

# Annual Board of Trustees Evaluation Workshop 2020

January 13, 2020

# Agenda



**REVIEW BOARD OF  
TRUSTEES' GOALS 2018-  
2019**



**EVALUATE  
&  
SET 2020 GOALS**

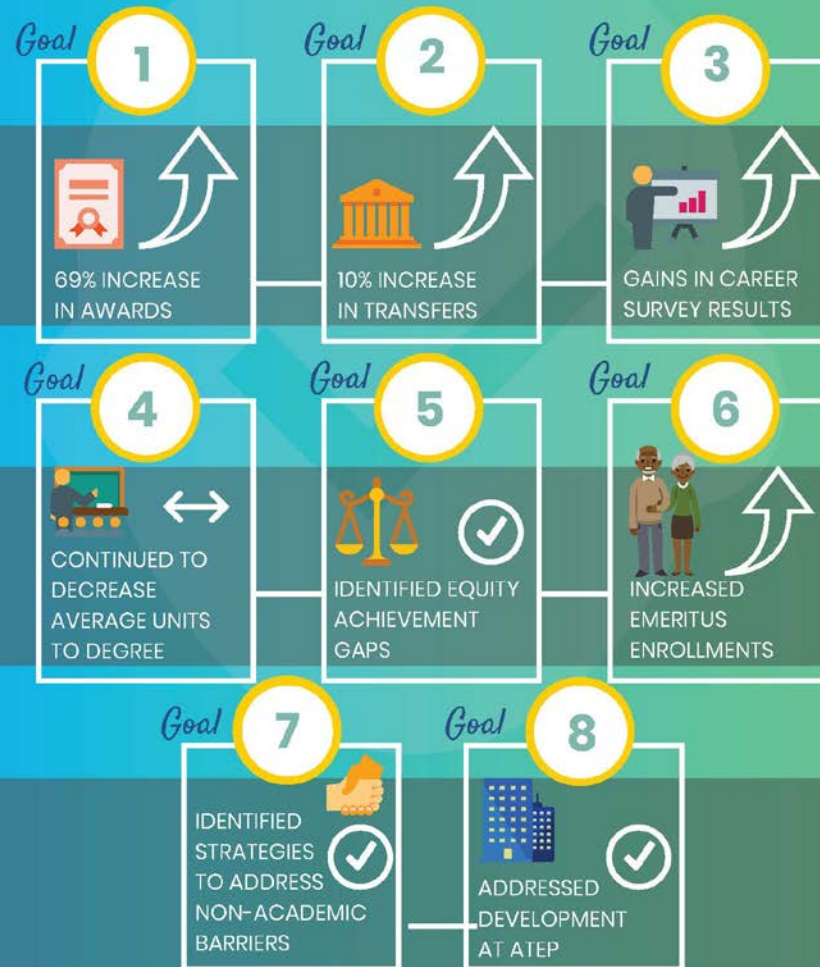


**REVIEW BOARD OF  
TRUSTEES' SELF EVALUATION  
AND EMPLOYEE SURVEY  
RESULTS**

# SOC CCD

2018-2019  
BOARD GOALS ✓

EVALUATION OF PROGRESS  
BASELINE 2016-2017 DATA





## Vision for Success System Goal 2022:

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



## 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.



### 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



## 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

## Evaluation of 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.

- 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.



## Vision for Success System Goal 2022:

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

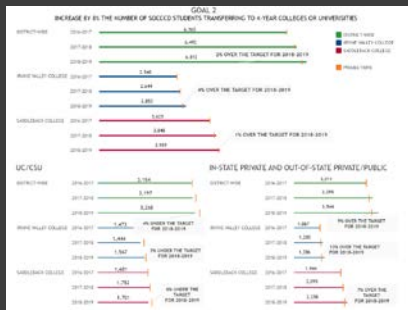


## Board of Trustees' Goals 2018-2019 Goal 2

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

### Progress towards goal:

- In 18-19 there was a 10% increase District-wide 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



### 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

## Evaluation of Goal 2

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





## Evaluation of Goal 3

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

Keep

Revise

Remove

### 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



### Vision for Success System Goal 2022:

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



### Board of Trustees' Goals 2018-2019 Goal 4

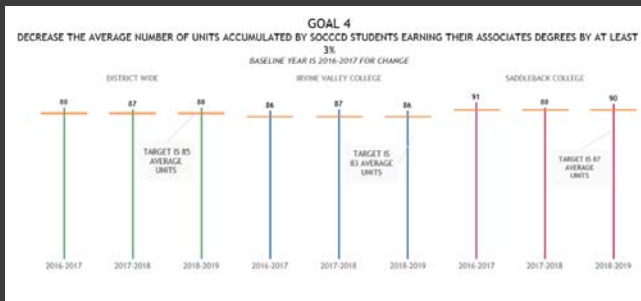
Decrease the average number of units accumulated by SOCCCD students earning their associate degrees by at least 3%.



