Vision for Success

Local Goal Setting

Academic Senate · April 8, 2019

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System Context

- Board of Governors adopted VfS in September 2017

- Six goals

- Five-year timeline

- Language in the new funding formula calls on districts to adopt goals that are aligned with the Vision for Success

VfS = Vision for Success

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Local Context

- Colleges must set goals (for 1-5) locally
- Goal benchmarks based on:
  - Baseline: 2016-17
  - Goal year: 2021-22
- Board approval needed
- State submission by May 31, 2019

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Local Context:
Serving Students Better

- We have not maxed out on the goals identified as part of state system's strategic plan

- Alignment with other college planning efforts to better focus and maximize efforts

  - Equity Plan (Student Equity & Achievement)

  - Student Centered Funding Formula (SCFF)

  - Accreditation

  - Educational Master Plan (EMP)

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Goal-Setting Accountability

- Chancellor's Office (CO) may direct up to 1% of apportionment funds to be spent on supporting our locally set goals

- On or before July 1, 2022, CO will report progress to:
  - CA Legislature
  - CA Department of Finance

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Local Goal Setting Process

- April 8th – First Read by Academic Senate

- April 19th – First Read by the College Advisory Council

- 4/19-4/25 – Constituents provide feedback

- April 26th – Second Read with feedback incorporated, and Vote for Approval

- May 6th – District Board Vote for Approval

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Accreditation Alignment

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ACCJC Annual Standards & Goals

Metric	Institutional-Set Standard	Stretch Goal
Course Completion	60%	81%
Certificates	472	824
Degrees: Associates	711	1,018
Degrees: Bachelor's	17	25
Transfer	897	1,383

- Using Vision for Success 5-yr goals as guide for goals
- Due to ACCJC April 5, 2019

Note: Stretch goals based off projected annual increase added to 3-yr avg based on proposed long term 5-yr goals (except for Course Completion is 1% higher than 3-yr avg and Certificates where projected increase is added to 2017-18); Institutional-set standards continue to be set on 75% of 3-yr average

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VfS Goal 1: Completion

- <u>System goal:</u> Increase by at least 20% across *completion metrics

- <u>Proposed goal for Foothill:</u> Increase by 25%:

  - (1A) Students earning associate degrees

  - (1C) Students attain Vision Goal Completion

- <u>Proposed goal 1B for Foothill:</u> Increase by 50% students earning a CO-approved certificate

*Completion metrics are identified by CO-certificates and degrees
Note: Vision Goal Completion defined as unduplicated count of students earning a CO certificate, degree, and enrolled in selected or previous year.

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VfS (Completion) Goal 1A: Increase # of students earning an associate degree* by **25%**

2016-17 Baseline (# students)	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
997	944	1,020	1,095	1,171	**1,246**	**25%**

To meet goal of +25% we'd need to increase by ~ **76 students** annually

- Context: From 2016-17 to 2017-18 we were down **-5%**

*including AD-Ts

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VfS (Completion) Goal 1A: Students Earning Associate Degrees

*What would a +15% goal look like?

*Academic Senate suggested modeling scenarios with different % goals.

We'd need to increase by ~ 51 students annually

2016-17 Baseline (# students)	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
997	944	995	1,045	1,096	1,147	15%

- Context: From 2016-17 to 2017-18 we were down -5%

(including AD-Ts)

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VfS (Completion) Goal 1A: Students Earning Associate Degrees

*What would a +10% goal look like?

*Academic Senate suggested modeling scenarios with different % goals.

We'd need to increase by ~ **38 students** annually

2016-17 Baseline	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
997	944	982	1,020	1,059	**1,097**	**10%**

- Context: From 2016-17 to 2017-18 we were down **-5%**

(including AD-Ts)

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VfS (Completion) Goal 1B: Increase # of Students Earning a CO-approved Certificate by **50%**

We'd need to increase by ~ **12 students** annually

2016-17 Baseline	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
572	812	824	835	847	**860**	**50%**

- Context: from 2016-17 to 2017-18 we were up **+42%**

Note: Certificate increase primarily due to IGETC/CSU Studies, Apprenticeship programs

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VfS Goal 1C: Increase # students who attain "Vision Goal Completion Definition" by 25%

"**Vision Goal Completion Definition**": the unduplicated count of students earning a CO certificate or degree, and enrolled at FH in selected or previous year

2016-17 Baseline	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
1,280	1,332	1,399	1,466	1,533	**1,600**	**25%**

To meet this, we'd need to increase by ~ **67 students** annually

- Context: from 2016-17 to 2017-18, FH is +4%

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VfS Goal 1C: Students who attain Vision Goal Completion

What would a **+20%** goal look like?

