

FALL PLANNING SUMMIT 2016

GOALS AND OBJECTIVES: REVIEW, CLARIFY AND AFFIRM

FRIDAY SEPTEMBER 23, 2016

DR. JEFF LAMB, DR. MARIO RIVAS, SAMANTHA KESSLER

<u>PCCD Strategic Goals</u>	<u>2016-2017 Merritt College Strategic Goals</u>
A: Advance Student Access, Equity, and Success	Create an environment of exceptional student access, equity and success.
B: Engage and Leverage Partners	Engage our community through respectful dialogue to create partnerships and opportunities for our students.
C: Build Programs of Distinction	Create and implement effective and innovative programs that meet the diverse needs of our community.
D: Strengthen Accountability, Innovation and Collaboration	Through collegial governance, support institutional communication, innovation and interdisciplinary collaboration.
E: Develop and Manage Resources to Advance Our Mission	Develop human, fiscal, and technological resources to advance and sustain our mission.

2015-2020 MERRITT COLLEGE EDUCATIONAL MASTER PLAN

Strategic Directions

- ❖ **Student Success** – The College will engage in integrated planning related to student success, student equity, distance education, foundation skills, career technical education and transfer curriculum.
- ❖ **Partnerships** – The College will enhance, pursue and increase partnerships with educational, nonprofit and community employers to enhance and create viable and timely programs.
- ❖ **Non-Credit to Credit Pathways** – The College will increase noncredit pathways leading to credit programs for native and nonnative English speakers focused on developing self-advocacy, civic engagement and self-sufficiency.
- ❖ **Engagement and College Culture** – The College will implement strategies to increase student, faculty and staff equity and engagement and will create a culture of inclusiveness that demonstrates value of diversity across the campus.
- ❖ **Institutional Stability** – The College will utilize data driven decision making based on learning assessments in the Integrated Planning and Budget Model to advocate for adequate human, technological, facility and fiscal resources to support successful achievement of the Educational Master Plan strategic initiatives.

2016-2017

Reflecting on accomplishments of 2015-2016...

Using Strategic Goals and Strategic Directions to focus on the road ahead....



5 MINUTE TABLE DISCUSSION

Are the PCCD Strategic Goals clear?

Are the Merritt College Strategic Goals clear?

Are the Ed Master Plan Strategic Directions clear?

What questions do you have?

2015-2016 OBJECTIVES

Increase recruitment, retention and success of male students (particularly African American and Latino males) by 2% (FY 12-13 Base Year)

Increase overall student retention by 25%

100% of all new students will have a Student Education Plan (SEP)

Develop specific programs to meet the needs of (a) community engagement, (b) community partnerships, and (c) opportunities for student, including available resources.

Evaluate existing and proposed programs to ascertain effectiveness in meeting transfer, workforce development, and basic skills priorities.

Select and prioritize programmatic areas for continued development and innovation.

Conduct 6 "pre-assessment" Workshops serving 120 students

Implement modulized curriculum in pilot program; assess program success; and scale to serve 5 programs.

Identify, develop, submit and secure 3 grants (\$1M) to advance and institutionalize learning communities at Merritt.

Develop and sustain 15 integrated learning projects across disciplines, programs and departments.

