Annual Board of Trustees Evaluation Workshop 2020

January 13, 2020

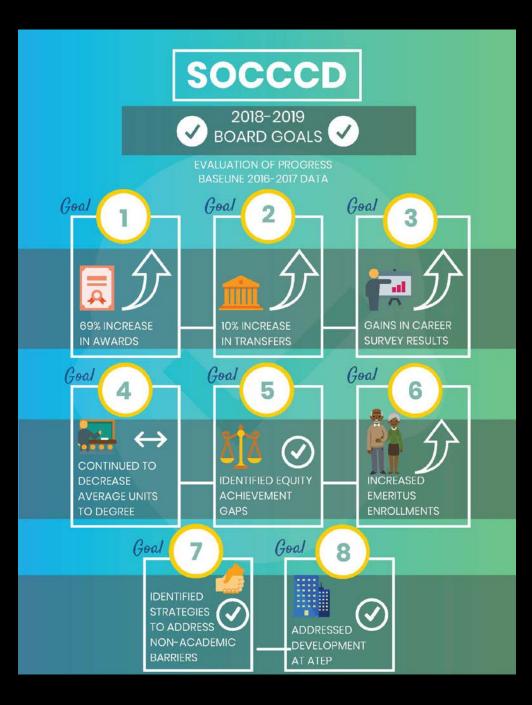
Agenda



REVIEW BOARD OF TRUSTEES' GOALS 2018-2019

EVALUATE & SET 2020 GOALS

REVIEW BOARD OF TRUSTEES' SELF EVALUATION AND EMPLOYEE SURVEY RESULTS





Increase by at least 20% the number of CCC students annually who acquire associate degrees, credentials, certificates, or specific job-oriented skill sets

Progress towards goal:

- In 18-19 there was a 69% increase district-wide over from the 16-17 base
 - Irvine Valley had a 55% increase in 18-19
 - Saddleback had an 80% increase in 18-19

See Dashboard Handout

DEGREES AND C	ERTIFIC	ATES					ESTRICT WE	Y COLLECE
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	2010-2019				10.0.007		100	1.81
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	1117-1210				3817-2814			
	2218-3219	2,381			2816-2819			
SHORE BACK COLLEGE	2016-2017			SADDLEBHEN COLLEGE	2916-2017			



Board of Trustees' Goals 2018-2019 Goal 1

Increase by at least 5% the number of SOCCCD students who acquire associate degrees, credentials, certificates or specific skill sets that prepare them for an in-demand job.

SOCCCD DISTRICT-WIDE STRATEGIC PLAN 2020-2025 GOAL 2: TRANSFORM LIVES THROUGH LEARNING AND ACHIEVEMENT

OBJECTIVE 2.1 Increase the number of students annually who earn associate degrees, certificates, or 9 units in a CTE program that prepare them for an in-demand job

Indicator: Establish baseline of completion by award type and CTE program

Increase by at least 5% the number of SOCCCD students who acquire associate degrees, credentials, certificates or specific skill sets that prepare them for an in-demand job.

Keep
Revise
Remove

Evaluation of Award Data

- Priority in next SOCCCD District-wide Strategic Plan
- Auto-awarding of degrees and certificates

Data Notes:

- Student-Centered Funding Formula only counts the student's highest award
 - Students also must be enrolled in the college with at least 12 units in the year of the award

Recommendation:

• Increase degrees and certificates by 10% above the 2016-2017 base number of 6,631 for a January 2021 goal of 7,294.

Increase by at least 35% the number of CCC students system-wide transferring annually to a UC or CSU

Progress towards goal:

- In 18-19 there was a 10% increase Districtwide from the 16-17 base.
- Irvine Valley had a 12% increase in 18-19
- Saddleback had a 9% increase in 18-19
- See Dashboard Handout





Board of Trustees' Goals 2018-2019 Goal 2

Increase by 8% the number of SOCCCD students transferring to 4-year colleges or universities.

SOCCCD DISTRICT-WIDE STRATEGIC PLAN 2020-2025 GOAL 2: TRANSFORM LIVES THROUGH LEARNING AND ACHIEVEMENT

OBJECTIVE 2.2 Increase the number of students transferring annually (VFS)

- Indicator: Increase transfers to UC, CSU, and all other institutions by 35%
- Indicator: Establish a baseline to measure goal for "transfer ready" students

Increase by 8% the number of SOCCCD students transferring to 4-year colleges or universities.

