

Proposed Goals for the California Community College System (System Goals)

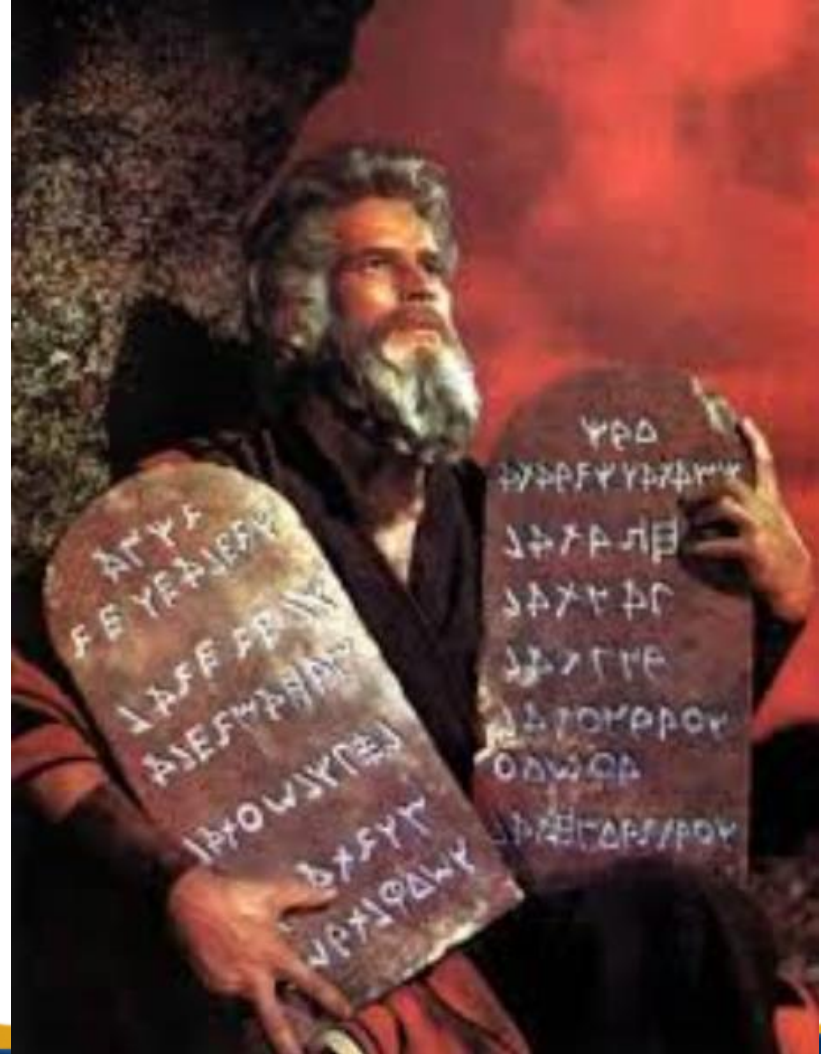
Patrick Perry
ASCCC Plenary
Nov. 14, 2014



CALIFORNIA COMMUNITY COLLEGES

Why Goals?

- The Three Commandments of Accountability:
 - Thou shalt honor thy Student Success Task Force.
 - Thou shalt have no Gods before Dep't of Finance.
 - Thou shalt not take the name of the Senator in vain.



Impetus for Goals

- Student Success Task Force:
 - Recommendation 7.3: *Implement a Student Success Scorecard*
 - Completed March 2013, 2014
 - Completed “State of the System” Report January 2014



Impetus for Goals: SSTF

Recommendation 7.2

- *The Chancellor's Office, in consultation with the internal and external stakeholders, will establish an overarching series of statewide goals, with districts and individual colleges prioritizing these goals and establishing strategies that address local considerations.*
- *In order to focus attention on closing persistent equity gaps, these goals include sub-goals by race/ethnicity.*



Impetus for Goals: DOF

- Trailer Bill Language for 14-15 Budget:
 - *84754.6. (c) Before the commencement of the 2015–16 fiscal year, the Chancellor of the California Community Colleges, shall publicly post both of the following:*
 - (1) Annually developed systemwide goals adopted by the BOG.*
 - (2) Locally developed and adopted college or district goals and targets.*



Impetus for Goals: Senator Liu/SB195

- SB195 (Liu); signed September, 2013
- 66010.91. *“...it is the intent of the Legislature that budget and policy decisions regarding postsecondary education generally adhere to all of the following goals:*
 - (a) Improve student access and success, which shall include, but not necessarily be limited to, all of the following goals: greater participation by demographic groups, including low-income students, that have historically participated at lower rates, greater completion rates by all students, and improved outcomes for graduates. (Scorecard)*
 - (b) Better align degrees and credentials with the state’s economic, workforce, and civic needs. (Salary Surfer)*
 - (c) Ensure the effective and efficient use of resources in order to increase high-quality postsecondary educational outcomes and maintain affordability. (efficiency)*



Impetus for Goals

- *66010.93. (a) It is the intent of the Legislature that appropriate metrics be identified, defined, and formally adopted for the purpose of monitoring progress toward the achievement of the goals specified in Section 66010.91. It is further the intent of the Legislature that all of the following occur:*
 - (1) The metrics take into account the distinct missions of the different segments of postsecondary education.*
 - (2) At least six, and no more than 12, metrics be developed that can be derived from publicly available data sources for purposes of periodically assessing the state's progress toward meeting each of the goals specified in Section 66010.91.*
 - (3) The metrics be disaggregated and reported by gender, race or ethnicity, income, age group, and full-time or part-time enrollment status, where appropriate and applicable.*



Development of Goals

- Goals discussed at BOG Retreat (March, 2013)
- Scorecard Advisory Committee (January 2014)
- BOG (first reading, informational) (March 2014)
- Scorecard Advisory Committee (May 2014)
- Consultation Council (November 2013, February 2014, and June, 2014)
- BOG Approval (July 2014)



Main Goals of the CCC System

Nine metrics conceptualized around five areas:

- Student Success
- Equity
- *Student Services (future)*
- Efficiency
- Access

Aligned with Scorecard, SSTF recommendations, SB195 and draft budget language.



The Nine Metrics

Student Success 1-3. Scorecard success rates
4. Volume of AA/AS Transfer Degrees

Equity 5. Completion rate among subgroups

Student Services 6. *Percent with Education Plan*

Efficiency 7. FTES generated per Scorecard outcome

Access 8. Participation rate
9. Participation rate among subgroups



1-3. Developing Goals for Scorecard Rates

Metrics: Scorecard success rates

- Completion Rate (Completion)
Overall, Prepared, and Unprepared
- Math & English Remedial Rates
(Momentum/Milestone)
- CTE (Career Technical Education) Completion
Rate (Completion)

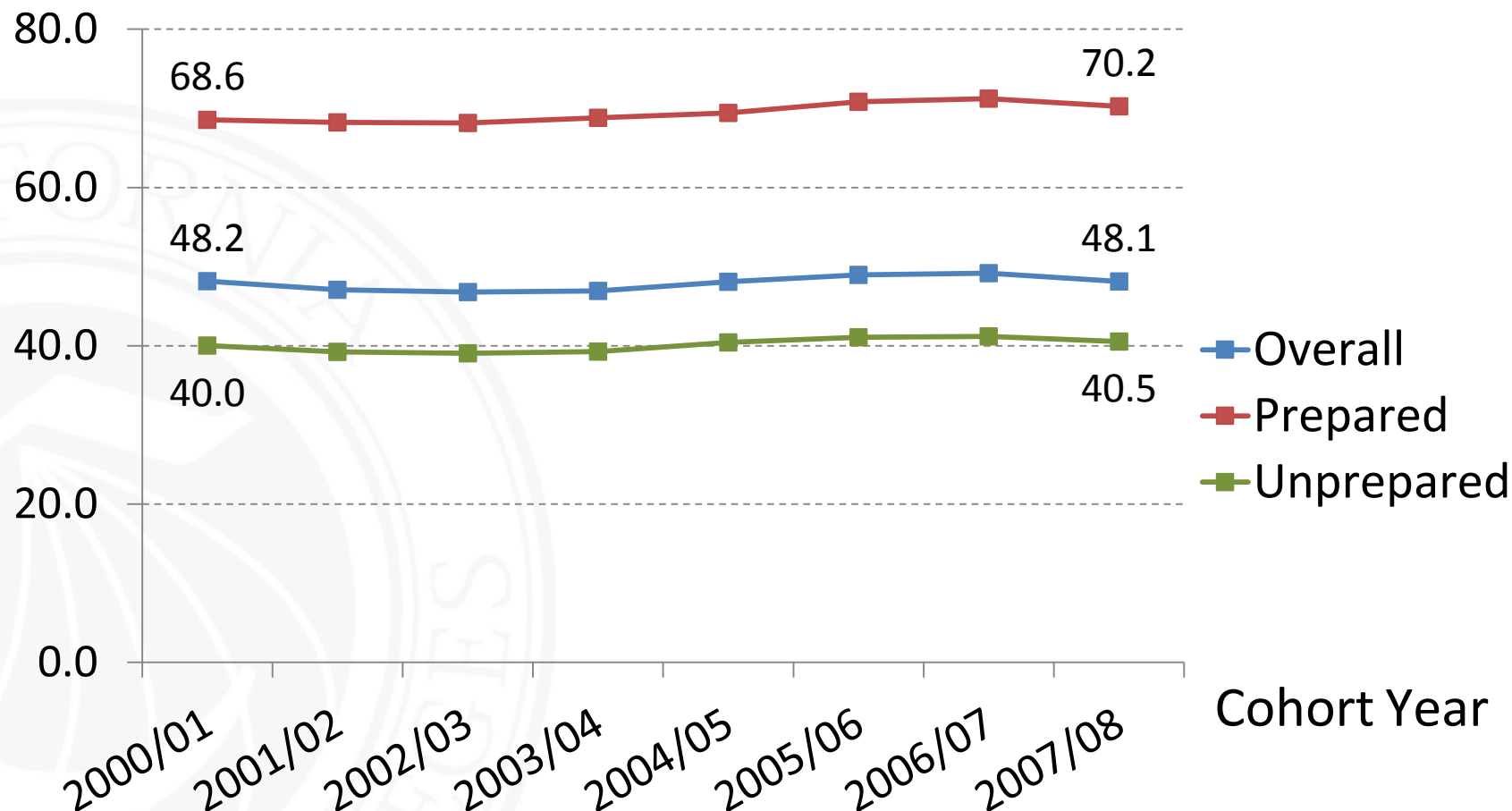


Example: Completion Rate

- “Degree/Transfer-Seeking” Defined:
 - All first-time students in a given year who do the following within 3 years of starting:
 - Complete any 6 credit units; and
 - Attempt any remedial, degree-applicable, or transferrable math or English course
 - Outcomes tracked within 6 years:
 - Earned any degree, certificate in any CCC; or
 - Transferred to any four-year institution anywhere
 - Rates shown by remedial/collegiate upon entry and demographic



Data on Completion Rate



Goal for Scorecard Success Rates

To permanently increase the Completion Rate for Degree/Transfer-seeking students to at least 50%, starting with the most current group of first-time freshmen (13-14 class).

This will require incremental % increases in output for current students (who began in prior years.)



Math 101: Goal for Success Rates

Example of a 1% increase:

$$\text{Current Rate} = \frac{500}{1000} = 50.0\%$$

$$\text{Target Rate} = \frac{500 * 1.01}{1000} = \frac{505}{1000} = \mathbf{50.5\%}$$



Setting Goals With Rates

- Cohorts are tracked 6 years; most current rates are for cohorts that began 6 years ago
- Next years rate is currently 5/6 complete; improvements can be made only on its 6th year's performance during the current academic year



Cohorts Whose Outcome Can Be Improved in 2013/14 Academic Year

Cohorts	Academic Year							
	06/07	07/08	08/09	09/10	10/11	11/12	12/13	13/14
06/07 cohort	X	X	X	X	X	X		
07/08 cohort		X	X	X	X	X	X	
08/09 cohort			X	X	X	X	X	X
09/10 cohort				X	X	X	X	X
10/11 cohort					X	X	X	X
11/12 cohort						X	X	X
12/13 cohort							X	X
13/14 cohort								X



Outcome Rates By Year

Cohorts	Academic Year							
	06/07	07/08	08/09	09/10	10/11	11/12	12/13	13/14
06/07 cohort	2.25	7.68	15.58	11.38	7.10	5.18		
07/08 cohort		2.26	7.33	15.02	11.56	7.12	4.83	
08/09 cohort			2.52	6.59	14.62	11.35	6.83	?
09/10 cohort				1.90	6.27	15.19	11.46	?
10/11 cohort					1.72	5.68	15.39	?
11/12 cohort								?
12/13 cohort								?
13/14 cohort								?



