

Welcome  
to the  
Los Medanos  
Strategic Planning Retreat #3

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# Today's Agenda

Welcome

The planning process & timeline

Expectations for today

Quick review of some progress data

Round table discussion: internal vs external perspectives

Round table discussion: LMC strategic directions

Round table discussion: equity & achievement gap

Wrap up & Next Steps

# LMC Planning Process

- January 10 - Opening Day dialogues
- February 24 - Retreat #1
- March 3 - Retreat #2 (w/ community members)
- March 12-26 - College-wide survey
- March 28 - Retreat #3
- April 7 - College Assembly
- Draft Strategic Plan (college feedback provided)
- Final Strategic Plan

# Expectations for Today

- Brief review of feedback from previous retreats
- Review some progress data on LMC's Interim Strategic Plan.
- Consider questions about LMC's strategic directions, community perceptions and student equity
- Capture your thoughts on the cards provided.

# Feedback Overview

## Opening Day



## Retreat #2

- Environmental & student data
- Community perspectives on LMC
- LMC image / brand identity
- Excellence in CTE = workforce needs
- Outdated image

## Retreat #1

- Environmental Scan
- Student demographics
- LMC's distinguishing characteristics
- Innovation, Prof Dev & College culture
- Technology, dialogue, engagement

## Retreat #3

- Progress on strategic directions
- Two perspectives of LMC
- Strategic Directions
- Equity / Achievement Gap

An overview of data reflecting progress toward goals identified in LMC's Interim Strategic Plan

# LMC's Strategic Priorities

**Strategic Priority #1** - Increase and Accelerate Student Program Completion

**Strategic Priority #2** - Build Stronger Relationships Among Faculty, Staff and Students to Increase Engagement and Student Success

**Strategic Priority #3** - Increase and Accelerate Student Completion of Basic Skills Sequences

**Strategic Priority #4** - Improve the Academic Success of our African American Students

Today we will review data for a few of the Supporting Objectives under these Strategic Priorities

# Review of data related to LMC's interim Strategic Plan

## STRATEGIC PRIORITY #1 – Increase and Accelerate Student Program Completion

### C. SUPPORTING OBJECTIVES

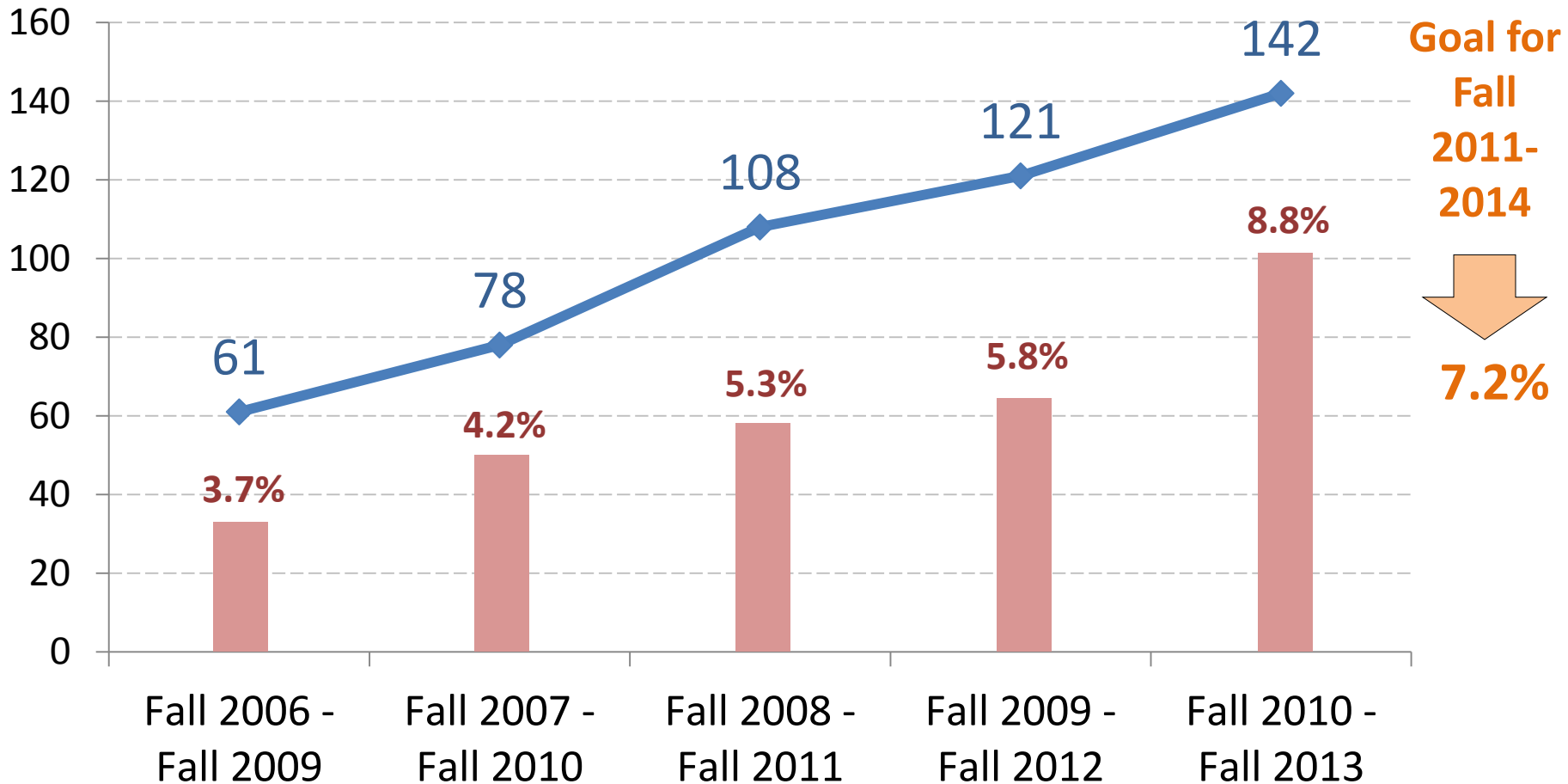
- i. By Fall 2014, there will be a 3% increase in the number of students who become “transfer prepared” within 3 years of enrollment compared to a Fall 2007 – Fall 2010 baseline of 4.2%. This means that **7.2% of all new students in Fall 2011 will be ‘transfer prepared’ by Fall 2014.**
- ii. In academic year 2013-2014, there will be a minimum of **362 transfers to UC/CSU**, a 3% annualized increase over the 2008-2009 baseline of 315 students.
- iii. In academic year, 2013-2014, there will be a minimum of **708 AA/AS degrees will be awarded**, a 10% annualized increase over the 2008-2009 baseline of 464 AA/AS degrees.
- iv. In academic year 2013-2014, a minimum of **130 state approved certificates** will be awarded; a 20% annualized increase over the 2008-2009 baseline of 65 state approved certificates awarded.
- v. In academic year 2013-2014, a minimum of **462 locally approved certificates** will be awarded, a 10% annualized increase over the 2008-2009 baseline of 308 locally approved certificates awarded.