Keep
Revise
Remove

Evaluation of Award Data

• Priority in next SOCCCD District-wide Strategic Plan

Data Notes:

- UC and CSU cap on transfers
- Strategic Plan added Transfer Ready Students

Recommendation:

 Increase by 10% the number of transfer students from the 2016-2017 base number of 6,165 for a January 2021 goal of 6,812

Increase the percent of exiting students who report being employed in their field of study, from the most recent state-wide average of 69% to 76%.

Progress towards goal:

- In 16-17 Irvine Valley had a 67% rate and 68% in 18-19
- In 16-17 Saddleback had a 65% rate and 70% in 18-19
- See Dashboard Handout

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	2017-004							-
	2018-2019							725
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	REPORT N		26	191	109			
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	REPORT N			45	447			
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Board of Trustees' Goals 2018-2019 Goal 3

Increase the percent of exiting CTE students who report being employed or advanced in their field of

study.

SOCCCD DISTRICT-WIDE STRATEGIC PLAN 2020-2025 GOAL 3: ENGAGE WITH THE COMMUNITY THROUGH ATHLETIC AND CULTURAL EVENTS, ENRICHMENT PROGRAMS, AND IN CREATING ECONOMIC PROSPERITY FOR ALL

OBJECTIVE 2.6 Increase the percent of exiting CTE students who report being employed in their field of study (VFS)

Indicator: Increase CTE employment rate to 69 percent

Increase the percent of exiting CTE students who report being employed or advanced in their field of study.

KeepReviseRemove

Evaluation of Award Data

• Priority in next SOCCCD District-wide Strategic Plan

Data Notes:

- Challenges with Survey Data self-report & response rate
- State and Local Ability to get Wage Data

Recommendation:

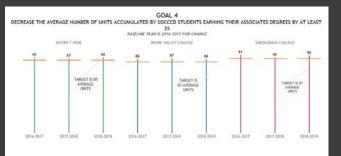
 Increase the percent of exiting CTE students who report being employed or advanced in their field above the 2016-2017 base of 67% at Irvine Valley College and 65% at Saddleback College

Decrease the average number of units accumulated by CCC students earning associate degrees, from approximately 87 units to 79 units, a decrease of 9%.

Progress towards goal:

- In 16-17 the average District-wide is 88 units
- In 18-19 the average at Irvine Valley is 86 units
- In 18-19 the average at Saddleback is at 90 units

See Dashboard Handout





Board of Trustees' Goals 2018-2019 Goal 4

Decrease the average number of units accumulated by SOCCCD students earning their associate degrees by at least 3%.

SOCCCD DISTRICT-WIDE STRATEGIC PLAN 2020-2025 GOAL 2: TRANSFORM LIVES THROUGH LEARNING AND ACHIEVEMENT

OBJECTIVES 2.7 Reduce average units accumulated by students who complete degrees (VFS)

Indicator: Reduce average units accumulated from 88 to 79 units

10

Decrease the average number of units accumulated by SOCCCD students earning their associate degrees by at least 3%.

Keep
Revise
Remove

Evaluation of Award Data

• Priority in next SOCCCD District-wide Strategic Plan

Data Notes:

- AB 705 it may take a few years to see drop in units
- Guided Pathways early stages
- Dual & Concurrent Enrollment Factors

Recommendation:

• Decrease the average number of units accumulated by SOCCCD students earning their Associates degree below the 2016-2017 base of 88 units district-wide

Reduce equity gaps across all measures through underrepresented groups by cutting achievement gaps by 40% within 5 years and fully closing the gaps within 10 years.

Progress towards goal:

- Identified target groups:
 - Hispanic/Latinx (Saddleback & IVC)
 - African-Americans (Saddleback)
 - Foster Youth (IVC)
 - Economically Disadvantaged (Saddleback & IVC)
 - Veterans (IVC)
 - LGBTQ+ (IVC)
- Preliminary Dashboard



Board of Trustees' Goals 2018-2019 Goal 5

Research and identify equity gaps and report back to the Board on a plan to reduce achievement gap(s).