*Academic Senate suggested modeling scenarios with different % goals.

We'd need to add **~51 students** annually

2016-17 Baseline	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
1,280	1,332	1,383	1,434	1,485	**1,536**	**20%**

- Context: from 2016-17 to 2017-18, FH is **+4%**

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VfS Goal 1C: Students who attain Vision Goal Completion

What would a +15% goal look like?

*Academic Senate suggested modeling scenarios with different % goals.

We'd need to add **~35 students** annually

2016-17 Baseline	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
1,280	1,332	1,367	1,402	1,417	**1,472**	**15%**

- Context: from 2016-17 to 2017-18, FH was **+4%**

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VfS Goal 2: Increase # of Students who Transfer from FH to a UC or CSU

- **<u>System goal</u>**: By 2021-22, increase number of students who transfer to CSU/UC by 35%

- **<u>Proposed Goals for Foothill</u>**: By 2021-22, increase by 25%:

  - Number of students earning ADT awards *and*
  - Number of students who transfer to CSU/UC

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VfS Goal 2A: Increase number of students who earn an ADT by **25%**

We'd need to add **~23 students** annually

2016-17 Baseline	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
457	478	501	525	548	**571**	**25%**

- Context: From 2016-17 to 2017-18 FH was **+5%**

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VfS Goal 2A: Students Earning an ADT
What if we set goal at **+20%**?

*Academic Senate suggested modeling scenarios with different % goals.

We'd need to add **~18 students** annually

2016-17 Baseline	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
457	478	496	513	531	**548**	**20%**

- Context: From 2016-17 to 2017-18 FH was **+5%**

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VfS Goal 2B: Increase # of Students who Transfer to CSU/UC **by 25%**

We'd need to add **~44 students** annually

2016-17 "Baseline"	2017-18	2018-19	2019-20	2020-21	2021-2 Goal	% Increase Proposed
1,602	1,827	1,871	1,915	1,959	**2,003**	**25%**

- Context: From 2016-17 to 2017-18 FH was **+14%**

Note: NOVA lists 2016-17 as baseline but system will be relying on 2015-16 for baseline due to the lag in transfer data.

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VfS Goal 2B: Increase # of Students who Transfer to CSU/UC

What if we set goal at +15%?

*Academic Senate suggested modeling scenarios with different % goals.

We'd need to add **~24 students** annually

2016-17 "Baseline"	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
1,602	1,827	1,831	1,835	1,838	**1842**	**15%**

- Context: From 2016-17 to 2017-18 FH was **+14%**

Note: NOVA lists 2016-17 as baseline but system will be relying on 2015-16 for baseline due to the lag in transfer data.

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VfS Goal 2B: Increase # of Students who Transfer to CSU/UC

What if we set goal at +10%?

*Academic Senate suggested modeling scenarios with different % goals.

- Would need ~16 additional students annually from baseline year.

- A +10% goal is not recommended as we have already met this between 2016-17 and 2017-18.

2016-17 "Baseline"	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
1,602	1,827	1,811	1,795	1,778	1,762	10%

Context: From 2016-17 to 2017-18 FH was +14%

Note: NOVA lists 2016-17 as baseline but system will be relying on 2015-16 for baseline due to the lag in transfer data.

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VfS Goal 3: Decrease Number of Units Accumulated by AD Earners

- **<u>System goal</u>**: Decrease avg number of units accumulated by ~ 10%

- **<u>Proposed goal for Foothill</u>**: Decrease avg number of units accumulated by 10%

Note: CCCCO indicates a decrease from approximately 90 to 79 total units; quarter unit conversation would be 135 to 118.5, reflecting a 12% decrease

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VfS Goal 3A: Decrease Units Accumulated by Associate Degree Earners by 10%

We'd need to lower accumulation by **~2.12 units** annually

2016-17 Baseline	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Decrease Proposed
142.23	136.48	134.36	132.24	130.12	**128.01**	**10%**

- Context: From 2016-17 to 2017-18 Foothill was -4%

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Goal 3: Top 10 Degrees 2017-18

- Psychology (ADT)
- Gen Studies: Social Science
- Biological Sciences
- Business Admin (ADT)
- Comm Studies (ADT)

- Mathematics (ADT)
- Sociology (ADT)
- Economics (ADT)
- Comm Studies
- Vet Tech

Note: Associate degrees awarded ranged from 112 (Psychology-ADT) to 27 (Vet Tech), representing 57% of all associate degrees awarded

