SANTA MONICA COLLEGE
Institutional Research

SANTA MONICA COLLEGE
VISION FOR SUCCESS GOALS

Campus Discussions

April 2019

Santa Monica College – Office of Institutional Research

California Community Colleges
Vision for Success (2017)

Goal 1: Completion

By 2021-2022, increase by at least 20% the number of CCC students annually who acquire associate degrees, credentials, certificates, or specific job-oriented skill sets.

Goal 2: Transfer

By 2021-2022, increase by at least 35% the number of CCC students system-wide transferring annually to a UC or CSU.

Goal 3: Unit Accumulation

By 2021-2022, decrease the average number of units accumulated by CCC students earning associate degrees, from approximately 87 total units to 79 total units, a decrease of 9%.
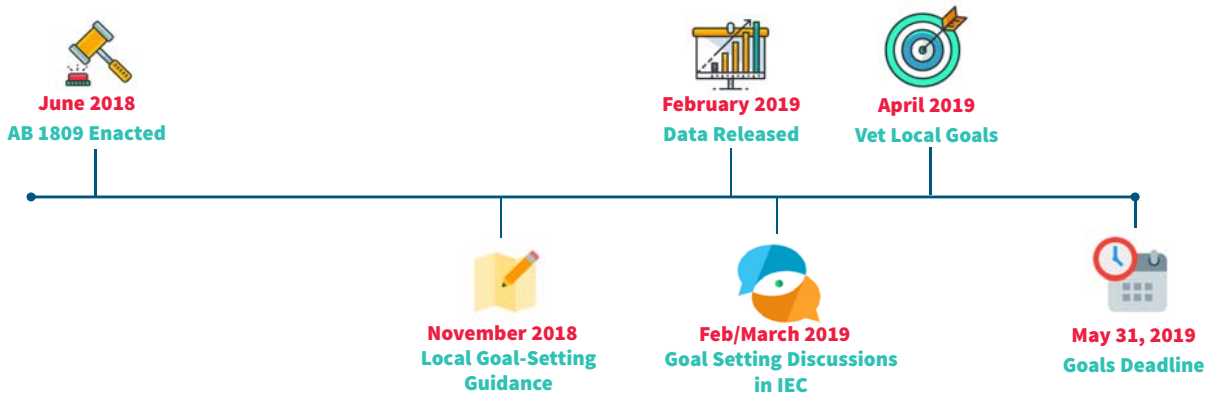
Goal 4: Workforce

By 2021-2022, increase the percent of existing students who report being employed in their field of study, from the most recent statement average of 69% to 76%, an increase of 9%.

Goal 5: Equity

By 2021-2022, reduce equity goals across all the above measures through faster improvement among traditionally underrepresented students groups, with the goal of cutting achievement gaps by 40%. Fully closing the achievement gaps for good by 2026-2027.

State Mandate: Local Goals

Recently enacted state law (AB 1809, Chapter 33) requires all colleges to adopt local goals by **May 31, 2019**.

June 2018
AB 1809 Enacted

February 2019
Data Released

April 2019
Vet Local Goals

November 2018
Local Goal-Setting Guidance

Feb/March 2019
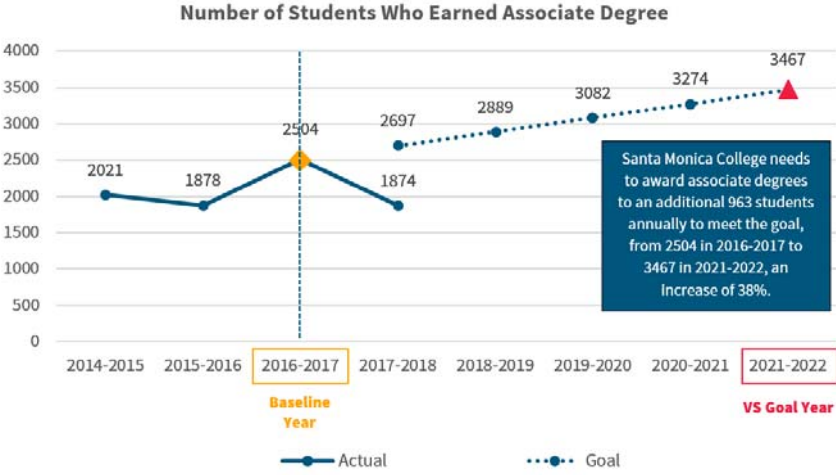Goal Setting Discussions in IEC

