Proposed Goals for the California Community College System
(System Goals)

Consultation Council
May 15, 2014
Impetus for Goals

• Student Success Task Force:
  – Recommendation 7.3: Implement a Student Success Scorecard
    – Completed March 2013
Impetus for Goals

• Recommendation 7.2
  – In collaboration with the Chancellor’s Office, districts and colleges will identify specific goals for student success and report their progress towards meeting these goals in a public and transparent manner (consistent with Recommendation 7.3).
Recommendation 7.2

• The Chancellor’s Office, in consultation with the internal and external stakeholders, will establish an overarching series of statewide goals, with districts and individual colleges prioritizing these goals and establishing strategies that address local considerations.

• In order to focus attention on closing persistent equity gaps, these goals include sub-goals by race/ethnicity.
Impetus for Goals

• Draft Trailer Bill Language for 14-15 (proposed)

Budget:

– 84754.6. (a) Before the commencement of the 2015–16 fiscal year, the Chancellor of the California Community Colleges, in coordination with community college districts, shall annually approve and publicly post segment wide and community college district goals for, at a minimum, the outcomes and measures described in Section 84754.5. (Scorecard)
Impetus for Goals

• SB195 (Liu); signed September, 2013

• 66010.91. “...it is the intent of the Legislature that budget and policy decisions regarding postsecondary education generally adhere to all of the following goals:

  (a) Improve student access and success, which shall include, but not necessarily be limited to, all of the following goals: greater participation by demographic groups, including low-income students, that have historically participated at lower rates, greater completion rates by all students, and improved outcomes for graduates. (Scorecard)

  (b) Better align degrees and credentials with the state’s economic, workforce, and civic needs. (Salary Surfer)

  (c) Ensure the effective and efficient use of resources in order to increase high-quality postsecondary educational outcomes and maintain affordability. (efficiency)
Impetus for Goals

• 66010.93. (a) It is the intent of the Legislature that appropriate metrics be identified, defined, and formally adopted for the purpose of monitoring progress toward the achievement of the goals specified in Section 66010.91. It is further the intent of the Legislature that all of the following occur:

(1) The metrics take into account the distinct missions of the different segments of postsecondary education.

(2) At least six, and no more than 12, metrics be developed that can be derived from publicly available data sources for purposes of periodically assessing the state’s progress toward meeting each of the goals specified in Section 66010.91.

(3) The metrics be disaggregated and reported by gender, race or ethnicity, income, age group, and full-time or part-time enrollment status, where appropriate and applicable.
Development of Goals

- Goals discussed at BOG Retreat (March, 2013)
- Consultation Council (November 2013 and February 2014)
- Scorecard Advisory Committee (January 2014)
- BOG (first reading, informational), March 2014
- Scorecard Advisory Committee (May 2014)
Main Goals of the CCC System

Nine metrics conceptualized around five areas:

- Student Success
- Equity
- Student Services (future)
- Efficiency
- Access

Aligned with Scorecard, SSTF recommendations, SB195 and draft budget language.
The Nine Metrics

**Student Success**
1. Scorecard success rates
2. Participation rate
3. Participation rate among subgroups
4. Volume of AA/AS Transfer Degrees

**Equity**
5. Completion rate among subgroups

**Student Services**
6. Percent with Education Plan*

**Efficiency**
7. FTES generated per Scorecard outcome

**Access**
8. Participation rate
9. Participation rate among subgroups
1-3. Student Success: Scorecard Rates

Metrics: Scorecard success rates

- Completion Rate (Completion)
  Overall, Prepared, and Unprepared
- Math & English Remedial Rates
  (Momentum/Milestone)
- CTE (Career Technical Education) Completion Rate (Completion)
Data on Completion Rate

