Hello note takers!

Thank you very much for helping record the insights from your table team!

Here's what to do:

•If you are not already on the laptop reading this document, grab the laptop! These instructions are repeated there. From the laptop you can use the live links to get to the forms you need.

•Instead of paper notes, you'll be completing an electronic form for each table discussion. There are two table discussion sessions today with electronic forms. Each one has its own link below.

•Find your table number or facilitator's name below. There you will find the links for each of the forms. The forms are customized to your table, so be sure you click the right link. The rest should be straightforward. If you have questions, look for an IE staff member circulating the room to help.

Thanks again!

Table	Facilitator	Interactive ONE: EMP Metric review --USE LINK three times	Interactive TWO: EMP Work Plan --USE LINK twice
1	Amparo Medina	https://ventura.co1.qualtrics.com/jfe/form/SV_9AF2oQpKQLI1xbw	https://ventura.co1.qualtrics.com/jfe/form/SV_8DhITMiQCqv2L5k
2	Chris Renbarger	https://ventura.co1.qualtrics.com/jfe/form/SV_6Euue3PpSgYjaZg	https://ventura.co1.qualtrics.com/jfe/form/SV_0jEBcbYXiPXjEV0
3	Oscar Cobian	https://ventura.co1.qualtrics.com/jfe/form/SV_cHdaBRyDVPouBaS	https://ventura.co1.qualtrics.com/jfe/form/SV_bwiJmwks8ZGH6ia
4	Art Sandford	https://ventura.co1.qualtrics.com/jfe/form/SV_2lyn6wQh9MMBsxw	https://ventura.co1.qualtrics.com/jfe/form/SV_4J7BFNGmXkzhe4e
5	Leah Alarcon	https://ventura.co1.qualtrics.com/jfe/form/SV_243JDbBWzW7kQkK	https://ventura.co1.qualtrics.com/jfe/form/SV_b2gIIUy2okJD2gC
6	Tina Knight	https://ventura.co1.qualtrics.com/jfe/form/SV_eP2xVjoTlCG6kCO	https://ventura.co1.qualtrics.com/jfe/form/SV_0dIOAkuajmfn43A
7	Dianne Frehlich	https://ventura.co1.qualtrics.com/jfe/form/SV_6SdjDJ4CLJCL08K	https://ventura.co1.qualtrics.com/jfe/form/SV_eVigdzA0SOvxDXo
8	Amy Edwards	https://ventura.co1.qualtrics.com/jfe/form/SV_b9GzYTUUPblfcUK	https://ventura.co1.qualtrics.com/jfe/form/SV_20tg8dXxXTLAajQ
9	Gaby Rodriguez	https://ventura.co1.qualtrics.com/jfe/form/SV_1zUK2OHj0YzjvcG	https://ventura.co1.qualtrics.com/jfe/form/SV_7OrDdHFert2hbWS
10	Steve Hall	https://ventura.co1.qualtrics.com/jfe/form/SV_bQ6WiXUv2alQi5U	https://ventura.co1.qualtrics.com/jfe/form/SV_dhG81VAfOYPHfn0

21 – 2030
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How Did We Do on
Our Educational Master
Plan Goals this Year?

Year One Analysis of Metrics and
Results—an Interactive Session

EMP Goals

- Enhance Student Success
- Strengthen Access to Educational Opportunity
- Advance Social Justice and Equity-Minded Practices
- Promote the College's Reputation
- Strengthen the College's Financial Future

The Metrics

- In 2020-21 we ratified the metrics that will help us each year to determine if we have made progress on our EMP goals.

- Each of the EMP goals has at least one metric associated with it; some have more. Many metrics support more than one goal.

- This year is our first review of our progress.

- We may also decide to adjust the metrics or our annual targets.

Anatomy of a Metric

- Assessing each metric involves knowing: **the metric, the baseline, the year-one target, and the year-one results**.

- **Example of a Metric**: *Increase the number of non-credit courses we offer*.

- **Understanding the Baseline**: a measure of where we started. E.g., in 2019 we had 21 non-credit courses in our catalog.

- **What's a target?** The incremental progress goal we set for a given year.

- **How do we measure results?** Our results are a measure of the change from the baseline.
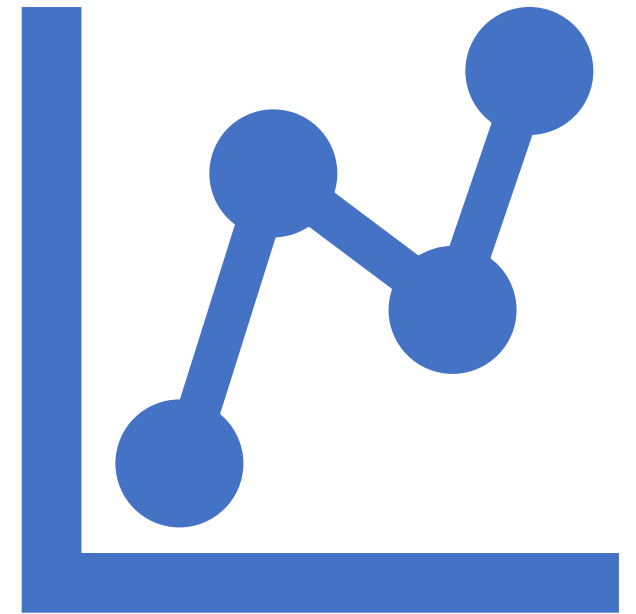
Analysis of Our Progress—Tabletop Work

- Each team will analyze and discuss **three EMP metrics** and our **2021-22 results.**

- On each table there is a printed dataset. Each table's dataset is different. Review and discuss these at your table.

- There is also a laptop for recording your answers to **four QUESTIONS** about each metric.

Directions

Each table has an assigned FACILITATOR. There is also a laptop at your table with a form for recording your responses. Please identify a NOTE TAKER to record results on the form.

- Locate the **three data sheets** at your table. These are the metrics assigned to your table.
- **Analyze and discuss** the each of the metrics and results. Each graphic includes the following key information: the metric, the baseline, the year-one target, and the year-one results.