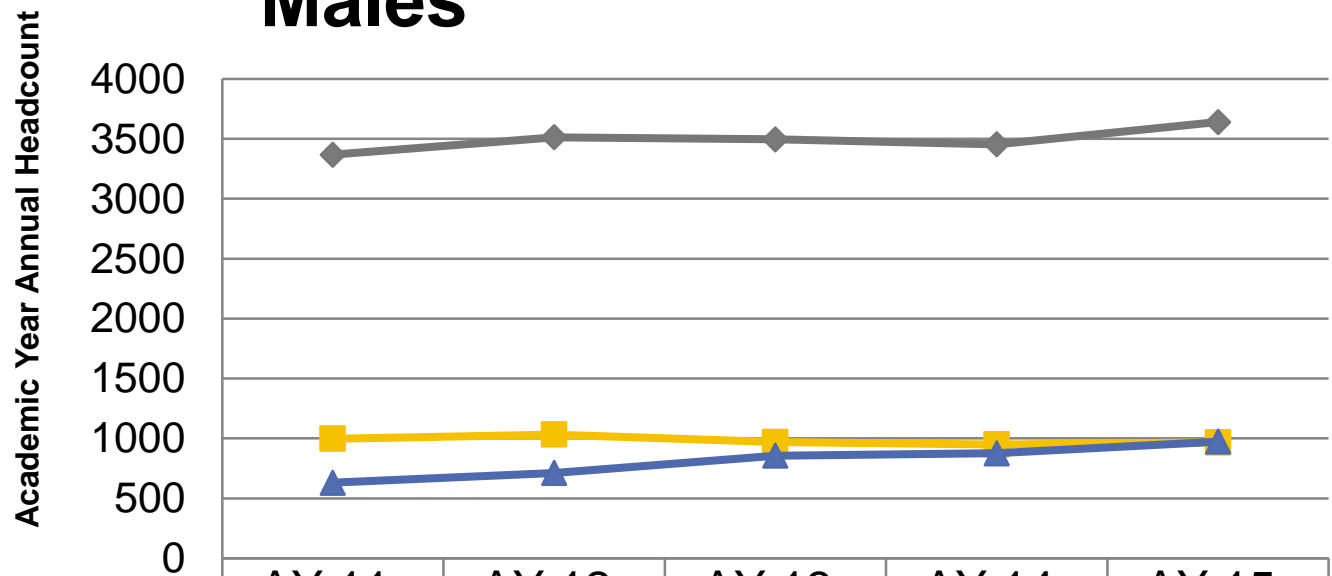
Organize an all-campus book club ("Merritt Reads") with students and faculty reading and discussing common books on student success and strategies.

Plan and implement a holistic, integrated project among Allied Health programs, including EMT, Radiologic Sciences, Nursing, and Dietetics and Nutrition

Develop and implement ongoing staff development for classified staff on departmental operations and functions in the following areas: (a) instructional divisions, A&R, Financial Aid, Counseling, Offices of Instruction, Student Services, and Business and Administrative Services to promote cohesiveness, effectiveness, timeliness, and improved delivery of services.

