

SAN DIEGO MESA COLLEGE

Assessing Our Progress

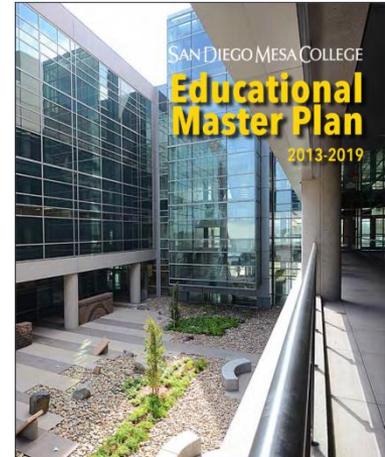


President's Cabinet Retreat – Spring 2016

April 29, 2016
Bri Hays, Campus Based Researcher

College Planning Timeline

- **April 2013:** Research Begins for Educational Master Plan
- **October 2013:** Educational Master Plan Compilation
- **February-April 2014:** Campus/Community Forums
- **August 2014:** Educational Master Plan Completed



College Planning Timeline (Continued)

- **November 2014-February 2015:** Metrics proposed for strategic goals
- **May 2015:** IEPI short-term and long-term goals identified
- **June 2015:** IEPI goals reported
- **October-November 2015:** Institution-Set Standards Revised
- **April 2016:** Evaluation of progress toward goals and against standards



What Did We Say We Wanted to Achieve as a College?

*Deliver, advance, and support an **inclusive teaching and learning** environment that enables all students to achieve their educational goals*

Support **innovation** in our practices.

Build and sustain a **sense of community** that extends across campus and constituencies, nurturing collaboration, learning, growth, and diversity

Support **personal growth and professional development** of our employees.

Build and sustain **pathways** in support of the **comprehensive community college** mission

Serve as **stewards of our resources** and advance effective practices in support of accountability.

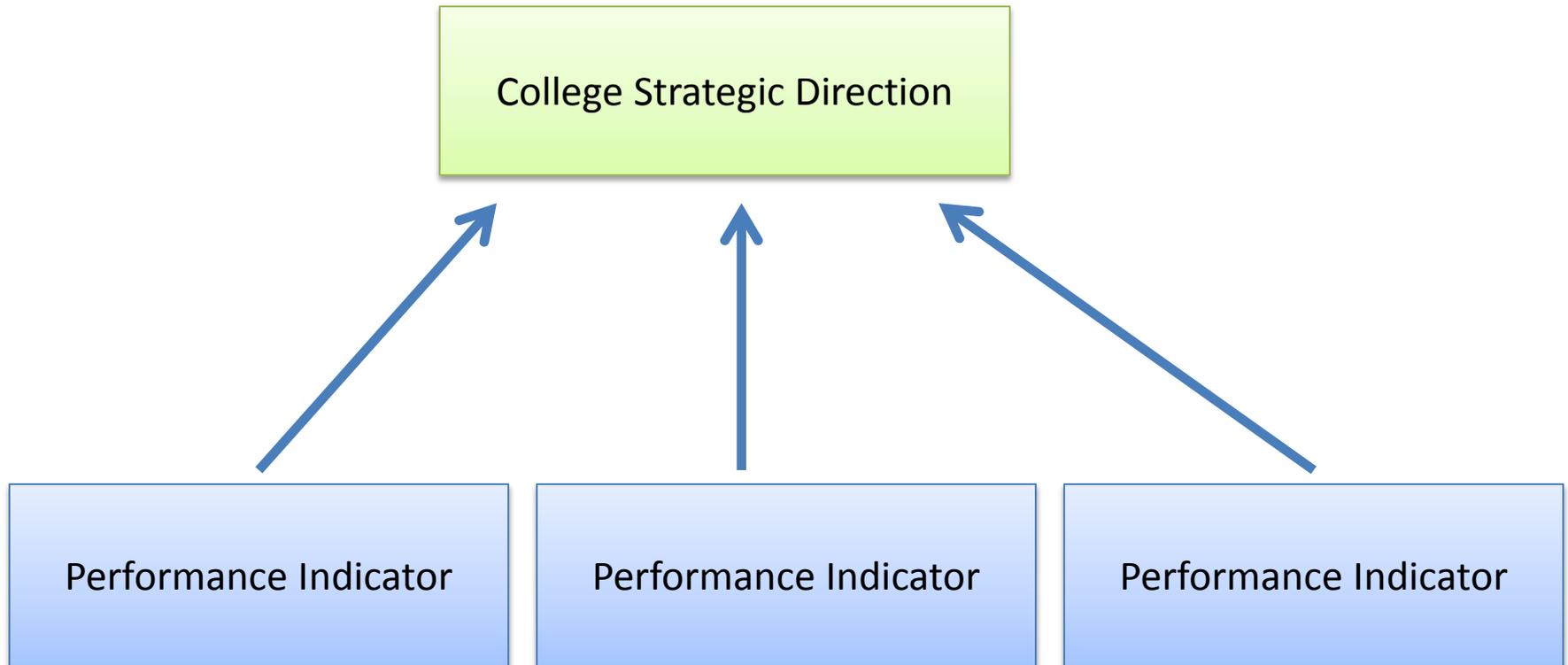
Goals for This Morning

- Evaluate the College's performance on core indicators of effectiveness
- Re-assess our standards and aspirational goals
- Identify any gaps between initiatives and performance in relation to goals