ANSWER THE FOLLOWING QUESTIONS FOR EACH METRIC:

1. Did we meet the TARGET?

2. Do we need to adjust the metric or target?

3. Thinking about both external factors (e.g., Covid, enrollment declines, etc.) and internal actions (e.g., counselor/mentor phone outreach campaigns, etc.), what do you think contributed to this year's results?

4. Is there anything else your team wants to say about the metric, our results, or this exercise?

NOTE TAKERS: Look for your instruction sheet

GOAL: Enhance Student Success
Metric: Increase the Number of Chancellor's Office Approved Credit Certificates Earned
Target: Increase by 5% per year

Increase the Number of Chancellor's Office Approved Credit Certificates

Baseline: Internal Data

Growth% -2.6%

Results Est.: 2021-2022

Value: 0 200 400 600 800
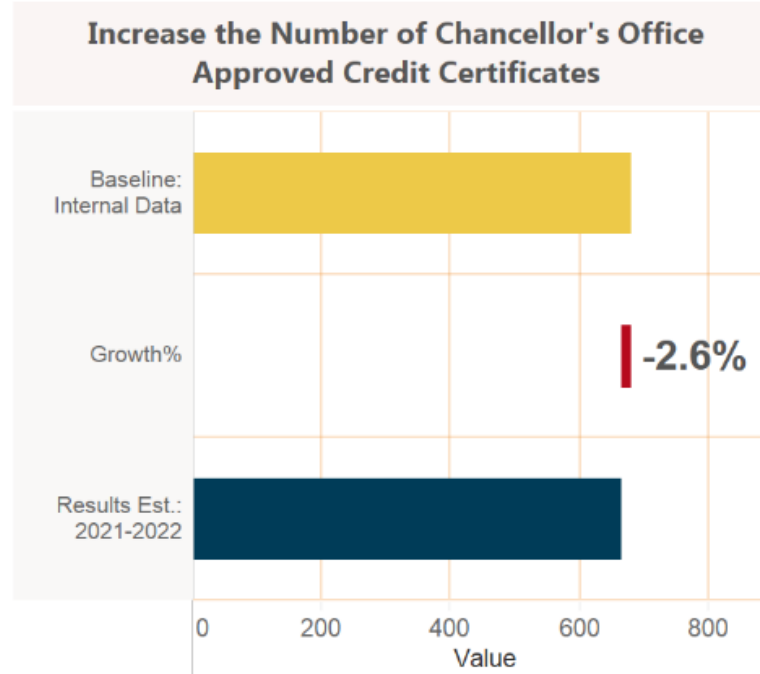
Measure Names
- Baseline: Internal Data
- Results Est.: 2021-20..

Target

Increase by 5% per year

Have we met the percentage target?
- False

DATA SOURCE ARGOS • CREATED BY INSTITUTIONAL EFFECTIVEN..

Note
Enrollment at baseline: 11,027
Enrollment 2021-22: 10,593

GOAL: Enhance Student Success
Metric: Increase the Number of Local Associated Degrees Earned
Target: Increase by 3% per year

Increase the Number of Local Associate Degrees
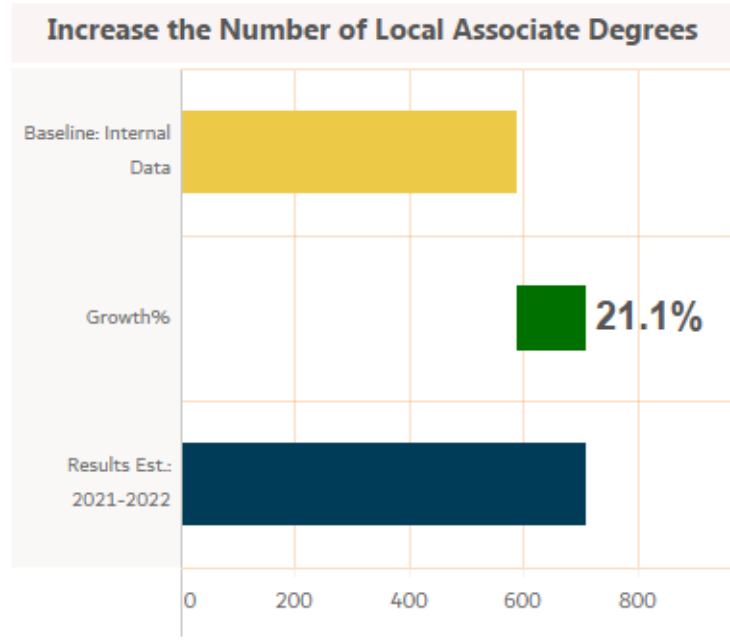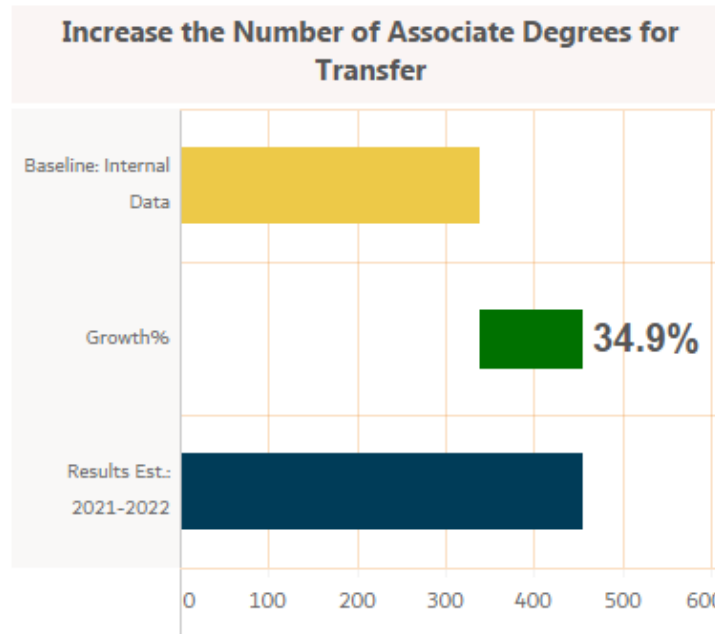