May 31, 2019
Goals Deadline

SMC's Rationale for Goals

• Prioritize closing equity gaps for racially minoritized groups

• Determine overall goals using a calculating that envisions racial parity for student outcomes

• Goals are ambitious and aspirational

Goal 1: Completion

GOAL 1A: INCREASE ALL STUDENTS WHO EARNED AN ASSOCIATE DEGREE (INCLUDING ADTS)

Among all students who had an enrollment in the selected/previous year, the number who earned an associate degree (including ADTs) in the selected or subsequent year.
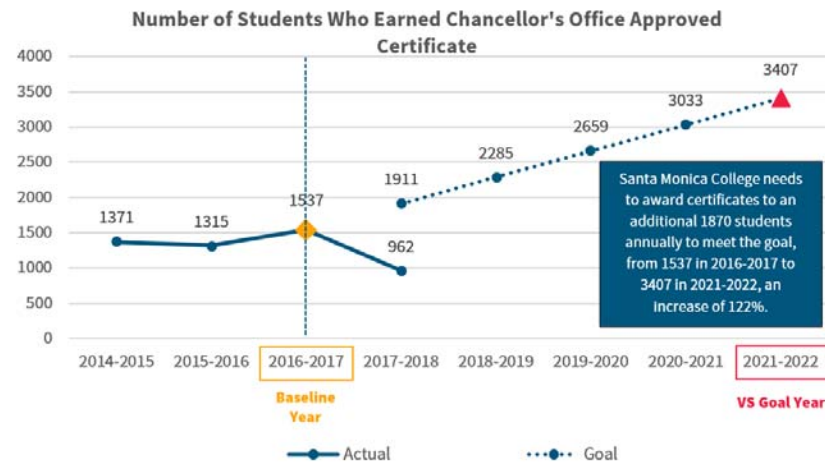
Number of Students Who Earned Associate Degree

Santa Monica College needs to award associate degrees to an additional 963 students annually to meet the goal, from 2504 in 2016-2017 to 3467 in 2021-2022, an increase of 38%.

— Actual   ⋯•⋯ Goal

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Goal 5.1: Completion & Equity

Racially Minoritized Group	Award Earners (2016-2017)	% of Award Earners Who Belong to Group (A)	Degree/ Transfer Students (2016-2017)	% of Degree/ Transfer Students Who Belong to Group (B)	Equity Gap (A – B)	Target Goal by 2021-2022 (Improve by)	Target Goal Equity Gap by 2021-2022
Goal 1A: Increase All Students Who Earned an Associate Degree (Including ADTS)							
Black/African American	162						
Latinx	844						

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Goal 1: Completion

GOAL 1B: INCREASE ALL STUDENTS WHO EARNED A CHANCELLOR'S APPROVED CERTIFICATE

Among all students who had an enrollment in the selected/previous year, the number who earned a Certificate of Achievement in the selected or subsequent year.
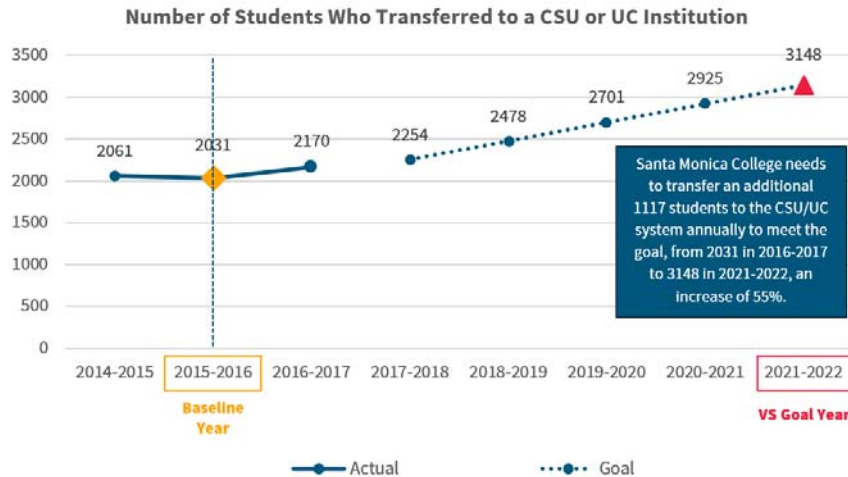

