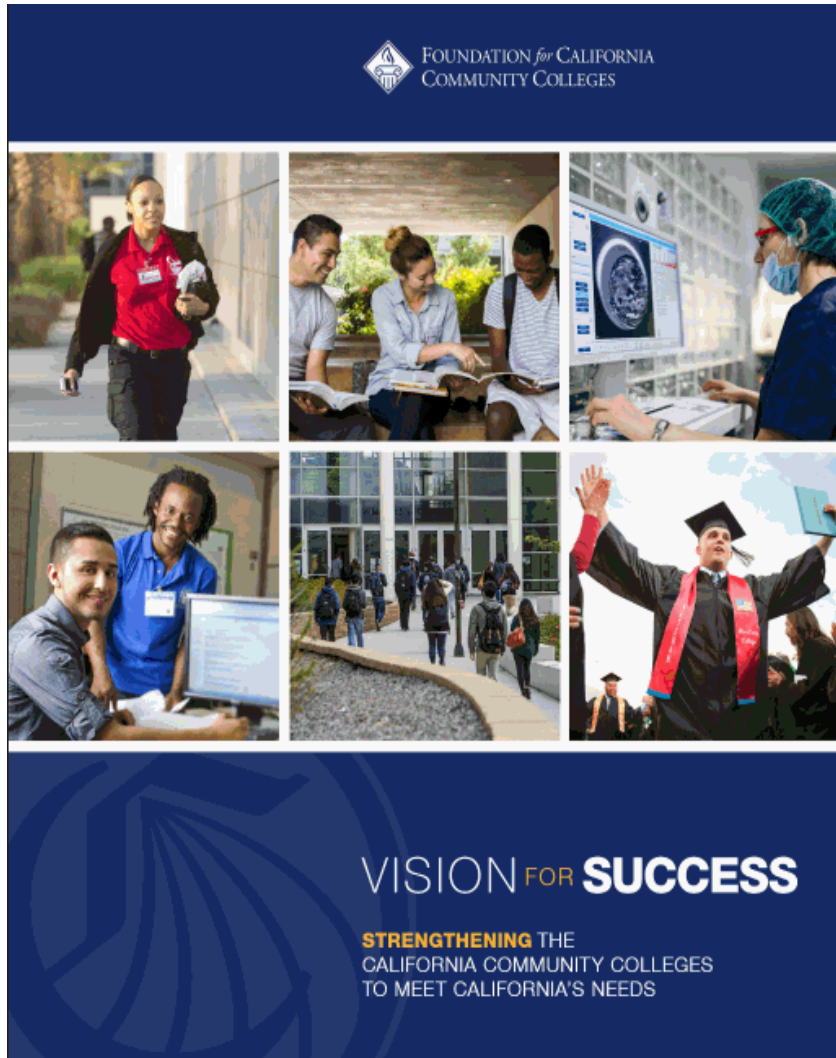




# California Community Colleges



- VfS was unveiled in 2017
- A new paradigm for California Community Colleges
- Five system goals all colleges must align to
- Must be adopted by Board of Trustees by May 31, 2019 (4CD Board meets May 22)



November 6, 2018

Dear Colleagues:

In July, the Governor and the Legislature established a new funding formula for the California Community Colleges [[AB 1809](#), Chapter 33, Statutes of 2018]. In that Statute, colleges/districts are required to establish the following:

1. Local goals that are **aligned with the system-wide goals** in the Vision for Success
2. Local goals that are numerically **measurable**
3. Local goals that specify the **timeline for improvement**

# Vision for Success Goals

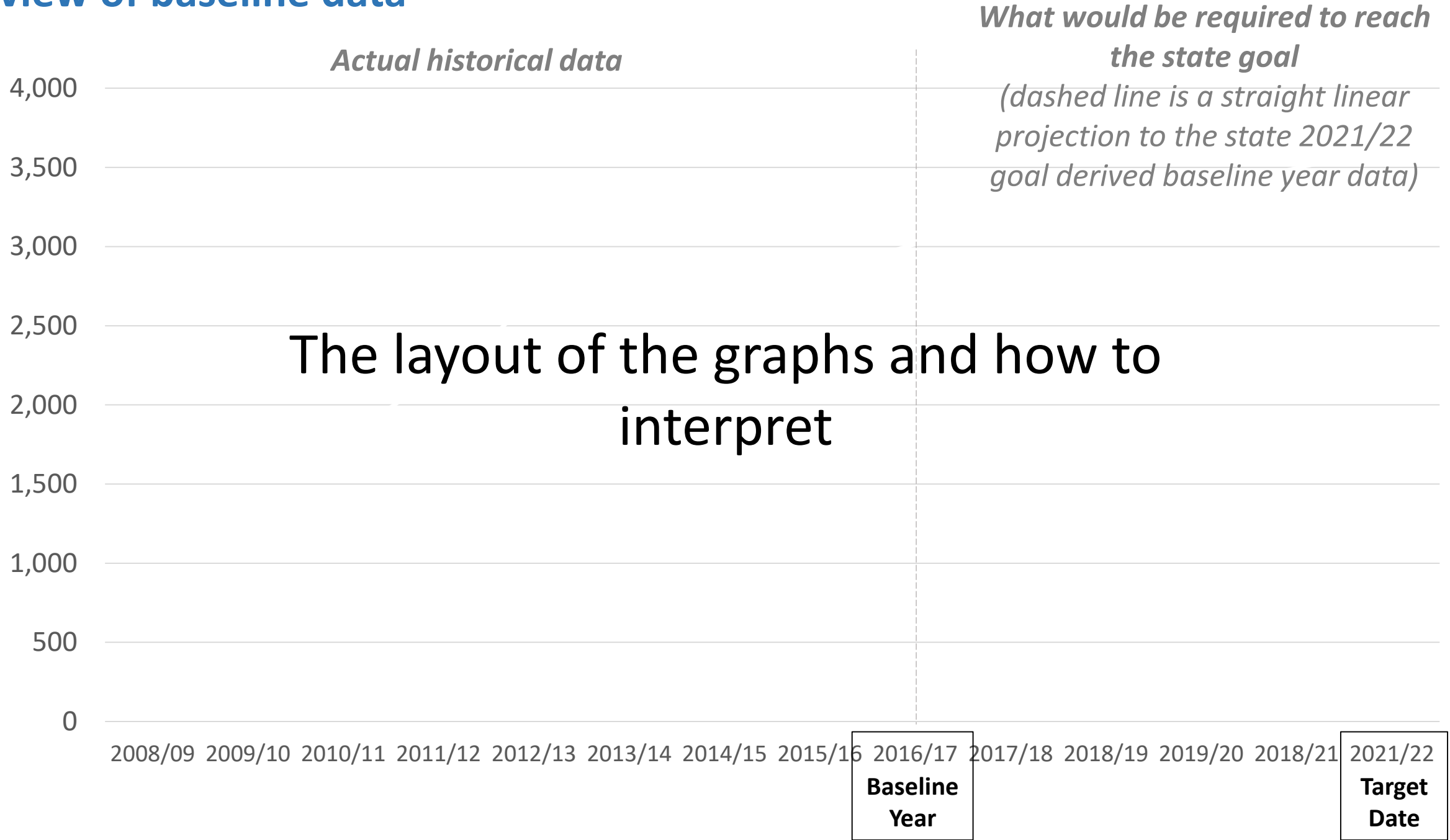
- Six statewide goals; five to which colleges must align
- The state chancellor's office has explicitly defined numeric targets for four of the goals each with a five year time horizon
- The baseline year for the goals is 2016/17 and the target year is 2021/22
- There is no state requirement to meet the goals or penalty for not reaching the goals
- On-going problems with the state data dashboards

# Vision for Success Goals

---

Review of baseline data for the five goals

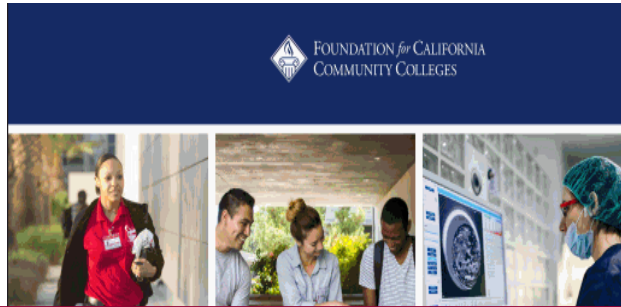
# Review of baseline data



# Vision for Success Goal #1

## GOAL #1

Increase by 20 percent the number of CCC students annually who acquire associates degrees, credentials, certificates, or specific skill sets that prepare them for an in-demand job.



**Indicator 1c** is a black box amalgam of multiple variables and doesn't provide a basis for good planning conversations. **Indicators 1a and 1b** are both straightforward and it could be argued equally important. We are advising colleges, rather than choose among the two (and thereby suggesting one is more important or preferred), to set goals for both indicators.

## GOAL #1 COMPLETION INDICATORS

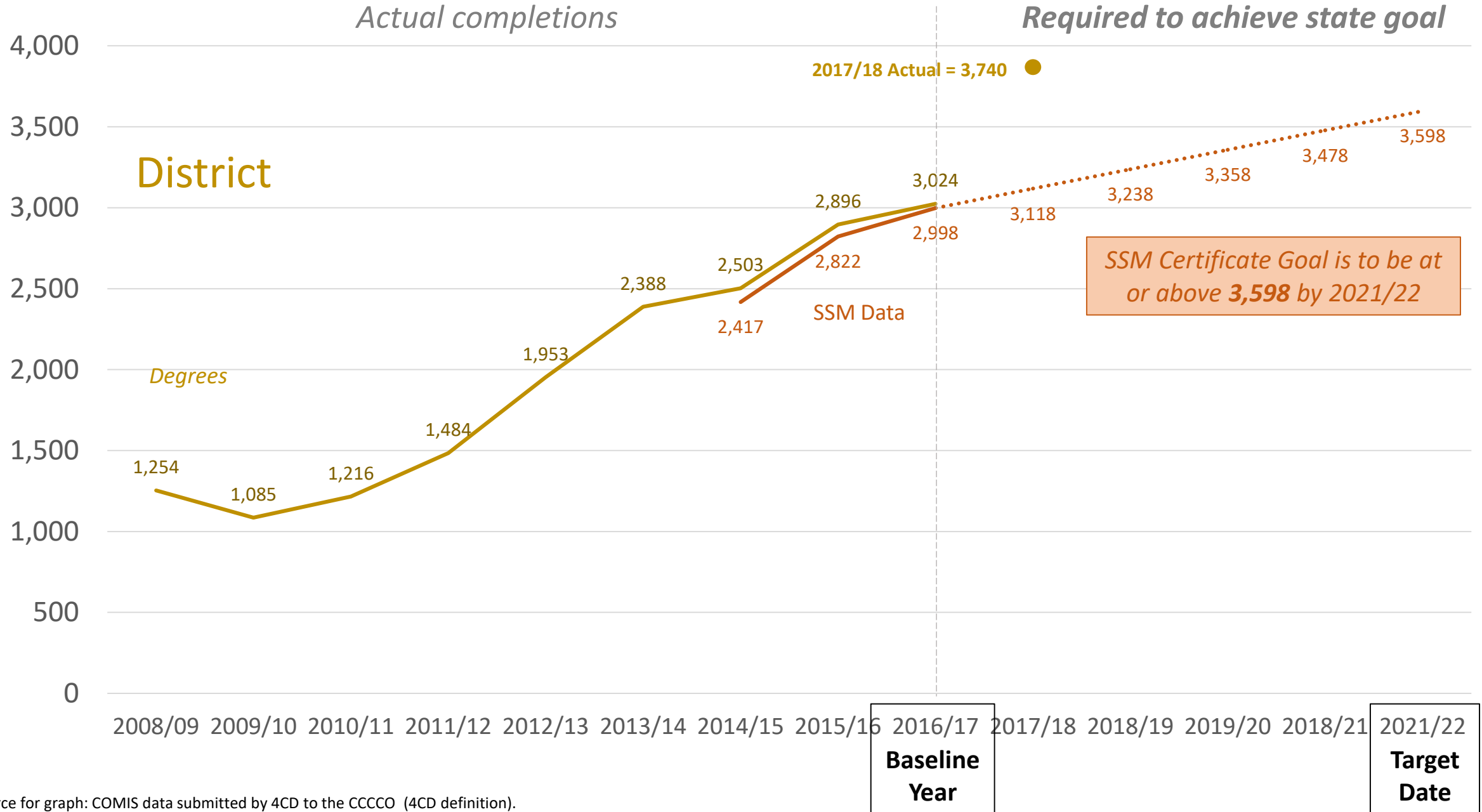
- **1a:** Increase All Students Who Earned an Associate Degree (including ADTs)
- OR
- **1b:** Increase All Students Who Earned a Chancellor's Office Approved Certificate

OR



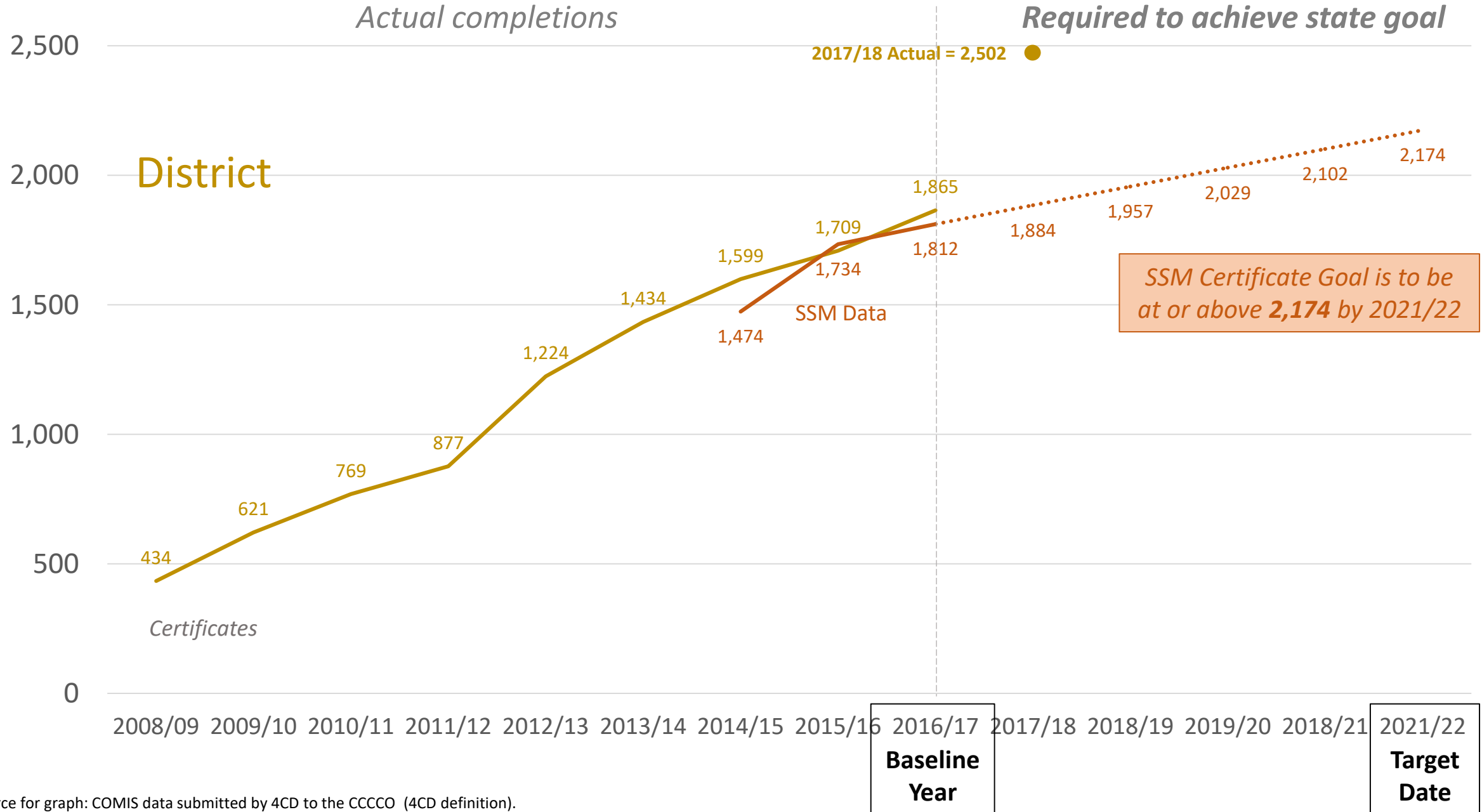
- Increase All Students Who Attained the Vision Goal Completion Definition

# Vision Goal #1a: Increase total degrees by 20% (AS/AA/ADT Degrees)



Data source for graph: COMIS data submitted by 4CD to the CCCCO (4CD definition).

