

Spring 2020 Planning and Evaluation Retreat Report

Key Performance Indicators: Institution-Set Standards, Aspirational Targets, and CCCCCO Vision for Success Goals

Recommended by the Institutional Effectiveness Council May 11, 2020

Presented to College Council May 12, 2020

Spring 2020 Retreat Outcomes Summary:

- On April 17, 2020, a total of 56 individuals participated in the annual Planning and Evaluation Retreat, which was facilitated by the Institutional Effectiveness Council and Institutional Effectiveness, Success, and Equity Office via Zoom
- Participants joined breakout groups to discuss the College's performance related to its four strategic priorities in light of previously-established performance standards and targets
- Participants made recommendations regarding the following:
 - Performance standards
 - Performance targets
 - Activities for the College to prioritize for 2020-21 in areas where the College is not meeting the standard
- The Institutional Effectiveness Council reviewed these recommendations and is now providing the recommendations on each of the above areas
 - Notes from the breakout sessions are linked at the bottom of each strategic priority's KPI summary

In light of the feedback received at the Spring 2020 Planning and Evaluation Retreat and the College's current levels of performance, the Institutional Effectiveness Council recommends the following activities as college-wide priorities for 2020-21 related to each strategic priority (in order of importance within each strategic priority):

- **Acceleration**
 - Expand focus on equity through intentional cross-departmental coordination, professional development, inquiry, and improvement
- **Guided Student Pathways: Career**
 - Build certificates that can be achieved fully online
 - Promote career education programs that match the labor market needs for our region
 - Conduct certificate audits
- **Guided Student Pathways: Completion**
 - Expand early career exploration and planning
 - Expand work-based learning opportunities
 - Expand program maps to include general education recommendations for associate degrees and ensure student access to these maps
- **Student Validation and Engagement**
 - Expand equity-minded professional development opportunities and emphasize respecting and empowering the whole student

- Expand marketing and promotion of the new Career Center and its services
- Increase the connections between the courses students take and their career goals
- **Organizational Health**
 - Simplify and streamline applications/admissions and registration processes
 - Prepare to offer more online courses to meet student demand and environmental requirements
 - Optimize course scheduling in collaboration with Grossmont College to meet student needs

Acceleration - Basic Skills										
	Key Performance Indicator	Current Data	2019 Standard	2020 Standard (Group 1)	2020 Standard (Group 2)	2020 Standard (IEC)	2019 Target	2020 Target (Group 1)	2020 Target (Group 2)	2020 Target (IEC)
1	First-Time Students' One-Year Math Throughput	66%	55%	Session 1 55% Session 2 65%	Session 1 & 2 60%	65%	65%	Session 1 65% Session 2 75%	Session 1 & 2 70%	70%
2	First-Time Students' One-Year English Throughput	70%	60%	Session 1 & 2 70%	Session 1 & 2 60%	70%	70%	Session 1 & 2 80%	Session 1 72% Session 2 70%	75%
3	First-Time Students' One-Year Math <u>and</u> English Throughput	62%	45%	Session 1 60% Session 2 55%	Session 1 55% Session 2 50%	60%	55%	Session 1 70% Session 2 72%	Session 1 65% Session 2 60%	65%
4	First-Time ESL Students' Three-Year English Throughput	16%	25%	Session 1 25% Session 2 16%	Session 1 & 2 25%	25%	35%	Session 1 35% Session 2 35%	Session 1 28% Session 2 35%	35%

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Group 1 Notes - ([session 1](#) & [session 2](#))

Group 2 Notes - ([session 1](#) & [session 2](#))

Guided Student Pathways: Career Education (CE)										
	Key Performance Indicator	Current Data	2019 Standard	2020 Standard (Group 1)	2020 Standard (Group 2)	2020 Standard (IEC)	2019 Target	2020 Target (Group 1)	2020 Target (Group 2)	2020 Target (IEC)
5	Number of Certificates Awarded (Duplicated)	199	200	Session 1 & 2 200	Session 1 & 2 200	200	250	Session 1 & 2 250	Session 1 & 2 250	250
6	Number of Certificate Graduates (Unduplicated)	176	170	Session 1 & 2 170	Session 1 176 Session 2 NR	170	200	Session 1 & 2 200	Session 1 & 2 200	200
7	Median Change in Earnings	52%*	50%	Session 1 & 2 50%	Session 1 & 2 50%	50%	55%	Session 1 & 2 55%	Session 1 & 2 55%	55%
8	Attained the Living Wage	36%*	35%	Session 1 NR Session 2 NR	Session 1 & 2 35%	35%	42%	Session 1 NR Session 2 NR	Session 1 & 2 42%	42%