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Goal 5.1: Completion & Equity

Racially Minoritized Group	Award Earners (2016-2017)	% of Award Earners Who Belong to Group (A)	Degree/ Transfer Students (2016-2017)	% of Degree/ Transfer Students Who Belong to Group (B)	Equity Gap (A – B)	Target Goal by 2021-2022 (Improve by)	Target Goal Equity Gap by 2021-2022
Goal 1B: Increase All Students Who Earned a Credit Chancellor's Approved Certificate							
Black/African American	64	4.2%	3,081	10.0% 3081 out of 30,963	-5.8%	339 (+275)	0%
Latinx	375	24.4%	13,067	42.2% 13,067 out of 30,963	-17.8%	1,438 (+1,063)	0%

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Goal 2: Transfer

GOAL 2: INCREASE ALL STUDENTS WHO TRANSFERRED TO A CSU OR UC INSTITUTION

Among all students who completed 12+ units up to and including the selected year and exited the CCC in the subsequent year, the number who transferred to a UC/CSU in the subsequent year.
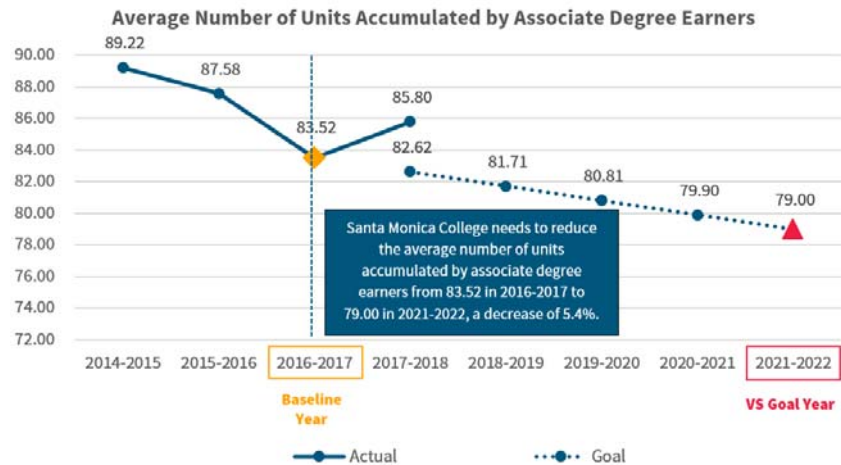

Number of Students Who Transferred to a CSU or UC Institution

Santa Monica College needs to transfer an additional 1117 students to the CSU/UC system annually to meet the goal, from 2031 in 2016-2017 to 3148 in 2021-2022, an increase of 55%.

Goal 5.2: Transfer & Equity

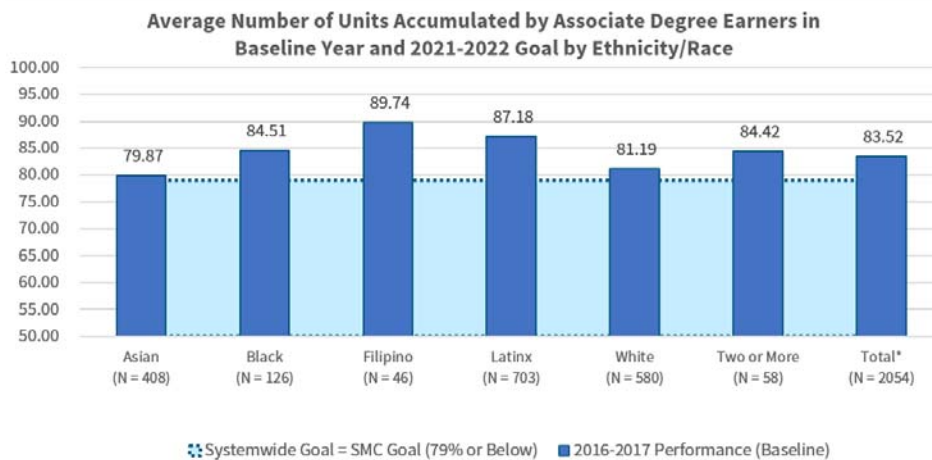| Racially Minoritized Group	CSU/UC Transfers (2015-2016)	% of Transfers Who Belong to Group (A)	Degree/ Transfer Students (2016-2017)	% of Degree/ Transfer Students Who Belong to Group (B)	Equity Gap (A – B)	Target Goal by 2021-2022 (Improve by)	Target Goal Equity Gap by 2021-2022
Goal 2: Increase All Students Who Transferred to a CSU or UC Institution							
Black/African American	129	6.4% 129 out of 2031	3,081	10.0% 3081 out of 30,963	-3.6%	313 (+184)	0%
Latinx	664	32.7% 664 out of 2031	13,067	42.2% 13,067 out of 30,963	-9.5%	1,329 (+665)	0%