SOCCCD DISTRICT-WIDE STRATEGIC PLAN 2020-2025 GOAL 1:

ENSURE STUDENT EQUITY IN ACCES AND ACHIEVEMENT

- OBJECTIVES
- 1.1 Reduce and eliminate the achievement gap among underrepresented students (VFS)
- 1.2 Reduce and eliminate the achievement gap for completion rates in transferlevel math and English. (VFS)
- 1.3 Reduce and eliminate the achievement gap between online and traditional classroom classes
- 1.4 Increase equity of access into college
- 1.5 Reduce and eliminate student Fall to Spring and Fall to Fall retention equity gaps
- 1.6 Cultivate culturally responsive and inclusive learning and working environment free from explicit/implicit bias
- 1.7 Cultivate a culturally responsive and inclusive learning and working environment free from institutional bias

Research and identify equity gaps and report back to the Board on a plan to reduce achievement gap(s).

Keep
 Revise
 Remove

Evaluation of Award Data

• Priority in next SOCCCD District-wide Strategic Plan

Data Notes:

• The demographic statistics do not accurately represent the achievement gaps

State and College Cohort Studies – methodologies can differ and the number of students can be small

- Saddleback conducted a cohort study which showed a
 - 7% achievement gap for Hispanic/Latinx students
 - 14% achievement gap for African-American students
- IVC identified
 - 9% gap for Hispanic/Latinx students
 - 18% gap for Foster Youth

Recommendation:

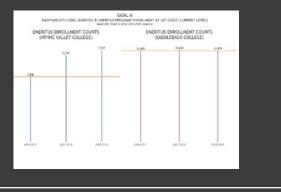
• Decrease achievement gaps of 2017-2018 college identified groups by 10%

Vision for Success System Goal: NA

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Progress towards goal:

- IVC has increased enrollment in Emeritus courses in 18-19 (1,609 more enrollments than in 16-17)
- Saddleback has increased enrollment in Emeritus courses in 18-19 (54 more enrollments than in 16-17)
- See Dashboard Handout:



Board of Trustees' Goals 2018-2019 Goal 6 Maintain life-long learning and emeritus program enrollment at (at least) current levels.

SOCCCD DISTRICT-WIDE STRATEGIC PLAN 2020-2025 GOAL 3: ENGAGE WITH THE COMMUNITY THROUGH ATHLETIC AND CULTURAL EVENTS, ENRICHMENT PROGRAMS, AND IN CREATING ECONOMIC PROSPERITY FOR ALL

OBJECTIVE 3.3 Increase participation in extended learning (community and adult education programs, and emeritus institutes) Indicator: Establish baseline for extended learning programs

Maintain life-long learning and emeritus program enrollment at (at least) current levels.

KeepReviseRemove

Evaluation of Award Data

• Priority in next SOCCCD District-wide Strategic Plan

Data Notes:

- Emeritus and Noncredit courses (Positive Attendance) are funded at a much lower rate:
 - Rates for 19-20:
 - Credit: \$3,951
 - Noncredit: \$3,457
 - CDCP: \$5,635

Recommendation:

 Maintain life-long learning and the Emeritus Program enrollment, at a minimum, at the level of enrollments in the 2016-2017 academic year of 3,948 at Irvine Valley College and 33,405 at Saddleback College

Vision for Success System Goal: NA



Board of Trustees' Goals 2018-2019 Goal 7

Progress towards goal:

- Food, clothing and toiletry pantries
- Weekly fresh produce and grocery giveaways
- Hundreds of Starbucks Protein packs and food delivered and distributed daily
- Cal-Fresh payments acceptable for food purchases
- Emergency loans distributed through the Foundations
- Hostel vouchers for emergency temporary shelter
- Connections to temporary, transitional, permanent-supportive, and affordable housing options
- Increased access and resources for mental healthcare
- Funding secured for feasibility study to address non-academic needs for students

Research and identify non-academic barriers and report findings to the Board on strategies to address these barriers.