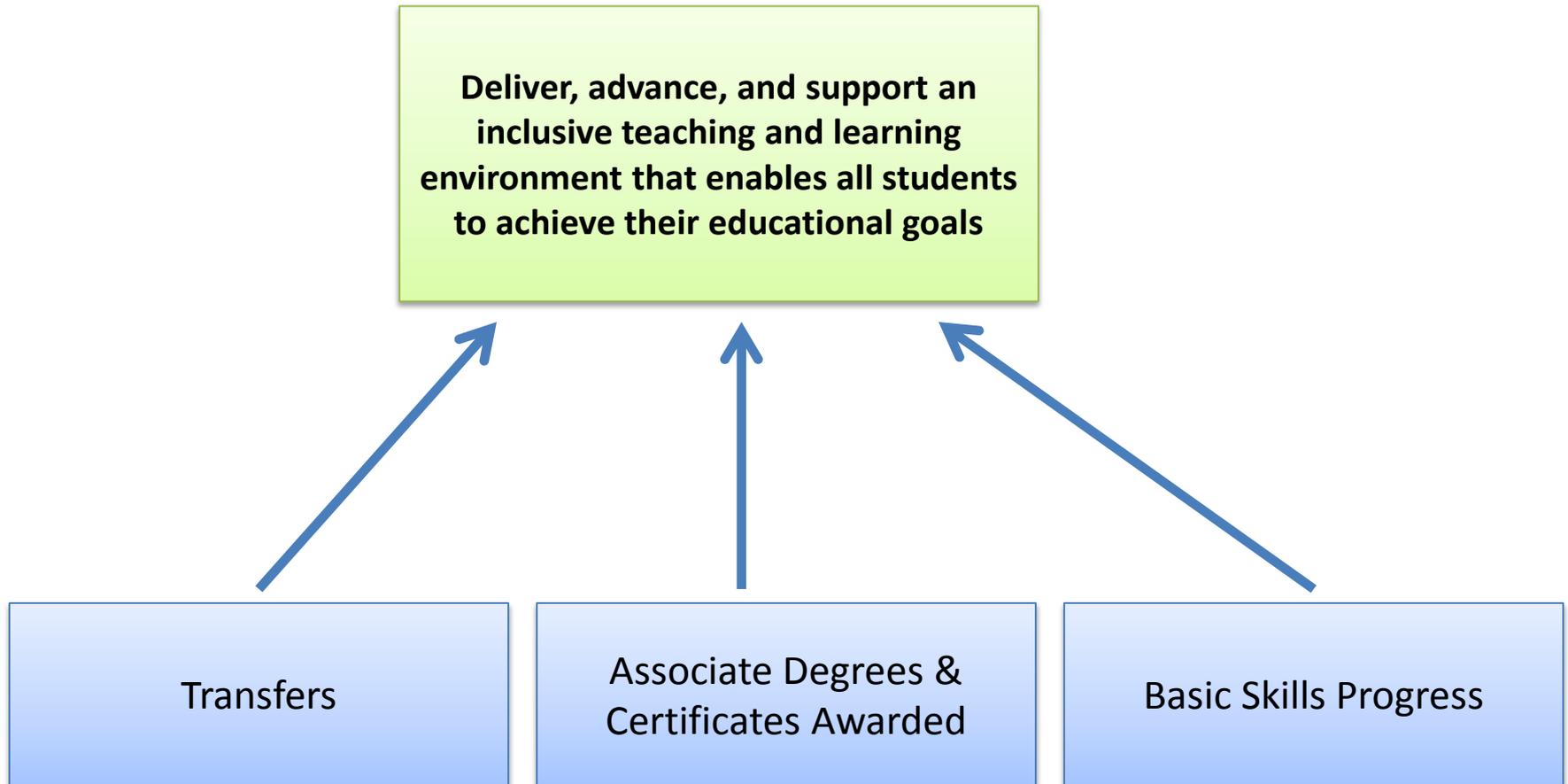
Where is the work happening to reach these goals?



How will we know when we reach our goals?



