MT. SAC!
Mt. San Antonio College

Agenda Item Details

Meeting   May 08, 2019 - Regular Meeting of the Board of Trustees

Category   14. ACTION ITEMS

Subject   14.01 Chancellor's Vision for Success Goals Mapped to College Goals and Indicators

Type   Action

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BACKGROUND

In July 2017, the California Community Colleges (CCC) Chancellor's Office released Vision for Success: Strengthening the California Community Colleges to Meet California's Needs. Citing the economic and educational needs of California, this document established a vision for improvement, including clear goals and a set of commitments needed to reach those goals.

The Vision for Success deliberately included a handful of concrete student outcome goals in order to establish a clear message about what matters most and a clear and simple focus for the system as a whole. The ultimate aim of the CCCs is to help students complete their educational goals—whether a degree, certificate, transfer, or good job. The Vision for Success Goals reflect this ultimate mission, as well as the need to serve the State of California efficiently and equitably.

In July 2018, the Governor and the Legislature established a new funding formula for the CCCs [AB 1809, Chapter 33, Statutes of 2018]. That legislation also sought to more strongly link financial planning with broader educational planning. Specifically, it established that districts must take certain actions, including the adoption of college-level performance goals that:

1. Are aligned with the systemwide goals in the Vision for Success;
2. Are measurable numerically; and
3. Specify the timeline for improvement.

Additionally, the law specified that local community college boards of trustees must:

1. Adopt the goals at a board meeting;
2. Include in that meeting's agenda an explanation of how the goals are consistent and aligned with the systemwide goals; and
3. Provide the written agenda item and summary of action to the Chancellor's Office.

Finally, the law requires that each local board:

1. Align its comprehensive plan to its local goals; and
2. Align its budget with the comprehensive plan.

The new law provides a unique opportunity to review data, establish or reaffirm college priorities, and set ambitious goals for the future. Consistent with the Vision for Success Goals, local goals are recommended to be aggressive and aspirational to help meet the State's goals.

There are two firm deadlines associated with the local goal-setting process:

- By December 15, 2018: Colleges must certify to the Chancellor's Office that a process is underway to set measurable, aligned goals. This will be a simple certification process that can be done online. This certification has been completed.
- By May 31, 2019: District boards must adopt goals and submit them to the Chancellor's Office. This will be done using the online Local Goals Reporting Form that will be available by the end of 2018 and must be

signed by the Board President, Chief Executive Officer, and Academic Senate President.

ANALYSIS AND FISCAL IMPACT

The College is required to (1) develop metrics, which we call Key Performance Indicators (KPIs), and (2) align KPIs with our College Goals. We asked many committees, councils, and groups for feedback.

Our work should align with some of the other metrics, such as the Student Centered Funding Formula, Student Equity Achievement Program, and block grants. The law requires that our budget allocation align with our budgeting process. We currently cannot identify in the process how that connection happens nor if there is data collected. Efforts are underway to address this issue.

The Planning for Institutional Effectiveness (PIE) process and prioritization will assist the College in revisiting our goals and KPIs for the Strategic Plan. In Fall 2018 and Spring 2019, these settings were used to allow for engagement with goals and metrics:

1. Expanded President's Advisory Council (November 28, 2018);
2. President's Advisory Council (December 12, 2018);
3. President's Cabinet (December 18, 2018);
4. Board of Trustees (January 9, 2019);
5. Student Preparation and Success (SP&S) Council (March 4, 2019);
6. President's Cabinet (March 12, 2019); and
7. Institutional Effectiveness Committee (IEC) (March 27, 2019).

At these meetings, attendees were asked to align Mt. San Antonio College Goals to the Vision for Success Goals. The above meetings saw faculty, classified, and management involved in the process. The results are as follows:

Alignment with Chancellor's Vision for Success Goals

Chancellor's Vision Goal: #1

Increase by at least 20% the number of CCC students annually who acquire associate degrees, credentials, certificates, or specific job-oriented skill sets. (Linked to College Goals 1, 3, 4)

College Goal 1 - Expand & Support Instruction & Student Services: Expand and support innovation in teaching, learning, support, and management within the College.
College Goal 3 - Expand Professional Development: Provide professional development that advances the contribution of College personnel in achieving the College mission.
College Goal 4 - Sustain Effective Collaboration: Sustain effective participatory governance and decision-making to ensure that the direction of the College is well-informed and collectively implemented.

Chancellor's Vision Goal: #2

Increase by 35% the number of CCC students systemwide transferring annually to a UC or CSU. (Linked to College Goals 1, 3, 4)

College Goal 1 - Expand & Support Instruction & Student Services: Expand and support innovation in teaching, learning, support, and management within the College.
College Goal 3 - Expand Professional Development: Provide professional development that advances the contribution of College personnel in achieving the College mission.
College Goal 4 - Sustain Effective Collaboration: Sustain effective participatory governance and decision-making to ensure that the direction of the College is well-informed and collectively implemented.

Chancellor's Vision Goal: #3

Decrease the average number of units accumulated by CCC students earning associate degrees, from approximately 87 total units to 79 total units. (Linked to College Goals 2, 4)

College Goal 2 - Fiscal Stability: Ensure fiscal stability and effective and efficient use of resources.
College Goal 4 - Sustain Effective Collaboration: Sustain effective participatory governance and decision-making to ensure that the direction of the College is well-informed and collectively implemented.

Chancellor's Vision Goal: #4

Increase the percent of exiting students who report being employed in their field of study, from the most recent

statewide average of 69% to 76%. (Linked to College Goals 4, 5)

College Goal 4 - Sustain Effective Collaboration: Sustain effective participatory governance and decision-making to ensure that the direction of the College is well-informed and collectively implemented.
College Goal 5 - Access, Equity, & Completion: Ensure access, equity, and completion of educational goals for all current and future Mt. SAC students.

Chancellor's Vision Goal: #5

Equity: Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40% within five years and fully closing those achievement gaps for good within 10 years. (Linked to College Goal 5)

College Goal 5 - Access, Equity, & Completion: Ensure access, equity, and completion of educational goals for all current and future Mt. SAC students.

Key Performance Indicators

They were also asked to evaluate the College's KPIs (see attached NOVA report). This work aligns with the College's Strategic Plan which is considered equivalent to a comprehensive plan that the Chancellor's Office requires of the College.

Funding Source

Not Applicable.

ATTACHMENT-Chancellor's Vision for Success Goals Mapped to College Goals and Indicators.pdf (129 KB)