	QA Office, Rector	Carry out at least 2 (2day) trainings in mapping. Professors divided into two groups
3.3	Introduction of effective mechanism for mapping of student assessment methods to achievement of learning outcomes	Develop a Guide for Mapping of Student Assessment to achievement of Learning Outcomes Mapping carried out in September before academic year starts and is based on Learning Outcomes Achievement Report drawn from Course Learning Outcomes Achievement Self-Assessment	07.11.2020-30.08.2021	Rector All professors	Guide be adopted by the Senate Mechanism up and running for the first time by 30.08.2021
4.1	Introduction of testing mechanism for	Development of the software within Electronic Grading	07.11.2020-	IT Office	Software tested

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	running correlation matrices between student progression and previous educational background	System which automatically tracks correlation matrices between student progression at ESLG and previous educational background, types of schools, regions etc.	30.09.2021		until 30.09.2021
4.2	Effective recruitment strategy based on mapping between student progression and previous educational background	Development of the automatic link between results from correlation matrices in the Electronic Grading System and recruitment strategy and digital marketing campaign and audience creation	07.11.2020-30.05.2021	QA Office, IT Office, Recruitment Office	The recruitment strategy devised until 30.06.2021 based on automatic results from EGS;
5.1	Enhancement of the staff promotion based on regulation for election into higher academic titles	Establish a local ESLG Staff Promotion Committee and Rapporteurs Team for all staff promotion based on ESLG's Regulation for Election into Higher Academic Titles Carry out the assessment procedure within rapporteur teams for all academic	07.11.2020-15.02.2021 01.03.2021-30.06.2021	Senate Rapporteurs, Committee,	Procedure completed for 70 % of academic staff



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		Staff Issuance of decisions on election to higher titles	01.07.2021-10.09.2021	Senate Rector on behalf of Senate	
5.2	Increase the allocation of resources for staff development and research	Adopt a budget plan for allocation of financial resources for staff development and research	07.11.2020-15.03.2021	Finance Office	Budgetary plan with SMART goals
5.3	Improvement of the blended learning skills of teaching staff	Carry out training program on blended learning	07.11.2020-30.09.2021	Human Resources	2 training of blended learning for 2 groups of academic staff
6.1	Strengthen the Young Researcher Development Program	The establishment of recurrent Young Researcher Development Grant with the funds of College and private investors	07.11.2020-30.09.2021	Program Industrial Board, Finance Office	The Grant is operational by 01.10.2021
6.2	Strengthen the Lead Scholar	The establishment of recurrent Lead Scholar Researcher	07.11.2020-	Program Industrial	The Grant is operational by

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	Development Program across different disciplines of the interdisciplinary program	Development Grant with the funds of College and private investors and encompassing different disciplines of real estate and built environment	30.09.2021	Board, Finance Office	01.10.2021
7.1	Increase the involvement of civil society organizations in educational processes of the college	Inclusion of at least one CSO representative within the Industry Council of ESLG and Program Boards	07.11.2020-30.09.2021	Management Board	One CSO representative per Program Board;
8.1	Increase the enrollment of students with undergraduate studies GPA of higher than 8.5	Design of better recruitment strategy in line with the results of correlation matrices software which tracks progression and achievement of current students with their previous academic background and see which candidates with GPA higher than 8.5 best fit the profile for enrollment standard	07.11.2020-30.05.2021	Recruitment Office, IT Office, QA Office	New strategy meeting the standard of 80 % for academic year 2021-2022



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8.2	Increase the annual student intake in 2021-2022	Digital marketing based on audience setting that is drawn from correlation matrices in EGS system	07.11.2020-30.04.2021	Recruitment Office, IT Office,	New system increasing the annual intake by at least 20 % in master program and meeting the quota for bachelor program;
8.3	Increase the employment rate of graduates	Better outreach campaign to construction industry and development of Paid Internship Program	07.11.2020-30.09.2021	Industrial Council, Program Industrial Boards	Employment increased by 10 % by 15.10.2021
8.4	Enhance the computer to student ratio in 2021-2022	Increase the ratio to the set standard	07.11.2020-30.09.2021	Management Board, Finance Office	Increase ratio from 1:7 to 1:5
9.1	Increase the choice of elective courses	Establish a Committee that reviews the possibility to increase the choice of elective courses	07.11.2020-30.03.2021	Senate	The Committee up and running by 01.04.2021
10.1	Increase research-based teaching across	Establish the committee that shall perform the screening	07.11.2020-	Senate	The Committee up and running by

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	different disciplines of interdisciplinary program	of research assignments implementation across all courses and its compatibility with research fields and plans	30.03.2021		01.04.2021
10.2	Increase the weight of research in the course syllabi	Carry out screening of all courses and their assessment methods	07.11.2020-30.03.2021	QA Office	Screening with recommendations to all the staff submitted by 01.05.2021
10.3	Increase the involvement of industry experts in the evaluation of student project work and as guest speakers	Create a pool of experts that accept to serve in Evaluation Panel Create a pool of Guest Speakers	07.11.2020-30.06.2021 07.11.2020-30.06.2021	Program Boards Program Boards	The pool of at least 8 industry representatives At least one industry guest speaker per two courses ratio
10.4	Increase the number of tutors	Recruit new tutors for research assignments, diploma theses	07.11.2020-30.08.2021	Human Resources	At least one tutor per three courses ratio
11.1	Strengthen the Office of Career	Employ two staff members who have background from	07.11.2020-30.06.2021	Human Resources	The finalization of contracts by

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	and Employment Guidance	construction industry or construction industry links			01.10.2021
12.1	Develop the skills of graduates that bring the better earnings increase	Conduct a survey with industry with emphasis on the skills that bring earning increase Upon survey, review course learning outcomes	07.11.2020- 30.03.2021 01.04.2021- 30.07.2021	QA Office All staff	Skills integrated to learning outcomes by 01.09.2021
12.2	Develop leadership and transferable skills of graduates that boost business performance of private sector	Conduct a survey with industry with emphasis on the skills that boost performance of the businesses Upon survey, review course learning outcomes Integrate identified transferable skills to Interdisciplinary Activity	07.11.2020- 30.03.2021 01.04.2021- 30.07.2021 01.08.2021- 01.10.2021	QA Office All staff Curriculum Committee	Skills integrated to learning outcomes by 01.07.2021 Transferable skills integrated to Interdisciplinary Activity by 01.09.2021



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Approved by:

Quality Commission on 11.11.2020

Dr. Islam Hasani _____

Dr. Hazer Dana _____

Dr. Veli Lecaj _____

Viola Brahusi, Student representative _____

Taulant Blakaj, Student representative _____

Gent Sejdiu, Industry representative _____

Andi Belegu, Alumni representative _____