Mapping Our Performance Indicators



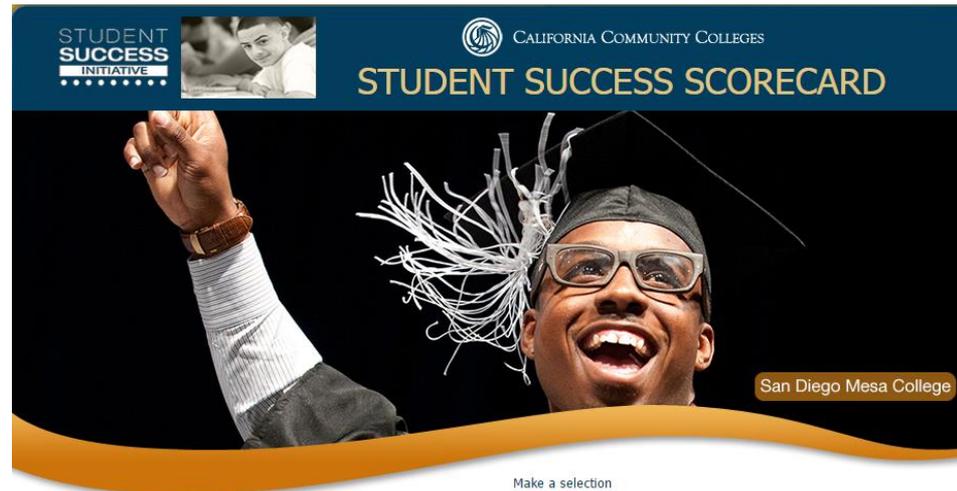
Mesa's Key Performance Indicators

San Diego Mesa College Performance Indicators for Strategic Directions, Goals, and Objectives
2014-2015

Indicator Number	Goal Align.	Indicator/Metric	Data Source (Links Where Applicable)	IE Dashboard	ACCJC Annual Report	Institution-Set Standard	Aspirational Goal
<i>Strategic Direction 1: Deliver, advance, and support an inclusive teaching and learning environment that enables all students to achieve their educational goals.</i>							
1	1.1.1	Transfer Rate	SDCCD Transfer Report	✓			
2	1.1.1	Transfer Volume	SDCCD Transfer Report	✓	✓		
3	1.1.1	Transfer-Prepared Rate	Data on Demand/MIS Data	✓			
4	1.1.2	CTE Course Success Rate	SDCCD Information System	✓			
5	1.1.2	CTE Rate	CCCCO Student Success Scorecard	✓			
6	1.1.2	Licensure Exam Pass Rates (Average)	Internal Program Records	✓			
7	1.1.2	Employment Rates for CTE Programs	Internal Program Records; CTE Launchboard	✓			
8	1.1.3	Basic Skills Math Course Success Rates	Mesa College Basic Skills Report	✓			
9	1.1.3	Basic Skills English Course Success Rates	Mesa College Basic Skills Report	✓			
10	1.1.3	Remedial Rate (Improvement)	CCCCO Student Success Scorecard	✓			
11	1.1.4	Percentage of Community Members Providing Favorable Ratings of Mesa Course Offerings	Community Survey				
12	1.2.1	Feeder High School Enrollment Rate	SDCCD High School Pipeline Report	✓			
13	1.2.1	Number of Outreach Workshops for K-12 and CE	Internal Records - Outreach and Instructional Programs	✓			
14	1.2.2	College-Wide Fall Fill Rate	SDCCD Fact Book	✓			
15	1.2.2	College-Wide Spring Fill Rate	SDCCD Fact Book	✓			
16	1.2.2	Number of General Education Courses Offered Online	SDCCD Information System; CurricuNet	✓	✓		
17	1.2.2	Number of Programs Offered Completely Online	SDCCD Information System; CurricuNet	✓	✓		
18	1.3.1	College-Wide Success Rate	SDCCD Fact Book	✓	✓		
19	1.3.1	College-Wide Retention Rate	SDCCD Fact Book	✓			

Meanwhile, at the state level . . .

