

2015

Research & Institutional Effectiveness Report

San José • Evergreen Community College District

Board Ends Policy Dashboard
Monitoring Report 2015-01
Global Ends Statement



San Jose Evergreen Community College District

Board of Trustees Ends Policy Dashboard

Monitoring Report 2015-01

Global Ends Statement

With the adoption of the Global Ends Statement and Policies, the Board of Trustees has established a mechanism to monitor the District in its commitment to promoting student success. The Ends Policies are monitored through a series of metrics that are designed to evaluate the District's success in implementing the Ends Policies. The Board has elected to regularly review and discuss these metrics through quarterly Monitoring Reports. These monitoring reports are designed to support the District in making data-informed decisions and establish priorities for the allocation fiscal and human resources to meet the goals stated in the Board Ends Policies.

This report summarizes the data related to the Global Ends Statement. The Global Ends Statement is measured by six factors, the Ends Policies. These Ends Policies have their own measures which are tracked on an annual basis. Each of the seven ends policies have indicators behind them that are used to measure the District's progress in meeting its goals. Each indicator has at least one metric that is used to define what is meant by progress. These metrics are monitored against relevant comparisons that are used as targets. The source of these metrics is the Student Success Scorecard, SJECCD Student Success Metrics, and other internal institutional effectiveness metrics. Metrics that are within 90% of meeting their target are given a rating of 4 (**green**). Metrics that are between 80% and 89% of meeting their target are given a rating of 3 (**purple**). Metrics that are between 70% and 79% of meeting their target are given a rating of 2 (**yellow**). A measure that is below 70% of its target OR has yet to be measured by the District, is given a rating of 1 (**red**).

The end of the report includes strengths and recommendations for improvement based on the data provided.

Global Ends Statement

The San José - Evergreen Community College District exists to ensure all students, especially those with educational and/or socioeconomic challenges, will have the skills and capabilities to be successful in the next stage of their life, sufficient to justify the use of available resources.

Ends Policies

1 Career Development

1. Basic skills completion
2. Degree completion and/or Transfer ready status
3. Alignment between degree offerings and workforce needs
4. Enrollment in workforce/occupational programs
5. Increased corporate partnerships
6. Increased revenue from contract training
7. Increased community awareness of district programs
8. Increased student goal attainment

2 Transferability

1. Degree Completion and/or transfer ready status
2. Number of ADT programs approved by the state
3. Number of student completing ADT degree programs
4. Student transfer rate
5. Number of online courses offered
6. Enrollment in online courses
7. Proportion of student demographics to the surrounding community

3 College Readiness

1. Percentage of Course and Program Student Learning Outcomes Assessed
2. Student Success on Institutional Learning Outcomes
3. Student Habits of Mind
4. Student Pluralistic Orientation
5. Student Integration of Learning

4 Institutional Excellence

1. Employee productivity
2. Employee retention
3. Number of safety incidents on campuses

4. Employee satisfaction with work environment
5. Employee satisfaction with district services
6. Number of employee performance reviews completed
7. Institutional Learning Outcomes

5 Student Success








1. Student Persistence
2. Course completion
3. Basic skills completion
4. Retention
5. 30 unit completion
6. Course Productivity rates
7. Implementation of SSSP Resources – Student Ed Plans and Degree Audit, Orientations, Assessments, etc. – and reporting of related MIS data

6 College Experience

1. Employee student satisfaction with campus safety
2. Student satisfaction with campus environment
3. Student engagement
4. Faculty and staff satisfaction and engagement
5. Student academic engagement

Global Ends Statement

Ensure all students, especially those with educational and/or socioeconomic challenges, have the skills and capabilities to be successful in the next stage of life.

Ends Policies	# of Measures	Rating	Status
1 Career Development	8	2.64	
2 Transferability	6	3.33	
3 College Readiness	5	3.33	
4 Institutional Excellence	7	1.29	
5 Student Success	7	4.00	
6 College Experience	5	2.50	
Global Ends Policy	38	2.85	

The Global Ends Policy receives a rating of 2 (approaching 3) which means that we are between 70% and 79% of our target within this area.

Strengths	Opportunities for Improvement
Student Success (Meeting or exceeding all targets)	Career Development (Need baselines)
Transferability (Approaching targets)	Institutional Excellence (Needs baselines)
College Readiness (Approaching targets)	College Experience (Not approaching targets)

Ends Policy 1 – Career Development

Number	Measurement	Target	Status	Score	Rating	Light
1-1.1	BS Math Completion	30.26%	28.3%	93.52%	4	●
1-1.2	BS English Completion	41.63%	46.8%	112.42%	4	●
1-1.3	ESL Completion	23.20%	21.30%	91.81%	4	●
1-2.1	Degrees Conferred	900	1076	119.56%	4	●
1-2.2	Certificates Conferred	388	417	107.47%	4	●
1-3	Alignment between degree offerings and workforce needs			0.00%	1	●
1-4	Enrollment in workforce/occupational courses	11,500	9,660	84.00%	3	●
1-5	Increased corporate partnerships			0.00%	1	●
1-6	Increased revenue from contract training	\$150,000	\$115,220	76.81%	2	●
1-7	Increased community awareness of district programs			0.00%	1	●
1-8	Increased student goal attainment			0.00%	1	●
Overall Rating					2.6	●