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Group 1 - ([session 1](#) and [session 2](#))

Group 2 - ([session 1](#) and [session 2](#))

NR = No Response

Guided Student Pathways: Completion										
	Key Performance Indicator	Current Data	2019 Standard	2020 Standard (Group 1)	2020 Standard (Group 2)	2020 Standard (IEC)	2019 Target	2020 Target (Group 1)	2020 Target (Group 2)	2020 Target (IEC)
9	Transfers to Four-Year Institutions	631	525	Session 1 & 2 525	Session 1 525 Session 2 575	550	565	Session 1 & 2 565	Session 1 565 Session 2 620	600
10	Number of Associate Degrees Awarded (Duplicated)	1,165	900	Session 1 900 Session 2 950	Session 1 900 Session 2 1000	1000	1,100	Session 1 1,100 Session 2 1,200	Session 1 1,100 Session 2 1,200	1150
11	Number of Associate Degree Graduates (Unduplicated)	743	620	Session 1 620 Session 2 Maybe = #?	Session 1 620 Session 2 700	700	760	Session 1 760 Session 2 Maybe = #?	Session 1 760 Session 2 775	760
12	Average Number of Units Accumulated by Associate Degree Earners	91*	88	Session 1 88 Session 2 NR	Session 1 & 2 88	88	79	Session 1 79 Session 2 NR	Session 1 & 2 79	79

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Group 1 - (Session 1 and [Session 2](#))

Group 2 - ([Session 1](#) and [Session 2](#))

NR = No Response

Student Validation & Engagement										
	Key Performance Indicator	Current Data	2019 Standard	2020 Standard (Group 1)	2020 Standard (Group 2)	2020 Standard (IEC)	2019 Target	2020 Target (Group 1)	2020 Target (Group 2)	2020 Target (IEC)
13	First-Time Students' Fall-to-Spring Persistence Rate in District	68%	70%	Session 1 & 2 70%	Session 1 & 2 68%	70%	75%	Session 1 NR Session 2 75%	Session 1 & 2 75%	75%
14	First-Time Students' Fall-to-Fall Persistence Rate in District	52%	54%	Session 1 & 2 54%	Session 1 & 2 52%	54%	60%	Session 1 NR Session 2 60%	Session 1 & 2 60%	60%
15	College-wide Course Success Rate	76%	75%	Session 1 75% Session 2 77%	Session 1 & 2 76%	75%	77%	Session 1 NR Session 2 80%	Session 1 78-80% Session 2 80%	77%
16	CCSSE: Percentage of Students Participating in Campus Activities	23%	18%	Session 1 & 2 20%	Session 1 20% Session 2 23%	20%	23%	Session 1 NR Session 2 25%	Session 1 & 2 25%	23%
17	CCSSE: Percentage of Students Indicating the College Emphasizes Providing Support for Student Success	81%	75%	Session 1 78% Session 2 80%	Session 1 80% Session 2 81%	80%	85%	Session 1 NR Session 2 85%	Session 1 85% Session 2 87%	85%

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Group 1 - ([Session 1](#) and [Session 2](#))

Group 2 - ([Session 1](#) and [Session 2](#))

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Organizational Health										
	Key Performance Indicator	Current Data	2019 Standard	2020 Standard (Group 1)	2020 Standard (Group 2)	2020 Standard (IEC)	2019 Target	2020 Target (Group 1)	2020 Target (Group 2)	2020 Target (IEC)
18	Enrollment Rate	46%*	46%	Session 1 & 2 46%	Session 1 & 2 46%	46%	52%	Session 1 & 2 52%	Session 1 & 2 52%	52%
19	Earned WSCH/Total FTEF	430	460	Session 1 & 2 460	Session 1 & 2 460	460	525	Session 1 & 2 525	Session 1 & 2 525	525
20	Fill Rate	72%	75%	Session 1 & 2 75%	Session 1 & 2 75%	75%	80%	Session 1 & 2 80%	Session 1 & 2 80%	80%
21	FT Load/Total FTEF	34%	30%	Session 1 NR Session 2 30%	Session 1 30% Session 2 NR	30%	35%	Session 1 NR Session 2 35%	Session 1 35% Session 2 NR	35%

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Group 1 - ([session 1](#) & [session 2](#))

Group 2 - ([session 1](#) & [session 2](#))

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