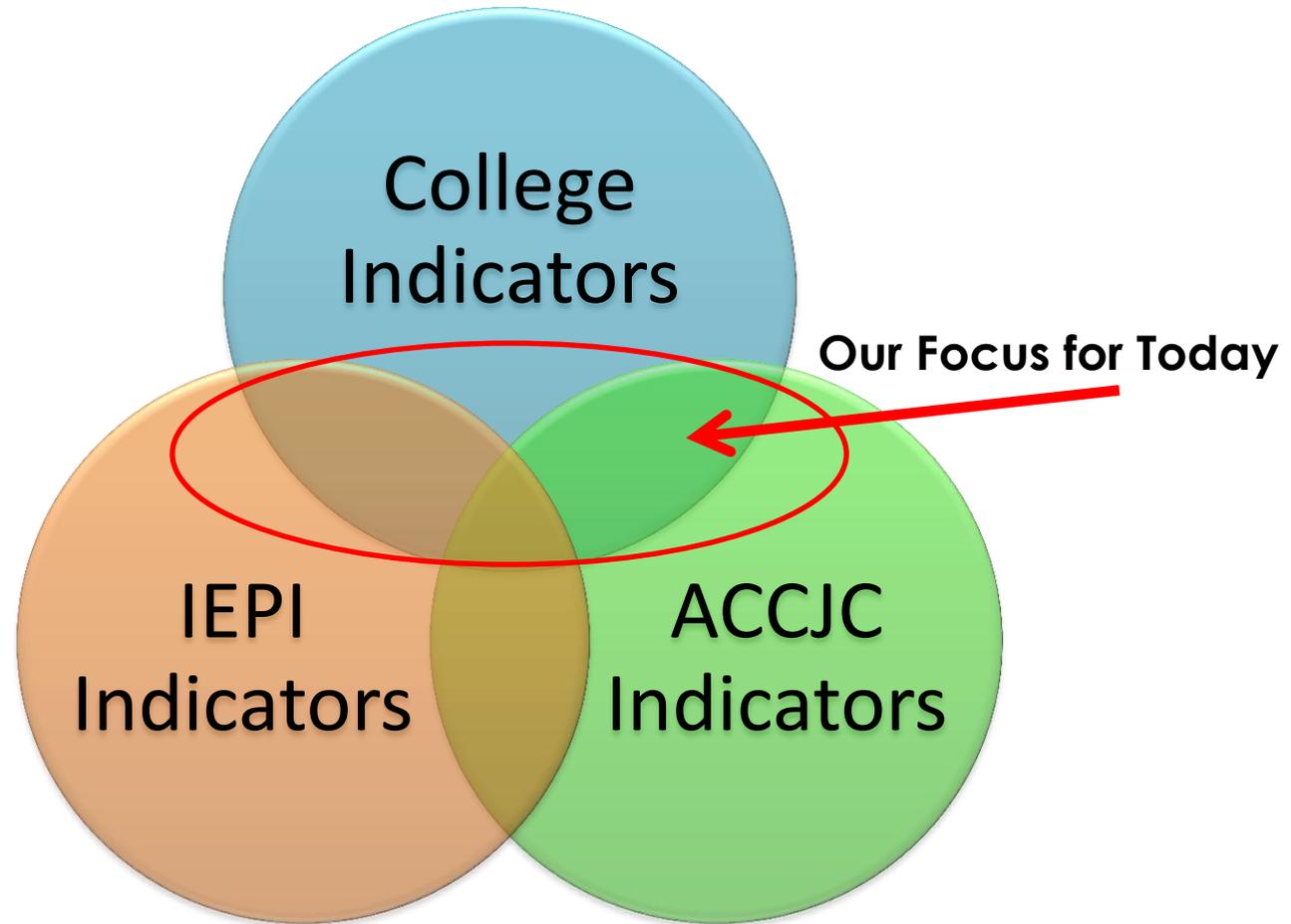
- The Institutional Effectiveness Partnership Initiative launched in late 2014
- In June 2015, all colleges were required to set short-term and long-term aspirational goals for core indicators of institutional effectiveness



Student Success Scorecard

In its commitment to increase transfer and degree and certificate attainment, the California Community Colleges Board of Governors has established a performance measurement system that tracks student success at all 113 community colleges.

How Do Our Indicators Relate to These Other Core Indicators?