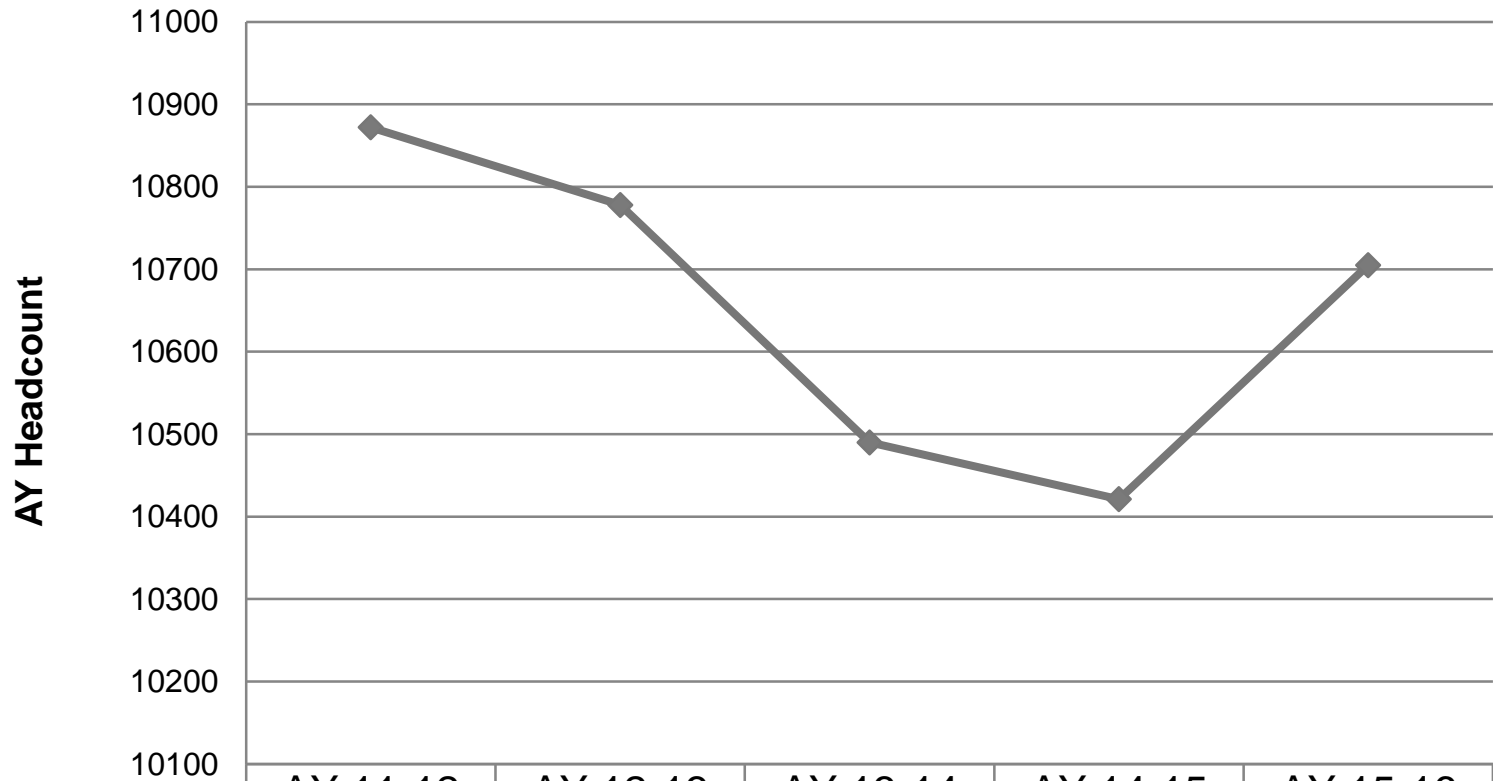
OBJECTIVE 1: INCREASE RECRUITMENT, RETENTION AND SUCCESS OF MALE STUDENTS (PARTICULARLY AFRICAN AMERICAN AND LATINO MALES) BY 2% (FY 12-13 BASE YEAR)

Access: African American and Latino Males



	AY 11-12	AY 12-13	AY 13-14	AY 14-15	AY 15-16
◆ Males Total	3367	3513	3495	3454	3640
■ African American Males	998	1032	970	950	967
▲ Hispanic/Latino Males	630	712	856	876	974