Measure Names
- Baseline: Internal Data
- Results Est.: 2021-2022

Target

Increase by 3% per year

Have we met the percentage target?
- True

DATA SOURCE ARGOS • CREATED BY INSTITUTIONAL EFFECTIVENESS

Note
Enrollment at baseline: 11,027
Enrollment 2021-22: 10,593

GOAL: Enhance Student Success
Metric: Increase the Number of Associate Degrees for Transfer Earned
Target: Increase by 10% per year

Increase the Number of Associate Degrees for Transfer

Growth%: 34.9%

Measure Names
- Baseline: Internal Data
- Results Est.: 2021-2022

Target

Increase by 10% per year

Have we met the percentage target?
- True

Note
Enrollment at baseline: 11,027
Enrollment 2021-22: 10,593

Increase the Percentage of Students Who Transfer to a Four-Year Institution

GOAL: Enhance Student Success

Metric: Increase the Percentage of Students Who Transfer to a Four-Year Institution

Target: Increase to 60% in 10 years; 3 percentage point increase annually
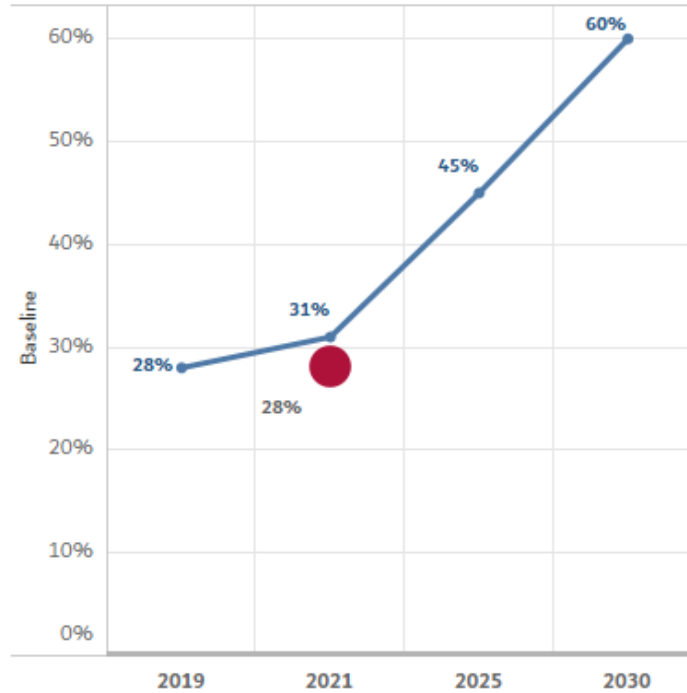
Note
Enrollment at baseline: 11,027
Enrollment 2020-21: 11,330

Metric is calculated using preliminary LaunchBoard data from West Ed. Transfer data is from *previous year* (2020-21).

Measure Names
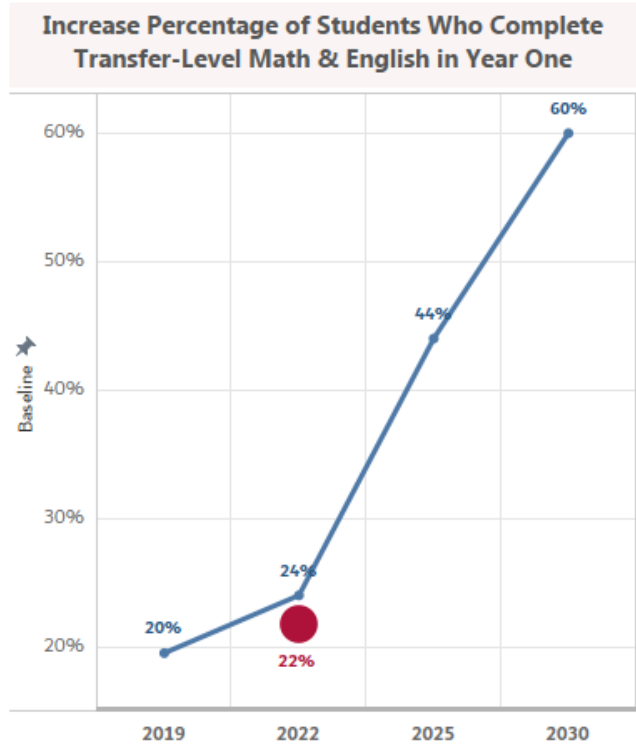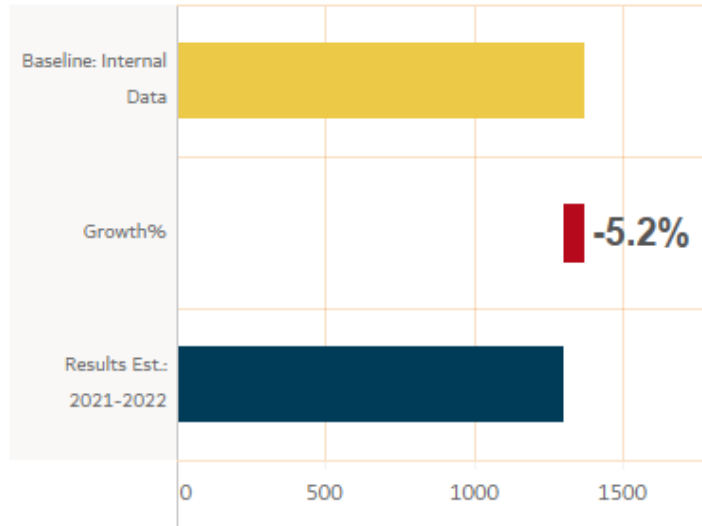- Baseline and Projection
- Results 2021-2022

Target

Increase to 60% in 10 years
3.2 Percentage Point Increase per year

Have we met the target?
- False

GOAL: Enhance Student Success
Metric: Increase the Percentage of Students Who Complete Transfer-Level Math & English in Year One
Target: Increase to 60% in 10 years; 4 percentage point increase annually

Note
Enrollment at baseline: 11,027
Enrollment 2021-22: 10,593

Increase Percentage of Students Who Complete Transfer-Level Math & English in Year One