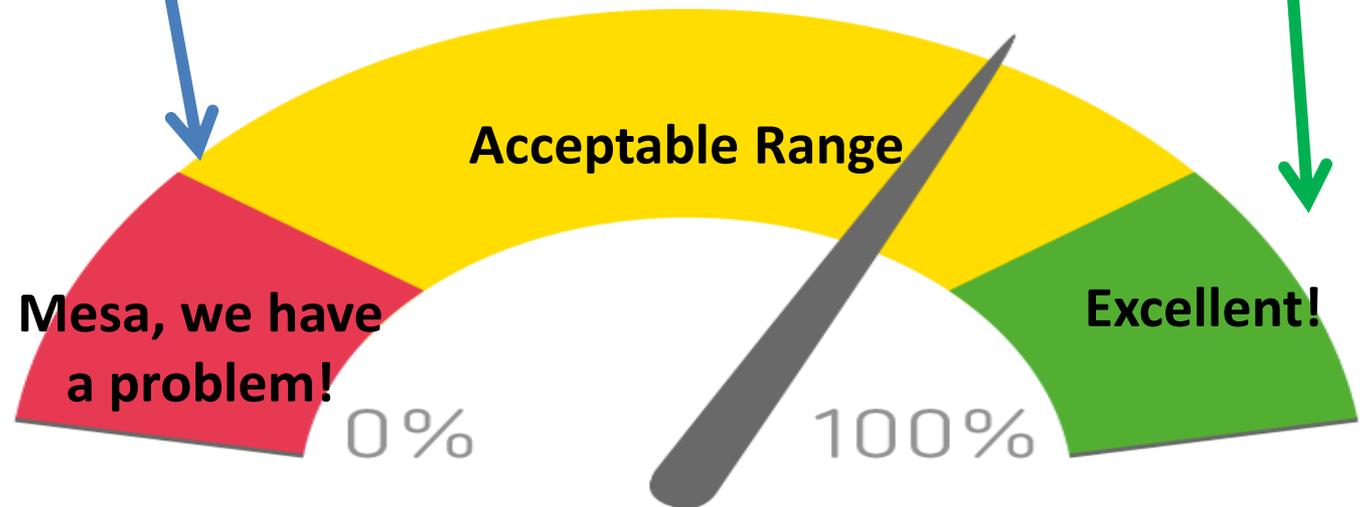
Standards versus Goals

- Standard = Floor
- Goal = Aspirational

Shoot for
the **moon**
Even if you
miss, you'll
land among
the **stars**

Standard

Goal



Your Toolbox for Today

- M-Dash (Mesa Key Performance Indicator Dashboard)
- Group packet with historical and current data on core indicators
- Discussion questions
- College goals
- Cohort tracking timeline



Introduction to M-Dash

San Diego Mesa College Core Indicators of Effectiveness 2015/16
Presented at President's Cabinet Retreat - April 29, 2016

Number	Indicator/Metric	2012	2013	2014	2015	2016	Average	Minimum	Maximum	Institution Set Standard	Short-Term Goal	Long-Term Goal	Metric Across Years
1	Completion Rate: Overall*	60.9%	62.2%	61.0%	58.0%	52.9%	59.0%	52.9%	62.2%	--	61.9%	63.9%	
2	Completion Rate: Prepared*	72.8%	73.2%	75.6%	73.1%	71.8%	73.3%	71.8%	75.6%	--	78.2%	80.2%	
3	Completion Rate: Unprepared*	53.9%	55.7%	53.0%	49.8%	46.1%	51.7%	46.1%	55.7%	--	52.5%	54.5%	
4	30 Units Attainment Rate	60.2%	59.6%	58.6%	60.3%	63.1%	60.4%	58.6%	63.1%	--	65.3%	70.3%	
5	First-Time Student Annual Persistence - In-District	46.4%	50.9%	52.9%	51.1%	51.1%	50.5%	46.4%	52.9%	53.0%	--	--	
6	First-Time Student Annual Persistence - Across CCC System	77.0%	77.5%	75.3%	76.0%	76.2%	76.4%	75.3%	77.5%	--	81.0%	86.0%	
7	Students Graduating with a Degree or Certificate (Unduplicated)	1,057	1,188	1,121	1,142	1,606	1,223	1,057	1,606	1200	--	--	
8	Students Graduating with an Associate Degree (Unduplicated)	877	1,044	971	988	1,470	1,070	877	1,470	1200	--	--	
9	Number of AA Degrees Awarded (Duplicated)	907	1,073	992	1,009	1,490	1,094	907	1,490	--	1,312 (+30%)	1,413 (+40%)	
10	Students Graduating with a Certificate (Unduplicated)	331	323	319	303	283	312	283	331	300	--	--	
11	Number of Certificates Awarded (CCCCO Approved; Duplicated)*	339	337	333	317	297	325	297	339	--	333 (+5%)	349 (+10%)	
12	Transfer Volume*	2,270	1,739	1,810	1,823	1,971	1,923	1,739	2,270	1900	--	--	
13	CTE Rate*	60.9%	59.7%	61.2%	55.8%	58.0%	59.1%	55.8%	61.2%	--	58.7%	62.7%	
14	Remedial English Rate (Improvement)*	47.0%	46.9%	52.0%	49.9%	51.1%	49.4%	46.9%	52.0%	--	59.7%	59.7%	
15	Remedial Math Rate (Improvement)*	35.9%	34.0%	39.3%	32.4%	35.6%	35.4%	32.4%	39.3%	--	35.2%	40.2%	
16	Remedial ESL Rate (Improvement)*	29.9%	31.9%	27.4%	26.5%	25.8%	28.3%	25.8%	31.9%	--	29.6%	36.6%	
17	College-Wide Success Rate*	67.3%	69.7%	70.3%	69.9%	70.8%	69.6%	67.3%	70.8%	71.0%	72.0%	74.0%	