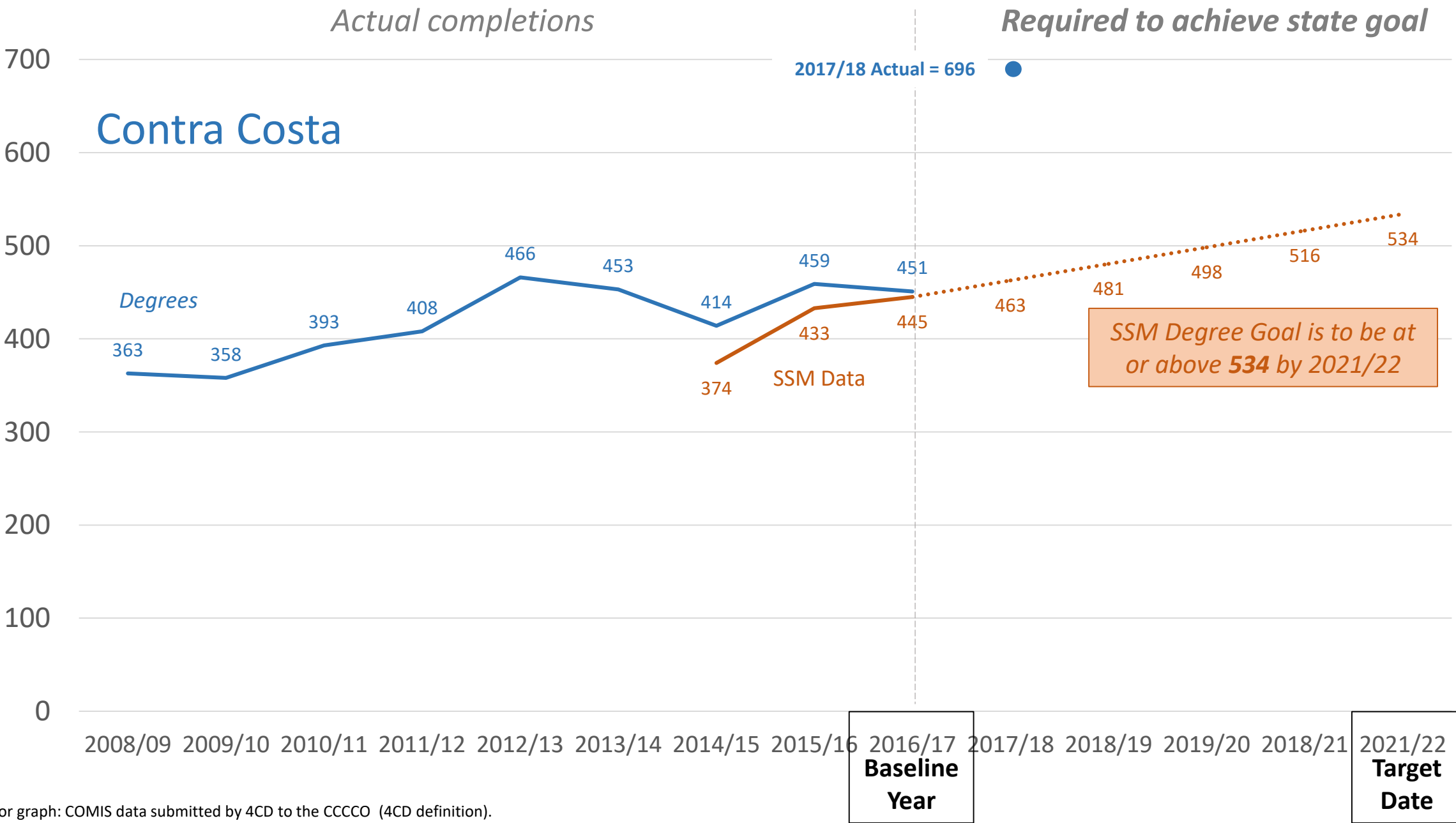
# Vision Goal #1b: Increase total certificates by 20%



Data source for graph: COMIS data submitted by 4CD to the CCCCO (4CD definition).

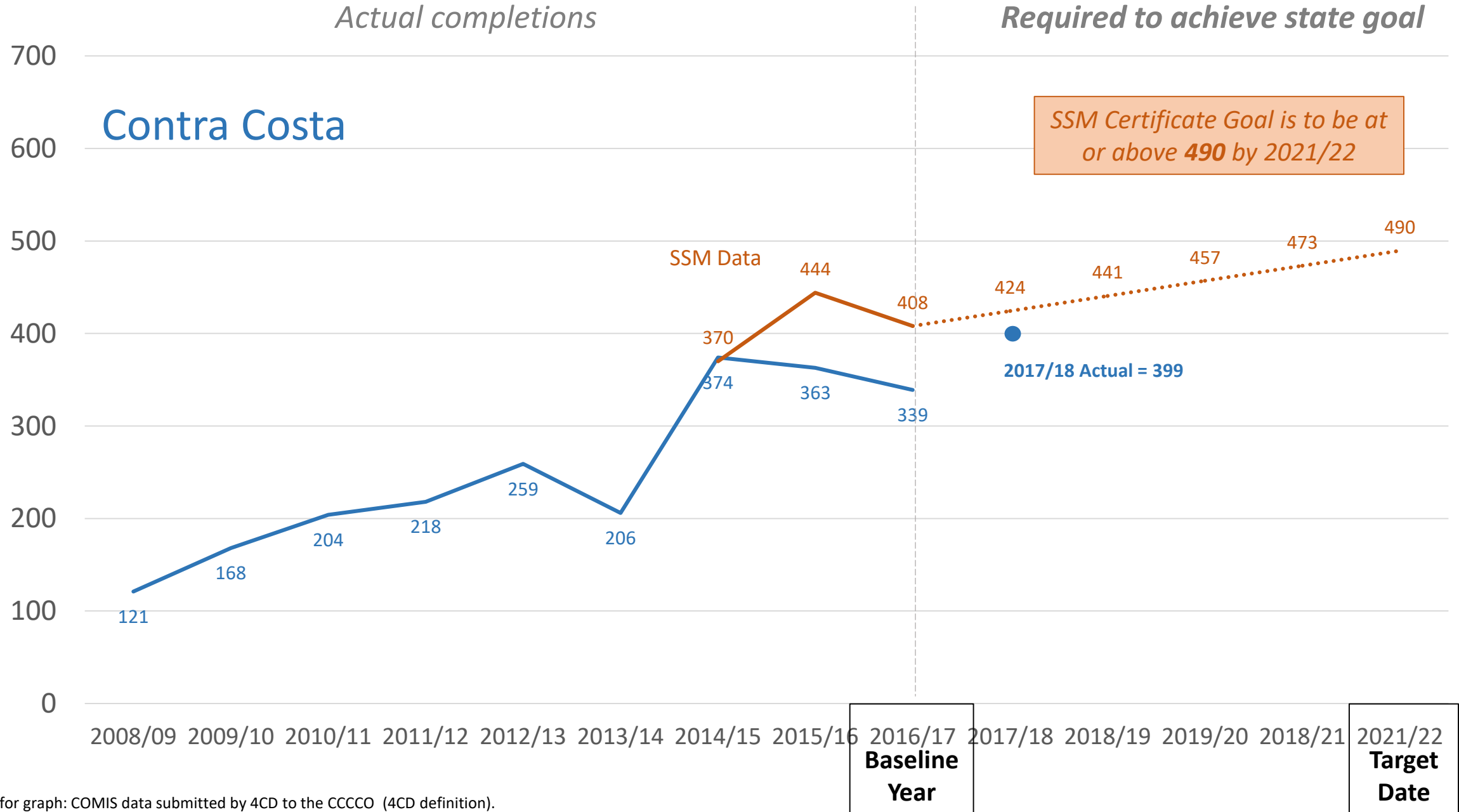


# Vision Goal #1a: Increase total degrees by 20% (AS/AA/ADT Degrees)



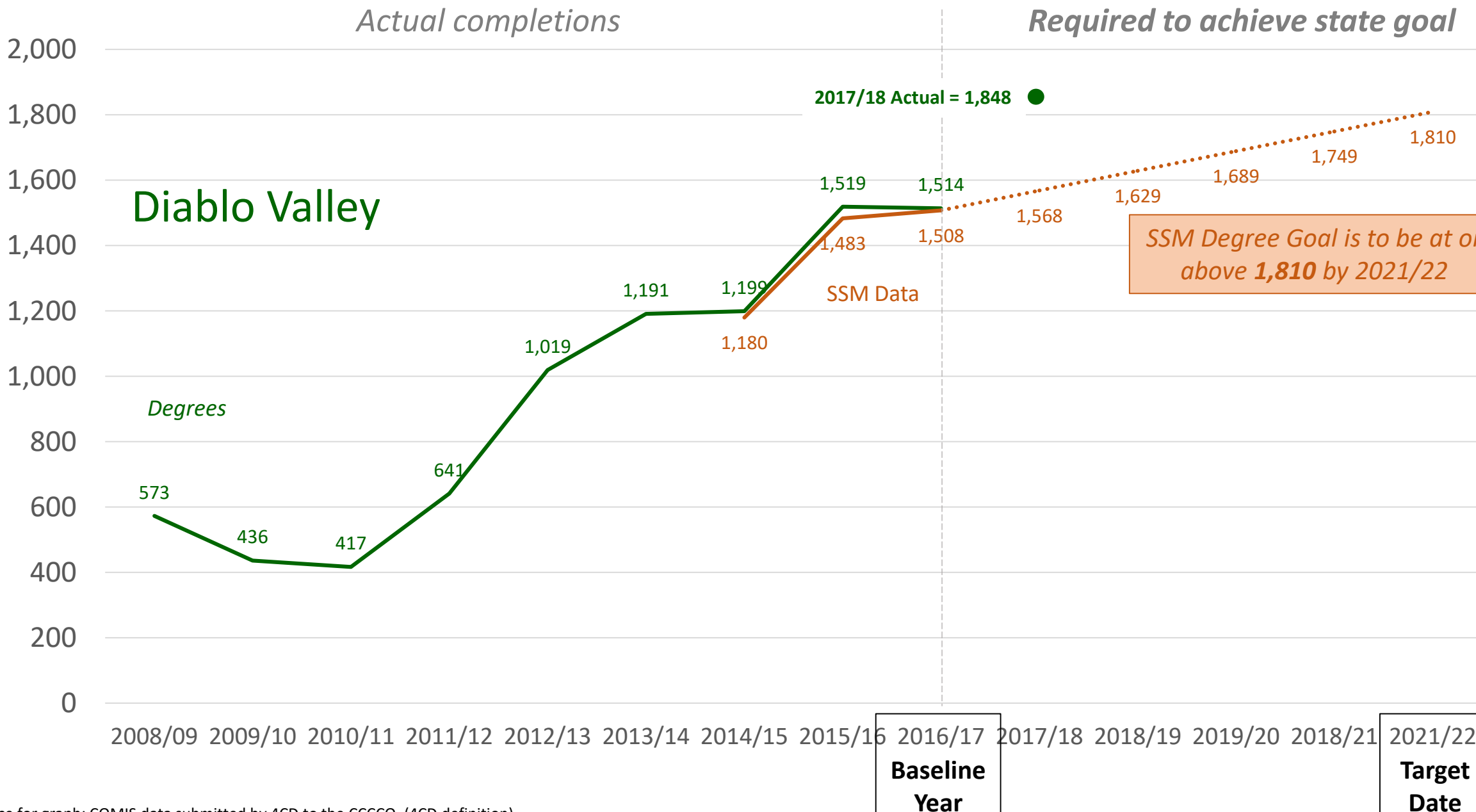
Data source for graph: COMIS data submitted by 4CD to the CCCCO (4CD definition).