GOAL: Enhance Student Success
Metric: Increase the Number of Students Who Complete 9+ Career Education Units in One Year
Target: Increase by 2% annually

Increase the Number of Students Who Complete 9+ Career Education Units in One Year

Measure Names
- Baseline: Internal Data
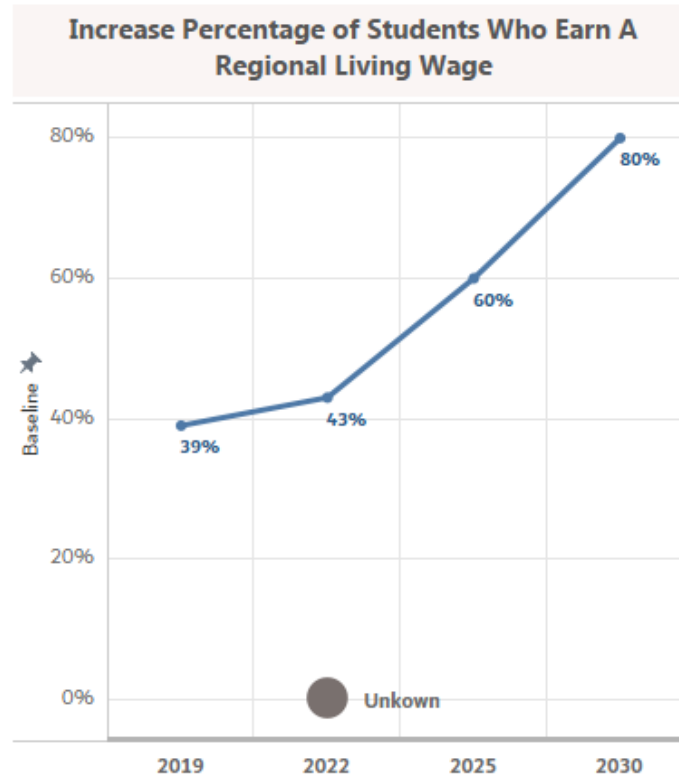- Results Est.: 2021-2022

Target

Increase by 2% annually

Have we met the percentage target?
- False

DATA SOURCE ARGOS • CREATED BY INSTITUTIONAL EFFECTIVENESS

Note
Enrollment at baseline: 11,027
Enrollment 2020-21: 11,330

GOAL: Enhance Student Success

Metric: Increase the Percentage of Students Who Earn a Regional Living Wage

Target: Increase to 80% in 10 years; 4 percentage point increase annually

Note
These data from the state Chancellor's office will always lag. Last available data: 2018-19. Revisit metric or target?


Increase Percentage of Students Who Earn A Regional Living Wage

- 2019: 39%
- 2022: 43%
- 2025: 60%
- 2030: 80%
- Unkown

Measure Names
- Baseline and Projection
- Results 2021-2022

Target

Increase to 80% in 10 years

4.1 Percentage Point Increase per year

Last available data: 2018-19.

Have we met the target?
Unknown

GOAL: Enhance Student Success
Metric: Decrease the Average Number of Accumulated Units Earned by Associate Degree Earners
Target: Decrease to 72 in 5 years
Decrease to 65 in 10 years

Decrease Average Number of Accumulated Units Earned by Associate Degree Earners

Measure Names
- Baseline and Projection
- Results 2021-2022

Target

Decrease to 72 in 5 years
Decrease to 65 in 10 years

Have we met the target?
- True

DATA SOURCE ARGOS • CREATED BY INSTITUTIONAL EFFECTIVENESS
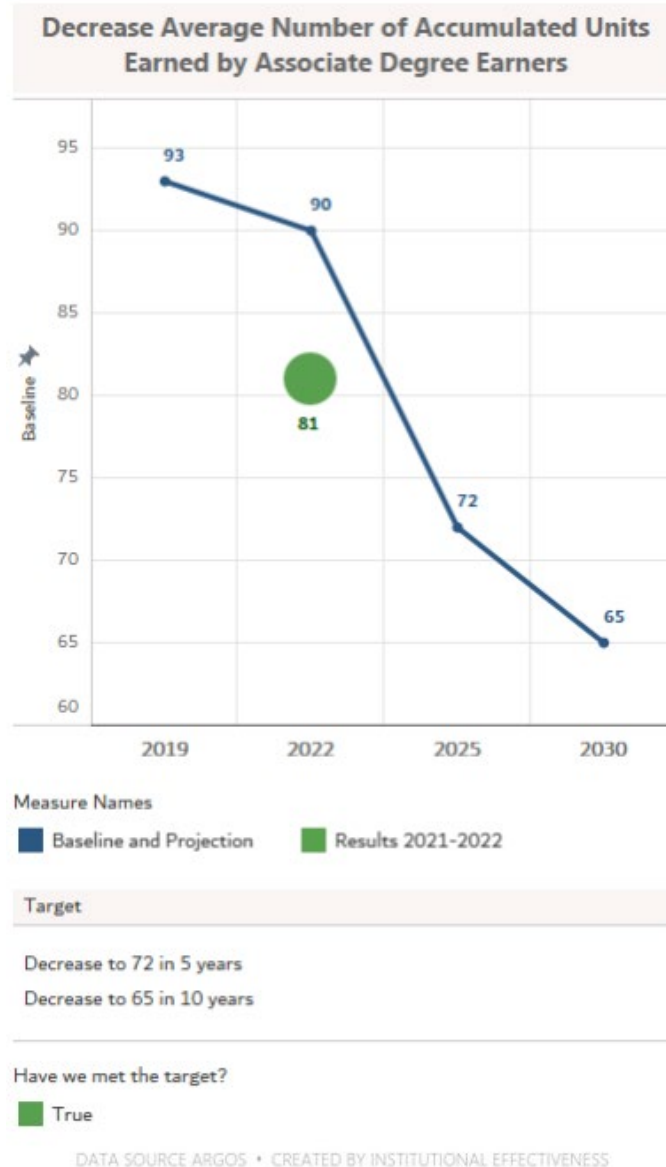
GOAL: Enhance Student Success
Metric: Close all Equity Gaps in Student Success Metrics
Year ONE Target: Identify gaps

Note
State data are to be released in April. Internal data are also being analyzed. Analysis for the new Student Equity Plan will be completed this summer.