<table>
<thead>
<tr>
<th>Cohort Year</th>
<th>Overall</th>
<th>Prepared</th>
<th>Unprepared</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000/01</td>
<td>48.0</td>
<td>68.6</td>
<td>40.0</td>
</tr>
<tr>
<td>2001/02</td>
<td>48.2</td>
<td>70.2</td>
<td>40.5</td>
</tr>
<tr>
<td>2002/03</td>
<td>48.1</td>
<td>48.2</td>
<td>40.0</td>
</tr>
<tr>
<td>2003/04</td>
<td>48.1</td>
<td>48.1</td>
<td>40.0</td>
</tr>
<tr>
<td>2004/05</td>
<td>48.1</td>
<td>48.1</td>
<td>40.0</td>
</tr>
<tr>
<td>2005/06</td>
<td>48.1</td>
<td>48.1</td>
<td>40.0</td>
</tr>
<tr>
<td>2006/07</td>
<td>48.1</td>
<td>48.1</td>
<td>40.0</td>
</tr>
<tr>
<td>2007/08</td>
<td>48.1</td>
<td>48.1</td>
<td>40.0</td>
</tr>
</tbody>
</table>
Data on CTE Success Rate

Cohort Year

CTE Rate

- 2000/01: 55.6
- 2001/02: 55.6
- 2002/03: 55.6
- 2003/04: 55.6
- 2004/05: 55.6
- 2005/06: 55.6
- 2006/07: 55.6
- 2007/08: 53.9
Goal for Scorecard Success Rates

To increase the rates in each new cohort by one percent* annually

* Meaning 1% increase in the rate, not an additional 1 percentage point.
Goal for Scorecard Success Rates

Example

Current Rate = \( \frac{500}{1000} = 50.0\% \)

Target Rate = \( \frac{500 \times 1.01}{1000} = \frac{505}{1000} = 50.5\% \)
Setting Goals With Rates

• Cohorts are tracked 6 years; most current rates are for cohorts that began 6 years ago
• Next years rate is currently 5/6 complete; improvements can be made only on its 6th year’s performance during the current academic year
Cohorts Whose Outcome Can Be Improved in 2013/14 Academic Year

<table>
<thead>
<tr>
<th>Cohorts</th>
<th>Academic Year</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>06/07</td>
</tr>
<tr>
<td>06/07 cohort</td>
<td>X</td>
</tr>
<tr>
<td>07/08 cohort</td>
<td>X</td>
</tr>
<tr>
<td>08/09 cohort</td>
<td>X</td>
</tr>
<tr>
<td>09/10 cohort</td>
<td>X</td>
</tr>
<tr>
<td>10/11 cohort</td>
<td>X</td>
</tr>
<tr>
<td>11/12 cohort</td>
<td>X</td>
</tr>
<tr>
<td>12/13 cohort</td>
<td>X</td>
</tr>
<tr>
<td>13/14 cohort</td>
<td>X</td>
</tr>
</tbody>
</table>
### Outcome Rates By Year

<table>
<thead>
<tr>
<th>Cohorts</th>
<th>06/07</th>
<th>07/08</th>
<th>08/09</th>
<th>09/10</th>
<th>10/11</th>
<th>11/12</th>
<th>12/13</th>
<th>13/14</th>
</tr>
</thead>
<tbody>
<tr>
<td>06/07 cohort</td>
<td>2.25</td>
<td>7.68</td>
<td>15.58</td>
<td>11.38</td>
<td>7.10</td>
<td>5.18</td>
<td></td>
<td></td>
</tr>
<tr>
<td>07/08 cohort</td>
<td>2.26</td>
<td>7.33</td>
<td>15.02</td>
<td>11.56</td>
<td>7.12</td>
<td>4.83</td>
<td></td>
<td></td>
</tr>
<tr>
<td>08/09 cohort</td>
<td>2.52</td>
<td>6.59</td>
<td>14.62</td>
<td>11.35</td>
<td>6.83</td>
<td></td>
<td></td>
<td>?</td>
</tr>
<tr>
<td>09/10 cohort</td>
<td></td>
<td>1.90</td>
<td>6.27</td>
<td>15.19</td>
<td>11.46</td>
<td></td>
<td></td>
<td>?</td>
</tr>
<tr>
<td>10/11 cohort</td>
<td></td>
<td></td>
<td>1.72</td>
<td>5.68</td>
<td>15.39</td>
<td></td>
<td></td>
<td>?</td>
</tr>
<tr>
<td>11/12 cohort</td>
<td></td>
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<td>?</td>
</tr>
</tbody>
</table>
To whom should their performance be compared??