# Vision Goal #1b: Increase total certificates by 20%



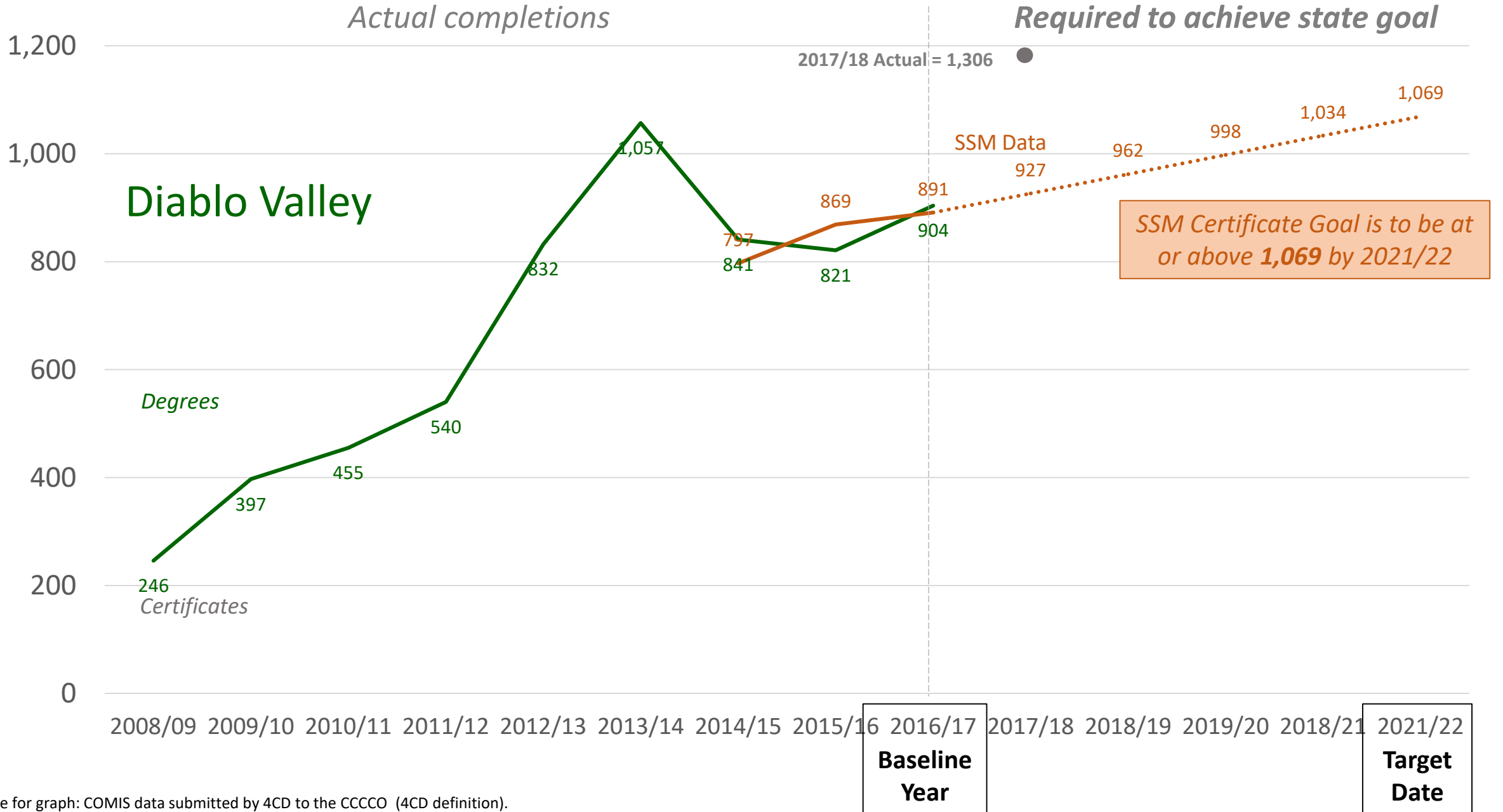
Data source for graph: COMIS data submitted by 4CD to the CCCCO (4CD definition).

# Vision Goal #1a: Increase total degrees by 20% (AS/AA/ADT Degrees)



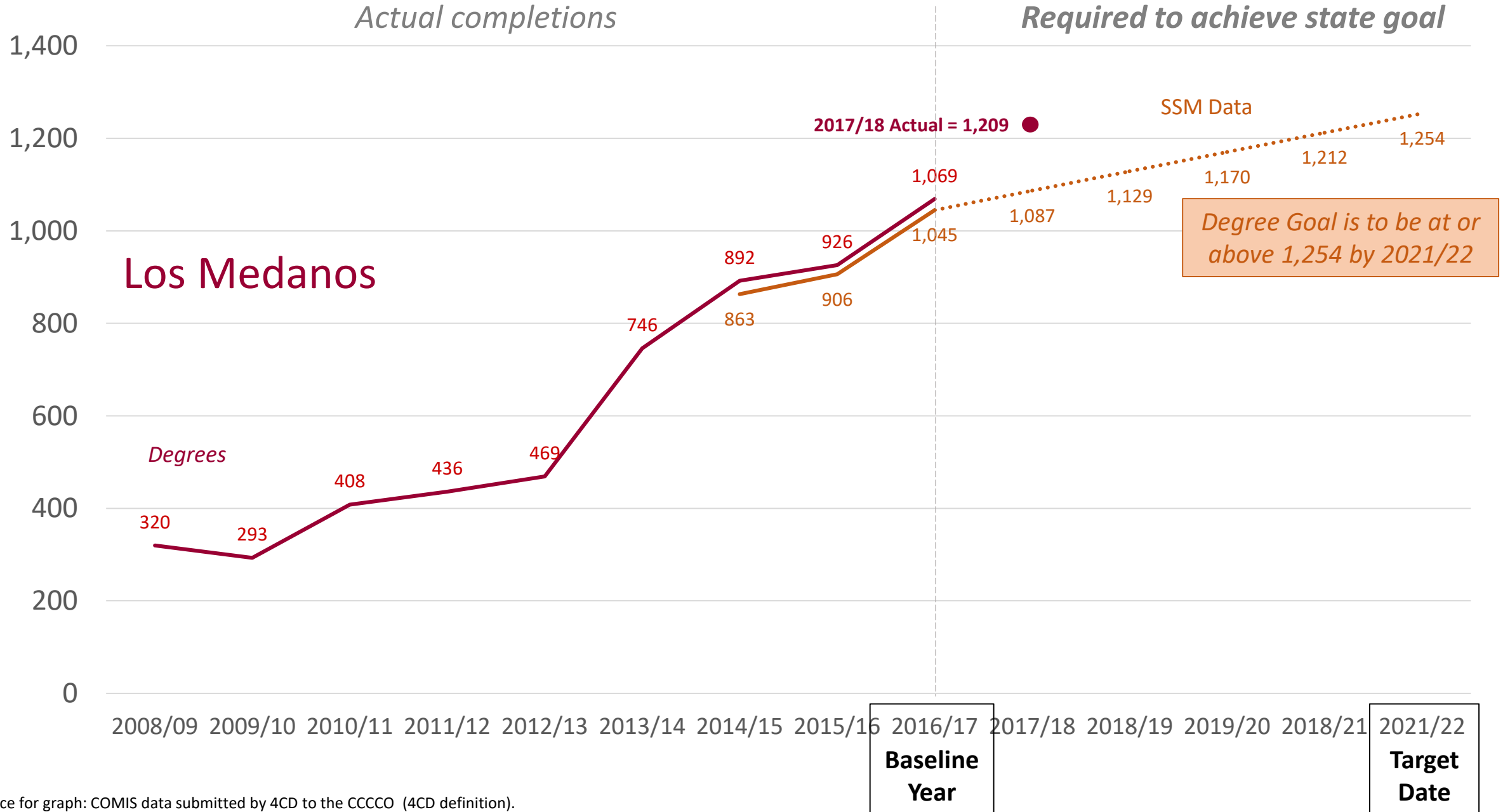
Data source for graph: COMIS data submitted by 4CD to the CCCC (4CD definition).

# Vision Goal #1b: Increase total certificates by 20%



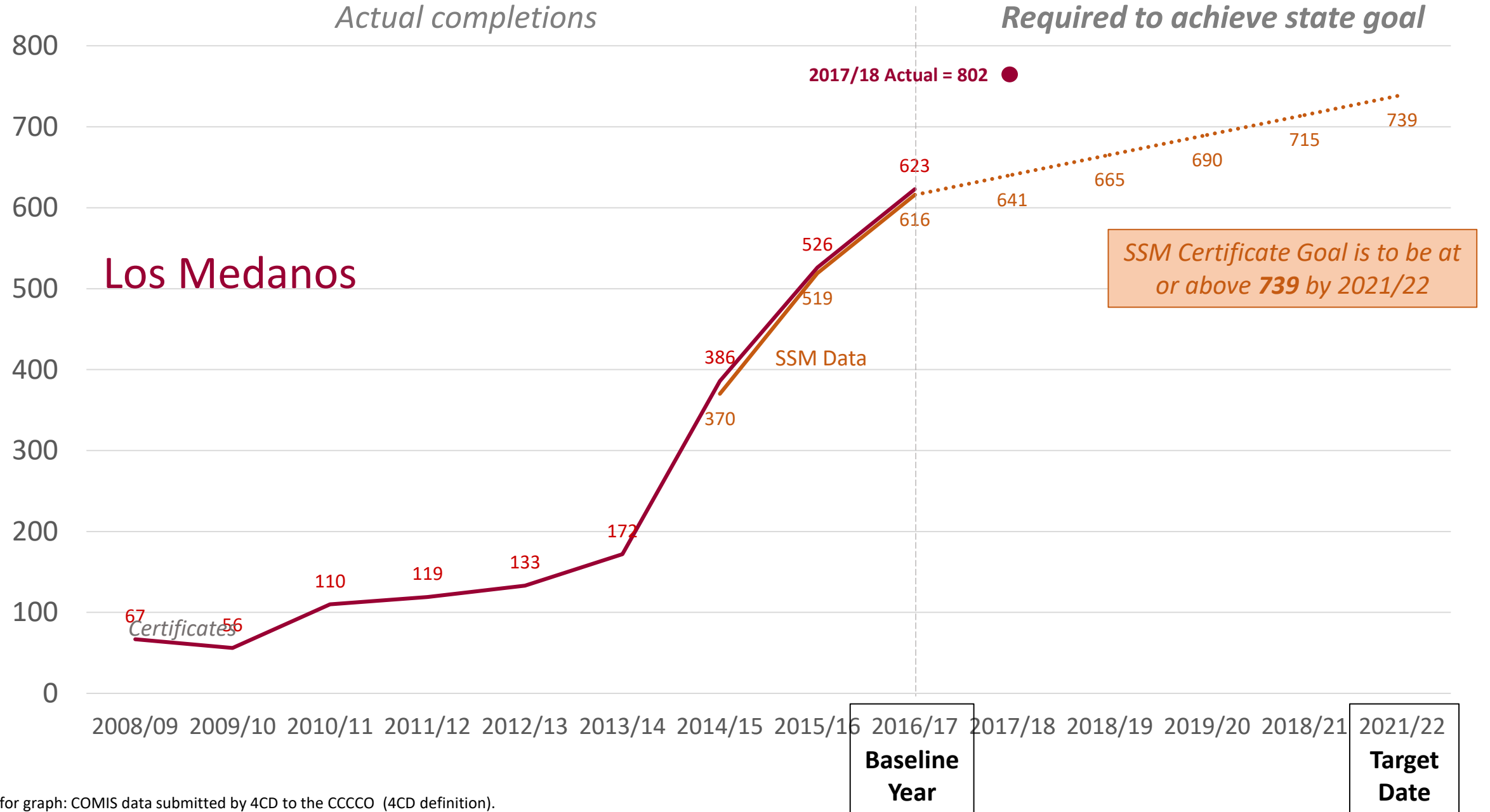
Data source for graph: COMIS data submitted by 4CD to the CCCCO (4CD definition).

# Vision Goal #1a: Increase total degrees by 20% (AS/AA/ADT Degrees)



Data source for graph: COMIS data submitted by 4CD to the CCCCO (4CD definition).

# Vision Goal #1b: Increase total certificates by 20%



Data source for graph: COMIS data submitted by 4CD to the CCCCO (4CD definition).

# Vision for Success Goal #2

## GOAL #2

Increase by 35 percent the number of CCC students system-wide transferring annually to a UC or CSU.

**Indicator 2a** is reliably reported and available in more timely manner than 2b. Furthermore, ADT production is more under the direct control of the colleges than actual transfers

**Indicators 2b** is a reliable indicator in terms of data integrity, however, it differs from the transfer definition used in other mandated reports including the ACCJC Annual Report and the new Funding Formula (which include CSUs, UCs, In-state Private Institutions and Out-of-state Universities). To minimize confusion we recommend establishing a goal for 2a only. Note however that we will continue to locally monitor transfers to CSU and UC specifically.