# Transfer Prepared within Three Years

# of First-time Students Prepared

% of First-time Students Prepared

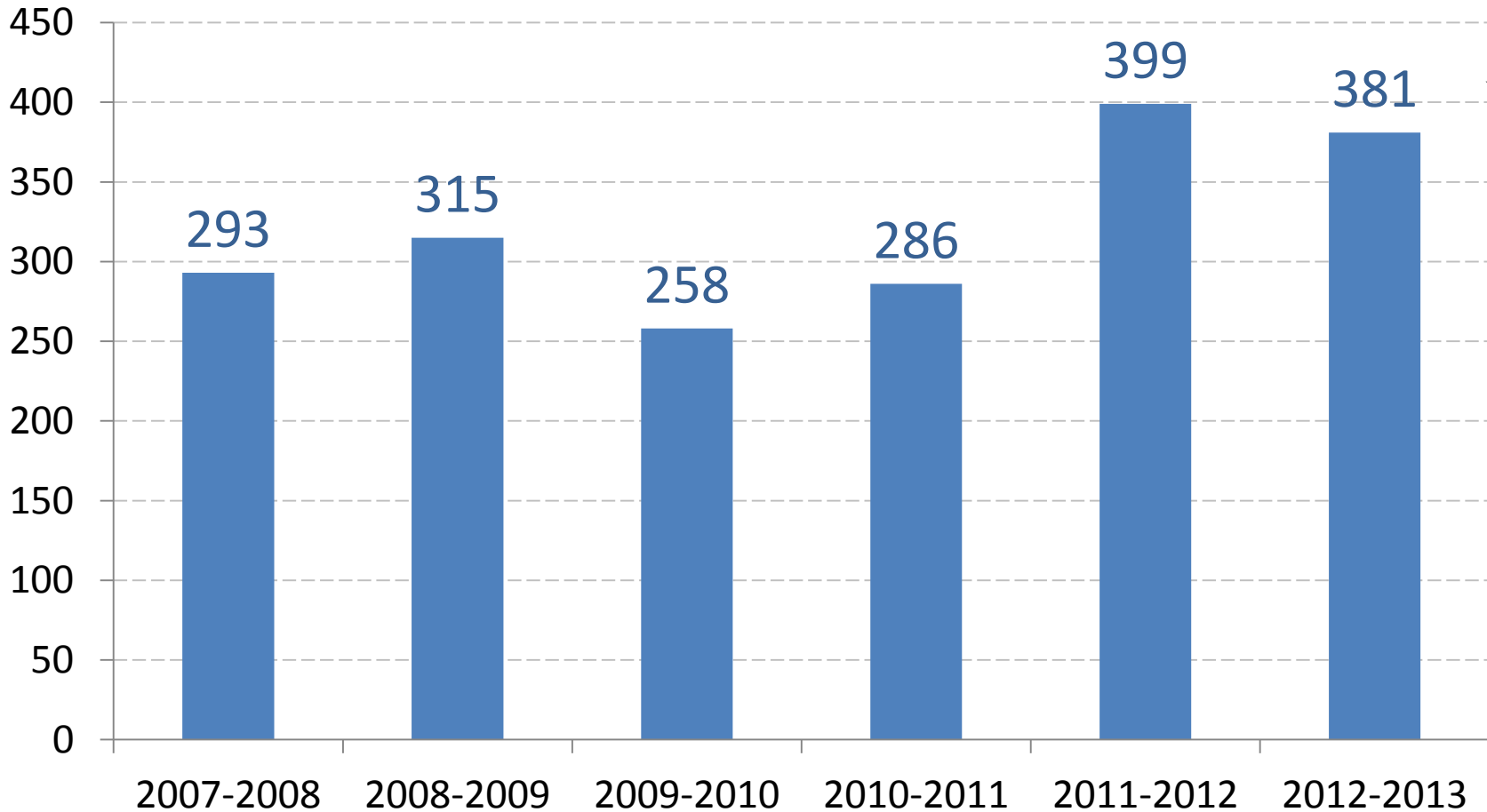


\*2012-2013 missing UC system transfers. CSU counts only.