Year One Identify all Equity Gaps in Student Success Metrics
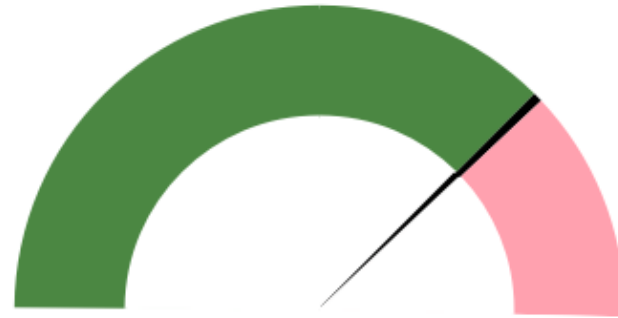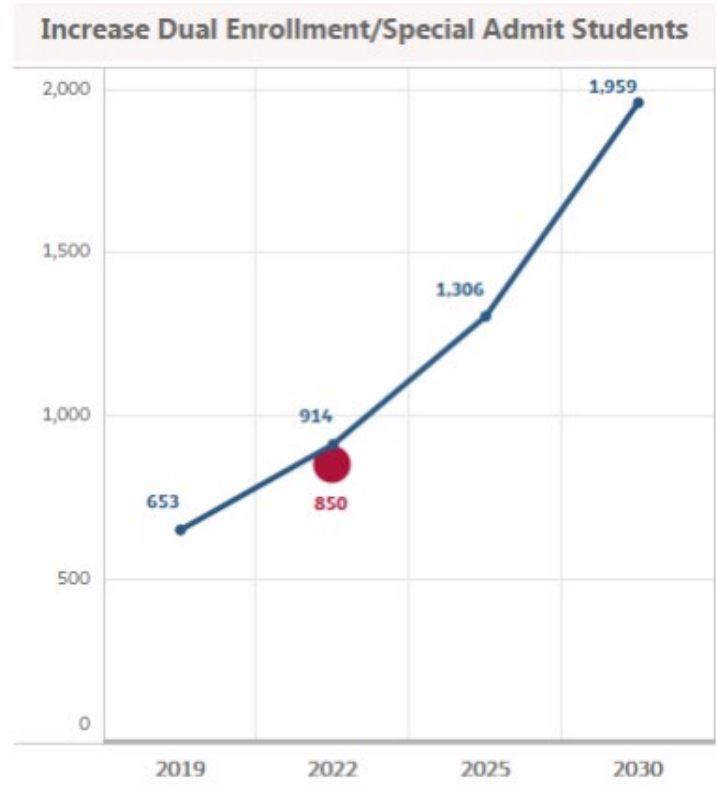

Results Estimated 2021-2022

75%

Target

Year ONE: Identify Gaps

GOAL: Strengthen Access to Educational Opportunity
Metric: Increase Dual Enrollment Students
Target: Double in 5 years Triple in 10 years

Increase Dual Enrollment/Special Admit Students

Measure Names
- Baseline and Projection
- Results 2021-2022

Target

Double in 5 years
Triple in 10 years

Have we met the target?
- False

DATA SOURCE ARGOS • CREATED BY INSTITUTIONAL EFFECTIVENESS

GOAL: Strengthen Access to Educational Opportunity
Metric: Increase Enrollment of Non-Traditional Age Students
Target: Double in 5 years Triple in 10 years
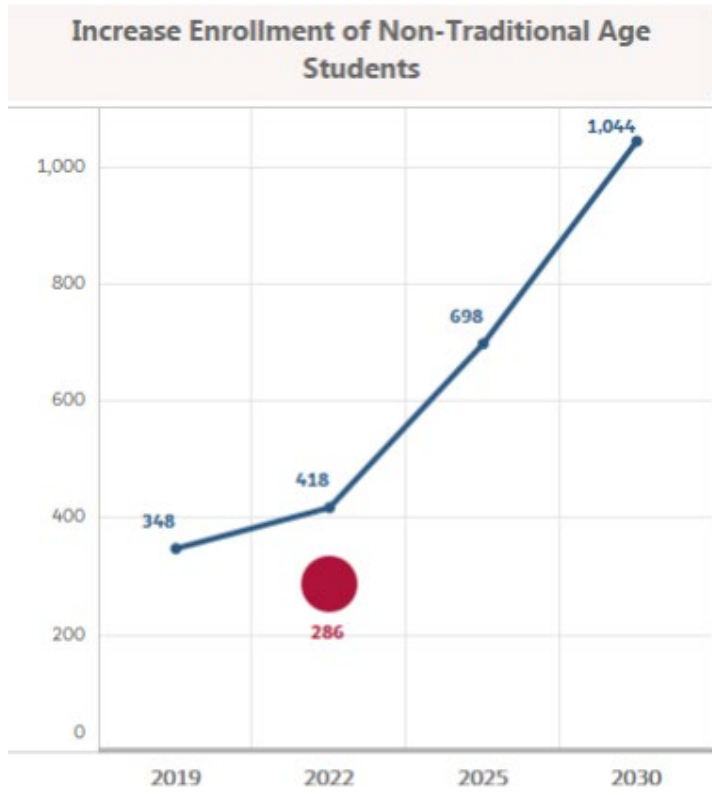
Note:
Includes enrollment of first-time students and first-time transfer students.

Increase Enrollment of Non-Traditional Age Students

Measure Names
- Baseline and Projection
- Results 2021-2022

Target

Double in 5 years
Triple in 10 years

Have we met the target?
- False

DATA SOURCE ARGOS • CREATED BY INSTITUTIONAL EFFECTIVENESS

GOAL: Strengthen Access to Educational Opportunity
Metric: Increase Enrollment of International Students
Year THREE Target: 50 students per year

Note:
International marketing staff have been hired. Year-one startup may naturally yield smaller number.