Legend:

Met Standard

Met Short-Term Goal

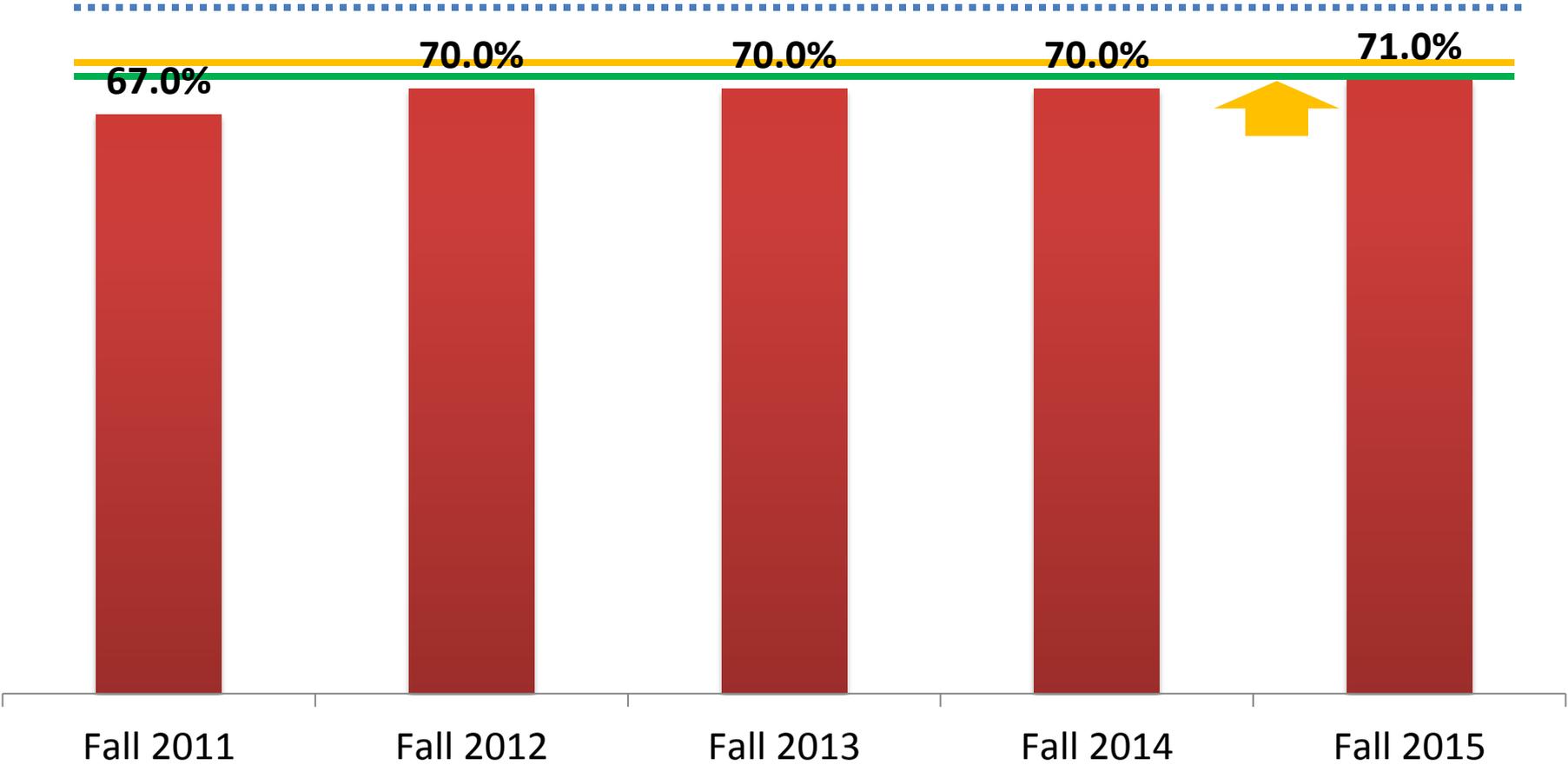
Met Long-Term Goal

Course Success Rate (Fall)