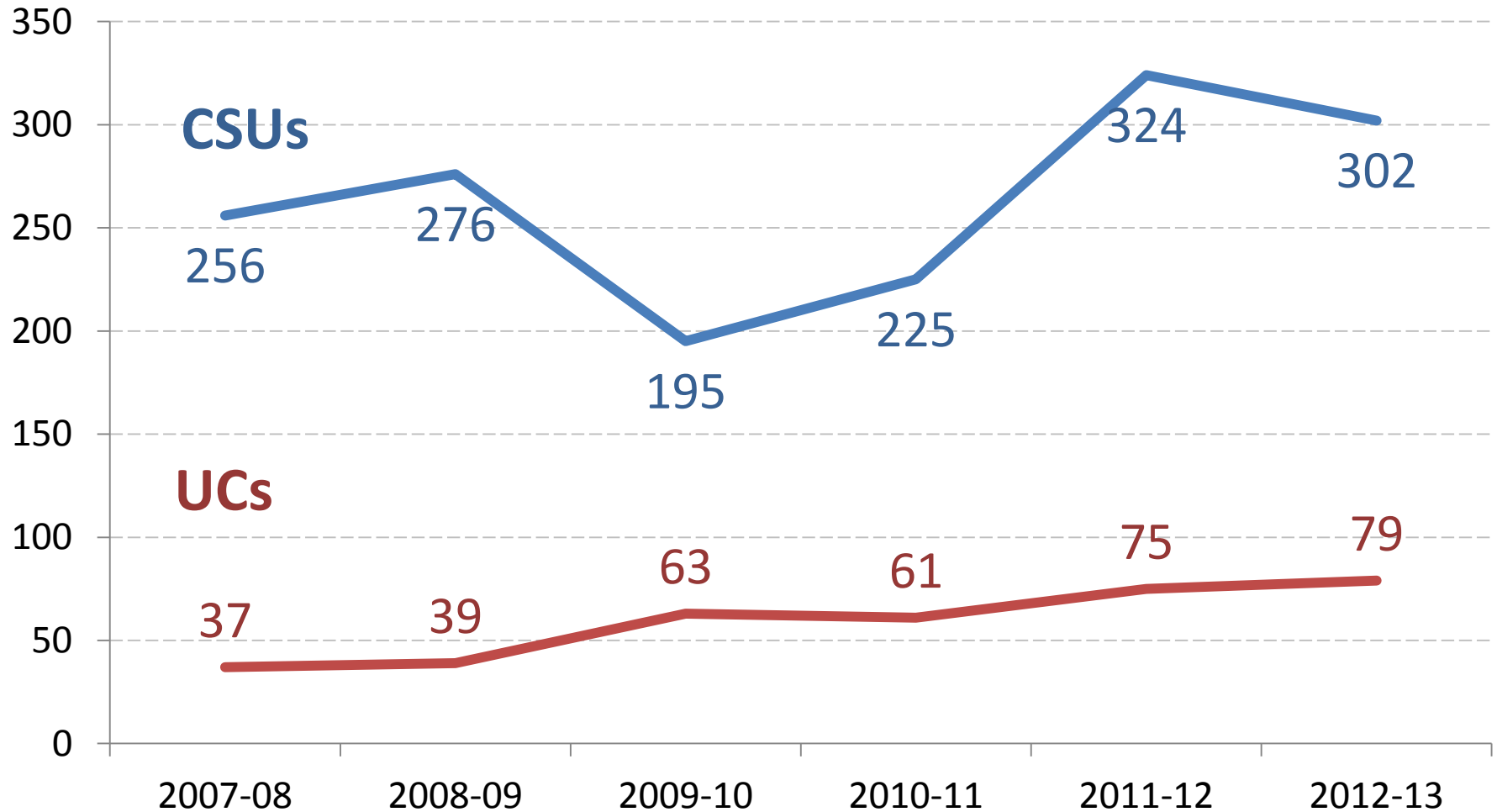
# Transfers to UCs & CSUs

**LMC**

**Goal for  
2013/14**



# Student Transfers to UCs and CSUs

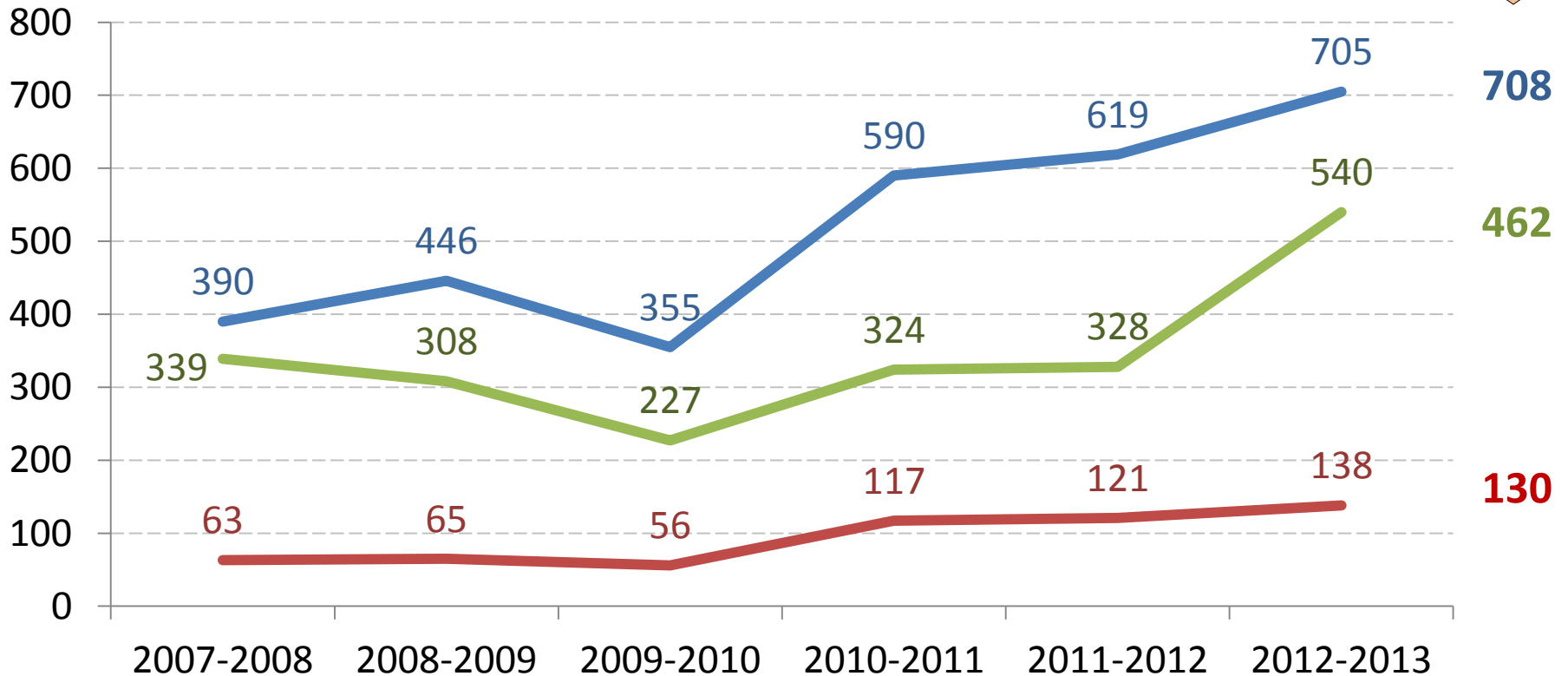
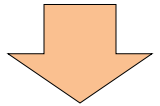


# Degree and Certificate Production

**LMC**

- Degrees Awarded (AA, AS, AAT, AST)
- State-Approved Certificates Awarded
- Locally-Approved Certificates Awarded

**Goals for  
2013/14**



# Review of data related to LMC's interim Strategic Plan


## **STRATEGIC PRIORITY #2– Increase and Accelerate Student Completion of Basic Skills Sequences**

### **C. SUPPORTING OBJECTIVES**

- i. By Spring 2013, create specific objectives regarding engagement using the results of the SENSE, CCSSE, CCFSSE, and other locally developed instruments (conducted in academic year 2012 - 2013) that measure the engagement of students and employees.

## CCSSE Summary Report

## SENSE Summary Report



### Key Findings: A Starting Point

The Key Findings report provides an entry point for reviewing results from your administration of the 2013 Community College Survey of Student Engagement (CCSSE). The report provides college-specific data in an easy-to-share format including benchmark comparisons between the college, top-performing colleges, and the CCSSE cohort. It also highlights aspects of highest and lowest student engagement at the college, as well as results from five of the CCSSE special-focus items on promising educational practices. Select faculty survey data are also highlighted.

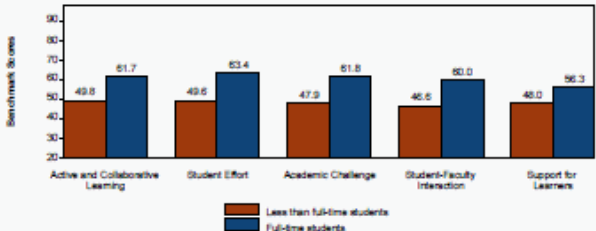
#### Promising Practices for Student Success

In each annual administration, CCSSE has included special-focus items to allow participating colleges and national researchers to delve more deeply into areas of student experience and institutional performance of great interest to the field. The 2013 special-focus items are part of an ongoing national research project focused on community college students' participation in a defined collection of promising practices for which there is emerging evidence of effectiveness in strengthening student learning, persistence, and attainment. This work will link data from the CCSSE special-focus items; related items on the faculty survey (CCFSSE), which explore the extent of faculty members' use of the identified promising practices in their teaching; and institutional data collected from the Community College Institutional Survey (CCIS) that address questions about how these promising practices are implemented across varied institutions.


This data collection will provide empirical confirmation of promising educational practices in community colleges, quantification of the extent to which those practices are part of the current experience of our students, and information about whether participation in these types of practices varies across subgroups of students. Ongoing data analysis will provide new evidence of how student participation in these practices is related to overall student engagement, academic progress, and college completion.

#### Benchmark Overview by Enrollment Status

Figure 1 below represents your institution's CCSSE benchmark scores by students' enrollment status.