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VfS Goal 4: Workforce Indicators

- **System** goal: Increase percent of exiting CTE students who report being employed in their field of study from 69% to 76% (+9%)

- Proposed goals for Foothill : Increase by 5%:
  - (4A) median annual earnings of exiting FH students *and*
  - (4B) percentage of exiting students who attain a living wage

- Proposed goal 4C for Foothill: Increase exiting CTE students who get a job related to field of study by 2%

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VfS Goal 4A: Increase Annual Earnings of Exiting Students by 9%

We'd need to increase exiting students' wages by ~ $485/year

2016-17 "Baseline"	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
$53,760	$56,656	$57,142	$57,627	$58,113	**$58,598**	**9%**

- For context: From 2016-17 to 2017-18 wages for exiting FH students were up **+5%**

Note: NOVA lists 2016-17 as baseline but system will be relying on 2015-16 for baseline due to the lag in earnings data.

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Goal 4B: Increase Percent of Exiting Students who Earn a Living Wage by 5% (percentage points)

We'd need to increase percent of exiting students earning a living wage by ~ 1 percentage point per year

2016-17 "Baseline"	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
57%	60%	60%	61%	62%	**62%**	**5%**

- Context: From 2016-17 to 2017-18, percent of exiting Foothill students earning a living wage went up **+3%** (percentage points)

Note: NOVA lists 2016-17 as baseline but system will be relying on 2015-16 for baseline due to the lag in wage data.

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VfS Goal 4C:
Increase Percent of Exiting CTE Students Employed in their Field of Study by 2%

We'd need to increase percent of exiting CTE students employed in their field of study by ~ 1 percentage point per year

2016-17 "Baseline"	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
86%	83%	84%	85%	87%	**88%**	**2%**

- For context: From 2016-17 to 2017-18 the percent of exiting CTE students employed in their field of study was down (**-3%**)

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VfS Goal 5: Equity

- <u>System goal:</u> Reduce achievement gaps by 40% within 5 yrs and fully close those gaps within 10 years

- College must disaggregate data from VfS metrics 1-4 and then set goals for student groups experiencing disproportionate impacted

- VfS metrics are distinct from the Equity Plan (Student Equity & Achievement (SEA)) metrics. They are not aligned.

  - Equity plan (SEA) requires us to set three-year goals

  - Equity plan (SEA) due June 30, 2019

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Identifying DI Groups

- State approach:
  - PI when analyzing counts
  - PPG when analyzing rates
- College proposed approach:
  - PPG for all analysis
  - Alignment with Equity Plan approach

Note: PI=Proportionality Index (meeting 0.8 threshold); PPG=Percentage Point Gap (meeting 2% gap, margin of error)

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Goal 2B: Transfer to CSU/UC DI by Ethnicity

Students	2014-15	2015-16 Baseline	2016-17	3-YR % Rate	2021-22 Goal	% Increase Proposed
ALL	1,489	**1,602**	1,827	+3%	**2,003**	**25%**
Ethnicity						
Black -2% Gap	21	**43**	47	+3%	**54**	**25%**
Native American -8% Gap	2	**0**	2	+0%	**3**	**25%**
Pac Islander -4% Gap	5	**6**	10	+2%	**11**	**75%**
Other Race -3% Gap	32	**33**	29	+2%	**40**	**25%**

- 3-yr % rate indicates increase in transfer completion

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Goal 2B: Transfer to CSU/UC DI by Ethnicity

Students		2015-16		3-YR %	2021-22	% Increase Proposed
ALL						25%
Ethnicity						
Black -2% Gap						25%
Native American -8% Gap	2	0	2	+0%	3	25%
Pac Islander -4% Gap	5	6	10	+2%	11	75%
Other Race -3% Gap	32	33	29	+2%	40	25%

Recommendation to not highlight Native American and Other Race as DI because:
1) Native American do not meet DI in year before and after baseline; and
2) Other Race is really an unknown category and the counts in this group have decreased over time.

- 3-yr % rate indicates increase in transfer completion

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Goal 2B: Transfer to CSU/UC DI by Special Populations

Students	2014-15	2015-16 Baseline	2016-17	3-YR % Rate	2021-22 Goal	% Increase Proposed
ALL	1,489	**1,602**	1,827	+3%	**2,003**	**25%**
Special Populations						
LGBT -3% Gap	21	**29**	70	+4%	**51**	**75%**
Veteran -2% Gap	19	**22**	36	+3%	**39**	**75%**

- Discussion needed regarding LGBT as we have achieved over 100% increase between 2016-17 (22 students) and 2017-18 (70 students).