SOCCCD DISTRICT-WIDE STRATEGIC PLAN 2020-2025 GOAL 4: OPTIMIZE OUR INSTITUTIONAL DESIGN AND STRUCTURE WITH A STUDENT-CENTERED FOCUS

OBJECTIVE 4.4 Provide enhanced student support with a studentcentered design

Indicator: Establish areas of student need for expanded student support services.

Indicator: Explore student housing feasibility in the district

Research and identify non-academic barriers and report findings to the Board on strategies to address these barriers.

Keep
Revise
Remove

Evaluation of Award Data

• Priority in next SOCCCD District-wide Strategic Plan

Recommendation:

 Initiate student and employee housing feasibility studies for Irvine Valley College, Saddleback College, and ATEP

Vision for Success System Goal: NA



Board of Trustees' Goals 2018-2019 Goal 8

Progress towards goal:

- Ground lease secured
- Increased marketing efforts with seven (7) separate advertisements and advertorials placed in the Orange County Business Journal and Western Real Estate Magazine focused on the development opportunities at ATEP and securement of rights of aerial video of ATEP site
- Tour conducted for Trustees and SOCCCD leadership of ATEP site and board study session to discuss opportunities and challenges at ATEP
- Enhanced programs and enrollments at the IDEA building at ATEP
- Continued exploration of public-private partnerships in and around Orange County for ATEP

Review the current status of ATEP for the purpose of establishing measurable goals.

SOCCCD DISTRICT-WIDE STRATEGIC PLAN 2020-2025 GOAL 4: OPTIMIZE OUR INSTITUTIONAL DESIGN AN DSTRUCTURE WITH A STUDENT-CENTERED FOCUS

OBJECTIVE 4.5 Develop and build out the ATEP vision for the colleges including public-private partnerships Indicator: Establish a baseline of deliverables for ATEP vision

- Increase student enrollment at ATEP
- Create preliminary design plans for Saddleback's ATEP buildings

Review the current status of ATEP for the purpose of establishing measurable goals.

Keep
 Revise
 Remove

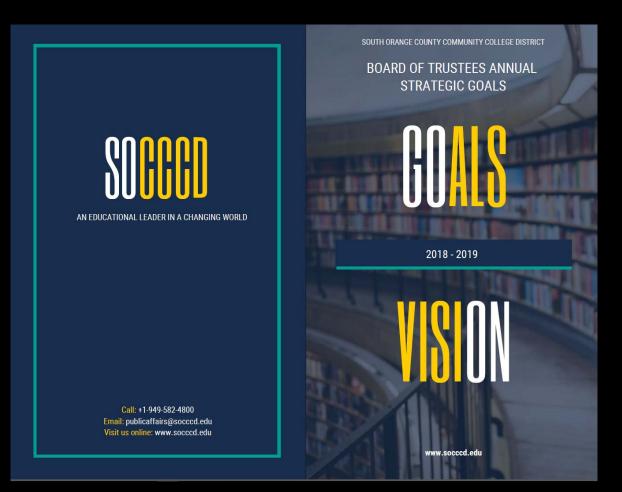
Evaluation of Award Data

• Priority in next SOCCCD District-wide Strategic Plan

Recommendation:

- Increase enrollments at ATEP above the 2017-2018 base of 965.
- Develop preliminary planning for the Saddleback College building(s) at ATEP
- Continue to identify and evaluate prospective tenants for ATEP