Category	Less than full-time students	Full-time students
Active and Collaborative Learning	49.8	61.7
Student Effort	49.6	63.4
Academic Challenge	47.9	61.8
Student-Faculty Interaction	46.6	60.0
Support for Learners	48.0	56.3



### Benchmarks of Effective Educational Practice With Entering Students

#### SENSE Benchmarks

- ★ **Early Connections**  
When students describe their early college experiences, they typically reflect on occasions when they felt discouraged or thought about dropping out. Their reasons for persisting almost always include one common element: a strong, early connection to someone at the college.
- ★ **High Expectations and Aspirations**  
Nearly all students arrive at their community colleges intending to succeed and believing that they have the motivation to do so. When entering students perceive clear, high expectations from college staff and faculty, they are more likely to understand what it takes to be successful and adopt behaviors that lead to achievement. Students then often rise to meet expectations, making it more likely that they will attain their goals. Often, students' aspirations also climb, and they seek more advanced credentials than they originally envisioned.
- ★ **Clear Academic Plan and Pathway**  
When a student, with knowledgeable assistance, creates a road map—one that shows where he or she is headed, what academic path to follow, and how long it will take to reach the end goal—that student has a critical tool for staying on track. Students are more likely to persist if they not only are advised about what courses to take, but also are helped to set academic goals and to create a plan for achieving them.

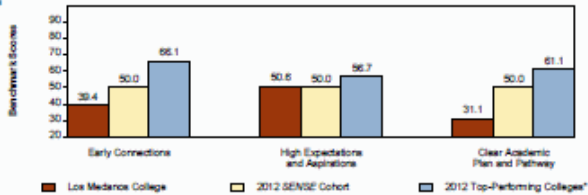
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The Survey of Entering Student Engagement (SENSE) benchmarks are groups of conceptually related survey items that address key areas of entering student engagement. The six benchmarks denote areas that educational research has shown to be important to entering students' college experiences and educational outcomes; thus, they provide colleges with a useful starting point for looking at institutional results.

Ideally, colleges engage entering students in all six benchmark areas, beginning with a student's first contact with the institution and continuing through completion of the first three weeks of the initial academic term. This time is decisive because current research indicates that helping students succeed through the first academic term can dramatically improve subsequent success, including completing courses and earning certificates and degrees.

While many student behaviors and institutional practices measured by the benchmarks can and should continue throughout students' college careers, the SENSE items and the resulting data focus on this critical entering student timeframe.

SENSE benchmark scores are computed by averaging the scores on survey items composing the benchmarks. Benchmark scores are standardized to have a mean of 50 and standard deviation of 25 across all respondents.



Category	Los Medanos College	2012 SENSE Cohort	2012 Top-Performing Colleges*
Early Connections	39.4	50.0	66.1
High Expectations and Aspirations	50.6	50.0	66.7
Clear Academic Plan and Pathway	31.1	50.0	61.1

\*Top-Performing Colleges are those that scored in the top 10 percent of the cohort by benchmark.

Notes: Benchmark scores are standardized to have a mean of 50 and a standard deviation of 25 across all respondents. For further information about how benchmarks are computed, please visit [www.ccsse.org](http://www.ccsse.org).

# Review of data related to LMC's interim Strategic Plan

## **STRATEGIC PRIORITY #3– Increase and Accelerate Student Completion of Basic Skills Sequences**

### **C. SUPPORTING OBJECTIVES**

- i. Increase the percentage of basic skills math students who successfully complete the DE math program within 3 years by 3% and those who complete a transfer level math course in this same time period by 5% over the Fall 2008 – Summer 2011 baselines of 35.5% and 19.5% respectively.
- ii. Increase the percentage of basic skills English students who successfully complete the DE English program within 3 years by 2% and those who complete a transfer level English course in this same time period by 4% over the Fall 2008 – Summer 2011 baselines of 59.2% and 38.2% respectively.
- iii. Increase the percentage of ESL students who successfully complete the ESL program within 3 years by 5% and those who complete a transfer level English course in this same time period by 3% over the Fall 2008 – Summer 2011 baselines of 10.5% and 2% respectively.