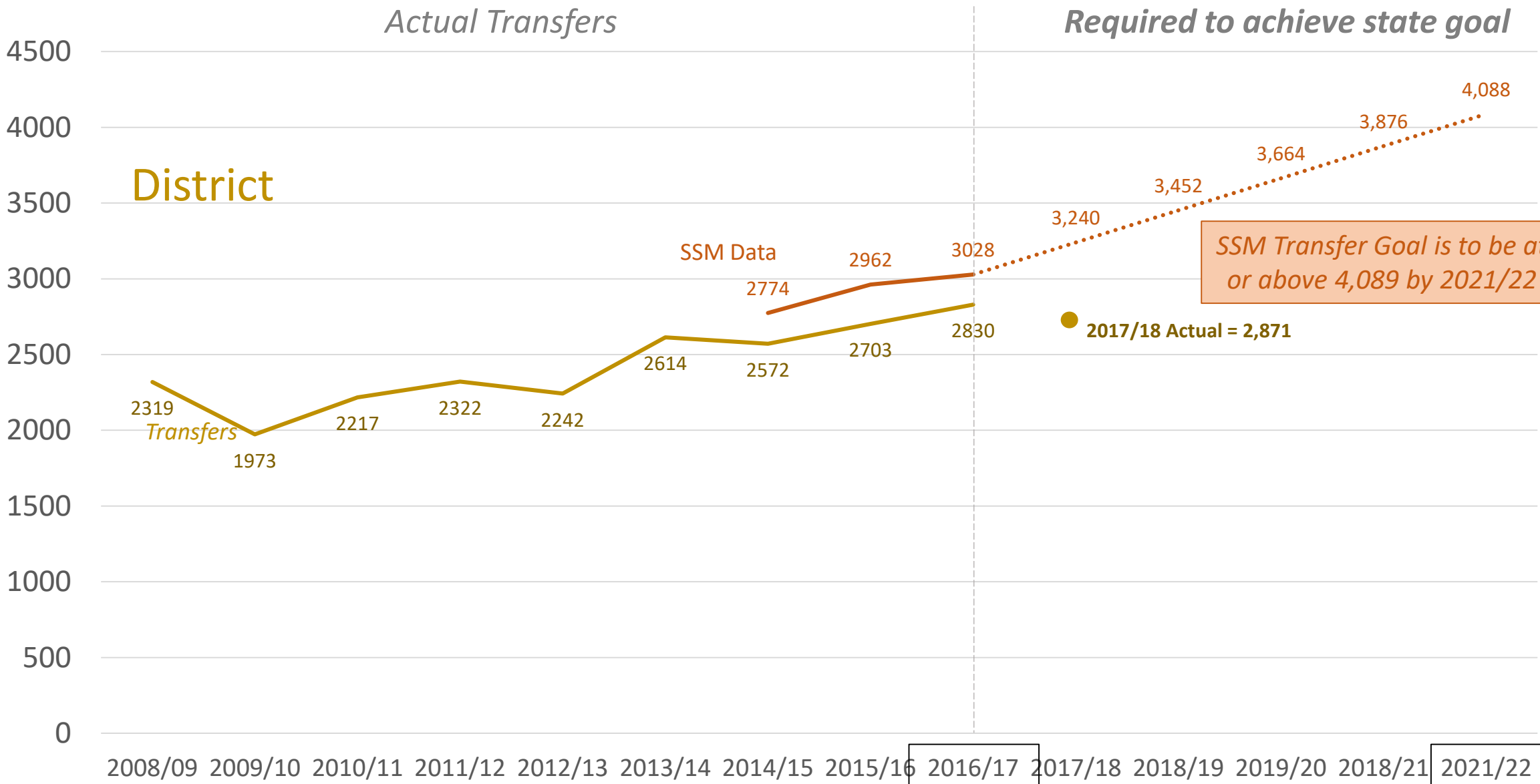
## GOAL #2 TRANSFER INDICATORS

- **2a: Completed ADT Degrees**

OR

-  **2b: Transfers to UC/CSU**

# Vision Goal #2a: Transfers to UCs and CSUs by 35%



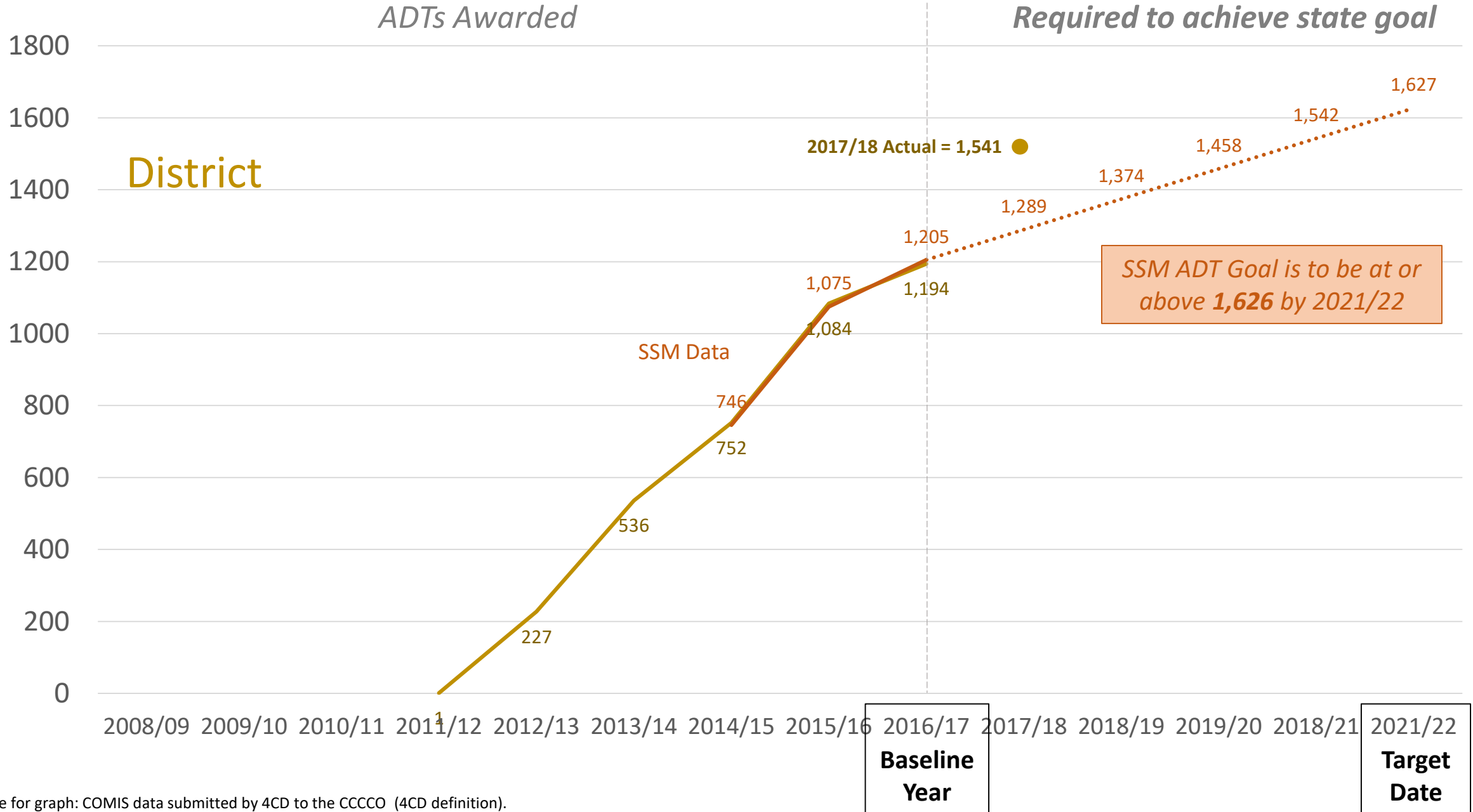
Data source for graph: COMIS data submitted by 4CD to the CCCCO (4CD definition).

**Baseline  
Year**

**Target  
Date**

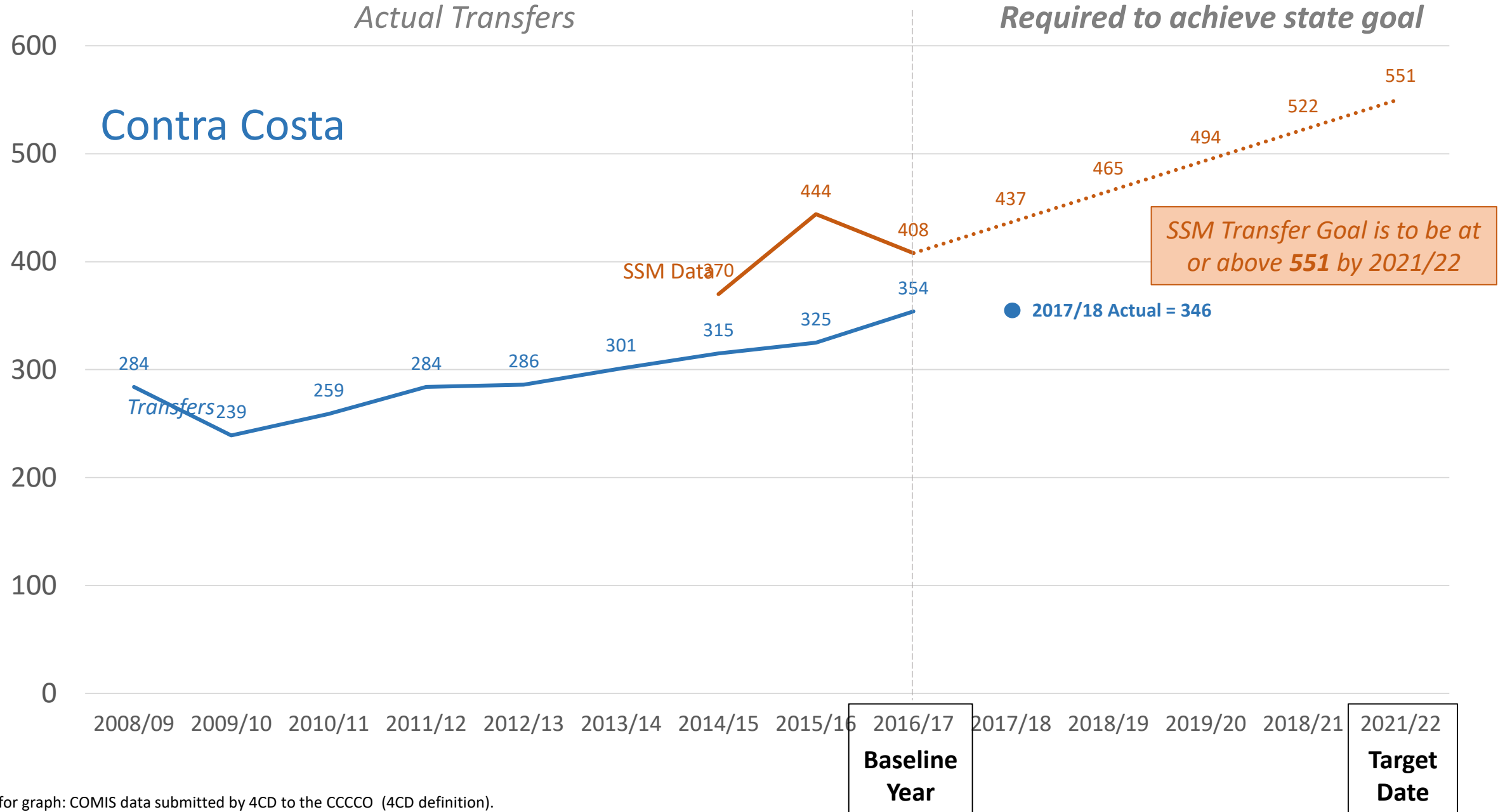


# Vision Goal #2b: ADTs Awarded by 35%



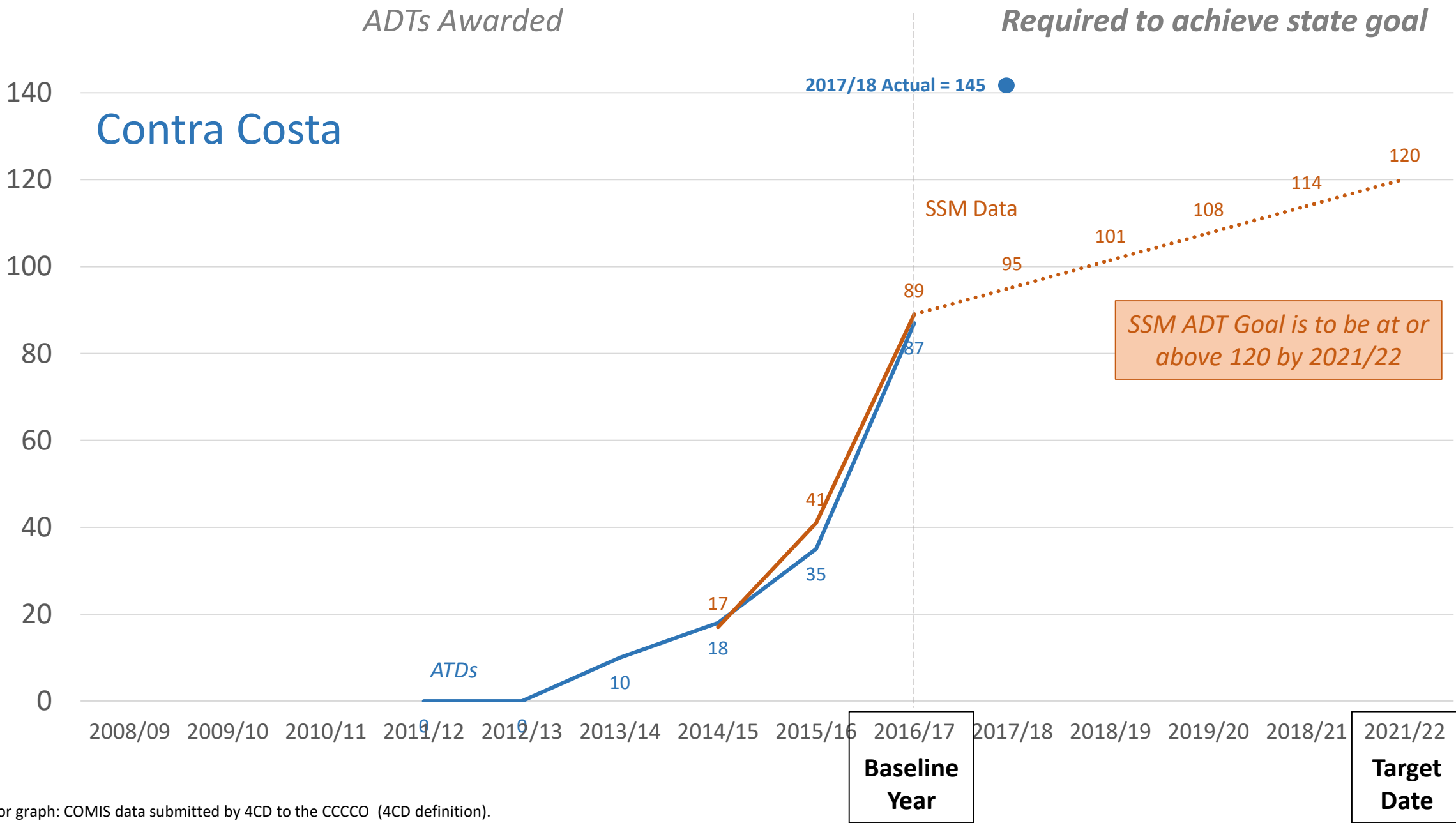
Data source for graph: COMIS data submitted by 4CD to the CCCCO (4CD definition).

# Vision Goal #2a: Transfers to UCs and CSUs by 35%



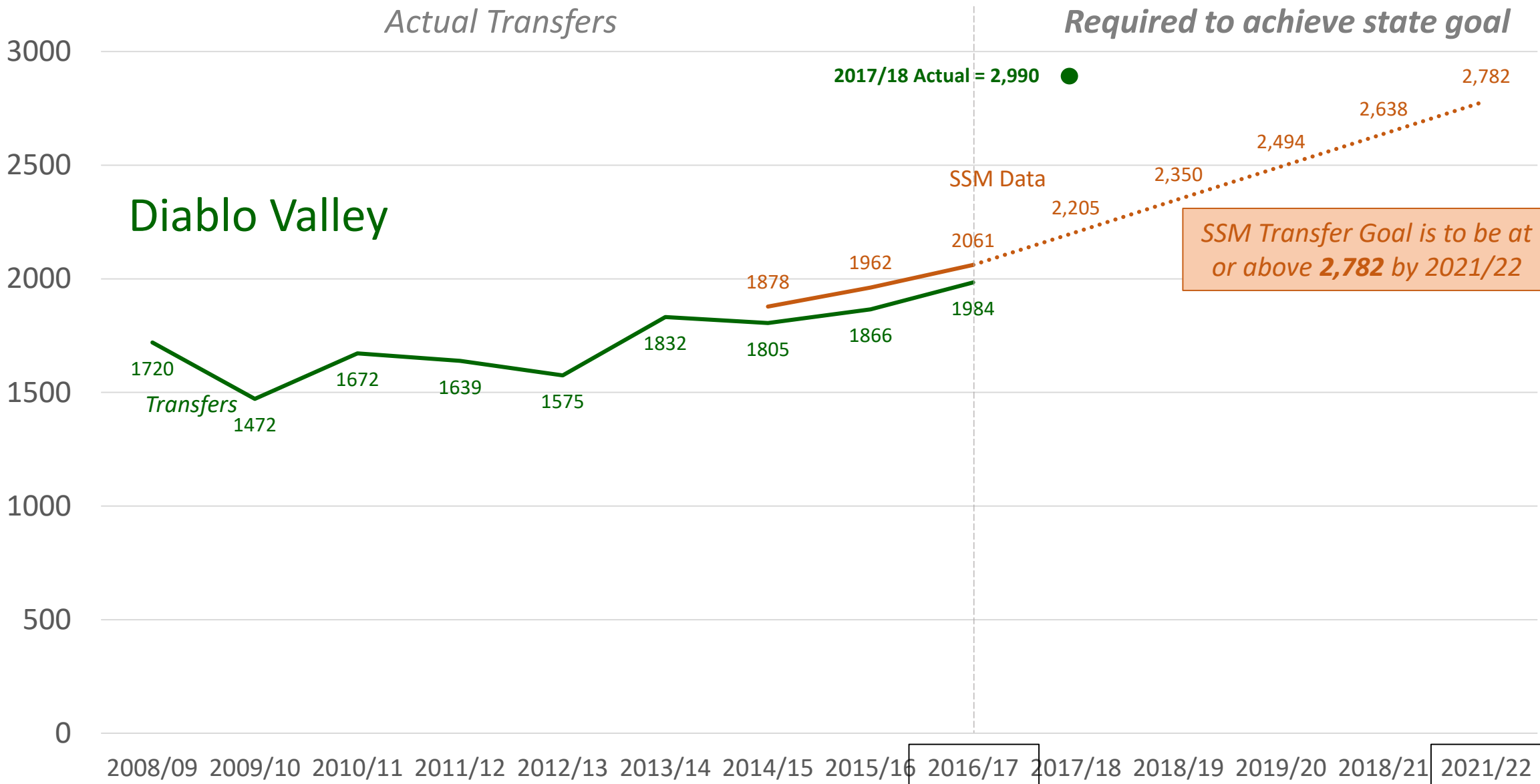
Data source for graph: COMIS data submitted by 4CD to the CCCC (4CD definition).

