EDUCATIONAL MASTER PLAN 2020-2025 PUBLIC FORUM

Educational Master Plan 2020-2025 Timeline

- ❑ EMP Core Group Established: October 2019
- ❑ Analysis of Environmental Scan: November 2019
- ❑ Analysis of Internal Profiles: December 2019
- ❑ SOAR Survey to campus: December-January 30, 2020
- ❑ EMP Public Forums:
  - ❑ LMC Employees Forum—Monday, February 10, 2020
  - ❑ LMC External Community Forum—Friday, February 21, 2020
  - ❑ LMC Students Forum—Monday, February 24, 2020
- ❑ EMP Core Group retreat: Friday March 6, 2020
- ❑ Draft Goals & Objectives-College Input: Monday, May 4, 2020
- ❑ EMP Final Draft-College Review: August 2020
- ❑ EMP Final Draft-Shared Governance Review: September 2020
- ❑ College President approval: October 2020
- ❑ Governing Board: November 2020

EMP Core Group Members

- Chialin Hsieh, Committee Chair, Senior Dean of Planning & Institutional Effectiveness

- BethAnn Stone, Classified Senate Rep, Administrative Support, Senior Administrative Assistant, Office of Planning & Institutional Effectiveness, Classified Senate Vice President

- Bob Kratochvil, Management Rep, College President

- Tanisha Maxwell, Management Rep, Vice President of Student Services

- Nancy Ybarra, Management Rep, Vice President of Instruction (Interim)

- Carols Montoya, Management Rep, Vice President of Business and Administrative Services

- Josh Bearden, Academic Senate Rep, Faculty & Chair, Social Sciences, Academic Senate President

- Scott Hubbard, Academic Senate Rep, Faculty, Mathematics Department/ TLC Chair

- Marie Arcidiacano Kaufman, Academic Senate Rep, Faculty & Dept. Chair, Communication Studies & Speech/Academic Senate Vice President

- Scott Warfe, Academic Senate Rep, Faculty, English, Faculty Research Coordinator, Accreditation Technical Writer

- Louie Giambattista, Academic Senate Rep, Faculty & Curriculum Committee Chair

- Tammy Oranje, Classified Senate Rep, Financial Aid Scholarship Program Specialist

- Chris Long, Classified Senate Rep, Program Coordinator

- Paul West, Classified Senate Rep, Science Lab Coordinator

- Catherine Fonseca, Classified Senate Rep, Program Coordinator

- Shagoofa Khan, LMCAS Senate Rep, Student

- Christian Ortiz, LMCAS Senate Rep, Student

- Rochelle Arnold, LMCAS Senate Rep, Student

Data Sets to Inform EMP

Set 1: [State and County demographic conditions and projections](#)

Set 2: [Four City Demographic Snapshot](#)

Set 3: [County Labor Market and Workforce, including LMC program gap analysis](#)

Set 4: [K12 and High School data and projections](#)

Set 5: [Student Demographics & Characteristics 2014 to 2018](#)

Set 6: [Degree/Certificates by Program 2016-2017 to 2018-2019](#). [Excluding COC](#)

Set 7: [Enrollment and Productivity by Program Fall 2015 through Fall 2019](#)

Set 8: Student Services Programs

Set 9: [SOAR Survey Analysis](#)

Set 10: Public Forums Analysis

Set 11: [Employee Engagement Survey Report 2019](#)

Set 12: [Strategic Plan 2014-2019 Evaluation Report 2019](#)

Set 13: [Educational Master Plan 2006-2016 Evaluation Report 2018](#)

Set 14: [Comprehensive Program Review Evaluation Report 2018](#)

Set 15: [SENSE 2018](#)

Set 16: [CCSSE 2019](#)

Focus for Today

- ❑ Set 1: State and County demographic conditions and projections

- ❑ Set 2: Four City Demographic Snapshot

- ❑ Set 3: County Labor Market and Workforce, including LMC program gap analysis

- ❑ Set 4: K12 and High School data and projections

- ❑ Set 5: Student Demographics & Characteristics 2014 to 2018

- ❑ Set 6: Degree/Certificates by Program 2016-2017 to 2018-2019. Excluding COC

- ❑ Set 7: Enrollment and Productivity by Program Fall 2015 through Fall 2019

- ❑ Set 8: Student Services Programs

- ❑ Set 9: SOAR Survey Analysis

Set 1: Population Data and Projection Profile Summary

❑ County's pop. = 1,161,000

❑ Projected growth next 5 years= 4% (@45,000)