# Review of data related to LMC's interim Strategic Plan

## **STRATEGIC PRIORITY #4 – Improve the Academic Success of our African American Students**

### **C. SUPPORTING OBJECTIVES**

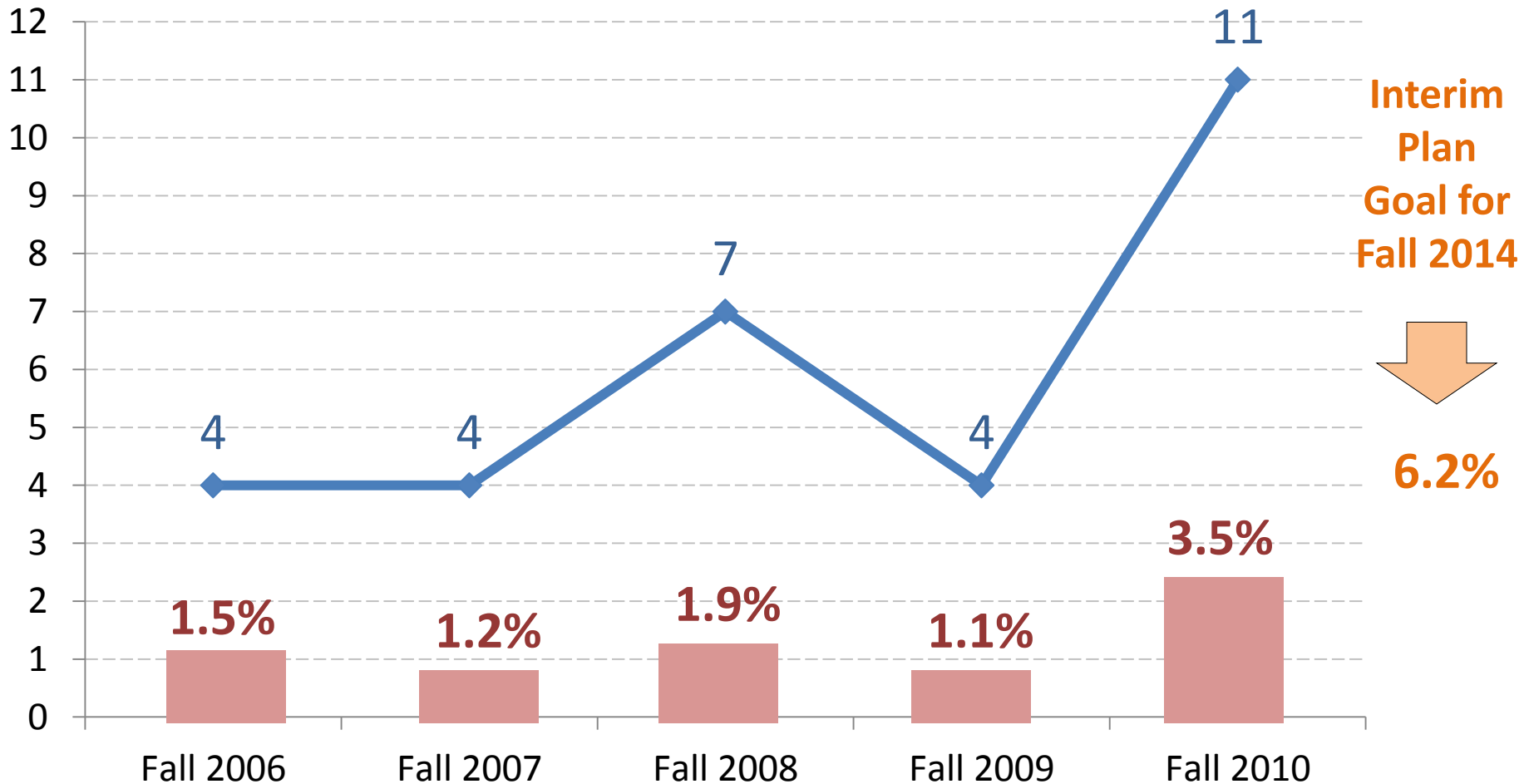
- i. By Fall 2014, there will be a 5% increase in the number of African American students who become 'transfer prepared' within 3 years of enrollment compared to a Fall 2007 – Fall 2010 baseline of 1.2%. This means that 6.2% of all new African American students in Fall 2011 will be 'transfer prepared' by Fall 2014.
- ii. Increase the percentage of African American basic skills math students who successfully complete the DE math program within 3 years by 7% and those who complete a transfer level math course in this same time period by 10% over the Fall 2008 – Summer 2011 baselines of 21.6% and 9.1% respectively.
- iii. Increase the percentage of basic skills English students who successfully complete the DE English program within 3 years by 6% and those who complete a transfer level English course in this same time period by 10% over the Fall 2008 – Summer 2011 baselines of 40.2% and 21.9% respectively.



# African Americans Transfer Prepared within Three Years

# of First-time Students Prepared

% of First-time Students Prepared



Reflections on the data?

# Group Discussion #1: Internal vs external perspectives

## Discussion questions:

**Question:** One perspective that emerged from retreat #2 was that many members of the community consider LMC's workforce mission to be its primary purpose. Does this perception properly align with LMC's current mission and strategies?

**Question:** Another theme emerging from the dialogue with the community was a sense that LMC continues to suffer from an inaccurate and outdated image (old campus, place for less prepared students). How might LMC's strategies best respond to this lingering perception gap?

## **Making a difference through education**

### **OUR MISSION**

Los Medanos College is a public community college that provides quality educational opportunities for those within the changing and diverse communities it serves. By focusing on student learning and success as our first priorities, we aim to help students build their abilities and competencies as life-long learners. We create educational excellence through continually assessing our students' learning and our performance as an institution. To that end, we commit our resources and design our policies and procedures to support this mission.

### **OUR VISION**

Los Medanos College provides the premier educational opportunity for East County residents, where learning matters most.

# Report Out

## Group Discussion #2: LMCs Strategic directions

### Discussion questions:

**Question:** Consider LMC's existing strategic priorities. Is it appropriate and in the best interest of our students to continue to pursue these four priorities or is there a compelling need to make some modifications?

**Question:** One theme that emerged from the early retreats was the need to keep LMC's strategies focused tightly around a limit number of priorities. Are these the right four?