Total Headcount: All Students



◆ Total: All students

AY 11-12

AY 12-13

AY 13-14

AY 14-15

AY 15-16

10872

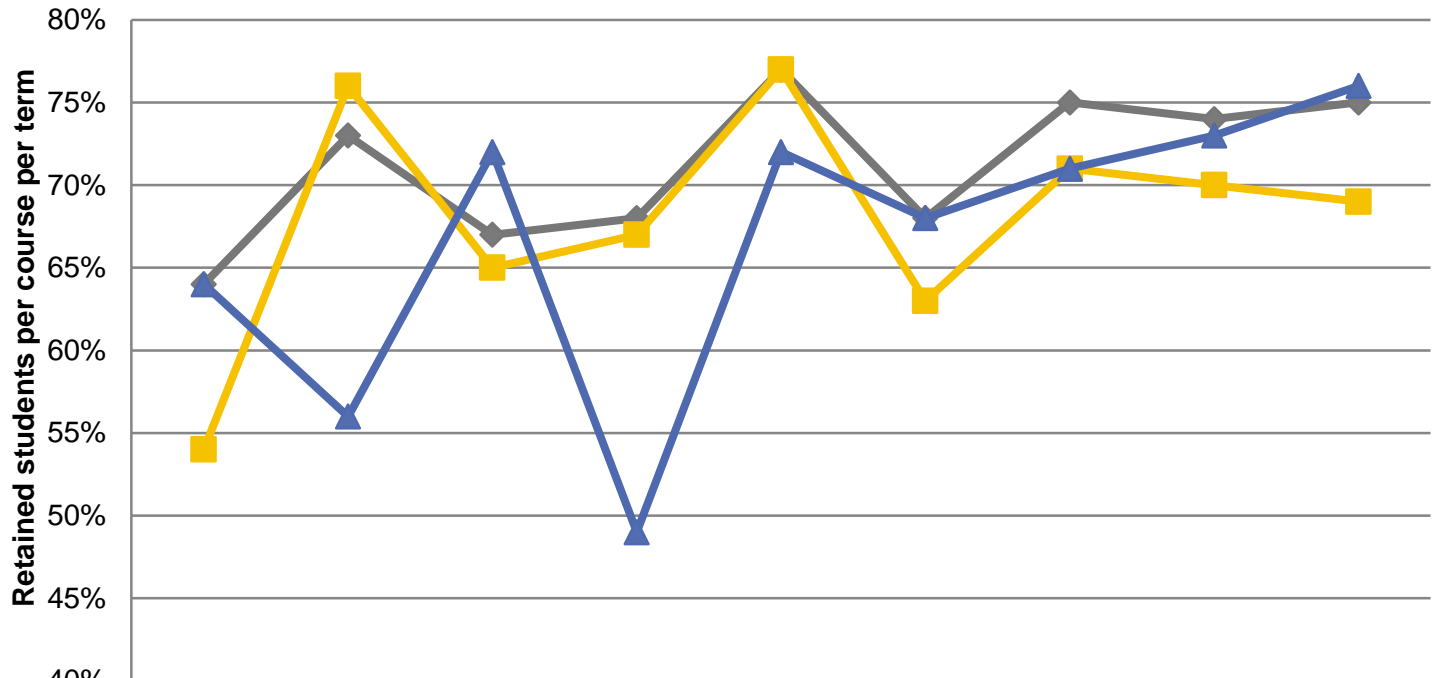
10778

10490

10421

10705

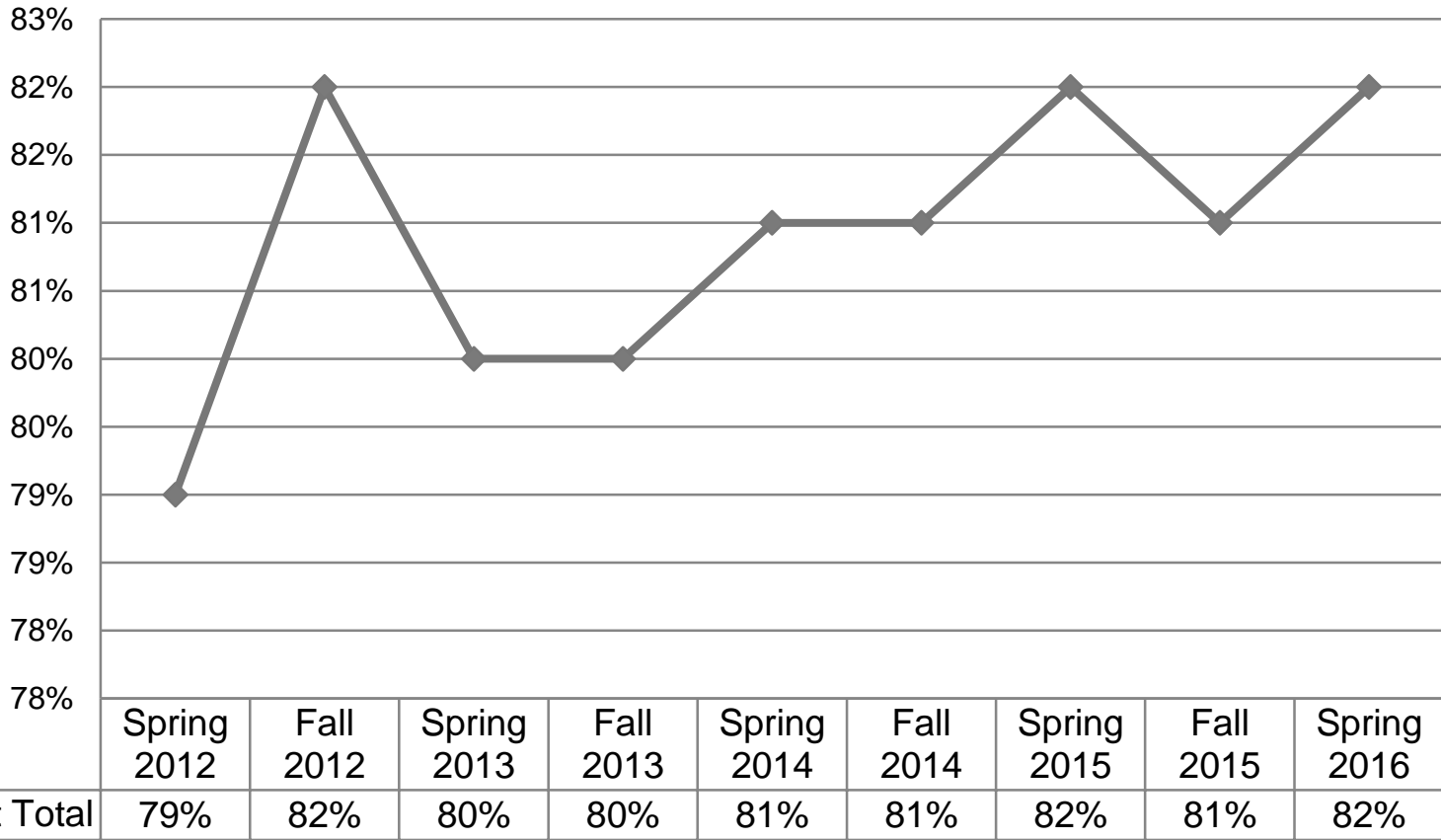
Course Retention: African American and Latino Males