To whom should their performance be compared??
 → Previous Cohort's Performance in Previous Year

Cohorts	Academic Year							
	06/07	07/08	08/09	09/10	10/11	11/12	12/13	13/14
06/07 cohort	2.25	7.68	15.58	11.38	7.10	5.18		
07/08 cohort		2.26	7.33	15.02	11.56	7.12	4.83	
08/09 cohort			2.52	6.59	14.62	11.35	6.83	Yr6
09/10 cohort				1.90	6.27	15.19	11.46	Yr5
10/11 cohort					1.72	5.68	15.39	Yr4
11/12 cohort								Yr3
12/13 cohort								Yr2
13/14 cohort								Yr1



Cohorts	Academic Year							
	06/07	07/08	08/09	09/10	10/11	11/12	12/13	13/14
06/07 cohort	2.25	7.68	15.58	11.38	7.10	5.18		
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10/11 cohort					1.72	5.68	15.39	Yr4
11/12 cohort								Yr3
12/13 cohort								Yr2
13/14 cohort								Yr1



By Applying an X% Increase in Rates (Target=1% for Example)

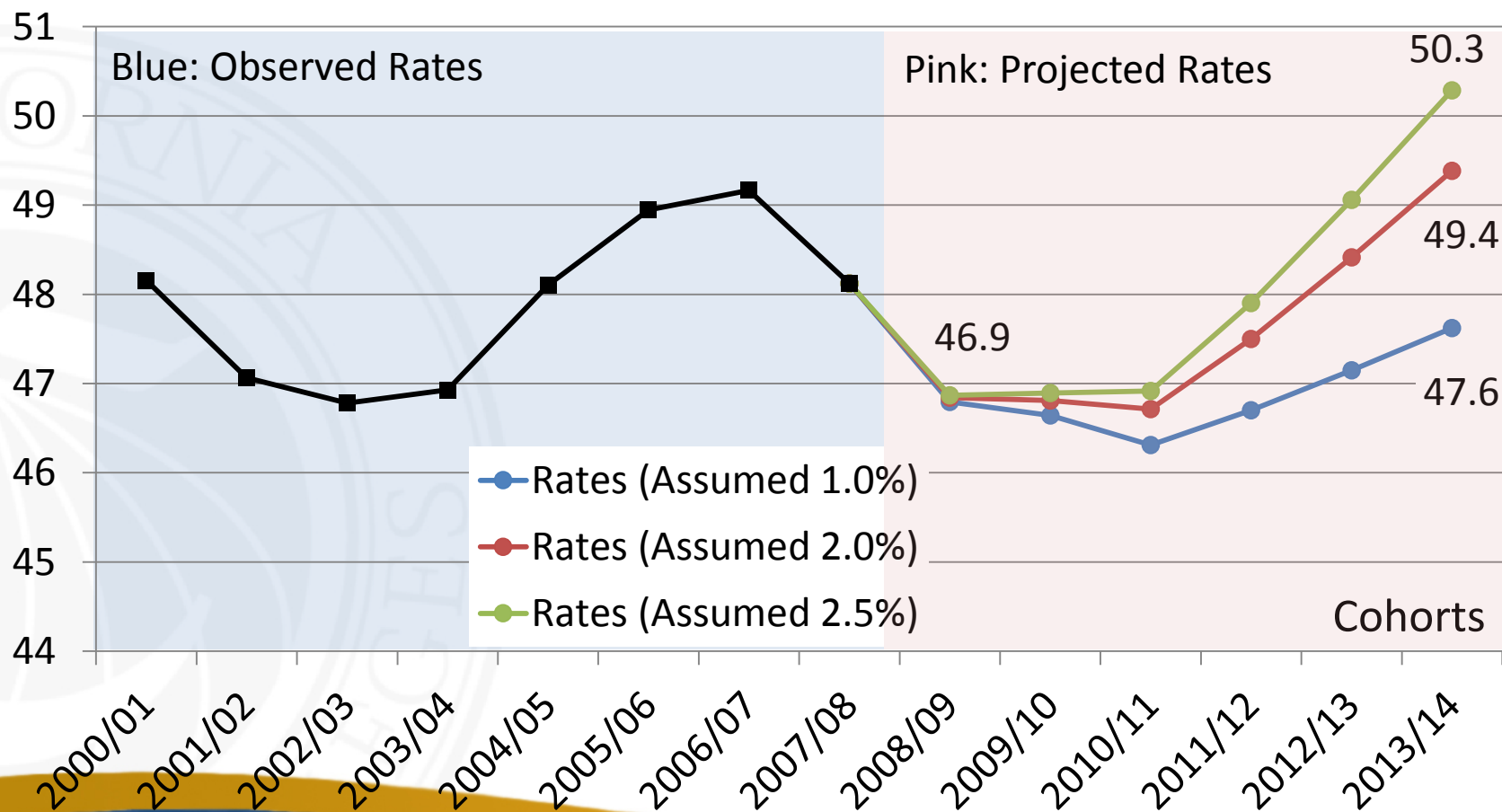
Cohorts	Academic Year							
	06/07	07/08	08/09	09/10	10/11	11/12	12/13	13/14
06/07 cohort	2.25	7.68	15.58	11.38	7.10	5.18		
07/08 cohort		2.26	7.33	15.02	11.56	7.12	4.83	+ 1%
08/09 cohort			2.52	6.59	14.62	11.35	6.83	4.88
09/10 cohort				1.90	6.27	15.19	11.46	6.90
10/11 cohort					1.72	5.68	15.39	11.57
11/12 cohort								15.54
12/13 cohort								Yr2
13/14 cohort								Yr1



Cohorts	Academic Year		13/14 Number of Outcomes		
	12/13	13/14	No Increase in Rate	1% Increase in Rate	Difference
07/08 cohort	4.83				
08/09 cohort	6.83	4.88	10,115	10,217	+102
09/10 cohort	11.46	6.90	13,750	13,888	+138
10/11 cohort	15.39	11.57	22,227	22,450	+223
11/12 cohort		15.54			
12/13 cohort					
13/14 cohort					



With 1%, 2%, 2.5% Increases Assumed for Current & Future Performance



Cohorts	Years Left	Number of Outcomes Needed by the End of 6 Years
		2.5% Increase (to reach 50% for 13/14 cohort)
08/09 cohort	1	+ 253
09/10 cohort	2	+ 836
10/11 cohort	3	+ 1,948
11/12 cohort	4	+ 3,710
12/13 cohort	5	+ 5,619
13/14 cohort	6	+ 7,476