# Vision Goal #2b: ADTs Awarded by 35%



Data source for graph: COMIS data submitted by 4CD to the CCCC (4CD definition).

# Vision Goal #2a: Transfers to UCs and CSUs by 35%

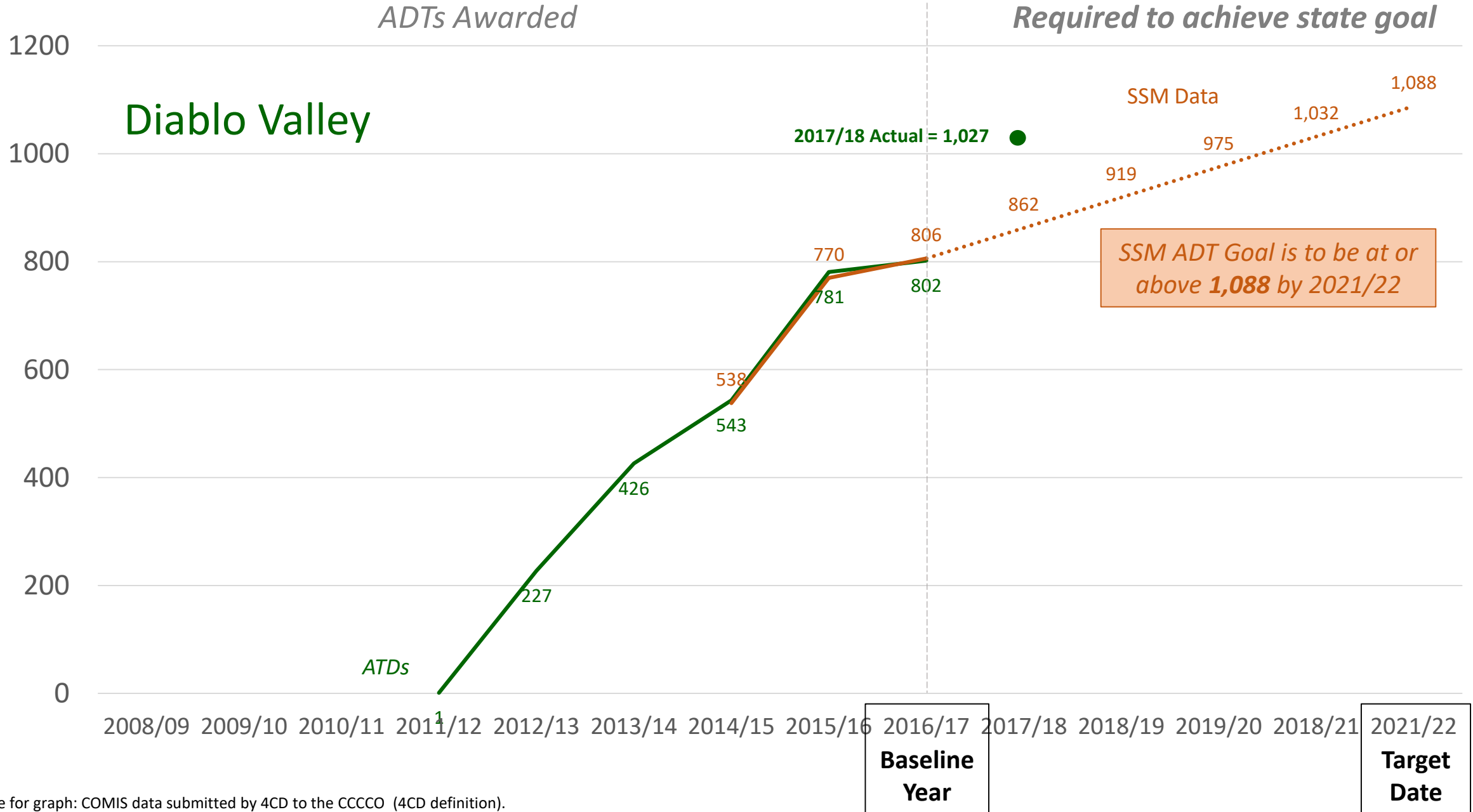


Data source for graph: COMIS data submitted by 4CD to the CCCC (4CD definition).

**Baseline Year**

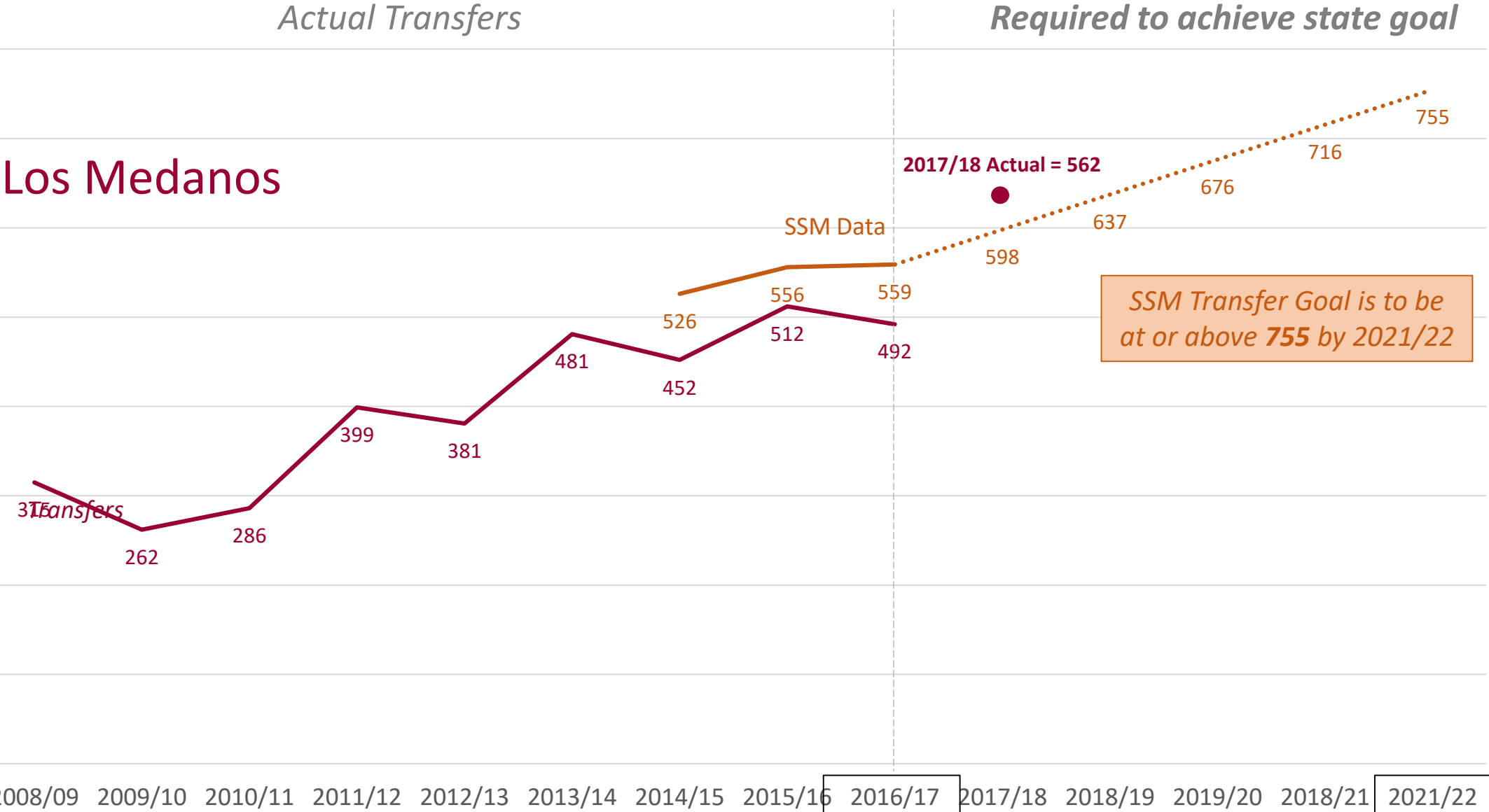
**Target Date**

# Vision Goal #2b: ADTs Awarded by 35%



Data source for graph: COMIS data submitted by 4CD to the CCCC (4CD definition).

# Vision Goal #2a: Transfers to UCs and CSUs by 35%

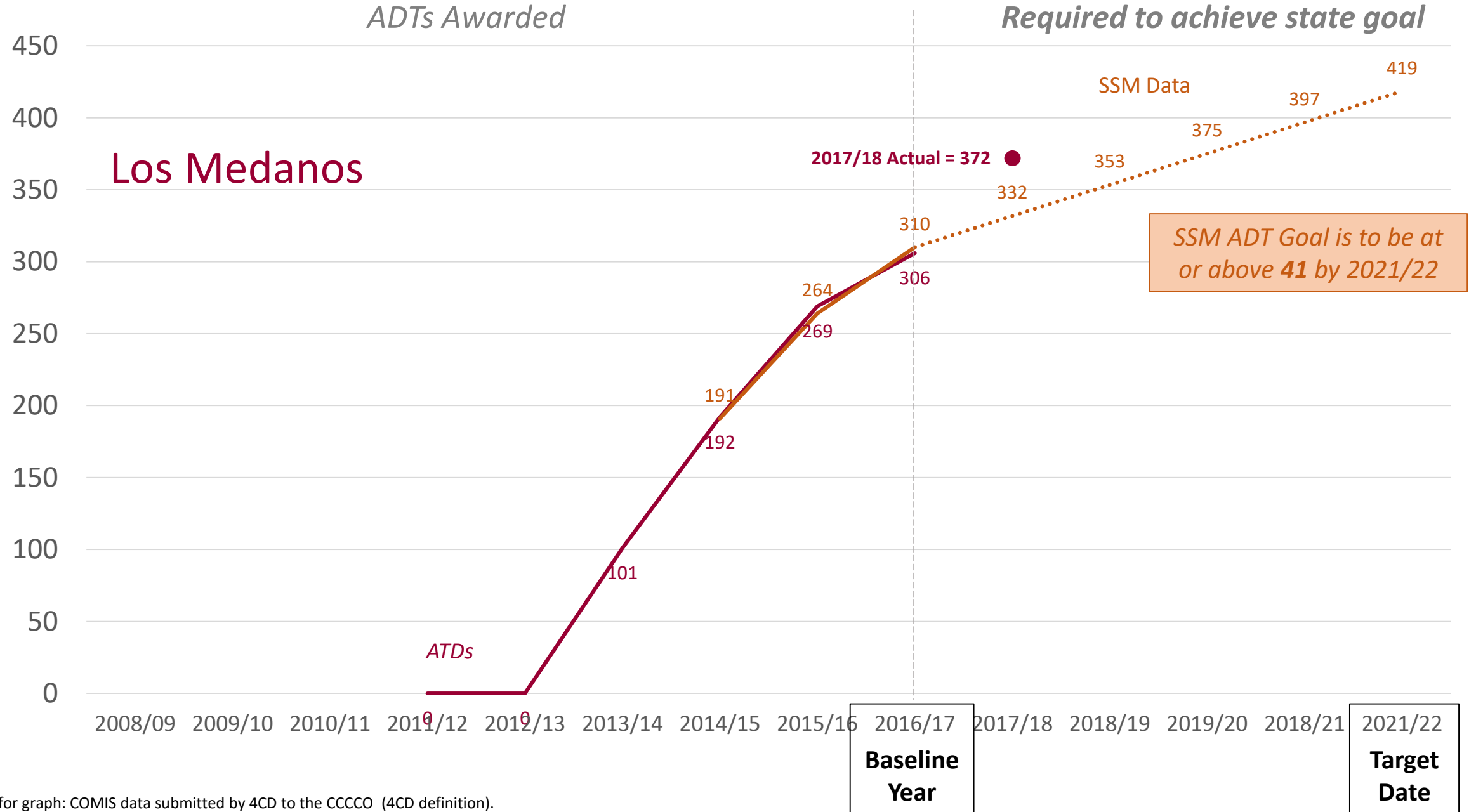


Data source for graph: COMIS data submitted by 4CD to the CCCC (4CD definition).

**Baseline Year**

**Target Date**

# Vision Goal #2b: ADTs Awarded by 35%



Data source for graph: COMIS data submitted by 4CD to the CCCC (4CD definition).

# Vision for Success Goal #3

## GOAL #3

Decrease the average number of units accumulated by CCC students earning associate's degrees, from approximately 87 total units (the most recent system-wide average) to **79 total units**—the average among the quintile of colleges showing the strongest performance on this measure.