Increase Enrollment of International Students
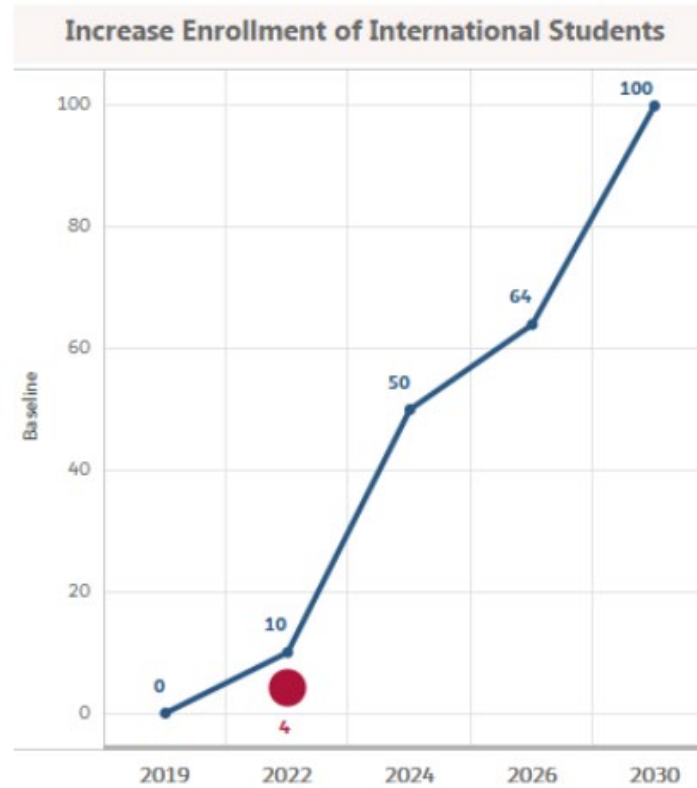
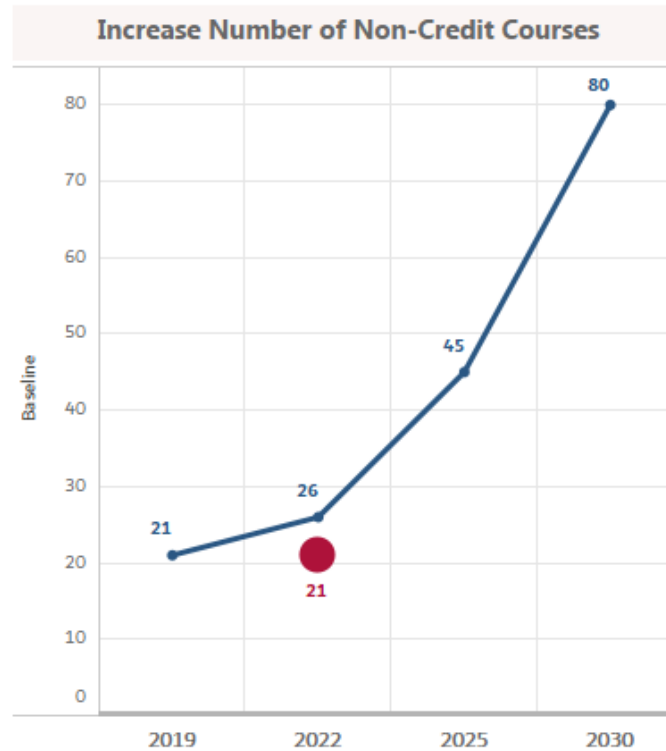Measure Names
- ■ Baseline and Projection
- ■ Results 2021-2022

Target

Year THREE: 50 students per year
Year FIVE: 64 students per year
Year SEVEN: 75 students per year..

Have we met the target?
- ■ False

DATA SOURCE ARGOS · CREATED BY INSTITUTIONAL EFFECTIVENESS

GOAL: Strengthen Access to Educational Opportunity
Metric: Increase Number of Non-Credit Courses
Target: Increase to 45 in 5 years
Increase to 80 in 10 years

Increase Number of Non-Credit Courses

Measure Names
- ■ Baseline and Projection
- ■ Results 2021-2022

Target

Increase to 45 in 5 years
Increase to 80 in 10 years

Have we met the target?
■ False

DATA SOURCE ARGOS • CREATED BY INSTITUTIONAL EFFECTIVENESS

GOAL: Strengthen Access to Educational Opportunity
Metric: Increase Number of Non-Credit Certificates
Target: Increase to 10 in 5 years
Increase to 20 in 10 years

Increase Number of Partnerships with Middle Schools

Results Estimated 2021-2022

100%

Target

Add at least one new partnership annually in each of our service area's six districts

GOAL: Strengthen Access to Educational Opportunity
Metric: Increase Number of Partnerships with Middle Schools
Target: Add at least one new partnership annually in each of our service area's six districts

Note
In 2021-22 we added partnerships with two districts—not individual schools. Revisit target?

GOAL: Advance Social Justice and Equity-Minded Practices
Metric: Increase Student Volunteerism
Year ONE Target: Determine baseline and targets

Note
Survey is developed and will be launched to students the first week of May. Targets will be set in June—the end of year one.

Year One Determine Baseline and Targets in Student Volunteerism

Results Estimated 2021-2022

100%

Target

By end of year ONE: determine baseline and targets

GOAL: Advance Social Justice and Equity-Minded Practices
Metric: Increase Student Voter Participation
Year ONE Target: Determine baseline and targets