Long-Term Goal: 74.0%

Short-Term Goal: 72.0%

Institution-Set Standard 71%



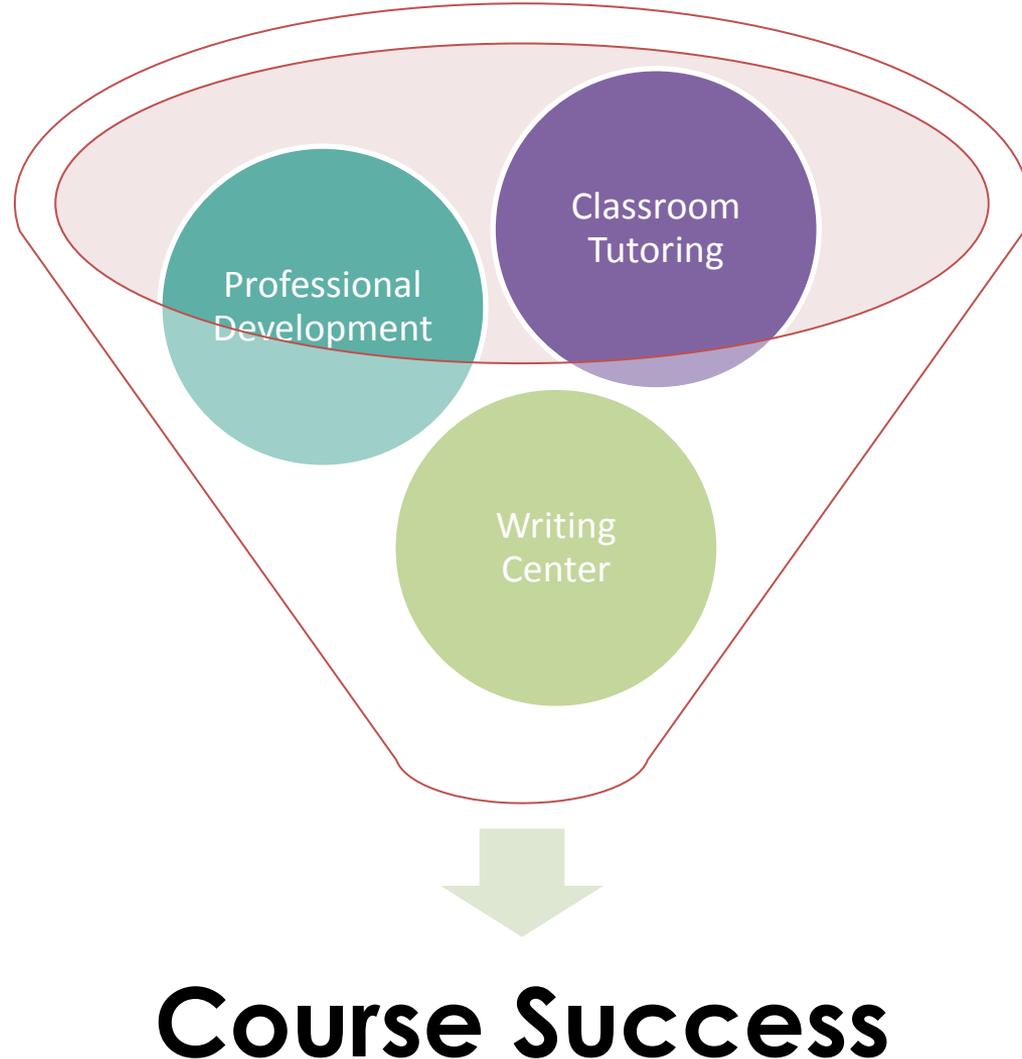
Questions for Consideration

We met our own standard for course success rate in Fall 2015 but we did not meet our 1-year goal