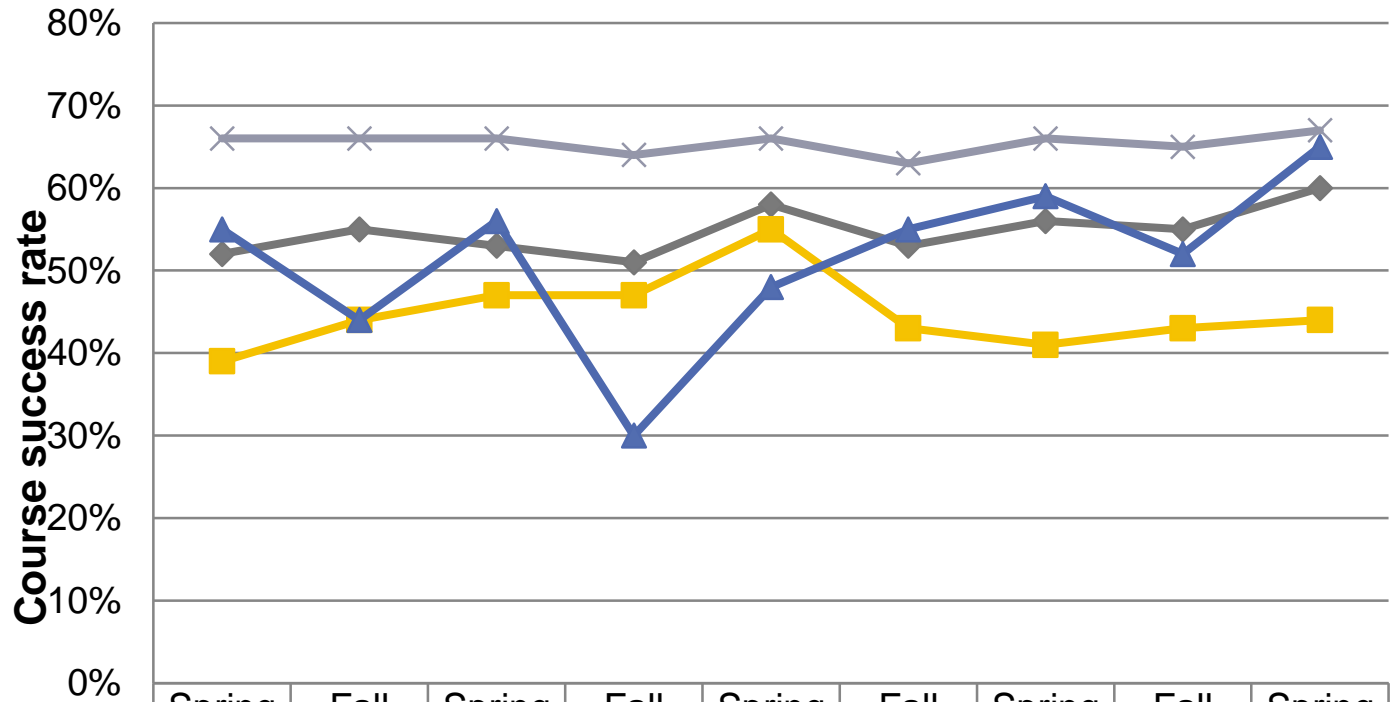
	Spring 2012	Fall 2012	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015	Fall 2015	Spring 2016
◆ Males Total	64%	73%	67%	68%	77%	68%	75%	74%	75%
■ African American Males	54%	76%	65%	67%	77%	63%	71%	70%	69%
▲ Hispanic-Latino Males	64%	56%	72%	49%	72%	68%	71%	73%	76%