❑ Greatest one-year % increase in population – Brentwood

❑ Median Income – significant increase in East Co. (up 73% 2010-2017)

❑ Next Ten Years – Substantial Increases

✓ *Ages 25-39*

✓ *Multi-racial (Non-Hispanic), Black (Non-Hispanic), and Asian (Non-Hispanic) populations*

Set 2: Snapshot Data—

Four Largest Cities in LMC Service Area (2017)

❏ Population Growth (2010-2017)
- ✓ *Least -Antioch*
- ✓ *Greatest -Brentwood*

❏ Median Age
- ✓ **"mid to upper 30's" range**

❏ Foreign Born
- ✓ *Antioch & Pittsburg - higher % than Co.*

❏ Poverty
- ✓ *Antioch and Pittsburg - rates <u>above</u> that of the Co.*
- ✓ *Brentwood and Oakley - rates <u>below</u> that of the Co.*
- ✓ **Preponderance - Females, ages 34-45**

❏ Household Technology
- ✓ *Vast majority - access to computing technology and broadband.*

❏ Educational Attainment
- ✓ *% HS Grads: Pittsburg - greatest; Antioch - lowest*
- ✓ *% AA Degrees: Brentwood- highest; Pittsburg - lowest*
- ✓ *% BA/BS Degrees: Brentwood–Highest; Oakley – lowest*
- ✓ *Least likely to have some college or BA/BS -* **Hispanic, Native American, Native Hawaiian**

SET 3: County Economic And Labor Market Data, Projections, and LMC Program Gaps

❑ **Next Five Years**
  - ✓ *Job Growth - projected 24,968 jobs (5.8%)*
  - ✓ *Top 5 growing industries:*
    - ❖ healthcare/social assistance (11k jobs);
    - ❖ construction (5.9k jobs)
    - ❖ accommodation/food services (5.7k jobs)
    - ❖ administrative/support, & waste management/remediation services (4.8k jobs)
    - ❖ transportation and warehousing (2.7k jobs)

❑ **Living Wages Ranges**
  - ✓ *$17.47/hour (one adult/no children) to $52.94/hour (one adult/three children)*
  - ✓ *$13.12 to $27.00 per hour (2 working adults/0-3 children)*

❑ **LMC Program & Living Wage Correlations**
  - ✓ *Many programs correlated to jobs in growing occupational fields with living wages.*
  - ✓ *No programs correlated to jobs in 11 fastest growing occupations, or for entry into several of the top growing industries. (**opportunities**).*

Set 4: K12 and High School Enrollment Projections and Completion Data

- ❑ K12 Enrollments
  - ✓ *CA continue declining predicted.*
  - ✓ *Costa County will see an <u>increase</u>.*

- ❑ HS Enrollments - County will see a notable increase through the 2027-2028 academic year.

- ❑ Drop-Outs:
  - ✓ *Previous two academic years, County schools have seen a lower % of drop-outs compared with the state.*
  - ✓ *African American students and students with unreported ethnicities experience the highest percentages of high school drop-outs in the County.*

Set 5: Student Demographic and Characteristic Trends

2014 to 2018

- ❑ Headcount
  - ✓ *LMC +9%*
    - ❖ Pittsburg +12.3%
    - ❖ Brentwood +4.2%

- ❑ Age
  - ✓ *<20 most significant increase: +19.5%*
  - ✓ *20-24 most significant decrease: -13.3%*

- ❑ Ethnicity
  - ✓ *Significant Increase: Asian and Hispanic Students*
  - ✓ *Significant Decrease: White and African American Students*

- ❑ Gender: Female + 3.8%   Male --4.3%

- ❑ Goals:
  - ✓ *"Undecided" + 9.1%; Transfer +8.2%*
  - ✓ *Career Development -18.8%*

- ❑ Success-Completion-Enrollments (By Method) - Notable Trends
  - ✓ *Course Success: Hybrid (1-50%) → + 9.2%*
  - ✓ *# Course Enrollments: Hybrid (51-99%) → + 166%; Online (100%) → +113%*
  - ✓ *Awards By Ethnicity: Hispanic +14.8%; + Asian 9.6%*

Set 6: Degrees and Certificates by Program

(2016-17 to 2018-19)

❑ 123 Total Degree and Certificate Programs

❑ # of Awards increased from 2506 to 2654 (5.9%)