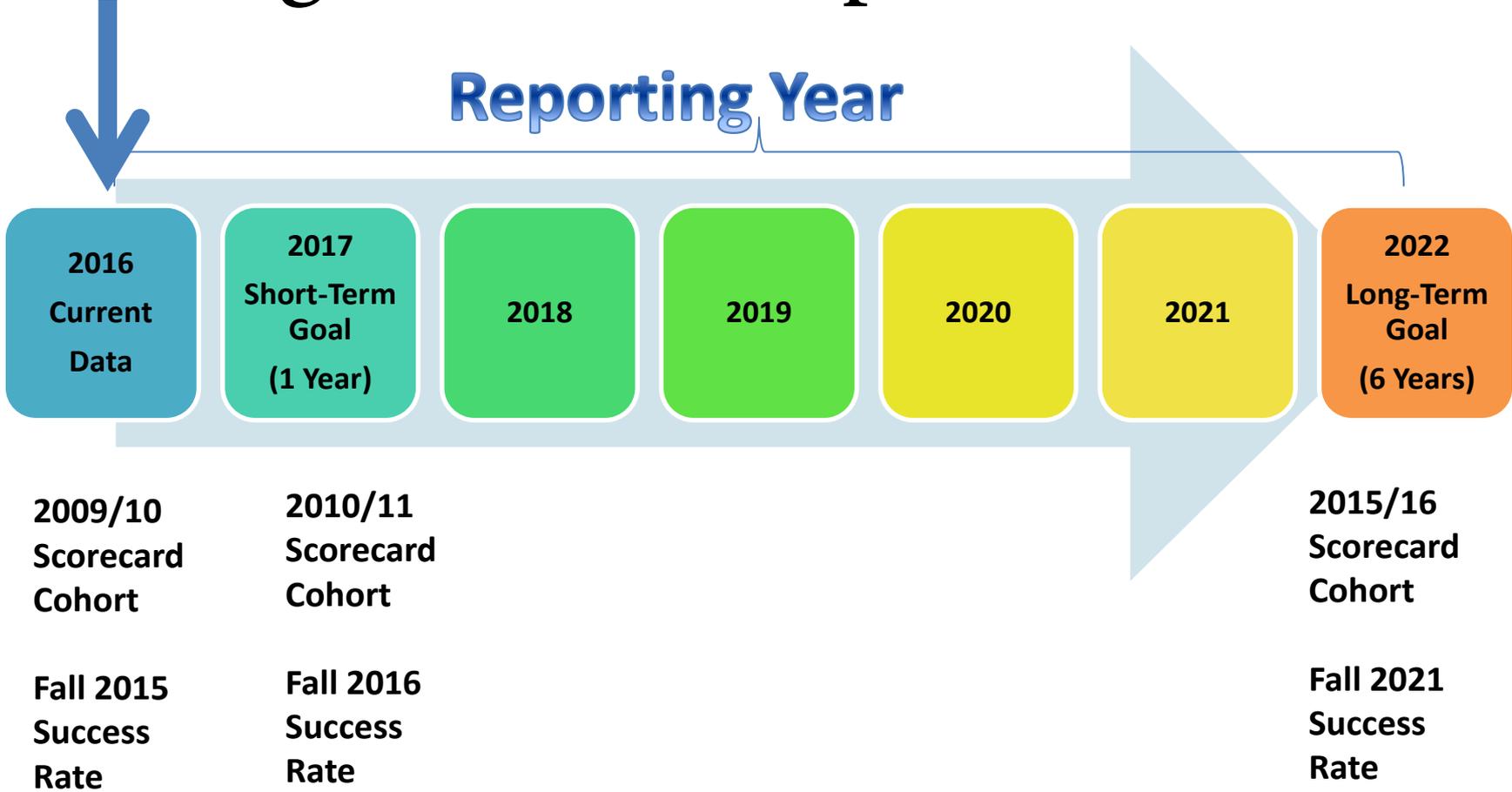
- Is **72%** still an appropriate goal for next fall?
- Is **74%** still an appropriate goal for Fall 2021?
- If so, how are we going to get there?

HINT: Our fall enrollment ranges from about 55,000 to 60,000, so 1% is equal to 550 to 600 enrollments.

Strategies Mapped to Course Success Rates



Timing Out Our Aspirational Goals



Conceptualizing Our Current Cohort

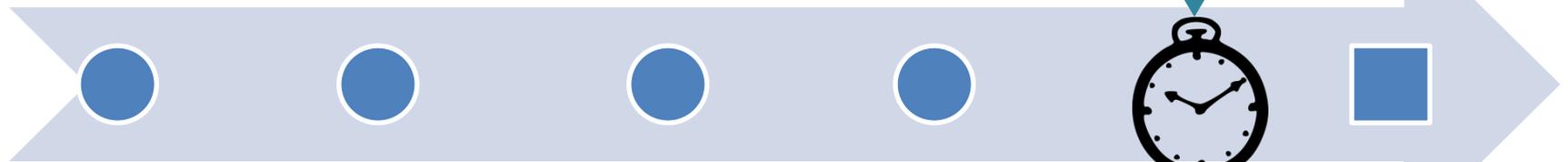
Reporting Year



**2009/10
Cohort
(N=2,366)
100%**

**63.1%
Complete
30 Units**

**6-Year Time
Frame Ends
Scorecard
Published**



**76.2%
Persist**

**52.9% Complete (Degree,
Certificate, Transfer or
Transfer Prepared)**

Group Activity

5 Breakout Groups Focused on:

- Basic Skills
- CTE
- Intermediate Momentum Points
- Completion
- Degrees and Transfers

Objectives for Today

- Review the College's performance in relation to our own standards and aspirational goals
- Determine if the long-term and short-term goals are still appropriate or need to be adjusted
- Suggest any additional strategies that may help us reach our goals
- Establish standards for indicators where none currently exist

Timeline for Group Activity

- **10:50 a.m.** Get into Groups
- **11:00 a.m.** Group Activity
- **12:00 p.m.** Lunch
- **12:30 p.m.** Get Back into Groups
- **12:45 p.m.** Report Out
- **1:30 p.m.** Next Retreat Activity

Report-Outs

Wrap-Up and Reflections