Measure	Description	2010	2011	2012	2013	2014
Measure 1-1.1	BS Math Completion	23.0%	22.6%	19.1%	24.6%	28.3%
Measure 1-1.2	BS English Completion	30.8%	33.0%	29.0%	31.7%	46.8%
Measure 1-1.3	ESL Completion	20.30%	20.80%	18.00%	17.50%	21.30%
Measure 1-2.1	Degrees Conferred	750	866	898	1071	1076
Measure 1-2.2	Certificates Conferred	388	322	339	156	417
Measure 1-4	Enrollment in workforce/occupational programs	16,476	11,197	10,325	9,647	9,660

Strengths	Opportunities for Improvement
Completion rates are nearing or exceeding targets	Need to obtain baseline data for some metrics
Enrollment in workforce courses is nearing target	Enrollment in workforce courses has declined over the years

Ends Policy 2 -- Transferability

Number	Measurement	Target	Status	Light	Rating	Light
2-1	Degree Completion and/or transfer ready status	59.12%	48.10%	81.36%	3	●
2-2	Number of ADT programs approved by the state	15	17	113.33%	4	●
2-3	Student transfer rate	38.00%	34.50%	90.79%	4	●
2-4	Number of online sections offered	150	137	91.33%	4	●
2-5	Enrollment in online courses	8000	7582	94.78%	4	●
2-6	Student demographics proportionate to the county population	100%		0.00%	1	●
Overall Rating					3.333	●

	2010	2011	2012	2013	2014
Degrees Awarded	750	866	898	1071	1076
Certificates Awarded	388	322	339	156	417
Student Transfer Rate	48.00%	50.60%	52.30%	48.80%	48.10%
Online sections offered			116	117	137
Online enrollments			8491	8067	7582

Strengths	Opportunities for Improvement
Transfer rate, ADT and online courses on target	Need to obtain baseline for demographics

Ends Policy 3 – College Readiness

Number	Measurement	Target	Status	Score	Rating	Light
3-1	Percentage of Course and Program Student Learning Outcomes Assessed	100%	80%	80%	3	●
3-2	Student Success on Institutional Learning Outcomes	100%	0	0	1	●
3-3	Student Habits of Mind	50.4	47.5	94.25%	4	●
3-4	Student Pluralistic Orientation	50.1	49.35	98.50%	4	●
3-5	Student Integration of Learning	50.7	44.85	88.46%	3	●
					Overall Rating	3 ●

Strengths	Opportunities for Improvement
Meeting targets on some measures	Institutional Learning Outcomes need baselines
Program level learning outcomes are on target	

Ends Policy 4 – Institutional Excellence

Number	Measurement	Target	Status	Light	Rating	Light
4-1	Employee productivity	100%	0	0.00%	1	●
4-2	Employee retention	100%	0	0.00%	1	●
4-3	Number of safety incidents on campuses	0			1	●
4-4	Employee satisfaction with work environment	70%			1	●
4-5	Employee satisfaction with district services	70%	60%	85.71%	3	●
4-6	Number of employee performance reviews completed	100%			1	●
4-7	Institutional Learning Outcomes				1	●
Overall Rating					1.3	●

Strengths	Opportunities for Improvement
Employee satisfaction is nearing target	Most measures of institutional excellence need baseline data

Ends Policy 5 – Student Success

Number	Measurement	Target	Status	Score	Rating	Light
5-1	Persistence	61.12%	67.40%	110.27%	4	●
5-2	Course completion	70%	66.71%	95.30%	4	●
5-3	Basic skills completion	47.04%	46.30%	98.43%	4	●
5-4	Retention	80.00%	86.70%	108.38%	4	●
5-5	30 unit completion	69.22%	63.80%	92.17%	4	●
5-6	Course productivity rates	515	527.2	102.37%	4	●
5-7	Implementation of SSSP Resources	100%	90%	90.00%	4	●
Overall Rating					4	●

		2010	2011	2012	2013	2014
Measure 5-1	Student Persistence Rate	66.00%	66.60%	59.50%	61.10%	67.40%
Measure 5-2	Course Success Rate	67.27	67.67	67.9	69.95	69.94
Measure 5-3	Student Engagement					
Measure 0-3.1	Active and Collaborative Learning					51.3
Measure 0-3.2	Student Effort					48.5
Measure 0-3.3	Academic Challenge					49.1
Measure 0-3.4	Student-faculty interaction					46.4
Measure 0-3.5	Support for Learners					49.2

Strengths	Opportunities for Improvement
All measures are nearing or exceeding targets	May need to increase targets

Ends Policy 6 – College Experience

Number	Measurement	Target	Status	Score	Rating	Light
6-1	Employee & student satisfaction with campus safety	100%	70.0%	70.0%	2	●
6-2	Student satisfaction with campus environment	100%	70.0%	70.0%	2	●
6-3	Faculty and staff satisfaction and engagement	100%	70.0%	70.0%	2	●
6-4	Student Engagement					
6-4.1	Active and Collaborative Learning	60%	51.3%	85.5%	3	●
6-4.2	Student Effort	60%	48.5%	80.8%	3	●
6-4.3	Academic Challenge	60%	49.1%	81.8%	3	●
6-4.4	Student-faculty interaction	60%	46.4%	77.3%	2	●
6-4.5	Support for Learners	60%	49.2%	82.0%	3	●
					Overall Rating	2.5 ●

Strengths	Opportunities for Improvement
Measures of student engagement nearing targets	Measures of satisfaction are not near targets

Recommendations

- Continue making progress on support services to promote student success.
 - Think about increasing targets since all metrics are within range or above targets
- Begin the process of obtaining baseline data for Career Development, and Institutional Excellence
- Provide the resources needed to continue to provide services to increase the college experience for students
- Provide staffing needed to continue to provide services to increase the college experience for students
- Provide resources and staffing needed to continue to improve employee satisfaction