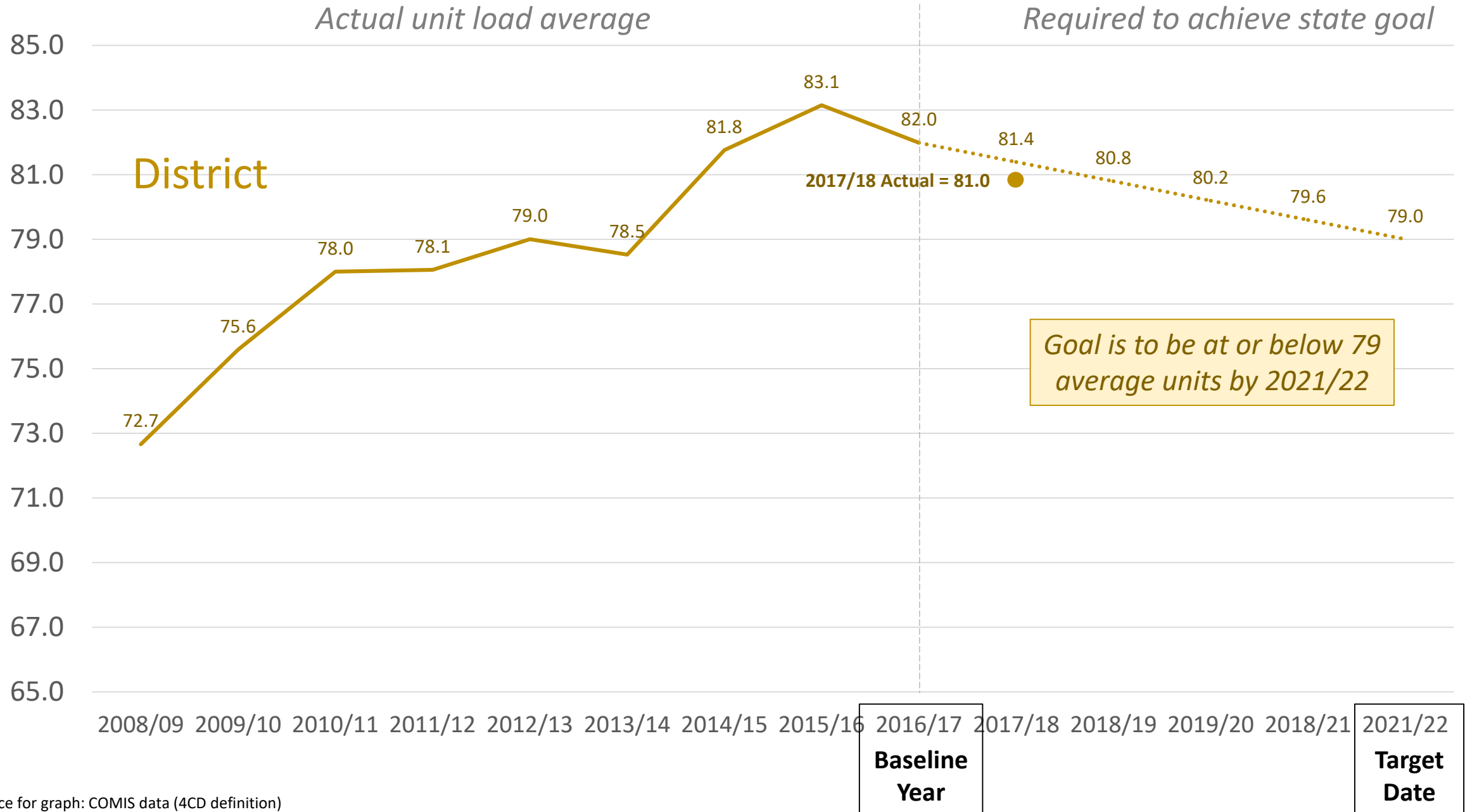
## GOAL #3 ACCUMULATION INDICATOR

- Average units earned per completed associates degree

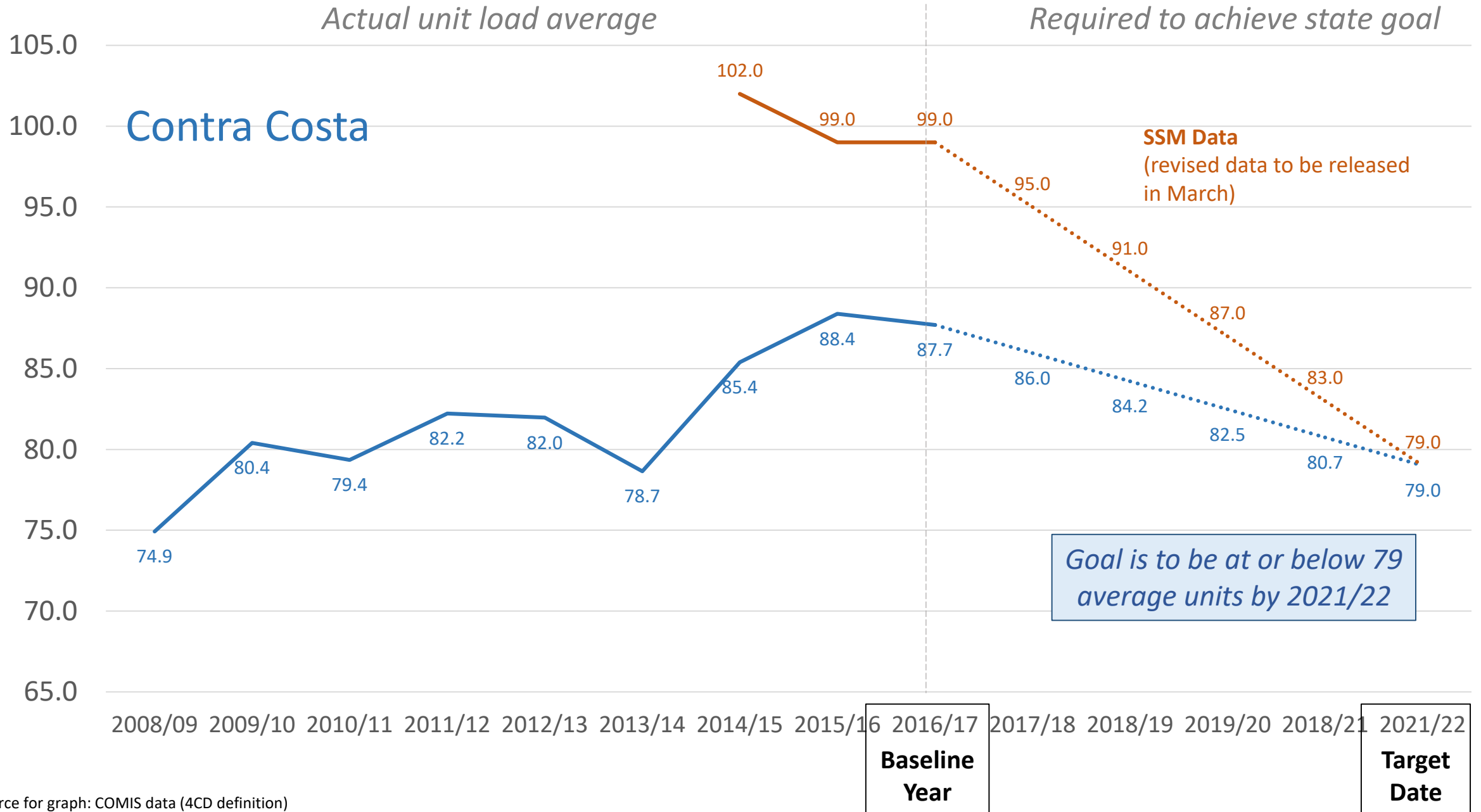




# Vision Goal #3: Reduce average units earned by AA/AS degree recipients to 79



# Vision Goal #3: Reduce average units earned by AA/AS degree recipients to 79



Contra Costa

Actual unit load average

Required to achieve state goal

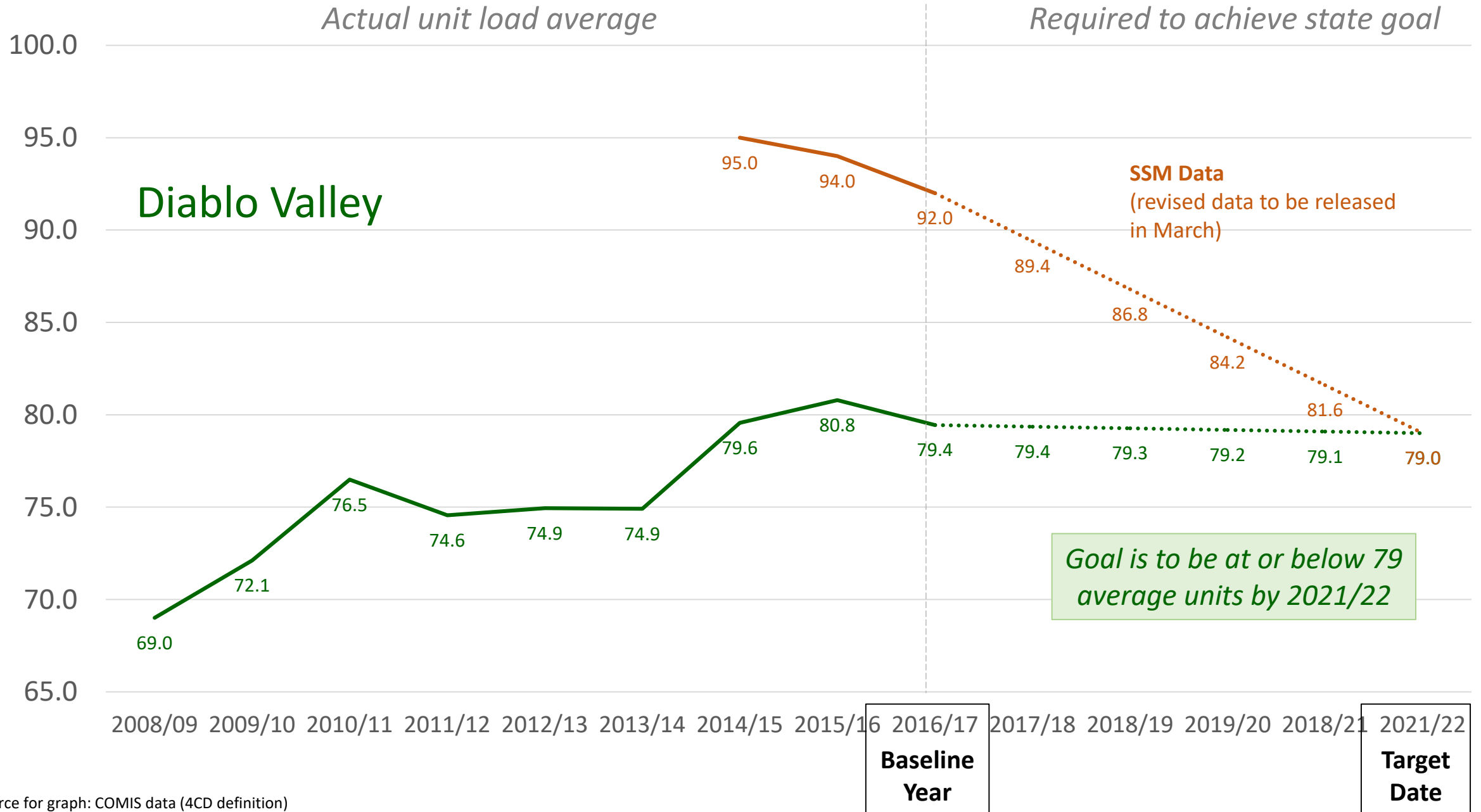
SSM Data  
(revised data to be released  
in March)

Goal is to be at or below 79  
average units by 2021/22

Baseline  
Year

Target  
Date

# Vision Goal #3: Reduce average units earned by AA/AS degree recipients to 79



Diablo Valley

Actual unit load average

Required to achieve state goal

SSM Data  
(revised data to be released  
in March)

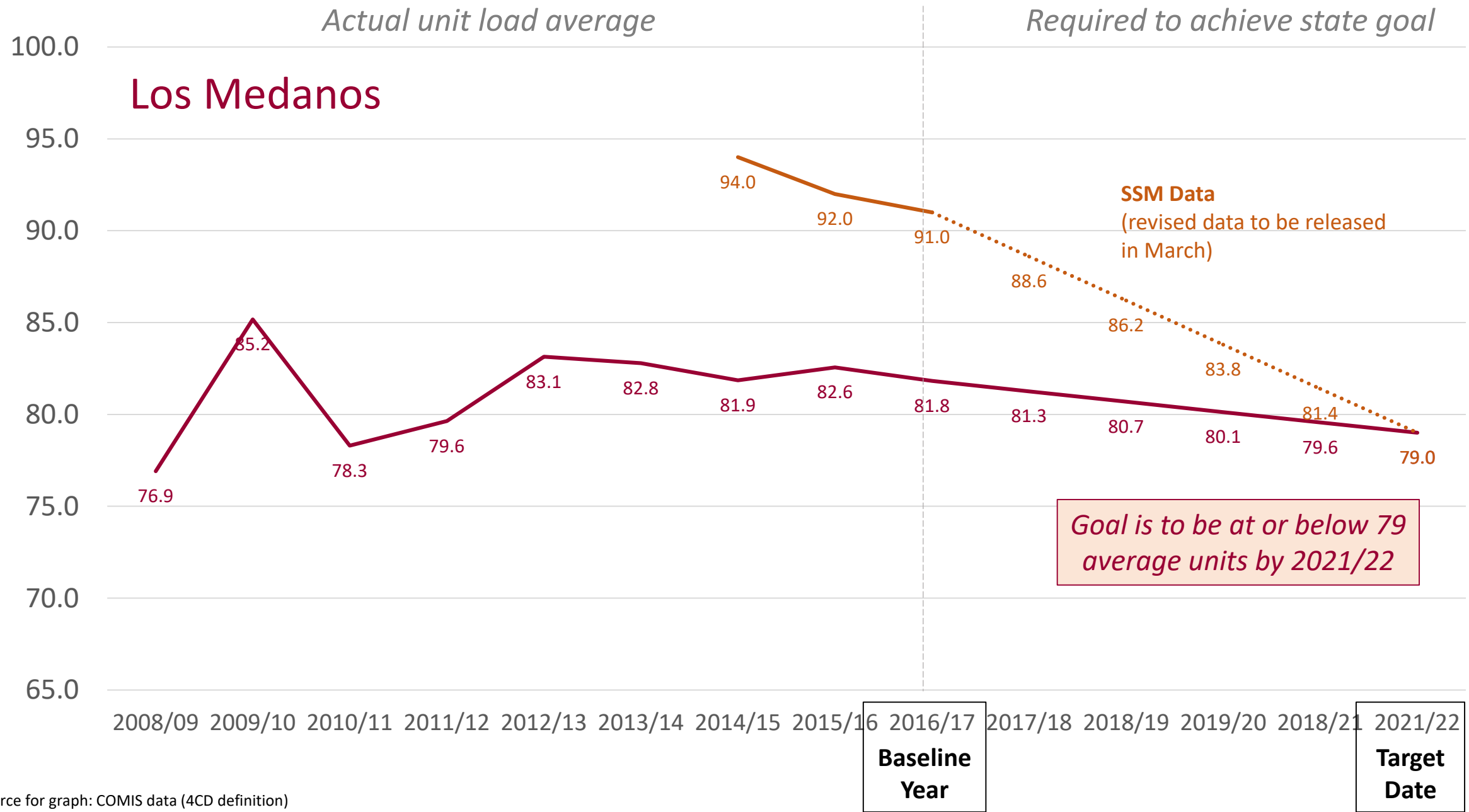
Goal is to be at or below 79  
average units by 2021/22

Baseline  
Year

Target  
Date

Data source for graph: COMIS data (4CD definition)

# Vision Goal #3: Reduce average units earned by AA/AS degree recipients to 79



Data source for graph: COMIS data (4CD definition)

# Vision for Success Goal #4



Indicator 4c is the only indicator directly mentioned in the goal language. All three indicators are provided by external data providers and are equally “noisy.”