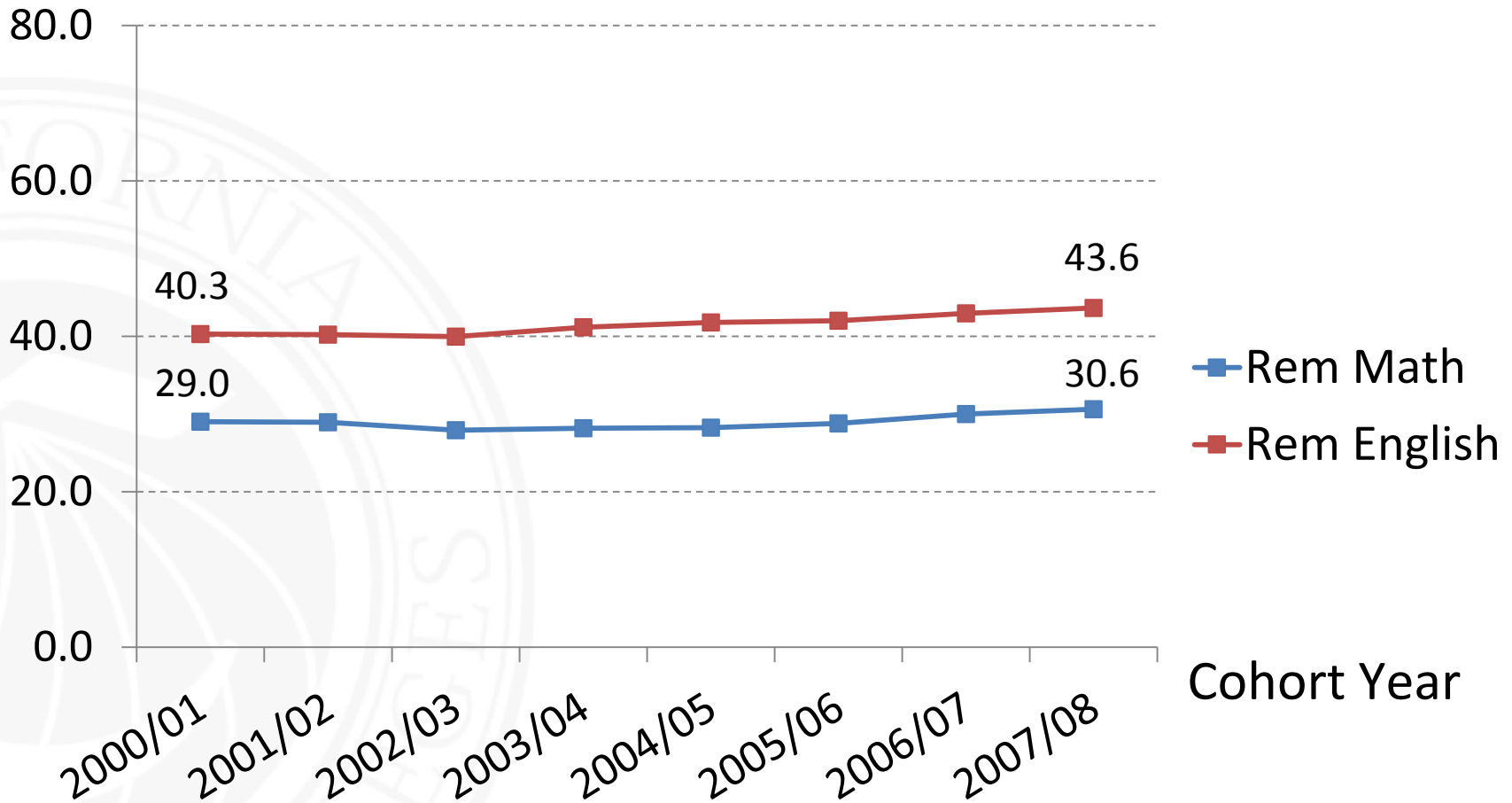


Setting Target Rates for Other Scorecard Metrics

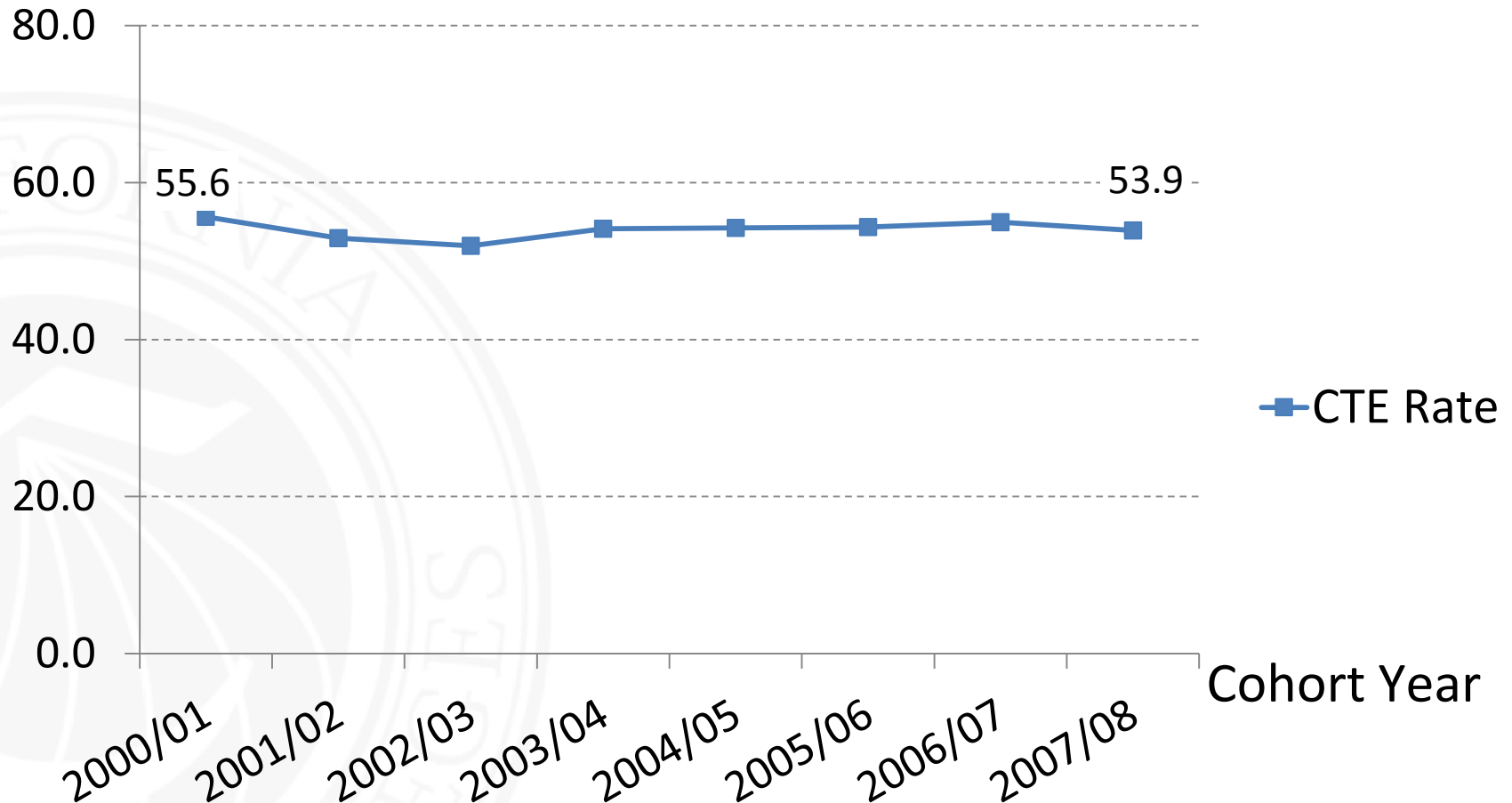
- We will apply the same 2.5% target for:
 - Remedial Math and English Sequence Completion Rates
 - CTE Program Completion Rate



Data on Remedial Math & English Rates



Data on CTE Success Rate



4. Student Success: Transfer Degrees

Metric Definition:

The number of Associate Degrees for Transfer awarded in each academic year



Goal for Transfer Degrees

To increase the number of transfer degrees by five percent annually for five years

* The target % increase will be reevaluated each year

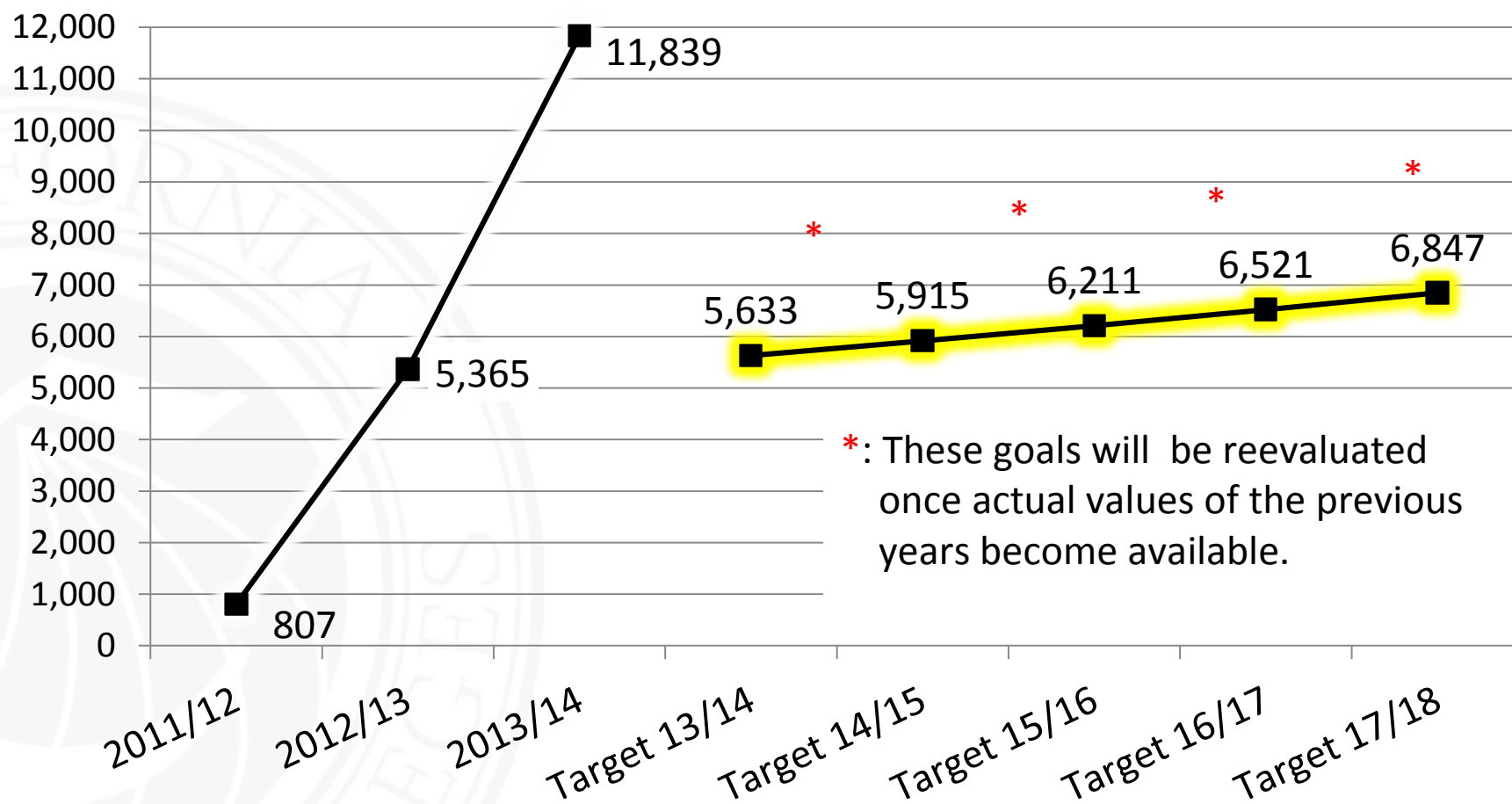


Data on Annual Volume of Transfer Degrees Awarded

	2011/12	2012/13	2013/14
Associate in Science for Transfer (A.S.-T) Degree	72	1,740	4,938
Associate in Arts for Transfer (A.A.-T) Degree	735	3,625	6,901
Total	807	5,365	11,839



Annual Volume of Transfer Degrees



5. Equity Index: Completion Rates among Race/Ethnicity Subgroups

Metric Definition:

The percentage of each race/ethnicity subgroup in the outcome group divided by its percent in the cohort.

Who finishes should look like who starts.



Interpreting the Equity Index

Equity Index	Interpretation
1.0	Proportions of subgroups in cohort and outcome are equal.
Less Than 1.0	Subgroup is less prevalent in the outcome group than the cohort.
More Than 1.0	Subgroup is more prevalent in the outcome group than the cohort.



Goal for Equity Measure

- To increase all underperforming subgroups' equity index each year until all subgroups' indices are 0.8 or above.