Note
Survey is developed and will be launched to students the first week of May. Targets will be set in June—the end of year one.
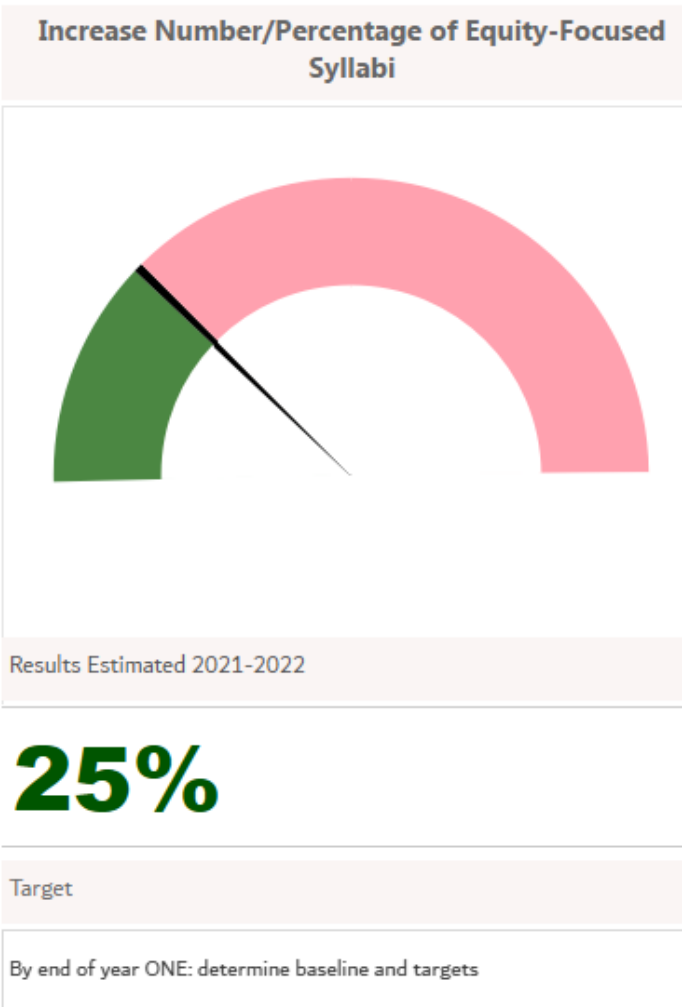

Year One Determine Baseline and Targets in Student Voter Participation

Results Estimated 2021-2022

100%

Target

By end of year ONE: determine baseline and targets

GOAL: Advance Social Justice and Equity-Minded Practices
Metric: Increase Number/Percentage of Equity-Focused Syllabi
Year ONE Target: Determine baseline and targets

Note
Survey is in development. Training and surveying will occur in fall. Targets will be set in fall.

Increase Number/Percentage of Equity-Focused Syllabi

Results Estimated 2021-2022

25%

Target

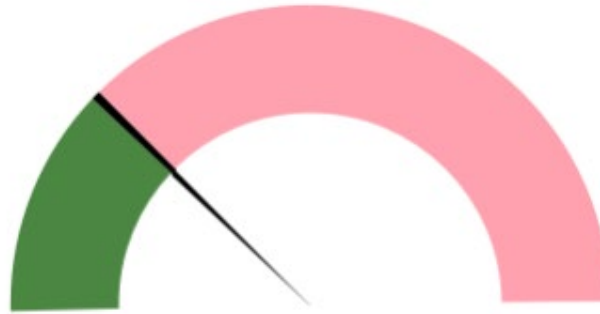By end of year ONE: determine baseline and targets

GOAL: Advance Social
Justice and Equity-Minded
Practices
Metric: Increase
Number/Percentage of
Faculty Utilizing Inclusive
Pedagogy
Year ONE Target:
Determine baseline and
targets

Note
Survey is in development.
Training and surveying
will occur in fall. Targets
will be set in fall.

Increase Number/Percentage of Faculty Utilizing
Inclusive Pedagogy

Results Estimated 2021-2022

25%

Target

By end of year ONE: determine baseline and targets

GOAL: Advance Social Justice and Equity-Minded Practices
Metric: Increase Number of Courses that Satisfy the CSU Ethnic Studies Requirement
Target: Two courses

Note
Five courses submitted; one approved. The others have been revised and resubmitted.

Increase Number of Courses that Satisfy the CSU Ethnic Studies Requirement

Measure Names

■ Baseline and Projection
■ Results 2021-2022

Target

Year THREE: 5 courses
Year FIVE: 10 courses

Have we met the target?

■ True

Develop & Publish a Statement of Commitment to Diversity, Equity, and Inclusion
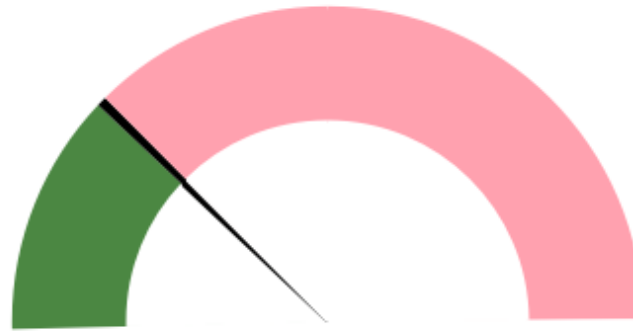
GOAL: Advance Social Justice and Equity-Minded Practices

Metric: Develop & Publish a Statement of Commitment to Diversity, Equity, and Inclusion

Year ONE Target: Statement drafted, ratified through participatory governance, published to the website & posted across campus

Note
Statement has been drafted and has begun PG review.

Results Estimated 2021-2022

25%

Target

By end of year ONE: DEI Statement is drafted, ratified through PG, published to website & posted across campus.

GOAL: Promote the College's Reputation
Metric: Increase Number of Faculty/Staff Awarded PDC Funds to Present Original Work at Professional Conferences
Year ONE Target: PDC develops targets

Increase Number of Faculty/Staff PDC Awards Given for Presentation of Original Work at Professional Conferences

Results Estimated 2021-2022

100%

Target

Year ONE: PDC develop targets.

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GOAL: Promote the College's Reputation

Metric: Apply for National, State, and Local Awards and place as Finalist

By end of year **TWO**: Advancement Office in collaboration with Institutional Effectiveness:
● develop and widely distribute to campus community: list of award opportunities, outline of requirements, timelines for applications, mechanism for annual review and report of progress
● develop targets and milestones

2021-22 Good News!