## GOAL #4

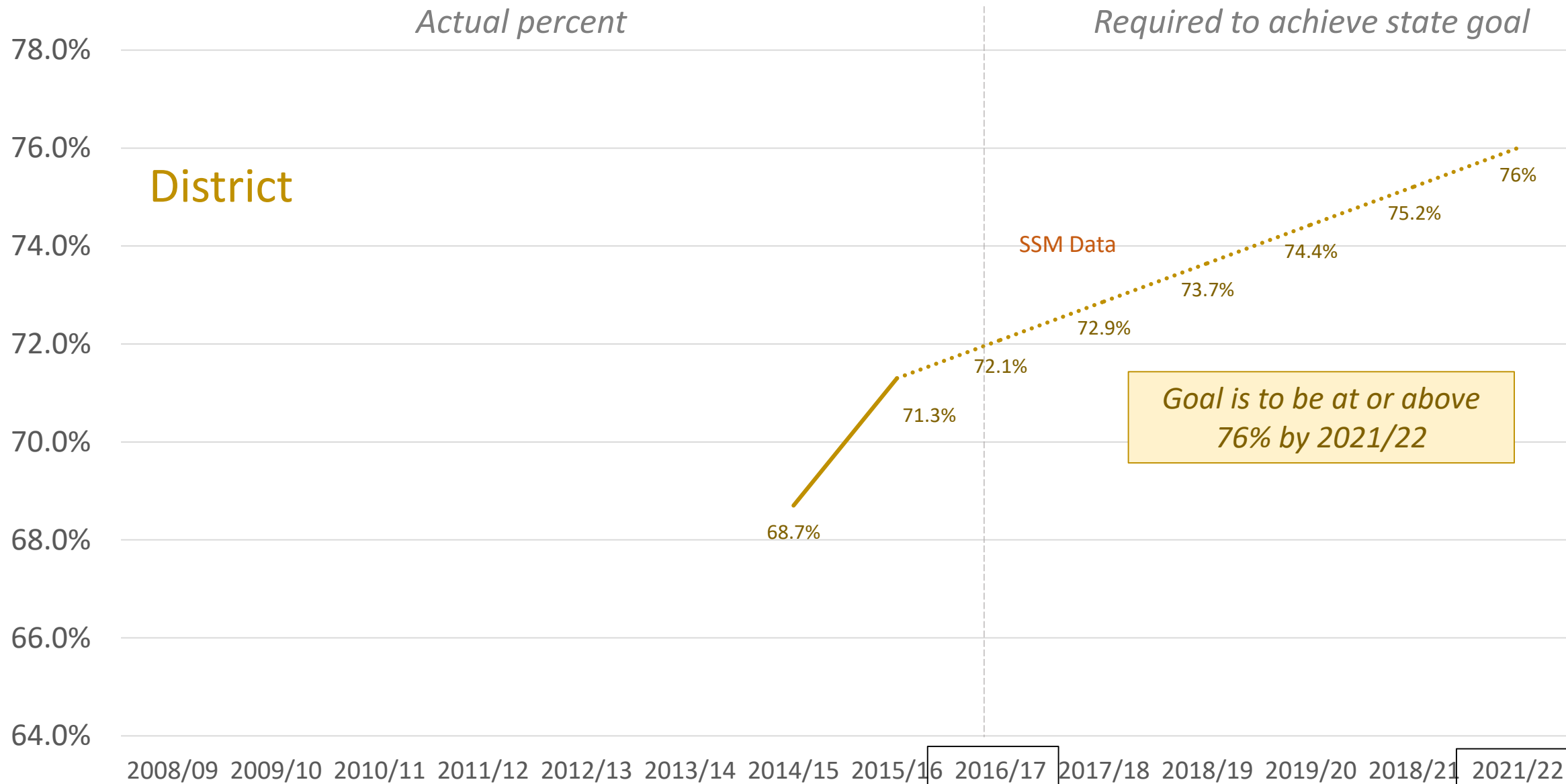
Increase the percent of exiting CTE students who report being employed in their field of study, from the most recent statewide average of 69 percent to an improved rate of **76 percent**—the average among the quintile of colleges showing the strongest performance on this measure in the most recent\*

## GOAL #4 WORKFORCE INDICATORS

- ~~Median annual earnings of existing students~~
- OR
- ~~Percent of CTE graduates earning a living wage~~
- OR
- **4c** Percent of existing CTE students employed in their field of study

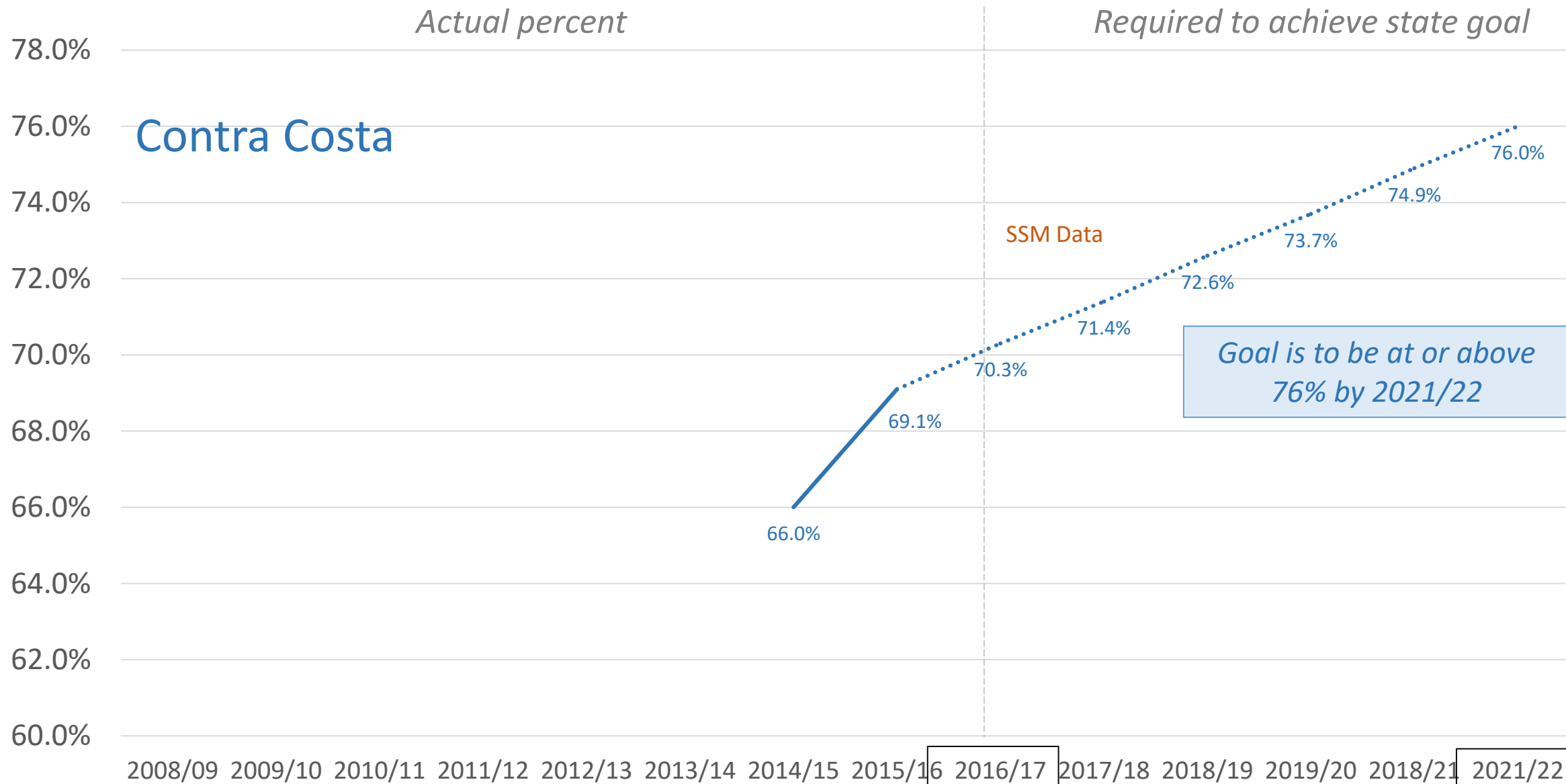
\* This goal was upwardly revised by the state chancellor's office in September 2018 from 69% to 76%.

# Vision Goal #4c: *Percent of exiting CTE students employed in their field of study*



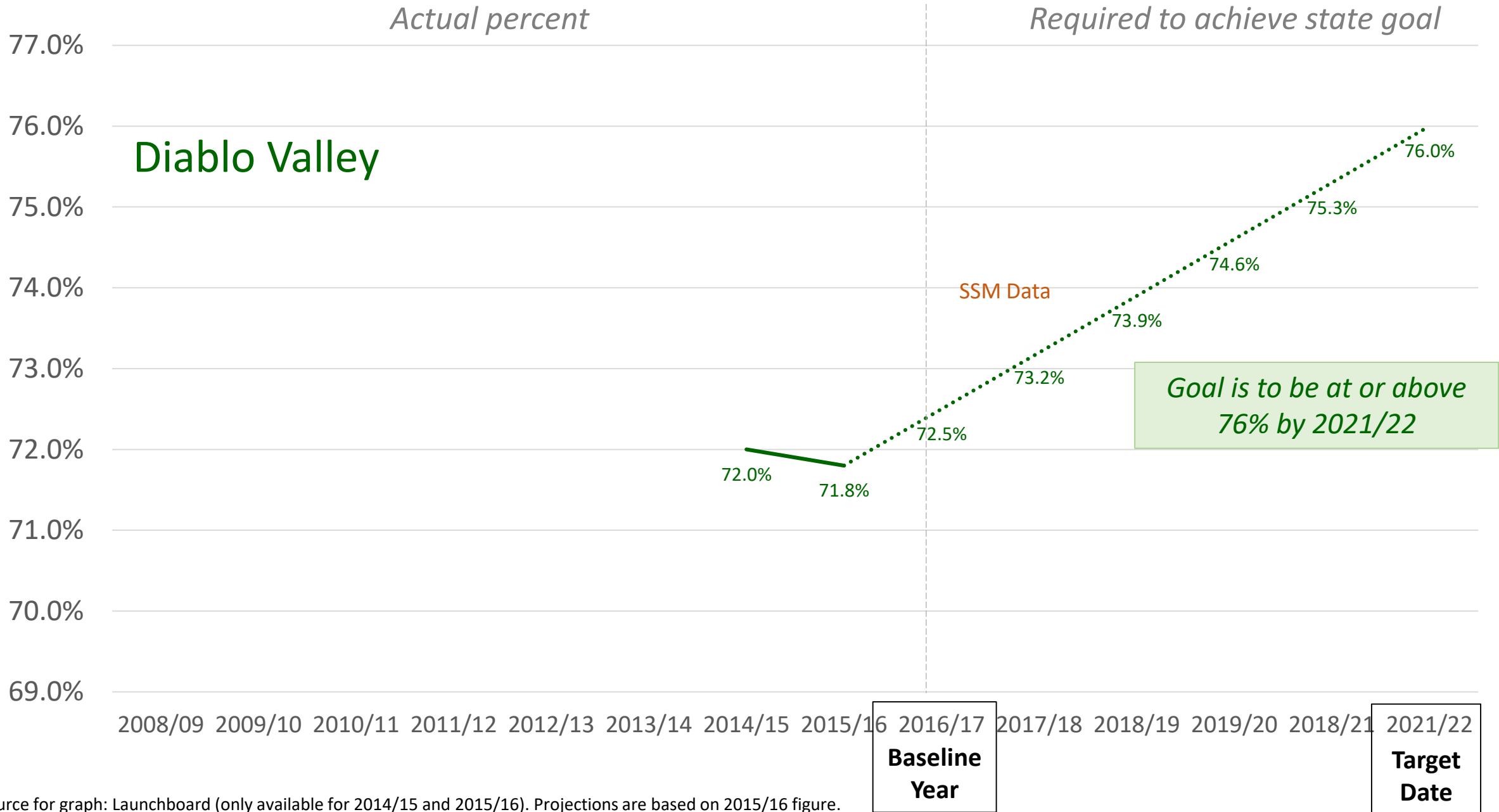
Data Source for graph: Launchboard (only available for 2014/15 and 2015/16). Projections are based on 2015/16 figure.

# Vision Goal #4c: *Percent of exiting CTE students employed in their field of study*



Data Source for graph: Launchboard (only available for 2014/15 and 2015/16). Projections are based on 2015/16 figure.

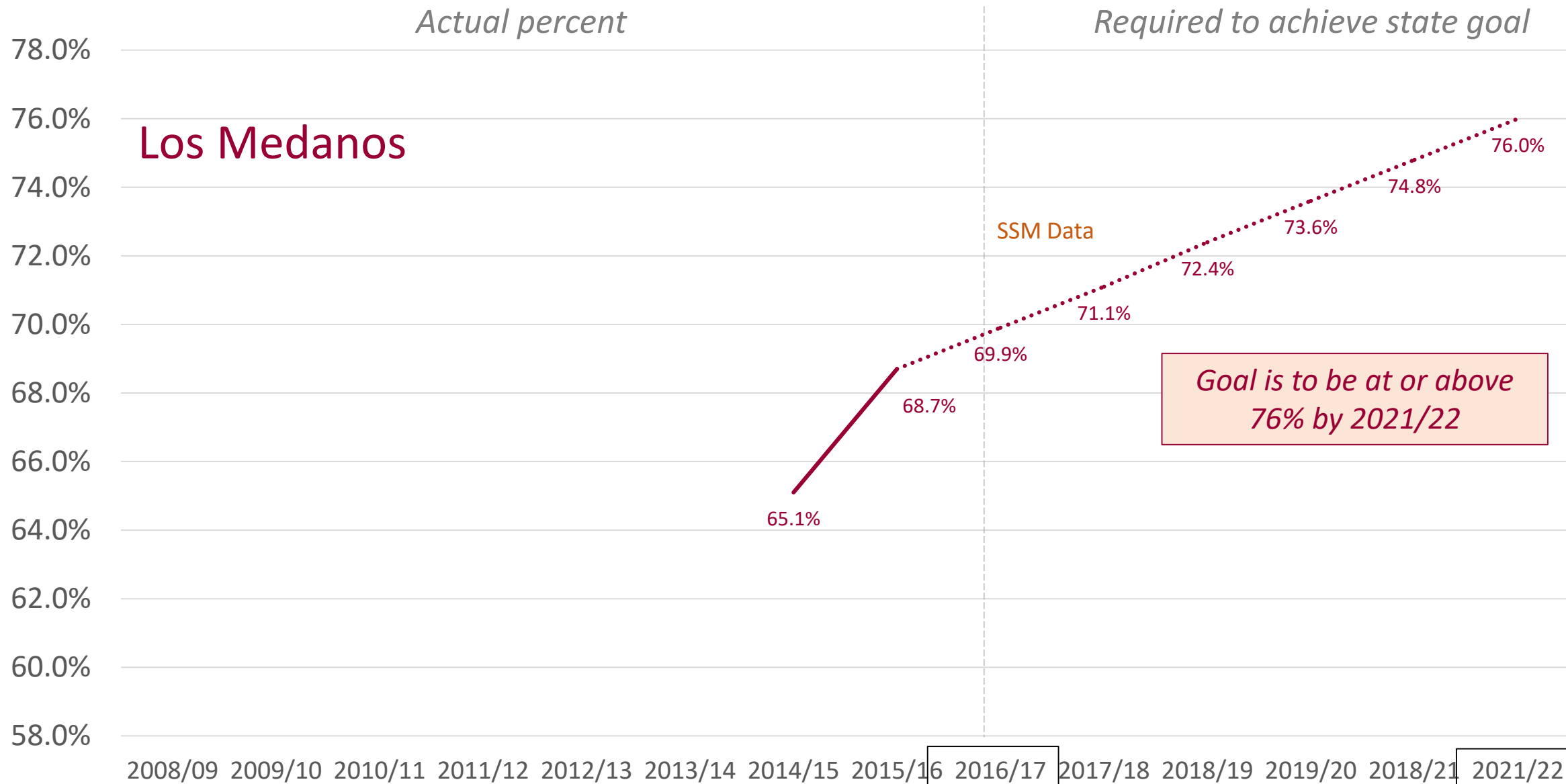
# Vision Goal #4c: *Percent of exiting CTE students employed in their field of study*



Data Source for graph: Launchboard (only available for 2014/15 and 2015/16). Projections are based on 2015/16 figure.