→ Previous Cohort’s Performance in Previous Year

<table>
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<tr>
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<td>13/14 cohort</td>
<td></td>
</tr>
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<td>06/07</td>
</tr>
<tr>
<td>--------------</td>
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<td></td>
</tr>
<tr>
<td>13/14 cohort</td>
<td></td>
</tr>
</tbody>
</table>

*Note: Yr6, Yr5, Yr4, Yr3, Yr2, Yr1 indicate different years within the academic year.*
By Applying an X% Increase in Rates (Target=1% for Example)

<table>
<thead>
<tr>
<th>Cohorts</th>
<th>06/07</th>
<th>07/08</th>
<th>08/09</th>
<th>09/10</th>
<th>10/11</th>
<th>11/12</th>
<th>12/13</th>
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<td>7.12</td>
<td>4.83</td>
<td>4.87</td>
</tr>
<tr>
<td>09/10 cohort</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>12/13 cohort</td>
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<td>Yr2</td>
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<tr>
<td>13/14 cohort</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Yr1</td>
<td></td>
</tr>
</tbody>
</table>
With 1%, 2%, 2.5% Increases Assumed for Current & Future Performance

Cohorts

Pink: Projected Rates

Blue: Observed Rates

Rates (Assumed 1.0%)

Rates (Assumed 2.0%)

Rates (Assumed 2.5%)

Cohorts
4. Student Success: Transfer Degrees

Metric Definition:

The number of Associate Degrees for Transfer awarded in each academic year
### Data on Annual Volume of Transfer Degrees Awarded

<table>
<thead>
<tr>
<th></th>
<th>2011/12</th>
<th>2012/13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate in Science for Transfer (A.S.-T) Degree</td>
<td>72</td>
<td>1,740</td>
</tr>
<tr>
<td>Associate in Arts for Transfer (A.A.-T) Degree</td>
<td>735</td>
<td>3,625</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>807</strong></td>
<td><strong>5,365</strong></td>
</tr>
</tbody>
</table>

Source: CCCCCO Data Mart, as of 04/04/2014
Goal for Transfer Degrees

To increase the number of transfer degrees by five percent annually for five years

* The target % increase will be reevaluated each year
Annual Volume of Transfer Degrees

* * *

*: These goals will be reevaluated once actual values of the previous years become available.
5. Equity Index: Completion Rates among Race/Ethnicity Subgroups

Metric Definition:

Divide the percentage of each race/ethnicity subgroup in the outcome group by its percent in the cohort
## Interpreting the Equity Index

<table>
<thead>
<tr>
<th>Equity Index</th>
<th>Interpretation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.0</td>
<td>Proportions of subgroups in cohort and outcome are equal.</td>
</tr>
<tr>
<td>Less Than 1.0</td>
<td>Subgroup is less prevalent in the outcome group than the cohort.</td>
</tr>
<tr>
<td>More Than 1.0</td>
<td>Subgroup is more prevalent in the outcome group than the cohort.</td>
</tr>
</tbody>
</table>
Calculation is done for all subgroups