Course Retention All Students

Retained Students By Course by Term



Course Completion (Success) Rate



	Spring 2012	Fall 2012	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015	Fall 2015	Spring 2016
◆ Males Total	52%	55%	53%	51%	58%	53%	56%	55%	60%
■ African American Males	39%	44%	47%	47%	55%	43%	41%	43%	44%
▲ Hispanic-Latino Males	55%	44%	56%	30%	48%	55%	59%	52%	65%
× Merrit Total	66%	66%	66%	64%	66%	63%	66%	65%	67%

2015-2016

OBJECTIVES

100% of all new students will have a Student Education Plan (SEP).

This should be 100% since it is a requirement for enrollment. Not sure where to verify this.

Organize an all-campus book club ("Merritt Reads") with students and faculty reading and discussing common books on student success and strategies.

Taskforce and meetings initiated.

Plan and implement a holistic, integrated project among Allied Health programs, including EMT, Radiologic Sciences, Nursing, and Dietetics and Nutrition.

Healthcare Bridge Summer Program in summer 16 that had an introductory course to introduce students to a wide variety of our Allied Health programs/pathways. (Survey administered - 😊)

Develop and implement ongoing staff development for classified staff on departmental operations and functions in the following areas: (a) instructional divisions, A&R, Financial Aid, Counseling, Offices of Instruction, Student Services, and Business and Administrative Services to promote cohesiveness, effectiveness, timeliness, and improved delivery of services.

Student services hosted 2 customer services workshops, within the student services council, A&R, and FA unit meetings, customer services was a standing topic and discussions held on dealing with difficult students.

5 MINUTE TABLE DISCUSSION

What challenges do we see regarding our planning?

Questions about the data?

CHALLENGES

- **Not all objectives had a clear or accurate measure.**

Increase overall student retention by 25%

Identify, develop, submit and secure 3 grants (\$1M) to advance and institutionalize learning communities at Merritt.

- **There were many objectives. (13!)**
- **No clear plan for objective/activity completion and evaluation.**

Plan and implement a holistic, integrated project among Allied Health programs, including EMT, Radiologic Sciences, Nursing, and Dietetics and Nutrition

OPPORTUNITIES

- **2015-2016 objectives to carry forward to increase our success**
- **Refined directions under the 2015-2020 Educational Master Plan**
- **Be specific about assessment methods and timelines for our objectives (EMP workgroups started this)**
- **Prioritize and focus objectives for 2016-2017: measures, responsible parties and evaluation methods**

WORKGROUPS

- **Look at the EMP workgroup goals (will become our objectives for 2015-2016)**
- **Prioritize 2 objectives per area (existing, new or revised)**
- **Clarify to make sure objectives are measurable**
- **Collect information from groups**
- **Reviewed by CEMPC**
 - Update at January Flex
- **Post on website and communicate via email**

PCCD Strategic Goal: Advance Student Access, Equity, and Success

Merritt Strategic Goal:

Educational Master Plan Strategy One: Student Success

Objective:	Action Items	Expected Outcomes (measure)	Completion Date	Budget Impact
Objective:				

INSTITUTION-SET STANDARDS AND INSTITUTIONAL EFFECTIVENESS GOALS

ADJUSTING THE BAR

FALL PLANNING SUMMIT 2016

FRIDAY SEPTEMBER 23, 2016

SAMANTHA KESSLER

STANDARDS AND GOALS

WHAT IS A *STANDARD*?