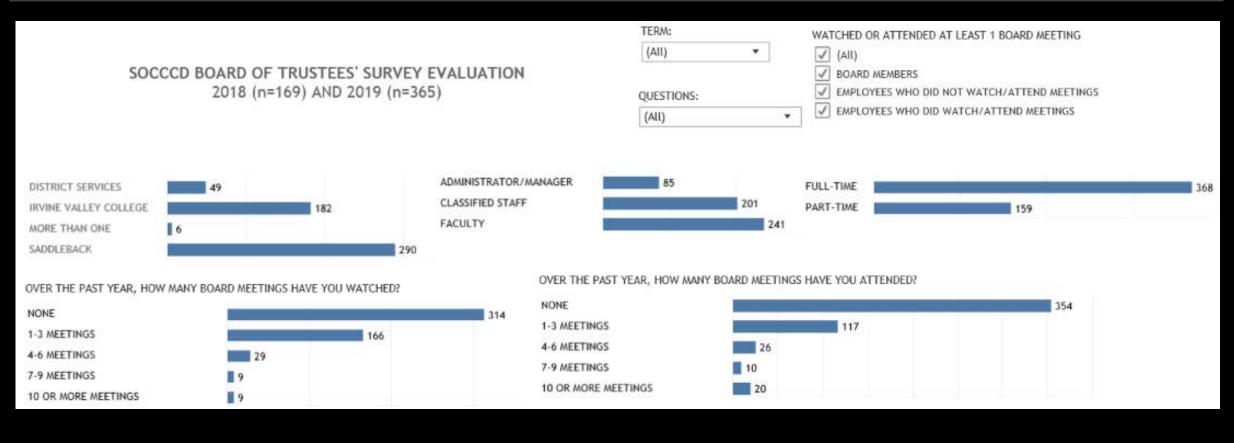
Coming Brochure on Board Goals



Agenda

Review Board of Trustees' Self Evaluation and Employee Survey Results

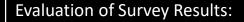
Board of Trustees' Self Evaluation & Employee Survey Results 2019 Demographics



Board of Trustees' Self Evaluation and Employee Survey Results 2018 & 2019

1+STRONGLY DISAGREE 5+STRONGLY AGREE	2018 BOARD MEMBERS EMPLOYEE		2019 BOARD MEMBERS EMPLOYEE	
Q1 The Board understands its policy role and differentiates its role from those of the Chancellor, District Services, and college employees.	4.29	3.53	4.43	3.42
Q2 The Board's policies are regularly reviewed and are up-to-date. They effectively guide operations on a district-wide basis.	4.0	-0.94		-3.37
Q3 The Board clearly delegates authority to and supports the Chancellor.	4.71	-1.09	4.57	-3.46
Q4 The Board sets clear expectations for and effectively evaluates the Chancellor.	4.29	3.33		-0.8
Q5 Board members represent the interests and needs of the communities served by the district.	4.71	-1.47		3.26
Q6 The Board advocates on behalf of the district to local, state, and federal governments.	4.0	-3.45 - 0.98	4.29	-3.43 - 0.8
07 The Board assures that there is an effective planning process and is appropriately involved in the process.	4.29	-0.94	-4.57	
Q8 Board members are knowledgeable about the district's educational programs and services.	4.0	-1.13	4.71	
Q9 Board members understand the budget and fiscal status of the district.		-0.68	4.29	-0.9
Q10 Board decisions assure the fiscal stability and health of the district.	4.71	3.32	5.00	-1.73
Q11 The Board effectively monitors implementation of institutional plans.	4.0	3.26		-3.23
Q12 The Board respects faculty, staff, and student participation in their decision making.	5.00	3.23	4.86	3.15
Q13 Trustees refrain from attempting to manage or direct work or activities of employees.	4.71	3.45	4.29	3.36
Q14 Trustee behavior sets a positive tone for the district.	4.71	-1.40	4.36	-3.45
Q15 The Board regularly reviews and adheres to its code of ethics and standards of practice.	4.86	-3.46	4.71	-1.34
Q16 Board members maintain confidentiality of privileged information.	4.57	-3.56	4.57	-3.48 - 0.9
Q17 Board meeting agendas include sufficient information; the topics reflect Board responsibilities and tasks.	4.29	-0.5	4.57	-3.68

Evaluation of Annual Survey



Trustees Results Highlights:

- Strengths:
 - Regularly reviews board policies and guiding operations (#2)
 - Fiscal stability and health of the District (#10)
 - Respect faculty, staff, and students in their decision-making (#12)
- Areas to Improve:
 - Continue to strengthen advocacy (#6)
 - Engage in more professional development (#20)
 - Refrain from managing or directing work of employees (#13)

Employees Results Highlights:

- Strengths:
 - Meetings are organized, orderly and respectful (#17, 18)
 - Members maintain confidentiality (#16)
 - Comments show they feel the board members work well with each other
 - "Harmonious" "Open" "Civility" "Positive"
- Areas to Improve:
 - Understanding educational programs and services (#8)
 - Also reflected in comments
 - Monitoring institutional plans (#11)
 - Respecting faculty, staff, and students in their decision-making (#12)

Discussion