Goal 3: Unit Accumulation

GOAL 3: DECREASE AVERAGE NUMBER OF UNITS ACCUMULATED BY ALL ASSOCIATE DEGREE EARNERS

Among all students who earned an associate degree in the selected year, who were enrolled in the previous or selected year, and completed a min. 60 units, the avg units earned.
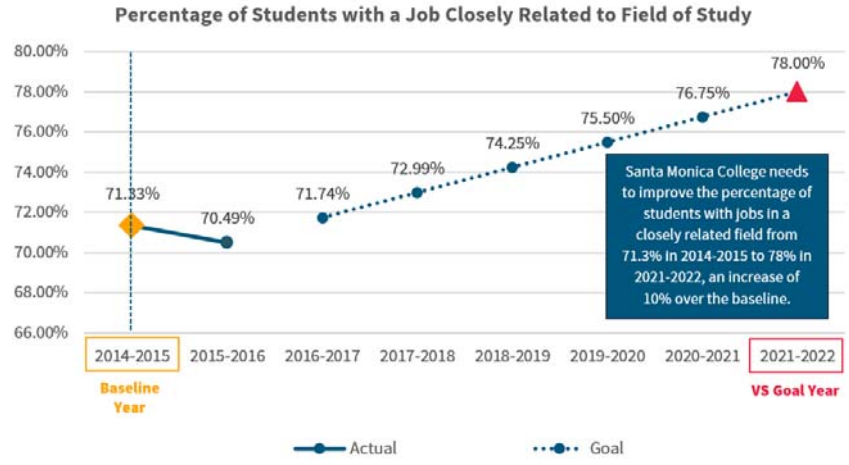

Average Number of Units Accumulated by Associate Degree Earners

Santa Monica College needs to reduce the average number of units accumulated by associate degree earners from 83.52 in 2016-2017 to 79.00 in 2021-2022, a decrease of 5.4%.

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Goal 5.3: Unit Accumulation & Equity

Average Number of Units Accumulated by Associate Degree Earners in Baseline Year and 2021-2022 Goal by Ethnicity/Race

Asian (N = 408)	79.87	
Black (N = 126)	84.51	
Filipino (N = 46)	89.74	
Latinx (N = 703)	87.18	
White (N = 580)	81.19	
Two or More (N = 58)	84.42	
Total* (N = 2054)	83.52	

Systemwide Goal = SMC Goal (79% or Below) | 2016-2017 Performance (Baseline)

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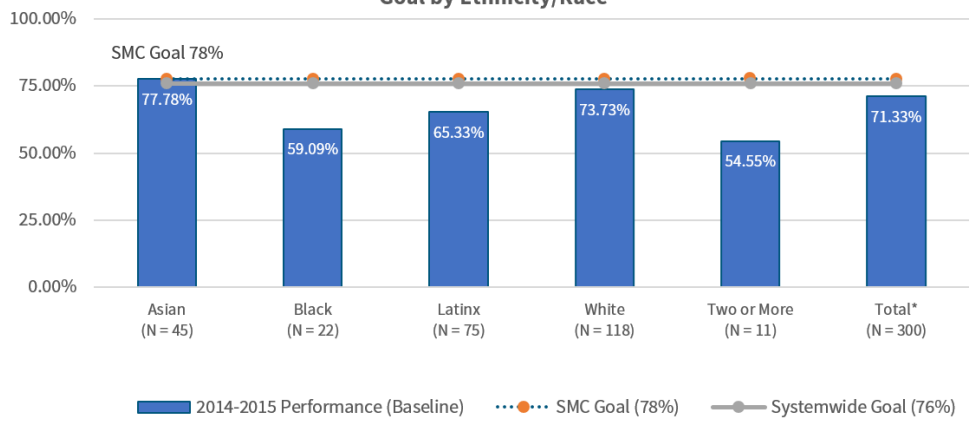
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Goal 4: Workforce Preparation