An idea or thing used as a measure, norm or model in comparative evaluations

Synonyms: normal, usual, typical, set, fixed

WHAT IS A *GOAL*?

The object of a person's ambition or effort

An aim or desired result

Synonyms: aim, target, aspiration, wish, dream, hope

MERRITT COLLEGE STUDENTS



INSTITUTION-SET STANDARDS

INSTITUTION-SET STANDARDS

Department of Ed Recommendation to ACCJC

- When evaluating institutions for accreditation, institution-set standards must be used to assess success and performance with respect to student achievement.

Reported via ACCJC Annual Report (March 2016)

- Number of Degrees
- Number of Certificates
- Number of Transfers
- Fall to Fall Persistence (campus level retention)
- Course Completion Rate (Success Rate)



Performance Measure	Definition of Measure	Minimum Standard
1. Course completion (<i>Success Rate</i>)	Term percentage of credit course enrollment where the student receives a grade of "C" or better.	67%
2. Student Retention (<i>Fall to Fall Persistence</i>)	Term percentage of students who are enrolled on or after census date in the fall term of the subsequent academic year.	44%
3. Associate Degree Completion	Number of degrees earned in an Academic year.	312
4. Certificate Completion	Number of certificates earned in an Academic year.	222
5. Transfer to 4 Year Institution	Number of first-time College students tracked over 6 years who transfer.	175

INSTITUTIONAL EFFECTIVENESS GOALS

**California Community
College Chancellor's
office helping Colleges
measure and evaluate
institutional
effectiveness**

**Reported via IE
Framework of Indicators
Report (June 2016)**

Scorecard data

**Report out and establish
short and long term
goals**

- Remedial Rate Math and English





2016 Merritt College Student Success Scorecard

Cohort Tracked for Six Years Through 2014-2015	Completion			Persistence			30 Units			Remedial			Career Technical Education
	Prepared	Unprepared	Overall	Prepared	Unprepared	Overall	Prepared	Unprepared	Overall	Math	English	ESL	
Cohort	52.6%	31.1%	33.8%	64.9%	64.9%	64.9%	77.2%	57.0%	59.0%	28.0%	28.3%	1.4%	39.7%
Female	63.3%	31.9%	35.5%	66.7%	66.4%	66.4%	76.7%	56.3%	58.0%	28.9%	30.5%	2.7%	43.0%
Male	50.0%	29.2%	31.8%	72.7%	59.1%	60.8%	86.4%	54.5%	58.5%	27.5%	22.4%	0.0%	38.5%
Under 20 years old	63.3%	27.3%	31.1%	66.7%	62.1%	62.6%	86.7%	53.1%	56.6%	28.7%	30.3%	0.0%	44.4%
20 to 24 years old	42.9%	37.0%	38.3%	57.1%	50.0%	51.7%	71.4%	43.5%	50.0%	26.7%	21.2%	0.0%	46.3%
25 to 39 years old	62.5%	36.5%	40.0%	87.5%	73.1%	75.0%	87.5%	67.3%	70.0%	31.1%	32.1%	1.9%	38.9%
40 or more years old	0.0%	39.2%	35.7%	40.0%	84.3%	80.4%	20.0%	78.4%	73.2%	21.7%	30.1%	1.7%	34.6%
African-American	50.0%	31.0%	32.2%	50.0%	60.7%	60.0%	50.0%	48.8%	48.9%	20.2%	21.1%	0.0%	43.6%
American Indian/Alaska Native	N/A	100.0%	100.0%	N/A	100.0%	100.0%	N/A	100.0%	100.0%	20.0%	50.0%	N/A	33.3%
Asian	80.0%	38.5%	50.0%	60.0%	69.2%	66.7%	80.0%	69.2%	72.2%	36.4%	47.8%	0.0%	52.4%
Filipino	N/A	60.0%	60.0%	N/A	60.0%	60.0%	N/A	60.0%	60.0%	27.8%	57.1%	N/A	47.8%
Hispanic	0.0%	20.9%	20.0%	100.0%	60.5%	62.2%	100.0%	67.4%	68.9%	29.4%	37.7%	2.9%	40.7%
Pacific Islander	N/A	25.0%	25.0%	N/A	75.0%	75.0%	N/A	50.0%	50.0%	33.3%	33.3%	N/A	25.0%
White	70.0%	35.3%	48.1%	70.0%	70.6%	70.4%	80.0%	82.4%	81.5%	39.0%	20.0%	0.0%	36.4%