- *Aspen Institute* top 150 community colleges
- Top STEM Schools for Hispanics by the *Hispanic Outlook in Education* Magazine
- Top 100 Colleges & Universities for Hispanics by the *Hispanic Outlook in Education* Magazine
- *Bellwether College Consortium* award winner (Fire Academy)
- *Bellwether College Consortium* finalist (Dental Hygiene program)
- *Campaign for College Opportunity* named Oxnard College a 2021 Equity Champion of Higher Education for its Excellence in Transfer for Latino students through Associate Degrees for Transfer (ADT)

GOAL: Strengthen the College's Financial Future
Metric: Develop Advancement Office Major Donations, Grant Portfolio, and Alumni Giving
Year ONE Target: Hire Advancement Office director and set targets

Note
Advancement Office director is hired. Goals and targets are being discussed.

Advancement Office Growth in Major Donations, Grants and Alumni Giving

Results Estimated 2021-2022

75%

Target

Year ONE target: Hire Advancement Office Director and Set Targets
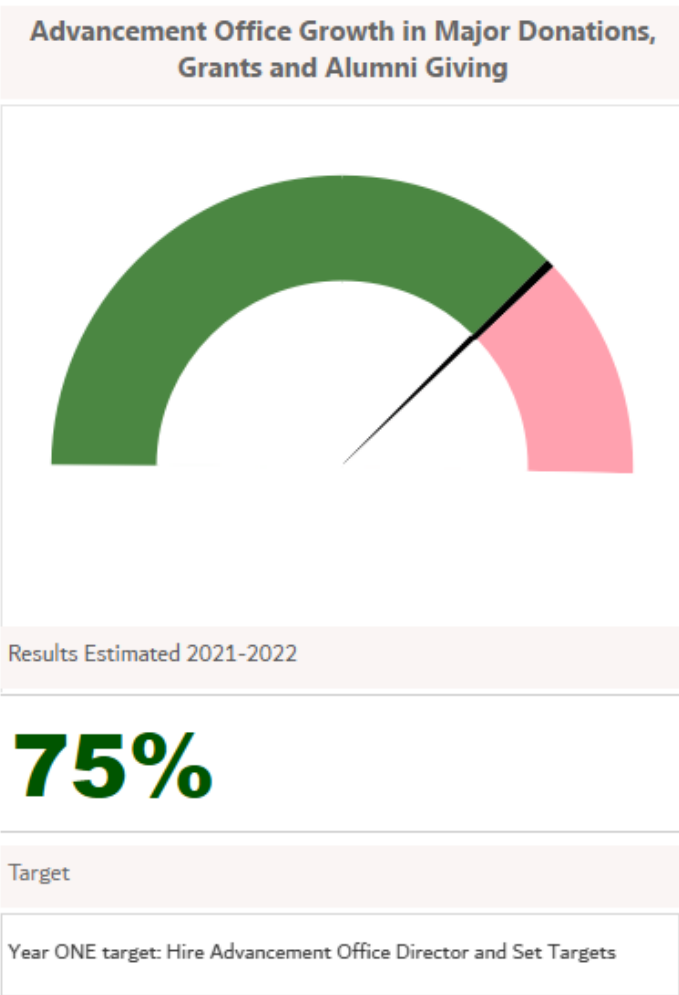
GOAL: Strengthen the College's Financial Future
Metric: Complete Revenue Generating Development of Unused Land
Year ONE Target: Develop plan, and set future timeline and milestones

Note
Facilities Master Plan is being completed this year. A Housing Feasibility study is underway. Plan for land may be ratified next year.

Complete Revenue Generating Development of Unused Land

Results Estimated 2021-2022

25%

Target

Year ONE: develop plan, set future timeline and milestones
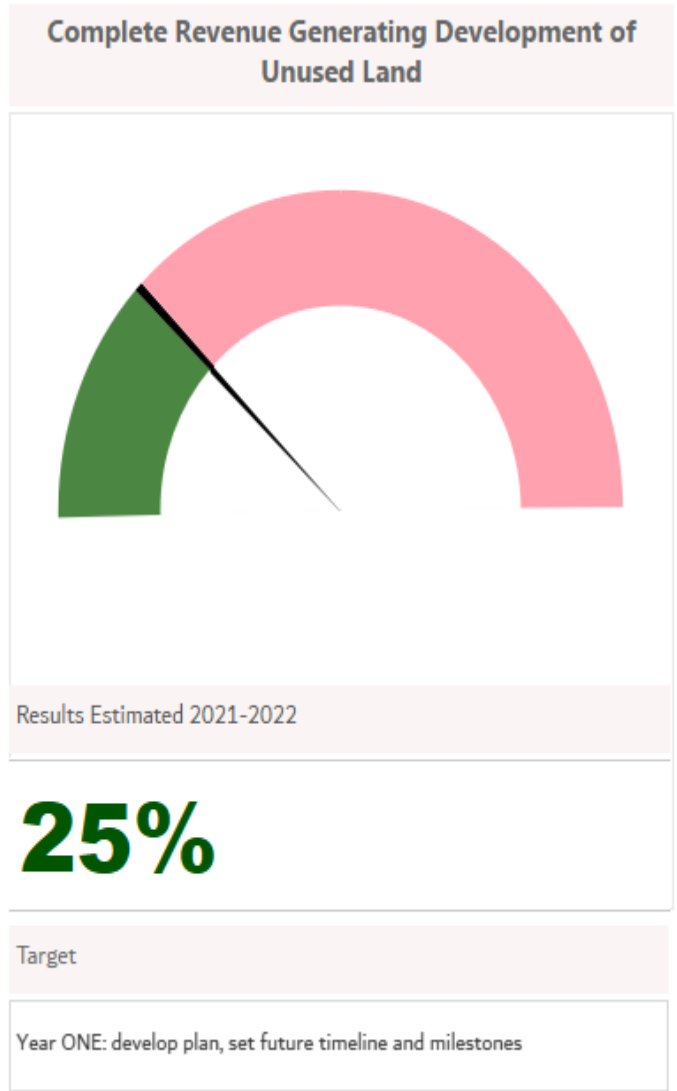
Developing Work Plan for 2022-23: Tabletop Work

- Each team will review **two EMP metrics** and our **2021-22 results**.

- At least one metric you will have already seen. The second may be new to your team.

- As a team:
  - **brainstorm actions** that could strengthen the achievement of these metrics,
  - **Identify barriers** to completing these actions, and
  - **Identify some of the offices and people** that will need to be involved.