- 3-yr % rate indicates increase in transfer completion;

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Goal 4B: Living Wage

Students	2014-15	2016-17 Baseline	2017-18	3-YR % Rate	2021-22 Goal	% Increase Proposed
ALL	55%	**57%**	60%	+5%	**62%**	**5%**
Gender						
Female -5% Gap	51%	**52%**	54%	+5%	**59%**	**8%**

- Goal to decrease the female living wage gap from -5% to -3%
- 3-yr % rate indicates increases in earning a living wage

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Goal 4B: Living Wage

Students	2014-15	2015-16 Baseline	2016-17	3-YR % Rate	2021-22 Goal	% Increase Proposed
ALL	55%	**57%**	60%	+5%	**62%**	**5%**
Ethnicity						
Black -20% Gap	36%	**37%**	44%	**+8%**	**47%**	**10%**
Latinx -13% Gap	44%	**44%**	50%	**+6%**	**54%**	**10%**
Pac Islander -31% Gap	32%	**26%**	29%	**-3%**	**36%**	**10%**

- 3-yr % rate indicates increase or decrease in earning a living wage

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Goal 4B: Living Wage

Students	2014-15	2015-16 Baseline	2016-17	3-YR % Rate	2021-22 Goal	% Increase Proposed
ALL	55%	**57%**	60%	+5%	**62%**	**5%**
Ethnicity						
Black -20% Gap						**10%**
Latinx -13% Gap						**10%**
Pac Islander -31% Gap	32%	**26%**	29%	-3%	**36%**	**10%**

Goal to decrease the wage gap between DI ethnicity group and total population:
1) Black: -20% to -15%
2) Latinx: -13% to -8%
3) Pacific Islander: -31% to -26%

- 3-yr % rate indicates increase or decrease in earning a living wage

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Goal 4B: Living Wage

Students	2014-15	2015-16 Baseline	2016-17	3-YR % Rate	2021-22 Goal	% Increase Proposed
ALL	55%	**57%**	60%	+5%	**62%**	**5%**
Special Populations						
Disabled -23% Gap	34%	**34%**	33%	-1%	**40%**	**6%**
First Gen -6% Gap	48%	**51%**	56%	+8%	**59%**	**8%**
Foster Youth -41% Gap	34%	**16%**	37%	+3%	**38%**	**22%**
Low Income -12% Gap	44%	**45%**	50%	+6%	**53%**	**8%**

- 3-yr % rate indicates increase or decrease in earning a living wage

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Goal 4B: Living Wage

Students	2014-15	2015-16 Baseline	2016-17	3-YR % Rate	2021-22 Goal	% Increase Proposed
ALL	55%	57%		+5%		5%
Special Population						
Disabled -23% Gap						6%
First Gen -6% Gap						8%
Foster Youth -41% Gap						22%
Low Income -12% Gap						8%

Goal to decrease the wage gap between DI special population group and total population:
1) Disabled: -23% to-22%
2) First Gen: -6% to-3%
3) Foster Youth: -41% to -24%
4) Low Income: -12% to -9%

- 3-yr % rate indicates increase or decrease in earning a living wage

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Identifying DI Groups:
PI (state) vs. PPG (college)

- Using PI, state will identify add'l DI groups in the following (in NOVA):
  - Goal 1: Completion (5 metrics)
  - Goal 2: Transfer (1 metric)

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Goal 1: Completion DI using PI

Students	Certificates	AA/AS	ADT	AA/AS + ADT	Vision Goal Completion
Male		X		X	
Black	X		X		X
Filipinx	X				
Native American			X	X	
White			X		
Foster Youth	X				
LGBT	X	X	X	X	X
Low Income		X	X	X	

Goal 2B: Transfer to CSU/UC

Students	CSU/UC Transfer
First Gen	X

- Recommendation to rely on PPG to align with the Equity Plan (SEA) DI approach and due to considerations regarding small populations
  - Small populations can lead to big swings from year to year

1 completing out of **10** students

Vs.

1 completing out of **100** students

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VfS Goal 6: Regional Achievement

- <u>System goal:</u> Reduce regional achievement gaps for all previous metrics within 5 years and fully close gaps within 10 years

- Emphasis on colleges located in regions with lowest adult educational attainment

- No local directive from CCCCO

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VfS Local Goals Adoption Process

- Discuss with colleagues and constituents
  - Academic Senate
  - College Advisory Council
- College approval by end of April
  - Board approval by May 6, 2019
  - NOVA submission by May 31, 2019

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Thank You

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