GOAL 4: INCREASE ALL STUDENTS WITH A JOB CLOSELY RELATED TO THEIR FIELD OF STUDY

Among all students who responded to the CTE Outcomes Survey and did not transfer to any postsecondary institution, the % who reported they are working in a job very closely or closely related to their field of study.

Percentage of Students with a Job Closely Related to Field of Study

71.33% 70.49% 71.74% 72.99% 74.25% 75.50% 76.75% 78.00%

2014-2015 (Baseline Year) 2015-2016 2016-2017 2017-2018 2018-2019 2019-2020 2020-2021 2021-2022 (VS Goal Year)

Santa Monica College needs to improve the percentage of students with jobs in a closely related field from 71.3% in 2014-2015 to 78% in 2021-2022, an increase of 10% over the baseline.

Actual — Goal

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Goal 5.3: Workforce Prep & Equity

Percentage Working in Job in Related Field in Baseline Year and 2021-2022 Goal by Ethnicity/Race

SMC Goal 78%

Asian (N=45) 77.78%
Black (N=22) 59.09%
Latinx (N=75) 65.33%
White (N=118) 73.73%
Two or More (N=11) 54.55%
Total* (N=300) 71.33%

2014-2015 Performance (Baseline) — SMC Goal (78%) — Systemwide Goal (76%)

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SMC Student Equity Plan
2019-2022

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Evolution of Equity Planning

Student Equity/SSSP/BSI	Integrated Plan	Student Equity and Achievement
• 3 Individual plans with separate funding allocations and goals. • Only student equity planning efforts focused on addressing gaps in equity across campus.	• Develop 1 plan with 5 goals that align with vision to success, student equity, noncredit, matriculation outcomes, and AB705. • Funding SSSP, SE, and BSI were still distinct at the time of submission.	• Combines integrated planning funding streams (SSSP/Student Equity/BSI) • Requires Student Equity Plan with revamped indicators (June 30th) • New Equity Plan does not require budget details. • Focus on large scale institutional planning efforts to close racial equity gaps.

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Student Equity Planning Institute: Activities

1 Align Goal Setting with Institutional Effectiveness

- Streamline goal setting through the IE Committee
- Reduce the number of parallel process involved in equity planning.

2 Implement Inquiry-based process to eliminate equity gaps

- For each equity indicator goal, align equity framework to use as a lens when assessing institutional barriers to achieving racial equity.
- Revise existing, create new interventions that specifically target the needs of racially minoritized students, particularly African American/Latinx students

3 Create Infrastructure to support and address racial equity gaps

- Collaborate with HR (Title IX, EEO training)
- Creating confidential space
- Dedicated leader that sits on senior staff

4 Improve the Racial Climate on Campus

- Gather Baseline data (USC Race and Equity Center)
- Ongoing and sustained professional development.

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New Equity Plan Template: NOVA

Executive Summary will serve as the equity imperative and foundational rationale for Student Equity and Achievement funding priorities. No deficit language *at risk, underprepared, etc.

2019-22 Student Equity Plan
(For Planning Purposes Only)

2. In the chart below enter the three-year goal for each student equity population shown to be disproportionately impacted in each metric and identify the activities that support goal attainment.

Metric	Current Baseline Data for Disproportionately Impacted Student Population	Goals for Disproportionately Impacted Student Population	Activities that support the goal
Access: Successful Enrollment			
Retention: Fall to Spring	Goals Set According to IE Equity Calculations		
Transfer to a four-year institution			
Completion of transfer level math and English			
Earned HS equivalency, noncredit certificate, CO approved credit certificate, associate degree, CCC bachelor's degree			

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Broad Activities proposed above will have shared input from everyone who attended Student Equity Planning Institute and Equity Steering.

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