# LMC's Strategic Priorities

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# Report Out



# Group Discussion #3: LMCs Strategic directions

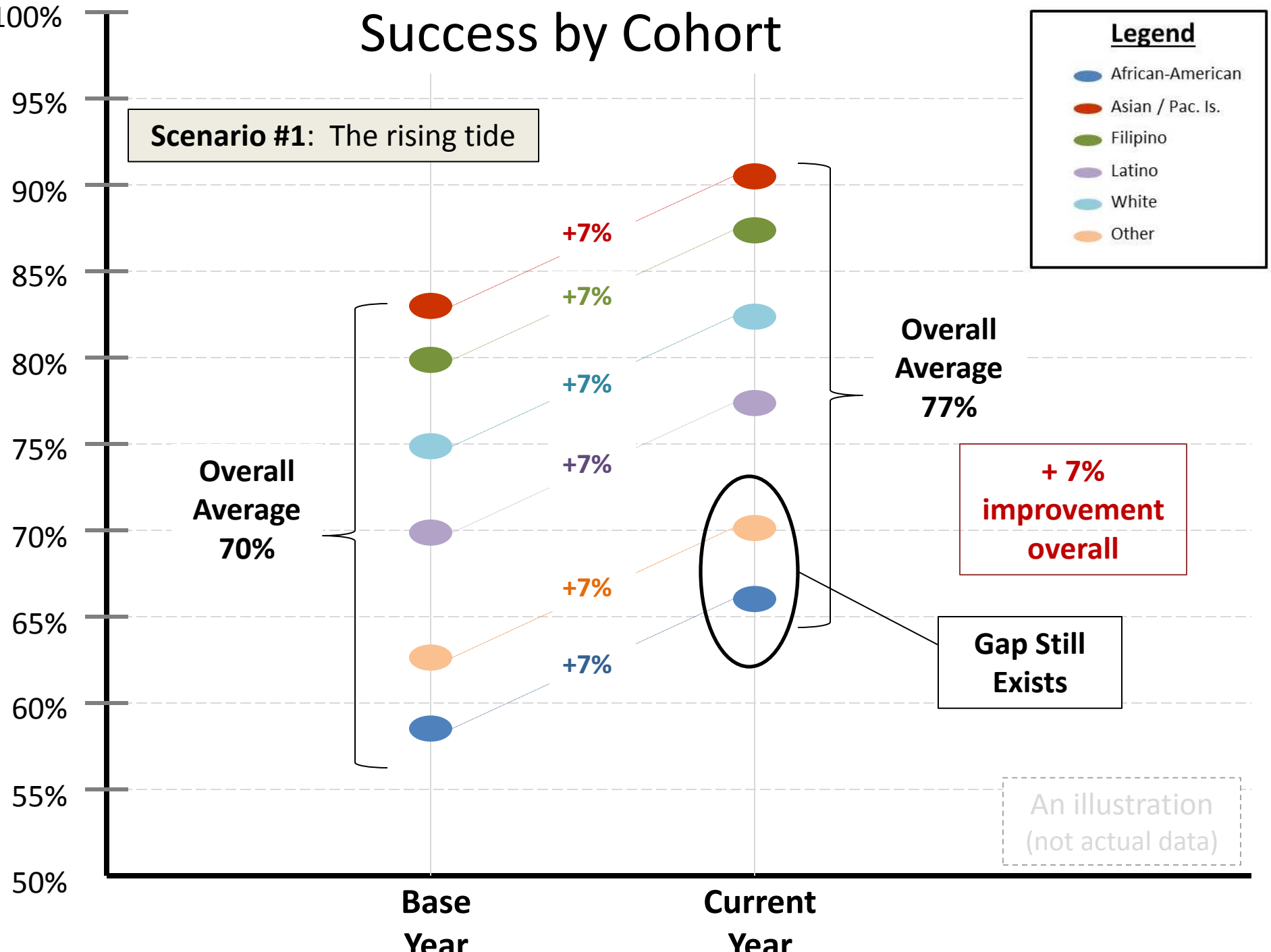
## Discussion questions:

**Question:** Diversity and equity have come up repeatedly in the retreat dialogues as key issues for LMC. They are mentioned throughout LMC's Interim Strategic Plan. For strategic planning purposes how would you define diversity and equity.