❑ "Top 5" 3-Year Total Awards:
- ✓ *CSU General Education (CSU-GE Breadth) COA*
- ✓ *Liberal Arts: Behavioral Science & Social Science AA*
- ✓ *Liberal Arts: Math & Science AA*
- ✓ *Liberal Arts: Arts & Humanities AA*
- ✓ *Intersegmental General Education Transfer Curric- COA*

❑ "Top 5" Greatest Increases in # of Awards
- ✓ *CSU General Education (CSU-GE Breadth) COA*
- ✓ *Liberal Arts: Behavioral Science & Social Science AA*
- ✓ *Liberal Arts: Math & Science AA*
- ✓ *Biology for Transfer AST*
- ✓ *Mathematics for Transfer AST*

❑ "Top 5" 3-Year Avg Certificate Awards
- ✓ *CSU General Education (CSU-GE Breadth) COA*
- ✓ *Emergency Medical Technician I COC*
- ✓ *Basic Law Enforcement Academy Intensive COA*
- ✓ *Assistant Teacher Permit COC*
- ✓ *Associate Teacher Permit COC*

Set 7: Approach to Analysis of Enrollment and Productivity by Program

(F2015 through F2019)

- ❑ Purpose:
  - ✓ *identify program trends and possible opportunity gaps*
  - ✓ *Inform EMP goals and objectives*

- ❑ Approach
  - ✓ *Census Enrollment: 5 YR Program Avg. Compared to 5 YR Avg. for All College Programs*
  - ✓ *Sections: 5 YR Program Avg. Compared to 5 YR Avg. for All College Programs*
  - ✓ *Fill Rates: 5 YR Program Avg. Compared to 5 YR Avg. for All College Programs*
  - ✓ *FTES: 5 Year Program Avg. Compared to 5 Year Avg. for All College Programs*
  - ✓ *FTES/FTEF (program efficiency): Program 5 YR Avg. Compared to Past Practice of "16"*
  - ✓ *WSCH/FTEF (instructional efficiency) [WSCH=Weekly Student Contact Hours]: Program 5 YR AVG Compared to Past Practice of "595"*
  - ✓ *WSCH Growth: Program Trend Compared to College Trend (F2015 to F2019); categorized as "faster," "slower," or "same" rate as College.*
  - ✓ *Course Success Rate: Program 5 YR Avg. Compared to 5 YR Avg. for All College Programs College*

Set 8: Student Services Programs

❑ Data Challenges

  ➢ *Number of type of Student Services*

  ➢ *Capturing accurate "counts"*

  ➢ *Methods for capturing data (no standardized or consistent method)*

  ➢ *Best method to project Student Services programs' growth?*

  ➢ *What data is essential to EMP?*

❑ Student Services data and methods projections currently under careful consideration.

Set 9: SOAR Survey Analysis and Themes

❑ Analysis – Holistic approach reviewing and categorizing highest frequency responses and correlating written comments to frame emerging themes:

✓ Clear, aligned pathways from entry through completion and transition;
✓ Flexibility in type and delivery of programs and services;
✓ Career and Technical programs and new opportunities;
✓ Programs to eliminate achievement gaps;
✓ Culture of collaboration;
✓ Partnerships to address barriers to access, success, persistence, and completion; and,
✓ Outreach to reach broad sector of community residents.

Additional Sources of Information for Analysis and Integration

- ❑ Employee Engagement Survey Themes
- ❑ Strategic Plan 2014-2019 Evaluation Report 2019
- ❑ EMP 2006-2016 Evaluation Report 2018
- ❑ Comprehensive Program Review 2017-2018 Evaluation Report 2018
- ❑ SENSE 2018 (Survey of Entering Student Engagement)
- ❑ CCSSE 2019 (Community College Survey of Student Engagement)
- ❑ From Local Governments and Agencies:
  - ✓ *Strategic Plans*
  - ✓ *Regional Economic Reports*
  - ✓ *Economic Outlooks*
  - ✓ *Economic Development Plans*

Educational Master Plan

Guiding Questions

1. *Who are the students we serve <u>now</u> and who will our <u>future</u> students be?*

2. *What are the needs of our current students and what will students' needs be in the future?*

3. *Do our current delivery systems serve student needs?*

4. *How can we best serve the educational needs of the population in our service area?*

5. *What technologies, facilities, and practices will best ensure equitable outcomes for our students?*

Group Discussion Activity

- ❑ 30 minutes

- ❑ Five Question Stations

- ❑ Visit 3 Questions Stations – 10 minutes at each station

- ❑ Using the data we reviewed, write your responses to the EMP Questions on the posters at your 3 chosen stations.

- ❑ After 30 minutes, group share out.