Example. 2007/08 cohort

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Cohort Size</th>
<th>Prop.</th>
<th>Number Outcome</th>
<th>Prop.</th>
<th>Equity Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>14,627</td>
<td>0.075</td>
<td>5,485</td>
<td>0.059</td>
<td>0.779</td>
</tr>
<tr>
<td>American Indian</td>
<td>1,672</td>
<td>0.009</td>
<td>629</td>
<td>0.007</td>
<td>0.782</td>
</tr>
<tr>
<td>Asian</td>
<td>29,977</td>
<td>0.154</td>
<td>18,586</td>
<td>0.199</td>
<td>1.288</td>
</tr>
<tr>
<td>Hispanic</td>
<td>63,853</td>
<td>0.329</td>
<td>24,966</td>
<td>0.267</td>
<td>0.813</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>2,034</td>
<td>0.010</td>
<td>869</td>
<td>0.009</td>
<td>0.888</td>
</tr>
<tr>
<td>White</td>
<td>64,727</td>
<td>0.334</td>
<td>33,986</td>
<td>0.364</td>
<td>1.091</td>
</tr>
<tr>
<td>Total</td>
<td>194,050</td>
<td>1.000</td>
<td>93,377</td>
<td>1.000</td>
<td></td>
</tr>
</tbody>
</table>
Data on Equity Metric by Race/Ethnicity

* Displayed only if index < 1.0

Cohort Year

- Hispanic
- African American
- American Indian
- Pacific Islander

2000/01 2001/02 2002/03 2003/04 2004/05 2005/06 2006/07 2007/08

0.755 0.813 0.813 0.796 0.779 0.799 0.782 0.911

0.60 0.70 0.80 0.90 1.00

0.779 0.782 0.813 0.888

0.755 0.796 0.799 0.911
Goal for Equity Measure

To increase all underperforming subgroups’ equity index each year until all subgroups’ indices are 0.8 or above.
Equity: African American

Cohort Year

- 2000/01: 0.796
- 2001/02: 0.779
- 2002/03: 0.800
- 2003/04: 0.720
- 2004/05: 0.870
- 2005/06: 0.820
- 2006/07: 0.870
- 2007/08: 0.920

Target 08/09: 0.800
Equity: American Indian/Alaska Native

Cohort Year

0.720 0.770 0.820 0.870 0.920

0.799 0.782 0.800 0.770 0.820 0.870 0.920

2000/01 2001/02 2002/03 2003/04 2004/05 2005/06 2006/07 2007/08

Target 08/09

0.782
6. Student Services: Percent of Students w/ Education Plan

Metric Definition:

- Percentage of both credit & noncredit students who have an education plan, excluding those who are exempt from having one
- Records of first-time students who enrolled in each fall term are checked for an education plan at the end of the academic year
Goal for Education Plan

Data in the new field will be monitored for a few years beginning 2014/15. This metric will be revisited when data mature.
7. Efficiency: FTES Generated Per Scorecard Success Outcome

Metric Definition:

Number of FTES generated to obtain a “high order outcome” by the cohort starting the first-time, followed for six years.

- Cohort and outcomes included in the calculation are same as for the Scorecard completion rate
- Prepared vs. Unprepared
For each cohort:

Total FTES generated by the cohort during the 6-year period

__________________________

Total number of outcomes attained by the cohort during the 6-year period
FTES and the number of outcomes attained each year, following 6 years [2007/08 Cohort]
Cumulative FTES and Outcomes Over 6 Years

* 07/08 cohort

Thousands

FTES

All outcomes

Year 1 | Year 1-2 | Year 1-3 | Year 1-4 | Year 1-5 | Year 1-6

138 | 286 | 404 | 481 | 529 | 560

4 | 15 | 43 | 79 | 108 | 129

Thousands

Cumulative FTES and Outcomes Over 6 Years

= 560K/130K ~ 4.3
Data on FTES Generated Per Scorecard Success Outcome

* Only cohorts with complete (6 years worth) data are displayed.

LOWER is better.