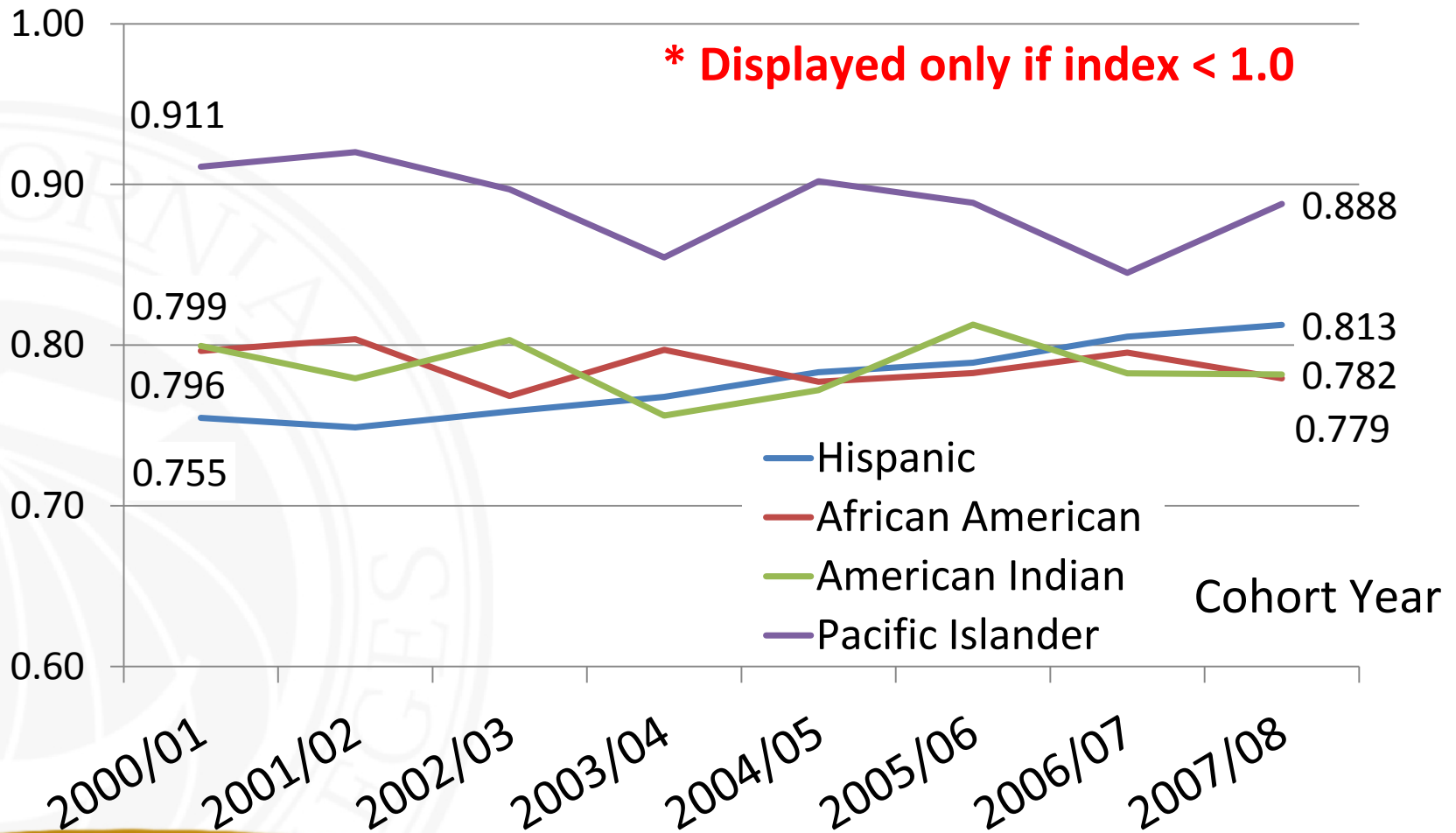
Calculation

Example. 2007/08 cohort

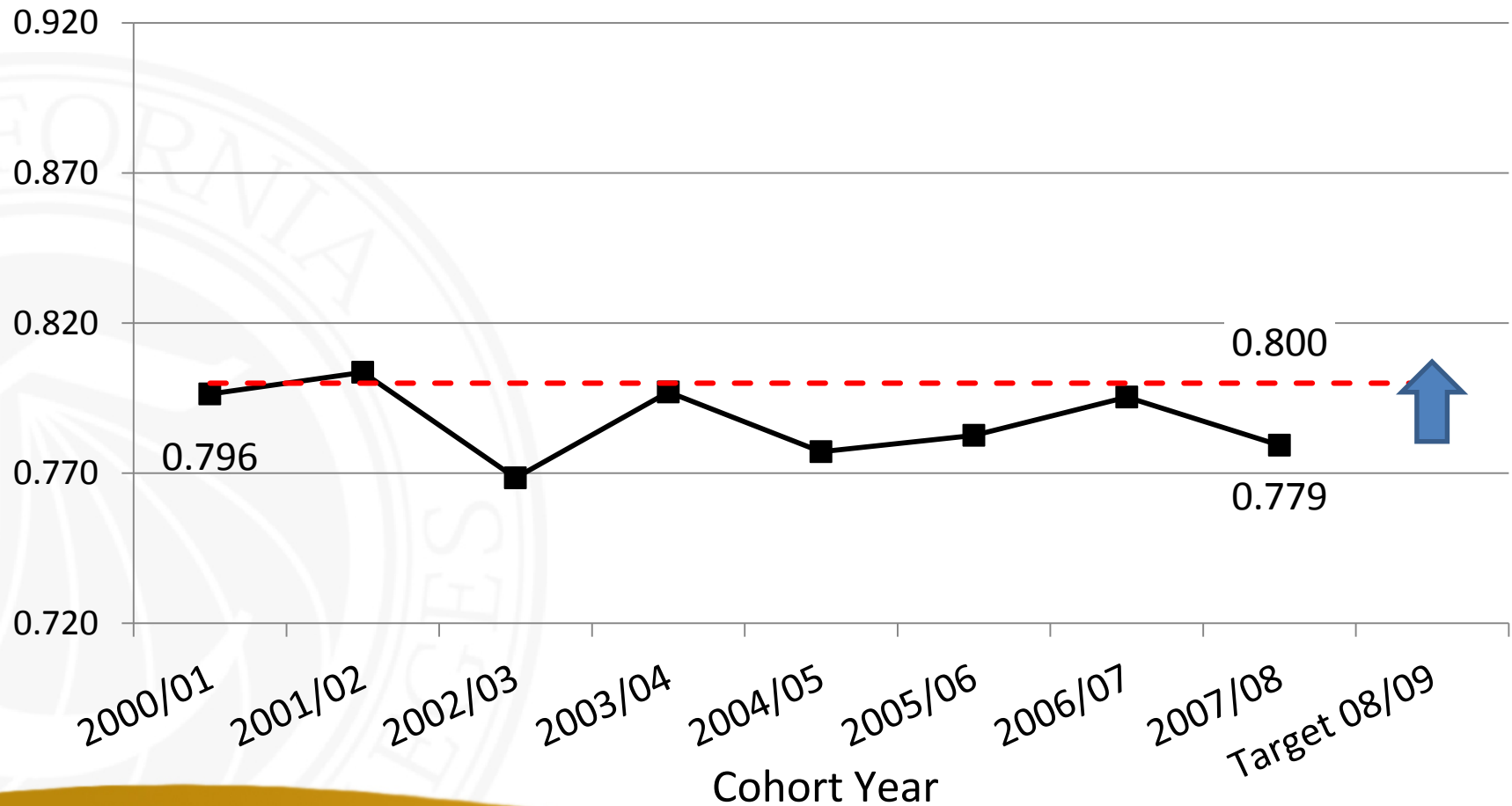
Race/Ethnicity	Cohort Size	Prop.	Outcome	Prop.	Equity Index
African American	14,627	0.075	5,485	0.059	$0.059/0.075 = 0.779$
American Indian	1,672	0.009	629	0.007	$0.007/0.009 = 0.782$
Asian	29,977	0.154	18,586	0.199	$0.199/0.154 = 1.288$
Hispanic	63,853	0.329	24,966	0.267	$0.267/0.329 = 0.813$
Pacific Islander	2,034	0.010	869	0.009	$0.009/0.010 = 0.888$
White	64,727	0.334	33,986	0.364	$0.364/0.334 = 1.091$
Total	194,050	1.000	93,377	1.000	



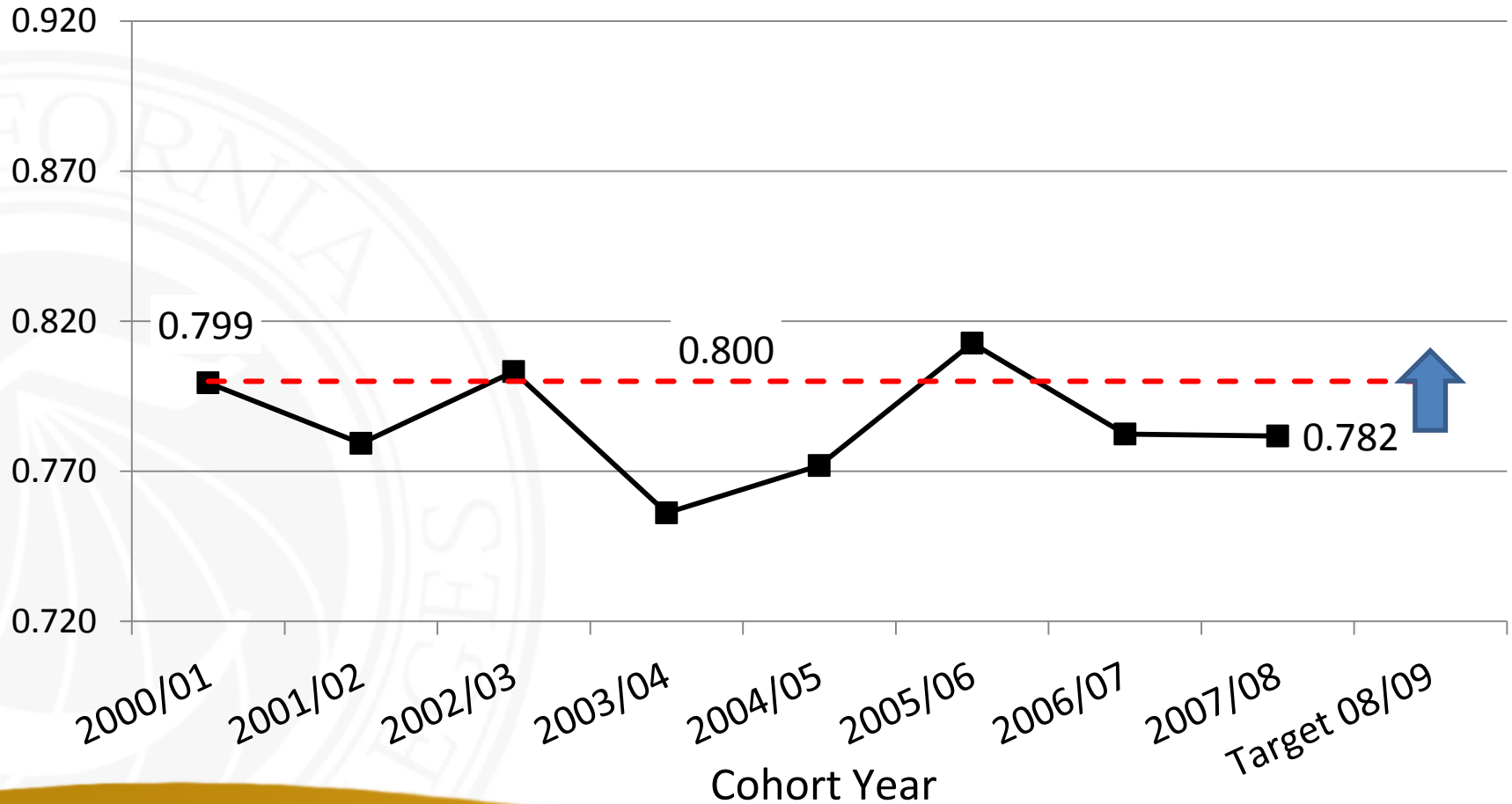
Data on Equity Metric by Race/Ethnicity



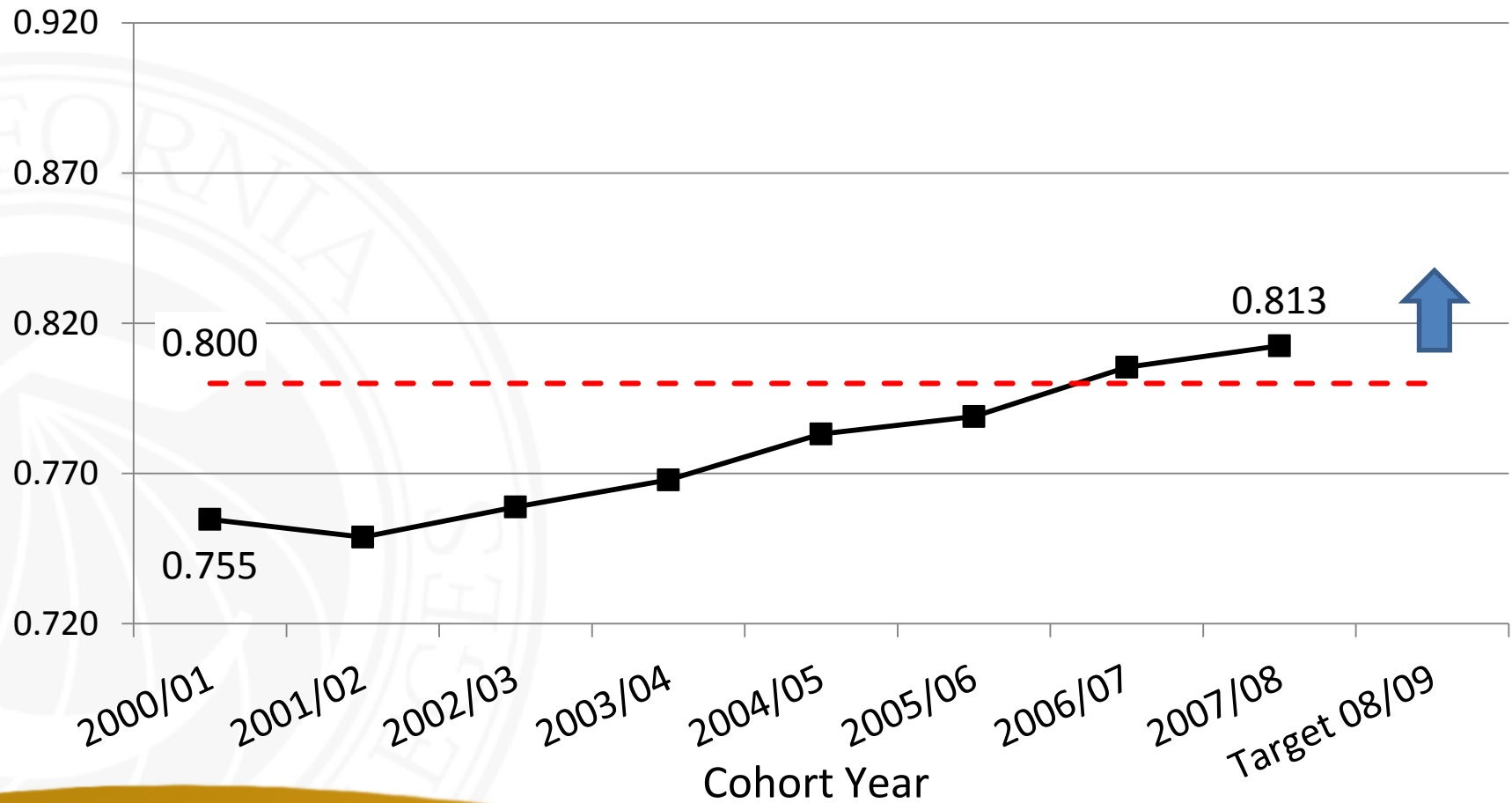
Equity: African American



Equity: American Indian/ Alaska Native



Equity: Hispanic Completion Rate



6. Student Services:

Percent of Students w/ Education Plan

Metric Definition:

- Percentage of both credit & noncredit students who have an education plan, excluding those who are exempt from having one
- Records of first-time students who enrolled in each fall term are checked for an education plan at the end of the academic year



Goal for Education Plan

Data in the new field will be monitored for a few years beginning 2014/15.

