

Vision for Success

Barstow Community College

2021-2022 Goals & Alignment with the Strategic Plan



Changes at the Chancellor's Office

- The Chancellor's Office set out to align all of the various plans, goals and metrics required by the colleges; this effort was called the "Simplified Metrics" Initiative
 - Replaced the Scorecard with the Student Success Metrics (SSM) Dashboard.
 - Removed the requirement for the IEPI Framework of Indicator goals.
 - Introduced the new Vision for Success (VfS) and goal setting requirements.
 - Integrated the Basic Skills Plan, Student Success Plan & Student Equity Plan under the new Student Equity and Achievement (SEA) program.
 - The VfS goals and the SEA goals are set and tracked using the SSM.



Issues

- The Simplified Metrics became anything but simple
 - 291 pages of data definitions
 - Unclear and questionable methodologies
 - Different baseline years used in setting goals for the various plans
 - Equity data throughout all plans but different disaggregation levels
 - Different disproportionate impact methods used to determine equity gaps; which one do we use?
- The bottom line:
 - Expect more changes in the future...



Chancellor's Office Vision for Success

- The California Community College System should strive to achieve the following goals by 2022:
 - Increase by at least 20 percent the number of CCC students annually who complete a degree, certificate, credential or job-oriented skill set.
 - Increase by 35 percent the number of CCC students transferring annually to a UC or CSU.
 - Decrease the average number of units accumulated by CCC students earning associate's degrees from approximately 87 total units to 79 total units.



Chancellor's Office Vision for Success

- Increase the percent of exiting CTE students who report being employed in their field of study, from 60 percent to an improved rate of 69 percent.
- Reduce equity gaps across all of the above measures by 40% within 5 years and 100% within 10 years.
- Reduce regional achievement gaps across all of the above measures through faster improvements among colleges located in regions with the lowest educational attainment of adults, with the ultimate goal of fully closing regional achievement gaps within 10 years.



Approval Process & Timeline

- December 15, 2018
 - Certify to the Chancellor's Office that a Goal-Setting Process is Underway
 - The Board of Trustees reviewed our new Strategic Plan; November 2018
 - The Superintendent/President certified to the Chancellor's Office that our process is underway; December 2018
- May 31, 2019
 - Reporting Local Goals
 - The Chancellor's Office Vision for Success Goals were aligned with our Strategic Plan and local goals were set; November 2018 – April 2019
 - IEC Approved – April 16, 2019; Academic Senate Approved – May 2, 2019
 - Shared with CSEA and BCFA – April 24, 2019
 - Board Approval – May 15, 2019



Goal 1 - Completion

- Increase by at least 20% the number of CCC students annually who acquire associate degrees, credentials, certificates, or specific job-oriented skill sets.
 - Goal 1A: Increase All Students Who Earned an Associate Degree (including ADTs)
 - Goal 1B: Increase All Students Who Earned a Chancellor's Office Approved Certificate
 - Goal 1C: Increase All Students Who Attained the Vision Goal Completion Definition
- *Aligns with BCC Strategic Priority 1: Innovate to Achieve Equitable Student Success; Focus relentlessly on students' end goals and always design and decide with the student in mind.*



Goal 1A

- Increase All Students Who Earned an Associate Degree (including ADTs)
 - Barstow College will increase among all students, the number who earned an associate degree or associate degree for transfer in the selected or subsequent year from:

# in 2016-17	Expected # in 2021-22	% Increase
318	382	20%



Goal 1B

- Increase All Students Who Earned a Chancellor's Office Approved Certificate
- Barstow College will increase among all students, the number who earned a Chancellor's Office approved certificate in the selected or subsequent year from:

# in 2016-17	Expected # in 2021-22	% Increase
34	96	182%



Goal 1C

- Increase All Students Who Attained the Vision Goal Completion Definition
 - Barstow College will increase among all students, the number of students who earned various types of awards and the number of students who enrolled in either a noncredit career education course or any college level credit course in the selected or subsequent year from:

# in 2016-17	Expected # in 2021-22	% Increase
308	370	20%



Goal 2 - Transfer

- Increase by 35 percent the number of CCC students transferring annually to a UC or CSU
 - Goal 2A: Increase All Students Who Earned an Associate Degree for Transfer
 - Goal 2B: Increase All Students Who Transferred to a CSU or UC Institution
- *Aligns with BCC Strategic Priority 1: Innovate to Achieve Equitable Student Success; Focus relentlessly on students' end goals and always design and decide with the student in mind.*



Goal 2A

- Increase All Students Who Earned an Associate Degree for Transfer
 - Barstow Community College will increase among all students, the number who earned an associate degree for transfer in the selected or subsequent year from:

# in 2016-17	Expected # in 2021-22	% Increase
75	101	35%



Goal 2B

- Increase All Students Who Transferred to a CSU or UC Institution
 - Barstow Community College will increase among all students, the number who transferred to a four-year institution from:

# in 2016-17	Expected # in 2021-22	% Increase
139	188	35%



Goal 3 – Unit Accumulation

- Decrease the average number of units accumulated by CCC students earning associate's degrees from approximately 87 total units to 79 total units.
 - Goal 3A: Decrease Average Number of Units Accumulated by All Associate Degree Earners
- *Aligns with BCC Strategic Priority 1: Innovate to Achieve Equitable Student Success; Focus relentlessly on students' end goals and always design and decide with the student in mind.*



Goal 3A

- Decrease Average Number of Units Accumulated by All Associate Degree Earners
 - Barstow Community College will decrease among all students who earned an associate degree in the selected year, the average number of units earned in the California community college system among students who had taken at least 60 units at the college from:

# in 2016-17	Expected # in 2021-22	% Increase
84	76	10%



Goal 4 – Workforce

- Increase the percent of exiting CTE students who report being employed in their field of study, from 60 percent to an improved rate of 69 percent.
 - Goal 4A: Increase Median Annual Earnings of All Students
 - Goal 4B: Increase All Students Who Attained the Living Wage
 - Goal 4C: Increase All Students with a Job Closely Related to Their Field of Study
- *Aligns with BCC Strategic Priority 2: Ignite a Culture of Innovation; Transform the Community through opportunity while enabling action and thoughtful innovation.*



Goal 4A

- Increase Median Annual Earnings of All Students
 - Barstow Community College will increase among all students who did not transfer to a four-year institution, sum of median earnings for the four quarters immediately following academic year of exit from:

# in 2016-17	Expected # in 2021-22	% Increase
\$25,542	\$27,841	9%



Goal 4B

- Increase All Students Who Attained the Living Wage
 - Barstow Community College will increase among all students who exited college and did not transfer to a four-year institution, the proportion who attained the regional living wage for a single adult measured immediately following the academic year of exit from:

# in 2016-17	Expected # in 2021-22	% Increase
52%	57%	10%



Goal 4C

- Increase All Students with a Job Closely Related to Their Field of Study
 - Barstow Community College will increase among all students who responded to the CTE Outcomes Survey and did not transfer, the proportion who reported that they are working in a job very closely or closely related to their field of study from:

# in 2016-17	Expected # in 2021-22	% Increase
61%	67%	10%



Goal 5 – Equity

- Reduce equity gaps across all of the above measures by 40 percent within 5 years and 100% within 10 years.
- *Aligns with BCC Strategic Priority 3: Build Community; Create a climate where internal stakeholders feel included, valued, empowered, welcome, and seen.*
 - *Strategic Intention 2 – Create an environment that supports and celebrates cultures by developing a cohesive and caring community;*
 - *Strategic Intention 3 – Invest in Continuous Professional Development for faculty and staff*



Goal 5 – Method for Equity Gap Determination

- The calculations to determine DI populations and equity gaps were completed by the Chancellor's Office using the Percentage Point Gap (PPG) and Proportionality Index (PPI) methods.
- MIS data and other external sources (National Student Clearinghouse, Unemployment Insurance Data, etc.) were used in the calculations.
- The Chancellor's Office then provided the equity data to the Colleges to use in goal setting for Goal 5.
- Per the Vision Goal template, colleges were to set additional targets for Goals 1-4 if any populations were identified as Disproportionately Impacted according to the PPG method.



Goal 5 – Method for Equity Gap Determination

Aligned College-Level Goal

Enter goal data for the following equity groups only if those groups are disproportionately impacted for the specific metric referenced.

Baseline values come from the [Student Success Metrics dashboard](#), where available.

Disproportionately Impacted (DI) Student Groups

Which groups of students at your college have been identified as disproportionately impacted according to the **point gap methodology**? (Check all that apply)



Goal 5.4B – Equity Gap Goal

- Increase All Students Who Attained the Living Wage
 - Per the instructions, only one student group (with greater than 10 students) was identified as Disproportionately Impacted for only one metric.
 - Student Group: Black or African American
 - Metric: Attained the Living Wage

# in 2016-17	Expected # in 2021-22	% Increase
36%	57%	58%



Next Steps

- May 31, 2020
 - Align Comprehensive Plans and Aligned Budgets
 - Throughout 2019, the Chancellor's Office will be working to revise and combine reporting requirements for Guided Pathways, Student Equity, and other major reports to assist districts in fully complying with the requirement to align their comprehensive plans with local goals. The Chancellor's Office will also provide guidance around aligning budgets with comprehensive plans. Colleges will not be expected to submit their comprehensive plans and aligned budgets until May 31, 2020.



Questions?