NEXT STEPS

Evaluating and reaffirming the ISS and Goals.

Working to improve institutional effectiveness

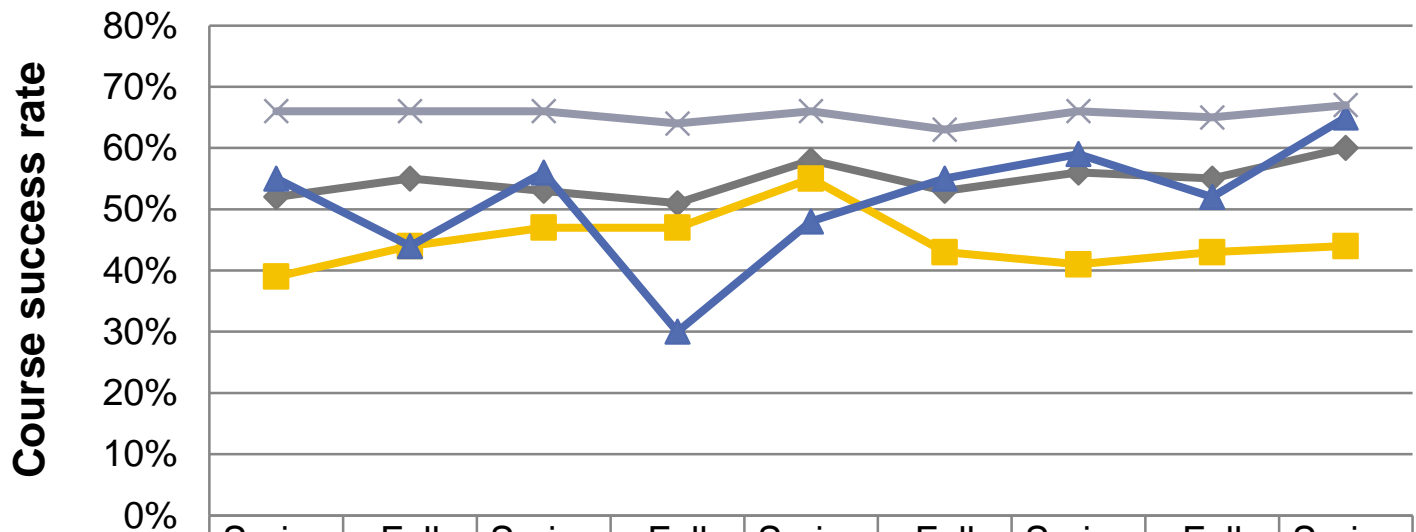
IEPI (Institutional Effectiveness Partnership Initiative) Grant

Focus areas:

- *Integrated Planning and Budgeting (Program Review and Annual Program Update Processes)*
- *Outcomes Assessment*
- *Institution-Set Standards*
- *Shared Governance and Campus Communication*

EXAMPLE: COURSE COMPLETION (SUCCESS RATE)

Course Completion (Success) Rate



	Spring 2012	Fall 2012	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015	Fall 2015	Spring 2016
◆ Males Total	52%	55%	53%	51%	58%	53%	56%	55%	60%
■ African American Males	39%	44%	47%	47%	55%	43%	41%	43%	44%
▲ Hispanic-Latino Males	55%	44%	56%	30%	48%	55%	59%	52%	65%
× Merrit Total	66%	66%	66%	64%	66%	63%	66%	65%	67%