This metric will be revisited when data mature.



7. Efficiency: FTES Generated Per Scorecard Success Outcome

Metric Definition:

Number of FTES generated per “high order outcome” (degree/cert/xfer) by the degree/xfer-seeking cohort.

- Cohort and outcomes included in the calculation are same as for the Scorecard completion rate
- Prepared vs. Unprepared



Formula

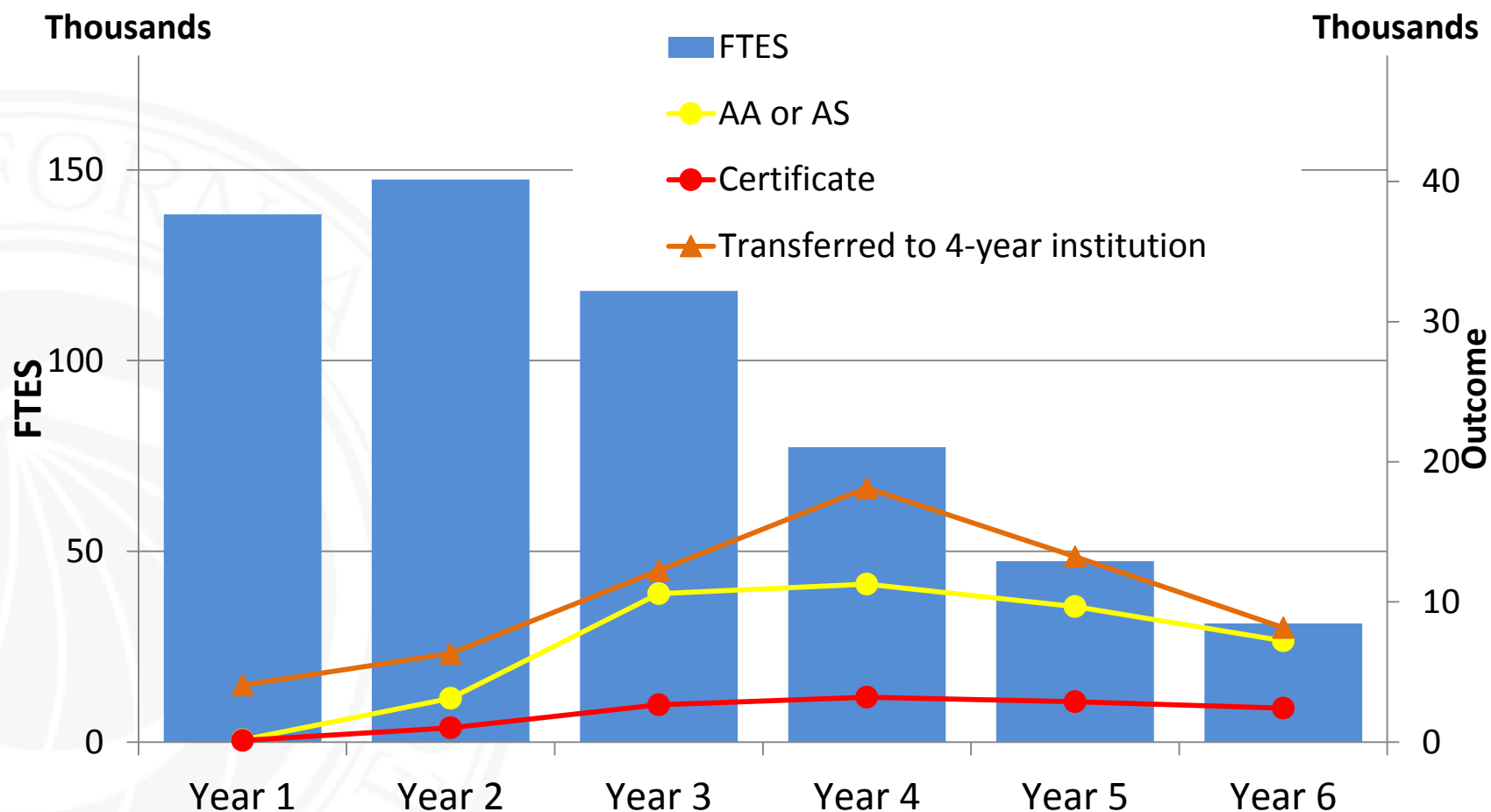
For each cohort:

Total FTES generated by the cohort
during the 6-year period

Total number of outcomes attained by
the cohort during the 6-year period



FTES and the number of outcomes attained each year, following 6 years [2007/08 Cohort]