<table>
<thead>
<tr>
<th>Cohort Year</th>
<th>Average FTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003/04</td>
<td>4.47</td>
</tr>
<tr>
<td>2004/05</td>
<td>4.43</td>
</tr>
<tr>
<td>2005/06</td>
<td>4.41</td>
</tr>
<tr>
<td>2006/07</td>
<td>4.35</td>
</tr>
<tr>
<td>2007/08</td>
<td>4.33</td>
</tr>
</tbody>
</table>
We can monitor progress each year, comparing cohorts

* Only recent cohorts w/ incomplete (3-5 years worth) data are displayed
FTES Generated Per Success Outcome, Prepared vs. Unprepared

- Average FTES
  - Overall: 5.38, 4.47, 2.96, 4.33, 2.84
  - Prepared: 5.21, 4.33, 5.38, 5.21, 5.21
  - Unprepared: 5.38, 4.47, 2.96, 4.33, 2.84

Cohort Year: 2003/04, 2004/05, 2005/06, 2006/07, 2007/08
Goal for FTES Generated Per Scorecard

Success Outcome

To decrease FTES per outcome in each new cohort
FTES Generated Per Scorecard Success Outcome Overall

2003/04: 4.47
2004/05: 4.43
2005/06: 4.41
2006/07: 4.35
2007/08: 4.33
Target 08/09: 4.33
FTES Generated Per Scorecard Success Outcome Prepared

Cohort Year

- 2003/04: 2.96
- 2004/05: 2.95
- 2005/06: 2.92
- 2006/07: 2.87
- 2007/08: 2.84
- Target 08/09: 2.84
FTES Generated Per Scorecard Success Outcome

Unprepared

Cohort Year

<table>
<thead>
<tr>
<th>Year</th>
<th>FTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003/04</td>
<td>5.38</td>
</tr>
<tr>
<td>2004/05</td>
<td>5.32</td>
</tr>
<tr>
<td>2005/06</td>
<td>5.31</td>
</tr>
<tr>
<td>2006/07</td>
<td>5.26</td>
</tr>
<tr>
<td>2007/08</td>
<td>5.21</td>
</tr>
</tbody>
</table>

Target 08/09: 5.21
8. Access: Participation Rate

Metric Definition:

Rate of young adult population that is enrolled in community colleges in a given academic year

* Number of students enrolled per 1,000 residents
* Already in the System Report
* 18 - 24 years of age
Data on Participation Rate in Ages 18-24 (per 1,000 population)

Year | Participation Rate
--- | ---
2008/09 | 279.2
2009/10 | 275.3
2010/11 | 274.7
2011/12 | 266.5
2012/13 | 260.5
Goal for Participation Rate in Ages 18-24

To increase the participation rate each year
Data on Participation Rate in Ages 18-24
(per 1,000 population)

2008/09: 279.2
2009/10: 275.3
2010/11: 274.7
2011/12: 266.5
2012/13: 260.5
Target 13/14: 260.5
9. Access: Participation Rate among Subgroups

Metric Definition:

The equity index calculated for subgroups based on participation rate
One limitation with data...

Population data are based on estimates (2008 & 2009) and projections (2010-12) published by Department of Finance:

- For “American Indian/Alaska Native” and “Native Hawaiian/Pacific Islander” groups, there is a large disconnect between estimates and projections.

- Participation rate will not be calculated for these groups.
Participation Rate among Subgroups (18-24 years old)

- African American
- Hispanic
- White
- Asian
- State
Equity Index: Participation Rate among Subgroups (18-24 years old)

- African American
- Hispanic
- White
- Asian

Data points for each subgroup over the years 2008/09 to 2012/13.
Equity Index: Participation among Subgroups

- African American
- Hispanic
- White
- Other (0.8)

Yearly Participation Rates:
- 2008/09: 1.255
- 2009/10: 1.013
- 2010/11: 0.772
- 2011/12: 0.854
- 2012/13: 0.914
Participation Rate by Race/Ethnicity

To maintain the equity index above 0.8 for all subgroups
Data on Equity Index: African American
Data on Equity Index: Hispanic


0.886  0.901  0.933  0.968  1.009  1.009

California Community Colleges
Summary

• Annual review of metrics/goals/progress would ensue
• These are System goals
• Campus/district goals likely established locally
  – And likely in alignment with ACCJC goal requirements