**Question:** What should LMC do to continue to reduce the achievement gap? From where are you drawing your ideas?

**Question:** How can LMC advance the success of all students while simultaneously reducing the achievement gap?

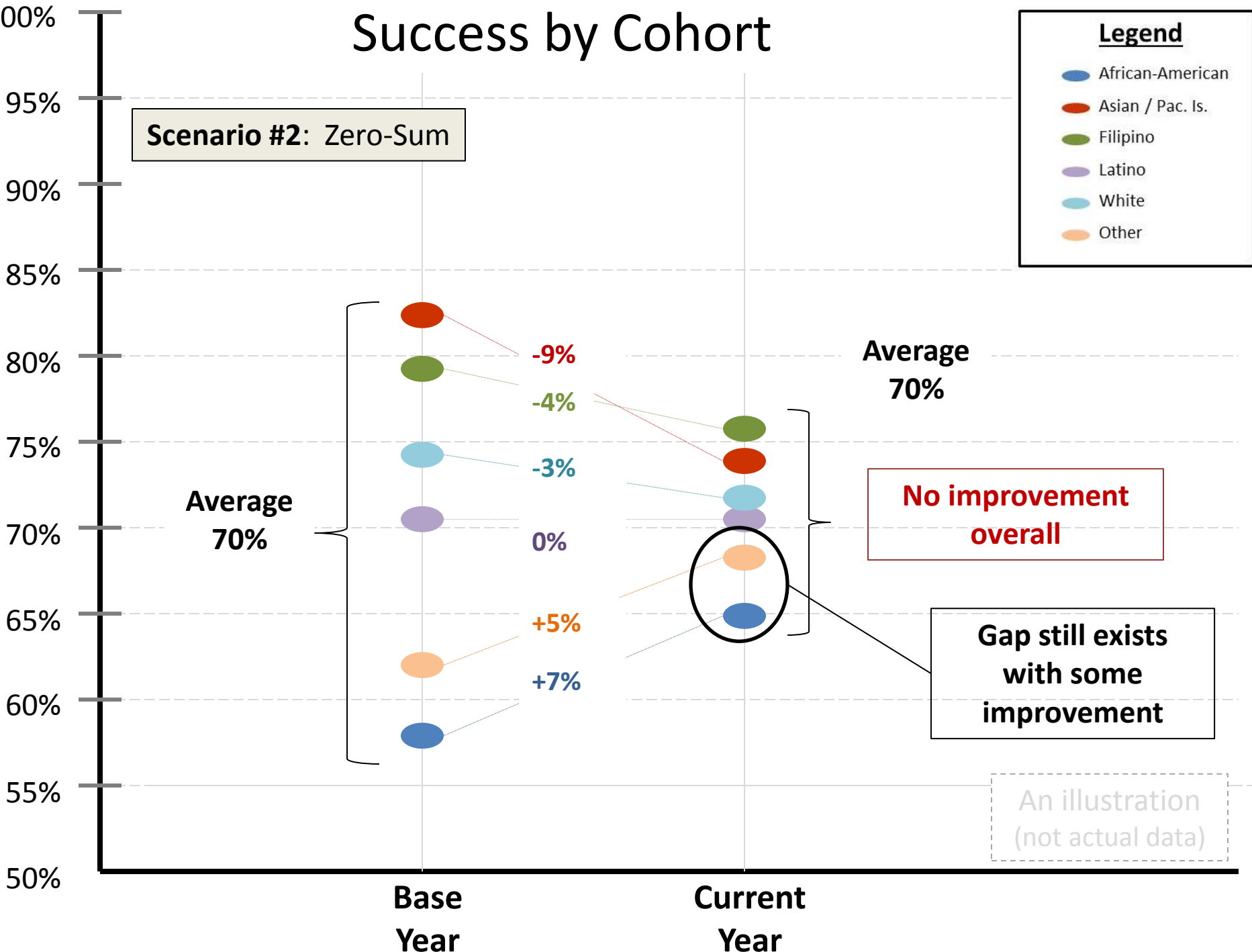
# Success by Cohort



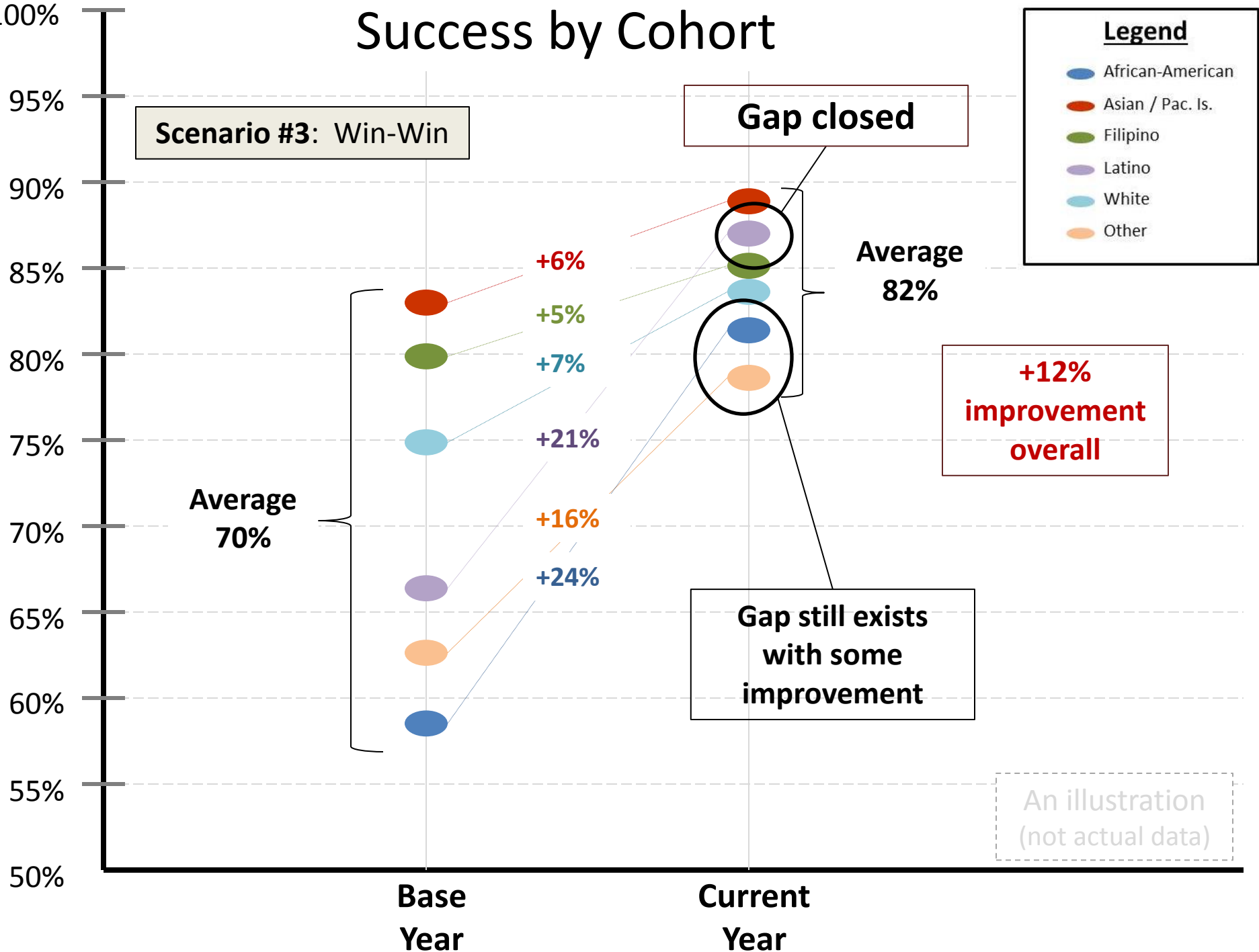
# Success by Cohort



**Scenario #2: Zero-Sum**



# Success by Cohort



# Report Out

# Next Steps

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Any final  
thoughts?

**THANK YOU!**

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If you have any questions related to the information presented here today don't hesitate to contact my office:

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