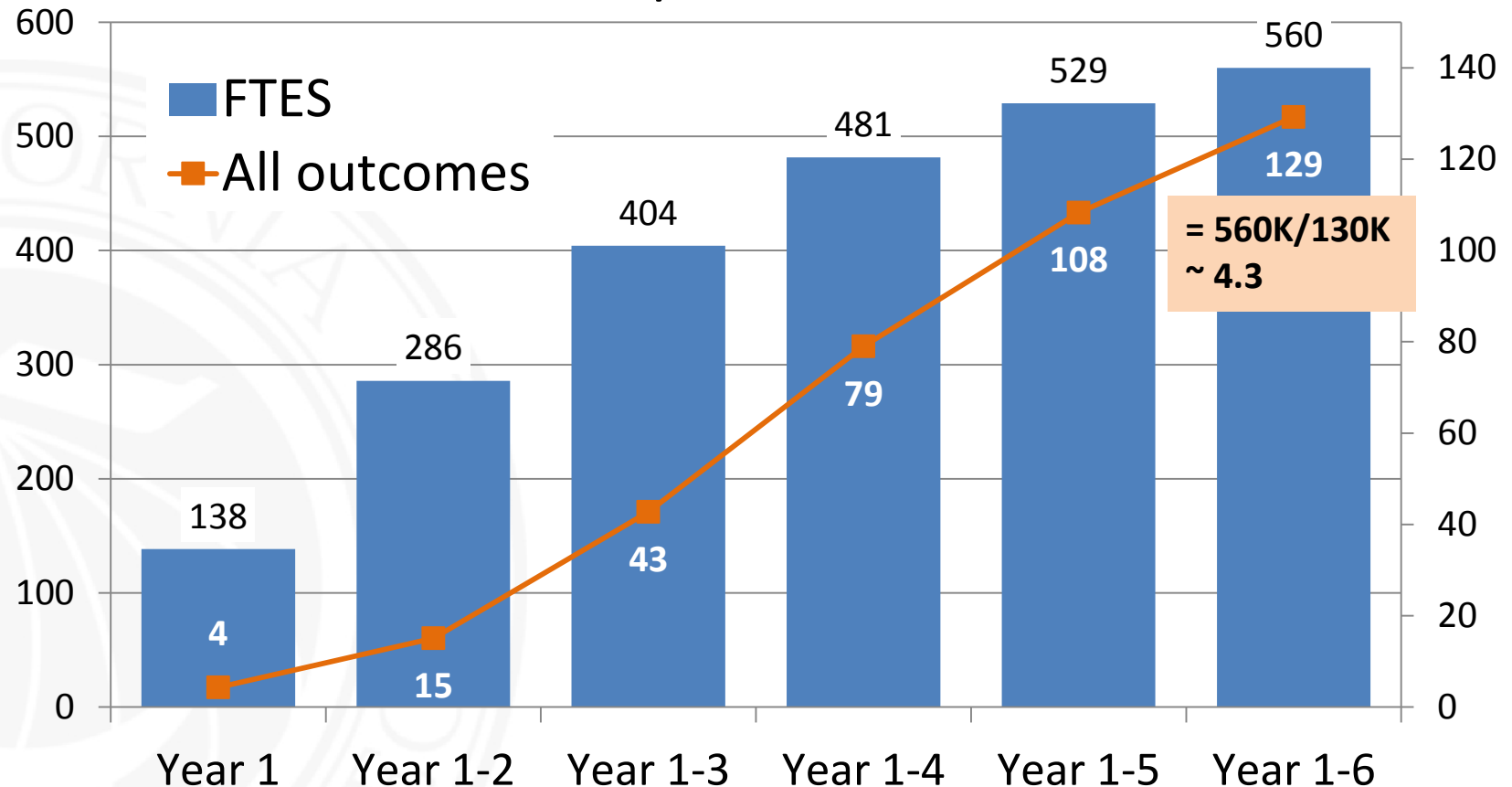


Cumulative FTES and Outcomes Over 6 Years

Thousands

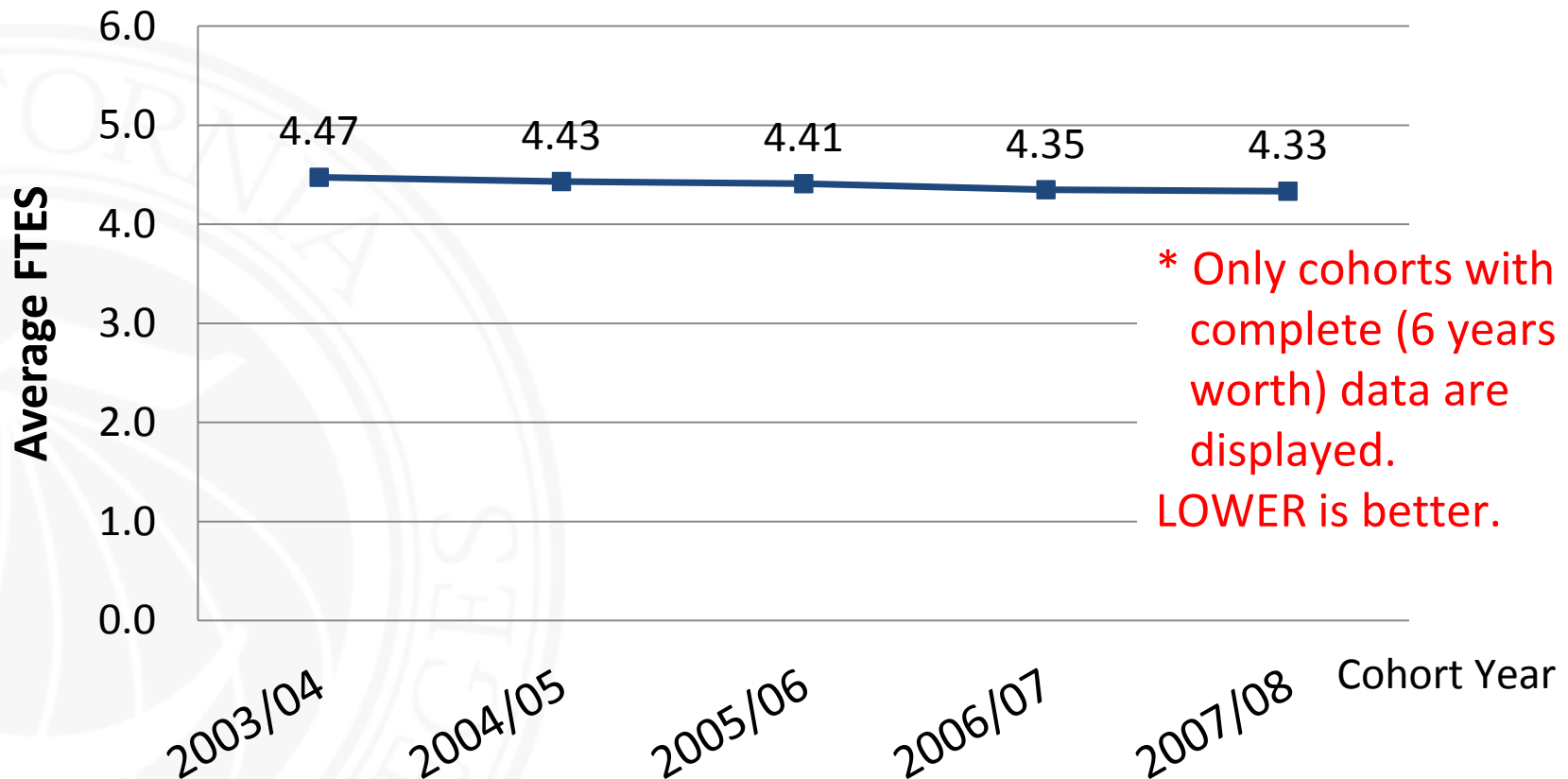
* 07/08 cohort

Thousands

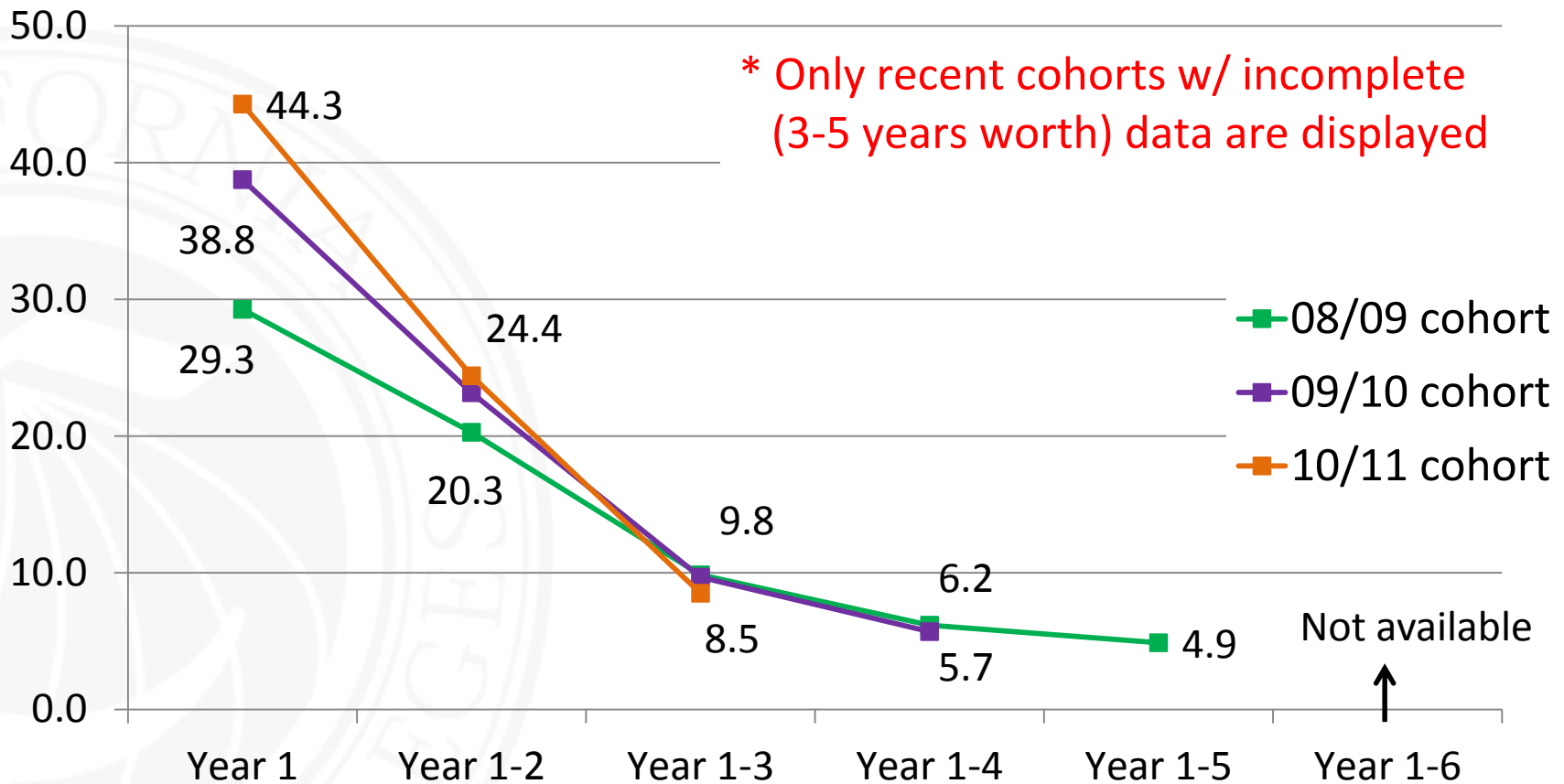


CALIFORNIA COMMUNITY COLLEGES

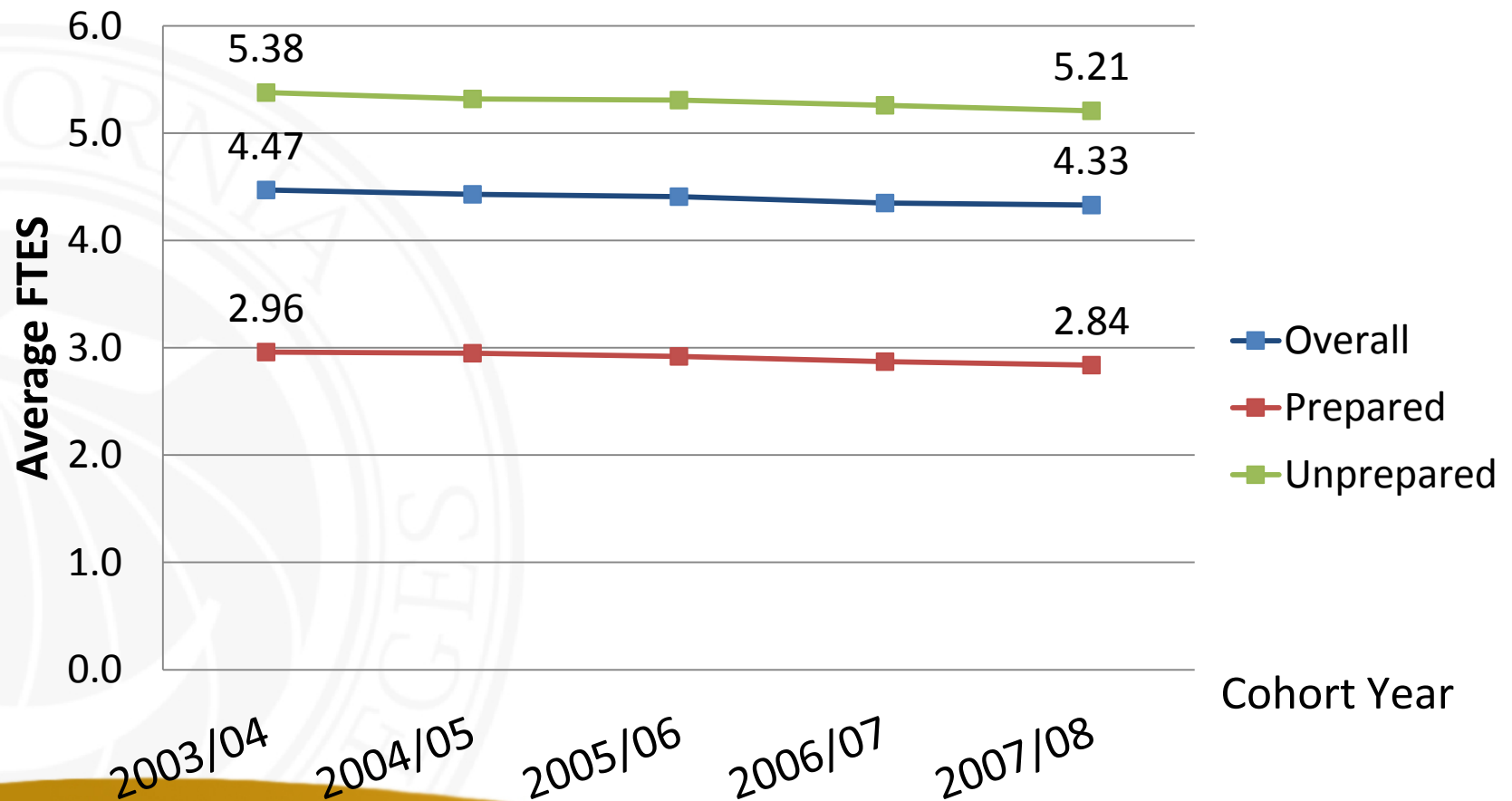
Data on FTES Generated Per Scorecard Success Outcome



We can monitor progress each year, comparing cohorts



FTES Generated Per Success Outcome, Prepared vs. Unprepared



Goal for FTES Generated Per Scorecard Success Outcome

To decrease FTES per outcome
in each new cohort



8. Access: Participation Rate

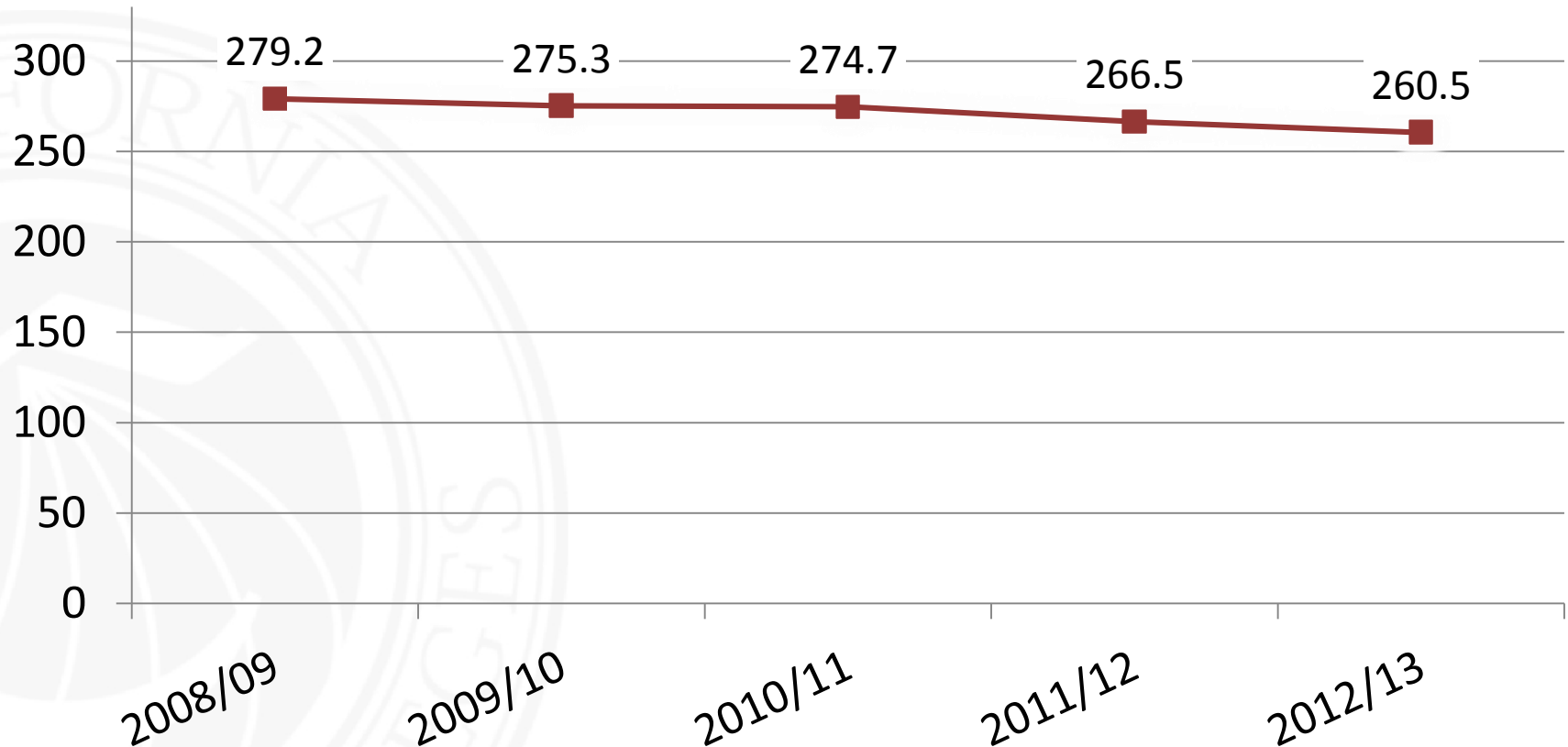
Metric Definition:

Rate of young adult population that is enrolled in community colleges in a given academic year

- * Number of students enrolled per 1,000 residents
- * Already in the System Report
- * 18 - 24 years of age



Data on Participation Rate in Ages 18-24 (per 1,000 population)

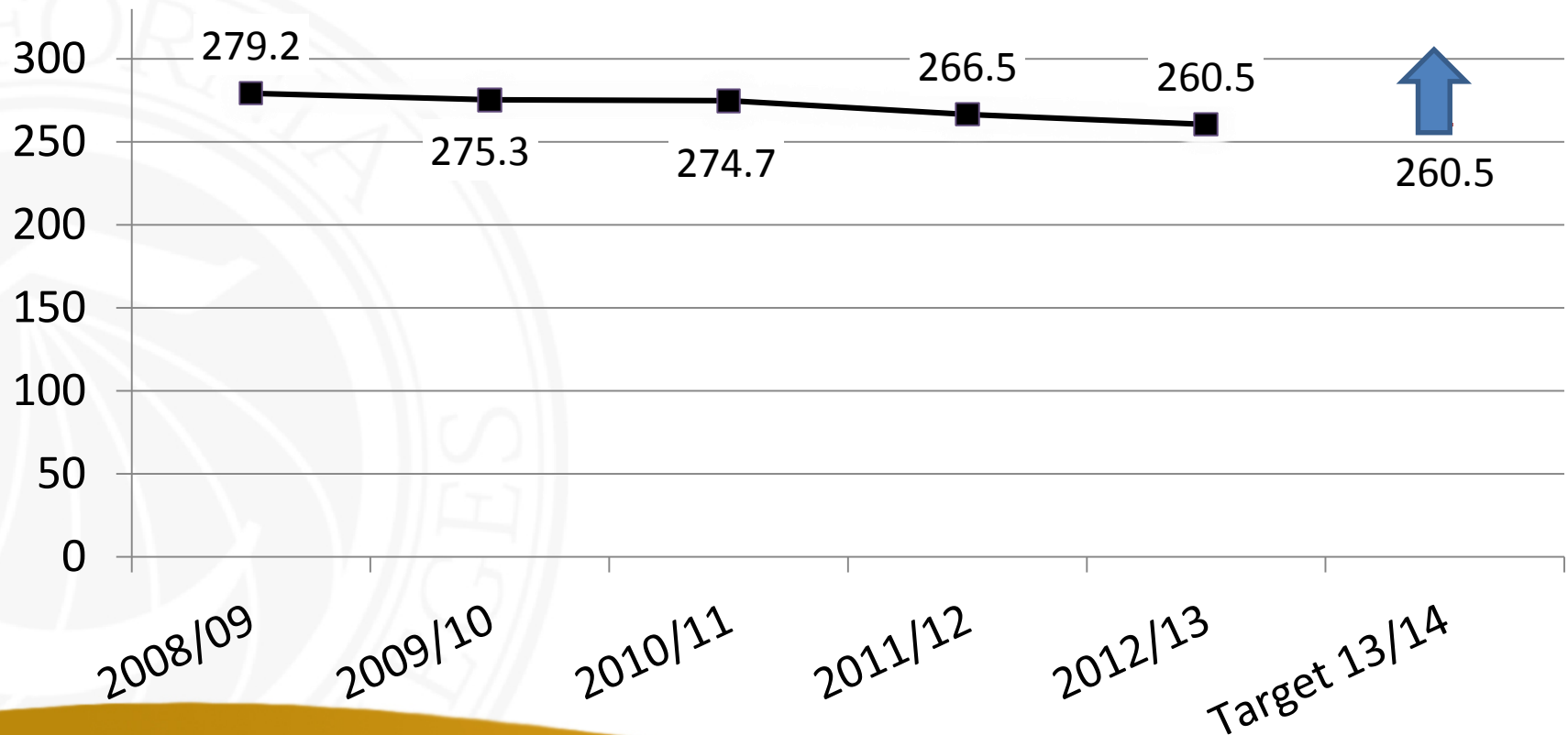


Goal for Participation Rate in Ages 18-24

To increase the participation rate
each year



Data on Participation Rate in Ages 18-24 (per 1,000 population)



9. Access:

Participation Rate among Subgroups

Metric Definition:

The equity index calculated for subgroups based on participation rate

(Participation in CCC / representation in general population)



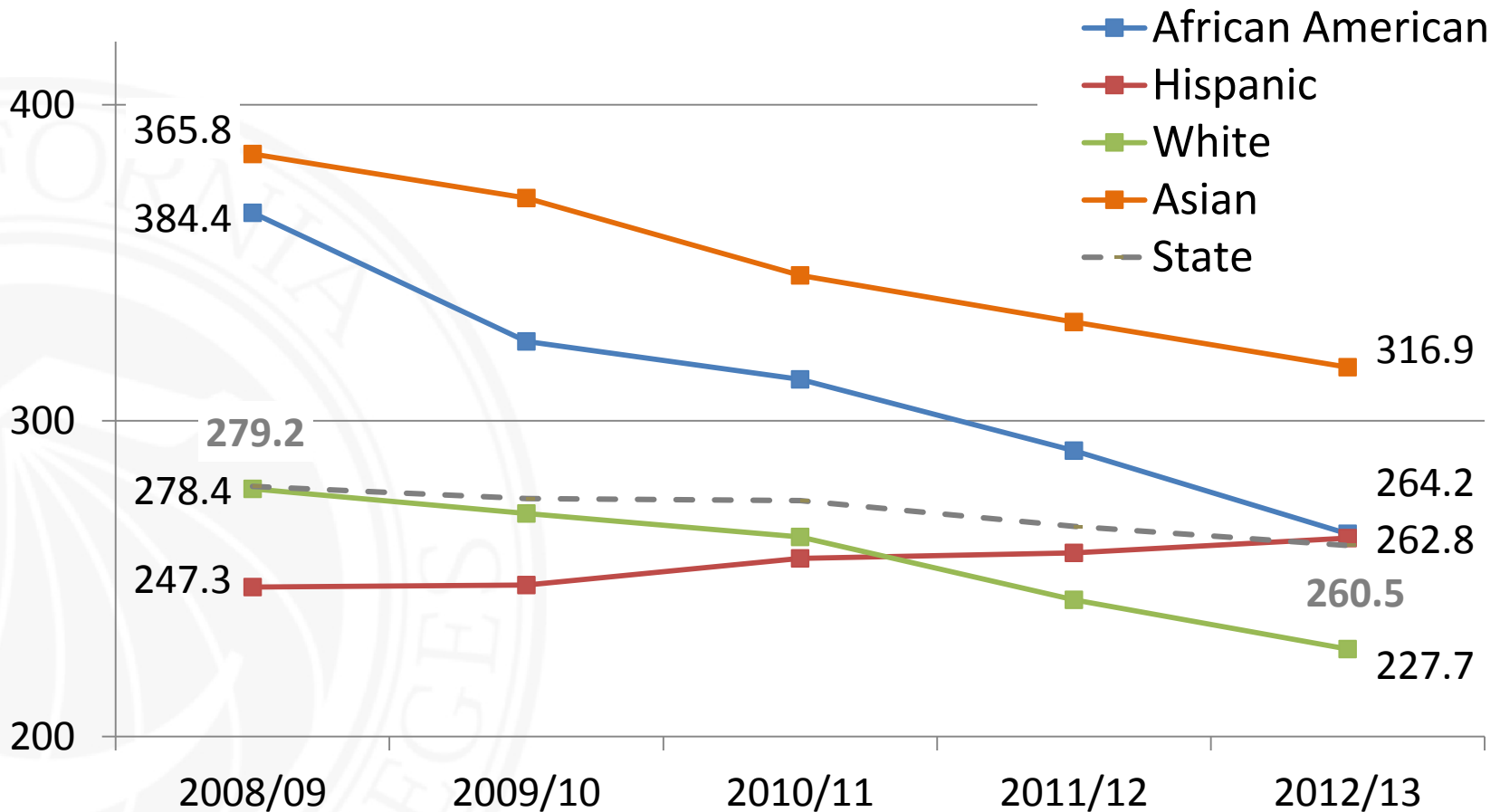
One limitation with data...

Population data are based on estimates (2008 & 2009) and projections (2010-12) published by Department of Finance:

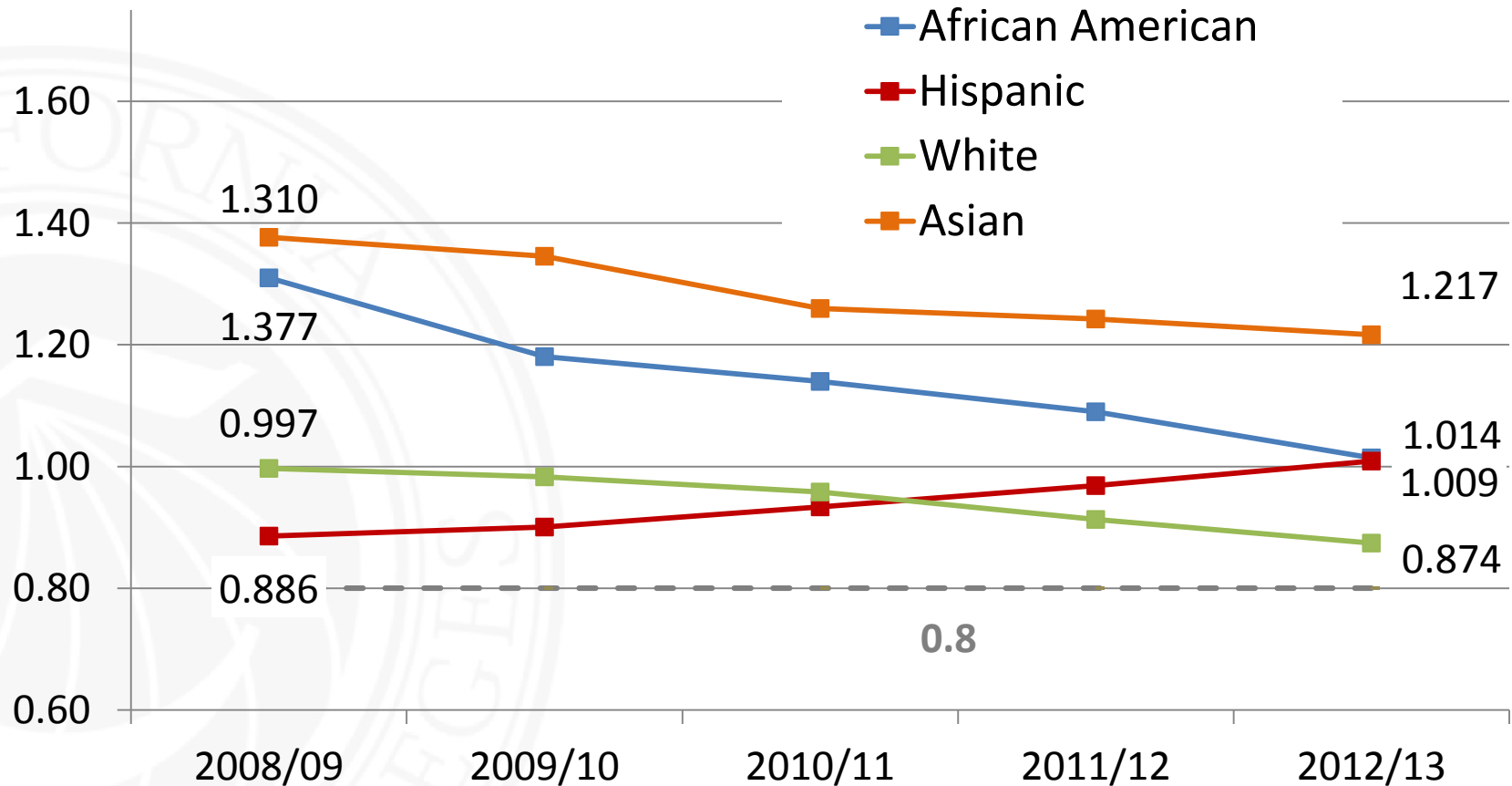
- For “American Indian/Alaska Native” and “Native Hawaiian/Pacific Islander” groups, there is a large disconnect between estimates and projections
- Participation rate will not be calculated for these groups