#### 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



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

## Evaluation of Goal 4

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



## Vision for Success System Goal 2022:

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.

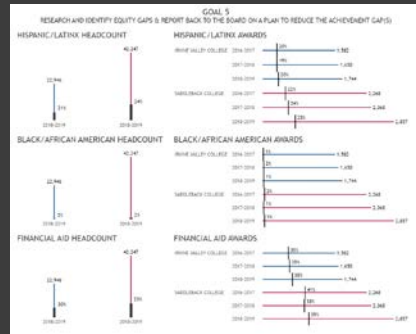


## Board of Trustees' Goals 2018-2019 Goal 5

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

### 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



### 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 transfer-level 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

## Evaluation of Goal 5

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

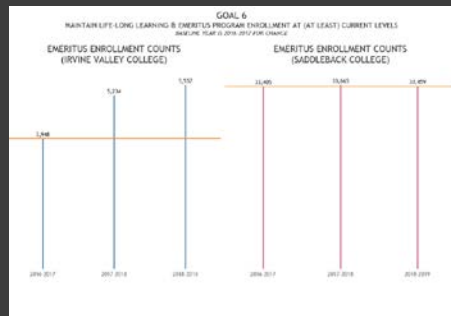


## Board of Trustees' Goals 2018-2019 Goal 6

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

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:



### 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

## Evaluation of Goal 6

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

Keep

Revise

Remove

### 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



## Board of Trustees' Goals 2018-2019 Goal 7

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



### Vision for Success System Goal: NA

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

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 student-centered design

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

Indicator: Explore student housing feasibility in the district



## Evaluation of Goal 7

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 AND STRUCTURE 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

## Evaluation of Goal 8

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

### SOCCCD BOARD OF TRUSTEES' SURVEY EVALUATION 2018 (n=169) AND 2019 (n=365)

TERM:

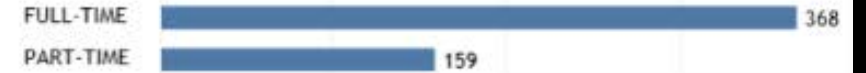
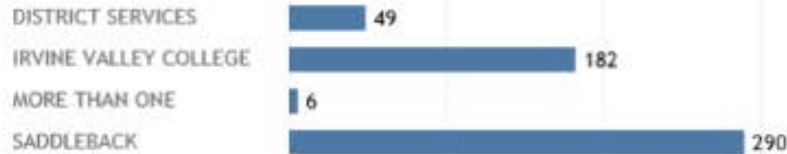
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QUESTIONS:

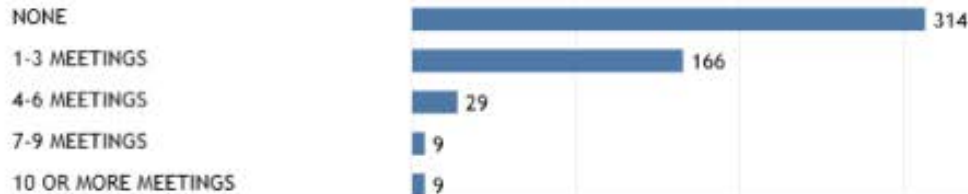
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WATCHED OR ATTENDED AT LEAST 1 BOARD MEETING

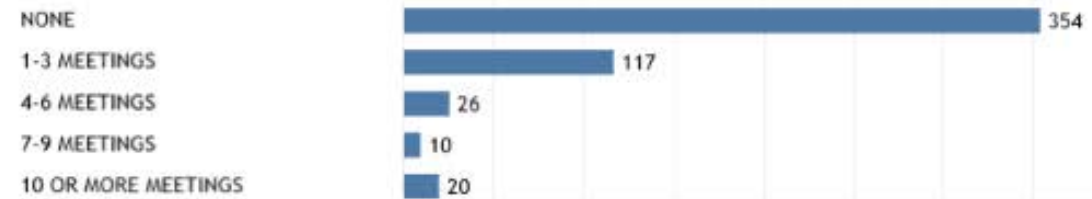
- (All)
- BOARD MEMBERS
- EMPLOYEES WHO DID NOT WATCH/ATTEND MEETINGS
- EMPLOYEES WHO DID WATCH/ATTEND MEETINGS



OVER THE PAST YEAR, HOW MANY BOARD MEETINGS HAVE YOU WATCHED?



OVER THE PAST YEAR, HOW MANY BOARD MEETINGS HAVE YOU ATTENDED?



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



# Evaluation of Annual Survey

## Evaluation of Survey Results:

### 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