Participation Rate among Subgroups (18-24 years old)



Equity Index: Participation Rate among Subgroups (18-24 years old)

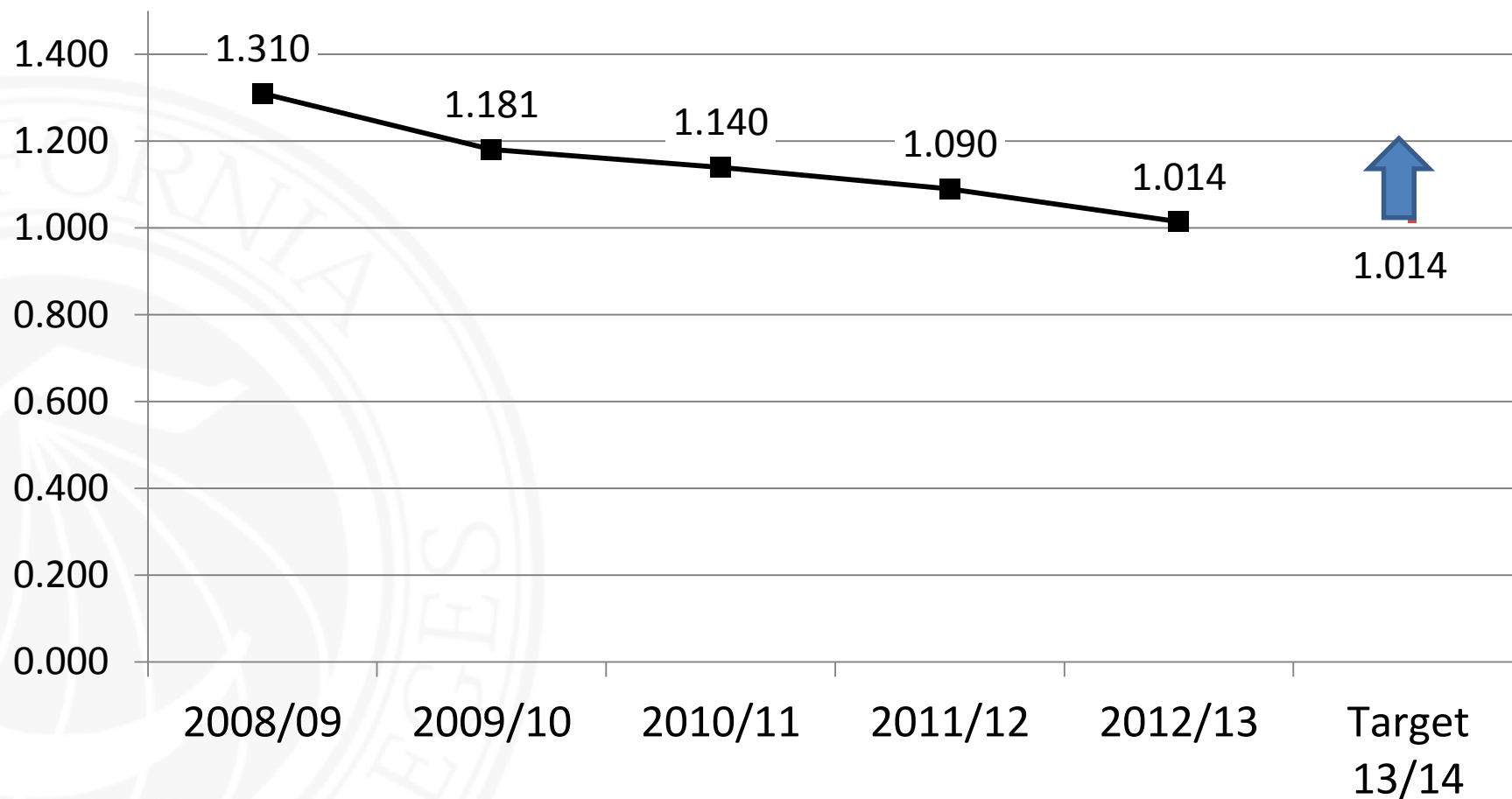


Participation Rate by Race/Ethnicity

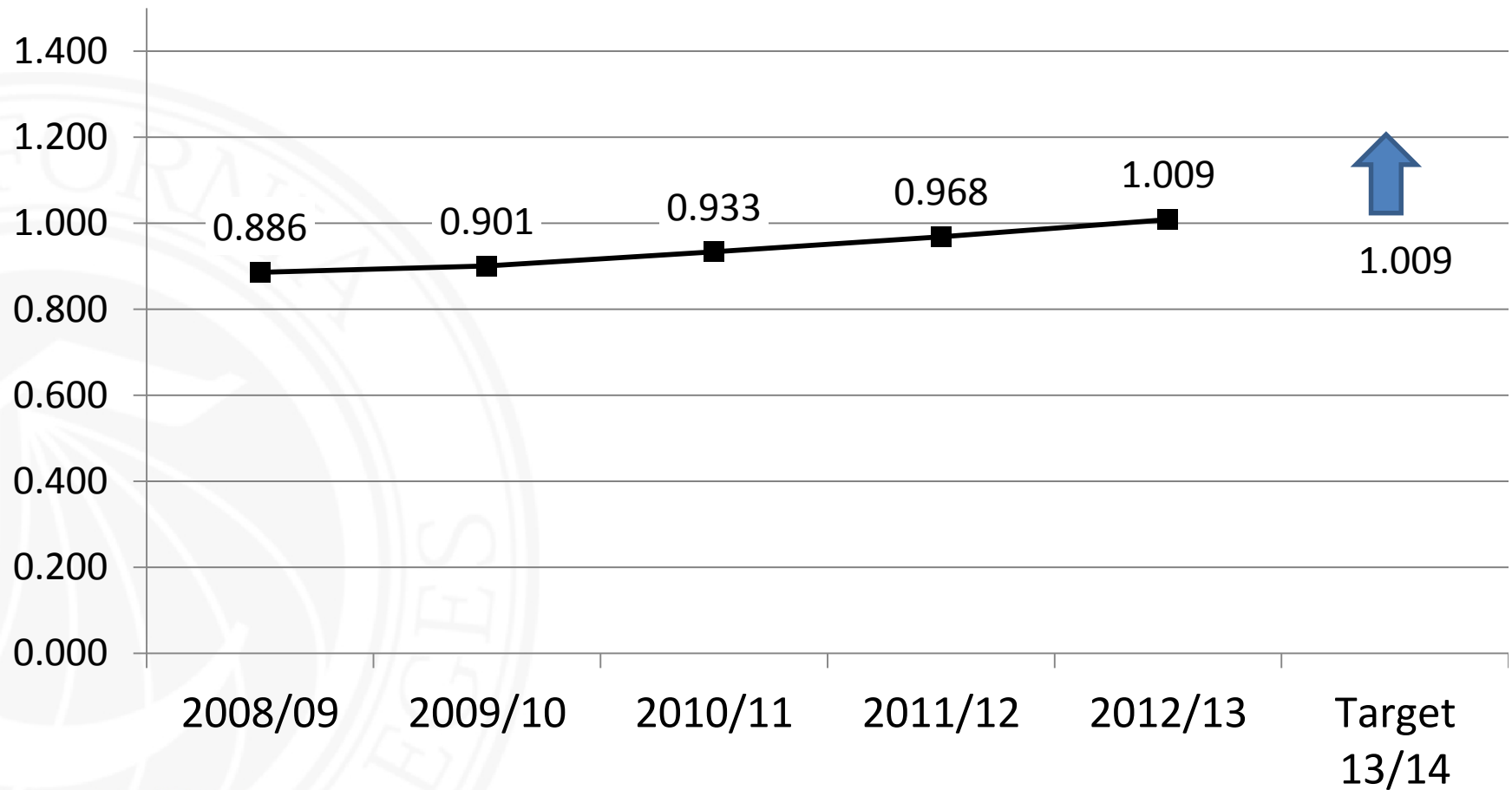
To maintain the equity index above 0.8
for all subgroups



Data on Equity Index: African American



Data on Equity Index: Hispanic



Summary

- Annual review of metrics/goals/progress would ensue: state of System Report (Jan.)
- These are System goals
- Campus/district goals established locally
 - And likely in alignment with ACCJC goal requirements
 - Institutional Effectiveness Program will start collecting local goal docs before 15-16 FY



Important Ongoing Research

Last Plenary:

Success Rates by Astrological Sign

Wage Outcomes of Golf

New Major Breakthrough!

Wage Outcomes by Astrological Sign!



Wage Outcomes by Astro Sign

- Methodology:
 - Assigned student date of birth to astro sign lookup table
 - Calculated only for degree/certificate awardees
 - Transfers eliminated from calc
 - Measured at -2, +2, +5 time periods (years after award)



Capricorn	49,142
Libra	49,419
Gemini	49,809
Scorpio	49,959
Leo	50,004
Cancer	50,115
Pisces	50,559
Sagittarius	50,721
Aquarius	50,926
Virgo	51,010
Taurus	51,224
Aries	51,499



Aries

- Source: “Dr. Standleys Holistic Health Website”
- ARIES AND MONEY: Keep in mind that Aries is the most aggressive sign of the zodiac and when it comes to creating money-making schemes or careers, they will aggressively pursue it.
- Arians aren't really concerned about fame as much as they are concerned about fortune. Their fortune is really more like a measuring stick or a sign of being in first place. Arians are very competitive, which is why they have such a great desire to succeed. The money is really secondary because what they really desire is to be in first place. Money shows that they are ahead of the everyone else; therefore, they win! So it's not about the money as much as it is about winning.



Another Way to Look at it...

sign	median_pre2	median_post5	<i>change</i>
Libra	23,254	49,419	26,166
Capricorn	22,838	49,142	26,304
Leo	22,884	50,004	27,120
Scorpio	22,699	49,959	27,260
Sagittarius	22,812	50,721	27,909
Cancer	22,095	50,115	28,020
Pisces	22,336	50,559	28,223
Taurus	22,993	51,224	28,232
Virgo	22,649	51,010	28,362
Aries	22,885	51,499	28,614
Gemini	21,074	49,809	28,735
Aquarius	22,175	50,926	28,751



Libra!!!

- Had the HIGHEST wages 2 yrs before...
- Had the LOWEST wages 5 years after!!



Libra

From “Traits of a Libra”, “ilovetoknow.horoscopes”:

- “Libras are often creative and artistic, with a keen sense of insight. They often find career satisfaction in the following fields:
 - Music, Dance, Visual Arts, Designers
- Libras are also very oriented toward people and negotiation, so they are suited to the following careers:
 - Public Relations & Marketing, Ambassadors, Customer Service”



For the rest of the Plenary:

- Show pity to your poor Libra colleagues teaching business and fine arts.
- Make the Rams buy you drinks.



Questions?

- Come to my afternoon session!