# Vision Goal #4c: *Percent of exiting CTE students employed in their field of study*



Data Source for graph: Launchboard (only available for 2014/15 and 2015/16). Projections are based on 2015/16 figure.

# Vision for Success Goal #5



## GOAL #5

Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40 percent within 5 years and fully closing those achievement gaps for good within 10 years.

**This is messy... may I make a recommendation?**

## GOAL #5 EQUITY INDICATORS

- All of the previous indicators, disaggregated for those student groups identified as disproportionately impacted in your college's Equity Plan

# A brief word about alignment

Vision for Success (VfS) Goals

Student-Centered Funding Formula

Student Equity Plans (SEAP)\*

ACCJC Annual Report





There is very little data alignment across these plans

Note that while the same data source is to be used for completing your VfS, SEAP and Guided Pathways, the definitions of the metrics are often different

\*Guided Pathways does align with segments of SEAP

# PREVIOUS - State Local Goal Setting Template



 California Community Colleges

## Local Goal Setting

In the 2017 *Vision for Success*, the California Community College Chancellor's Office and Board of Governors established ambitious systemwide student outcomes. Now local colleges have an opportunity to articulate goals for achieving the systemwide goals for improvement.

### GOAL 1 Completion

**Systemwide goal:** Increase by at least 20 percent the number of students earning associate degrees, credentials, certificates, or specific job-oriented training.

**Aligned college-level goal:**  
(Please fill in at least one of the following)

- [NAME OF COLLEGE] will increase the total number of completed associate degrees from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.
- [NAME OF COLLEGE] will increase the number of completed CCCC-approved certificates from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.

### GOAL 2 Transfer

**Systemwide goal:** Increase by 35 percent the number of CCC students systemwide transferring annually to a UC or CSU.

**Aligned college-level goal:**  
(Please fill in at least one of the following)

- [NAME OF COLLEGE] will increase the number of completed ADT from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.
- [NAME OF COLLEGE] will increase the number of transfer students from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.

### GOAL 3 Unit Accumulation

**Systemwide goal:** Decrease the average number of units earned per completed associate degree from approximately 87 total units to [NUMBER] units, a decrease of 10 percent.

**Aligned college-level goal:**  
(Please fill in the following)

- [NAME OF COLLEGE] will decrease the average units earned per completed associate degree from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, a decrease of [NUMBER] percent.

### GOAL 4 Workforce

**Systemwide goal:** Increase the percent of exiting students who report being employed in their field of study, from the most recent statewide average of 69 percent to [NUMBER] percent, an increase of 10 percent.

**Aligned college-level goal:**  
(Please fill in at least one of the following)

- [NAME OF COLLEGE] will increase the number of students earning a living wage from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.
- [NAME OF COLLEGE] will increase the percent of exiting CTE students who report being employed in their field of study from [NUMBER] percent in 2016-17 to [NUMBER] percent in 2021-22, an increase of [NUMBER] percent.

**Equity Goal:** Reduce equity gaps across all of the above measures through faster improvements for underrepresented student groups, with the goal of cutting achievement gaps by 40 percent and fully closing those achievement gaps for good within 10 years.

Which groups of students are identified as disproportionately impacted according to the point goal?

- [PROVIDE CHECKLIST]

Identify which of your disproportionately impacted groups are in the Student Success Metrics. For each of these groups, please describe how you will achieve a faster rate of improvement than for your college as a whole.

**Goal for all students:** [NAME OF COLLEGE] will increase the number of completed associate degrees from [NUMBER: SAME AS ABOVE] in 2016-17 to [NUMBER: SAME AS ABOVE] in 2021-22, an increase of [NUMBER: SAME AS ABOVE] percent.

In addition, among [DROPDOWN: LIST OF DISPROPORTIONATELY IMPACTED STUDENT GROUPS] students, the number of completed associate degrees will increase from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.

# CURRENT - State Local Goal Setting Template (NOVA)

## Los Medanos College Local Vision Goals

Status: Draft

Share

### Local Vision Goals Summary

Contacts

Not Complete

Certifying Contacts

Not Complete

### Goal 1: Completion

Goal 1A: Increase All Students Who Earned an Associate Degree (including ADTs)  
Los Medanos College will increase among all students, the number who earned an associate degree or associate degree for transfer in the selected or subsequent year from:

# in 2016-17  
445

Goal 1B: Increase All Students Who Earned a Chancellor's Office Approved Certificate  
Los Medanos College will increase among all students, the number who earned a Chancellor's Office approved certificate in the selected or subsequent year from:

# in 2016-17  
305

Goal 1C: Increase All Students Who Attained the Vice President Award  
Los Medanos College will increase among all students, the number who earned various types of awards and the number who earned a noncredit career education course or award in the selected or subsequent year from:

### Goal 2: Transfer

Goal 2A: Increase All Students Who Earned an Associate Degree for Transfer  
Los Medanos College will increase among all students, the number who earned an associate degree for transfer in the selected or subsequent year from:

Goal 2B: Increase All Students Who Transferred to a CSU or UC Institution  
Los Medanos College will increase among all students, the number who transferred to a four-year institution from:

# in 2016-17  
89

### Goal 3: Unit Accumulation

Goal 3A: Decrease Average Number of Units Earned in the California Community College System  
Los Medanos College will decrease among all students, the number of units earned in the California community college system who earned an associate degree in the selected or subsequent year from:

# in 2016-17  
97.62

Goal 3B: Increase Median Annual Earnings of All Students  
Los Medanos College will increase among all students who did not transfer to a four-year institution, the median annual earnings for the four quarters immediately following graduation from:

\$ per year in 2016-17  
Not Entered

Goal 4B: Increase Percentage of Students Who Earned the Regional Living Wage  
Los Medanos College will increase among all students who exited college and did not transfer to four-year institution, the percentage of students who earned the regional living wage for a single adult measured immediately following graduation from:

Goal 4C: Increase All Students with a Job  
Los Medanos College will increase among all students who completed the Outcomes Survey and did not transfer, the proportion of students who are working in a job very closely or closely related to their major field of study from:

% in 2016-17  
Not Entered

### Goal 5: Equity

Additional answers to previous questions are required before you may fill out this section.

## Additional Metrics

No additional metrics have been added.

Certification

Not Complete




California  
Community  
Colleges



NOVA  
PLAN. INVEST. TRACK.

2019 © California Community Colleges

# Goal #1 as displayed in the NOVA platform



Los Medanos College  
Local Vision Goals

Status: Draft

[Next](#)

**Workflow**

- Contacts Completed
- Goal 1: Completion Completed**
- Goal 2: Transfer Completed
- Goal 3: Unit Accumulation Incomplete
- Goal 4: Workforce Incomplete
- Goal 5: Equity Completed
- Additional Metrics Completed
- Preview

Baseline values come from the [Student Success Metrics dashboard](#), where available.

**Enter count figure here**

**Goal 1A: Increase All Students Who Earned an Associate Degree (including ADTs)**  
Los Medanos College will increase among all students, the number who earned an associate degree or associate degree for transfer in the selected or subsequent year from:

	# in 2016-17		Expected # in 2021-22	% Increase
	1,045			<b>+20%</b> 0%

or

**Goal 1B: Increase All Students Who Earned a Chancellor's Office Approved Certificate**  
Los Medanos College will increase among all students, the number who earned a Chancellor's Office approved certificate in the selected or subsequent year from:


	# in 2016-17		Expected # in 2021-22	% Increase
	616		748	<b>+20%</b> 21%

**Ignore Goal 1.C**

**Should calculate to 20%**

	# in 2016-17		Expected # in 2021-22	% Increase
	1,014			0%

# Goal #2 as displayed in the NOVA platform



Los Medanos College  
Local Vision Goals

Status: Dra

- Gregory Stoup
- Notifications
- Bookmarks
- Programs
- AEBG
- Guided Pathways
- Integrated Plan
- K12 SWP
- Local Vision Goals
  - Goal Setting
  - Analytics
  - SWP - Local
  - SWP - Regional
- Institutions
- Help

Workflow

- Contacts
- Completed
- Goal 1: Completion
- Completed
- Goal 2: Transfer
- Completed
- Goal 3: Unit Accumulation
- Incomplete
- Goal 4: Workforce
- Incomplete
- Goal 5: Equity
- Completed
- Additional Metrics
- Completed
- Preview

## Goal 2: Transfer

Systemwide Goal  
Increase by at least 35% the number of CCC students system-wide transferring annually to a UC or CSU

Aligned College-Level Goal  
Please complete at least one of the following goals.  
Baseline values come from the [Student Success Metrics dashboard](#), where available.

**Goal 2A: Increase All Students Who Earned an Associate Degree for Transfer**  
Los Medanos College will increase among all students, the number who earned an associate degree for transfer in selected or subsequent year from:

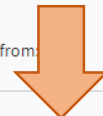
# in 2016-17	Expected # in 2021-22	% Increase	
310		+35%	90%

or

**Goal 2B: Increase All Students Who Transferred to a CSU or UC Institution**  
Los Medanos College will increase among all students, the number who transferred to a four-year institution from:

# in 2016-17	Expected # in 2021-22	% Increase	
556		+35%	0%

Enter count figure here



Should show 35%



# Goal #3 as displayed in the NOVA platform

**NOVA**  
PLAN. INVEST. TRACK.

- Gregory Stoup
- Notifications
- Bookmarks
- Programs
  - AEBG
  - Guided Pathways
  - Integrated Plan
  - K12 SWP
  - Local Vision Goals
    - Goal Setting
    - Analytics
    - SWP - Local
    - SWP - Regional
- Institutions
- Help

Los Medanos College  
Local Vision Goals

Status: Draft  
Next

- Workflow
- Contacts Completed
- Goal 1: Completion Completed
- Goal 2: Transfer Completed
- Goal 3: Unit Accumulation **Incomplete**
- Goal 4: Workforce Incomplete
- Goal 5: Equity Completed
- Additional Metrics Completed
- Preview

## Goal 3: Unit Accumulation

### Systemwide Goal

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%.

### Aligned College-Level Goal

Please complete the following goal.

Baseline values come from the [Student Success Metrics dashboard](#), where available.

### Goal 3A: Decrease Average Number of Units Accumulated by All Los Medanos College Earners

Los Medanos College will decrease among all students who earned an associate degree in the selected year, the average number of units earned in the California community college system among students who had taken at least 60 units at the college from:


# in 2016-17	Expected # in 2021-22	% Decrease
87.67	<input type="text" value="79.0"/>	0%

Enter this figure here





# Goal #4 as displayed in the NOVA platform



Los Medanos College  
Local Vision Goals

Status: D

Gregory Stoup >

Notifications

Bookmarks

Programs

- > AEBG
- > Guided Pathways
- > Integrated Plan
- > K12 SWP
- Local Vision Goals
  - Goal Setting
  - > Analytics
  - > SWP - Local
  - > SWP - Regional
- Institutions
- Help

**Workflow**

- Contacts Completed
- Goal 1: Completion Completed
- Goal 2: Transfer Completed
- Goal 3: Unit Accumulation Incomplete
- Goal 4: Workforce Incomplete
- Goal 5: Equity Completed
- Additional Metrics Completed
- Preview

**Aligned College-Level Goal**

Please complete at least one of the following goals.

Baseline values come from the [Student Success Metrics dashboard](#), where available.

**Ignore Goal 4.A**

Goal 4A: Increase Median Annual Earnings of All Students  
Los Medanos College will increase among all students who responded to the survey and did not transfer to a four-year institution, sum of median earnings for the four quarters immediately following academic year of exit from:

	\$ per year in 2016-17	Expected \$ per year in 2021-22	
			% Increase
			0%

**Ignore Goal 4.B**

Goal 4B: Increase All Students Who Attained the Living Wage  
Los Medanos College will increase among all students who responded to the survey and did not transfer to four-year institution, the proportion who attained the regional living wage for a single adult measured immediately following academic year of exit from:

	% in 2016-17	Expected % in 2021-22	
			% Increase
			0%

**Enter this figure here**

Goal 4C: Increase All Students with a Job Closely Related to Their Field of Study  
Los Medanos College will increase among all students who responded to the survey and did not transfer to four-year institution, the proportion who reported that they are working in a job very closely or closely related to their field of study from:

	% in 2016-17	Expected % in 2021-22	
	66%	<b>76%</b>	% Increase
			0%

# Goal #5 as displayed in the NOVA platform

**NOVA**  
PLAN. INVEST. TRACK.

- Gregory Stoup >
- Notifications
- Bookmarks
- Programs
  - AEBG >
  - Guided Pathways >
  - Integrated Plan >
  - K12 SWP >
  - Local Vision Goals >
  - Goal Setting**
  - Analytics
  - SWP - Local >
  - SWP - Regional >
- Institutions
- Help

**For each population you selected in the previous screen you will see a tables with prepopulated historical data and a place for you to insert your goal for that student population**

Goal 5.1A: Increase All Students Who Earned an Associate Degree (including ADTs)

Los Medanos College will increase the All Students Who Earned an Associate Degree (including ADTs) from 1,045 in 2016-17 to 1,254 in 2021-22.

DI Student Group	# in 2016-17	Expected # in 2021-22	% Increase
Ethnicity: Black or African American	117	<input type="text"/>	0%
Foster Youth: Foster Youth	11	<input type="text"/>	0%
Veteran: Veteran	44	<input type="text"/>	0%

**Enter count figure here**



Goal 5.1B: Increase All Students Who Earned an Associate Degree (including ADTs)

Los Medanos College will increase the All Students Who Earned an Associate Degree (including ADTs) from 1,045 in 2016-17 to 1,254 in 2021-22.

DI Student Group	# in 2016-17	Expected # in 2021-22	% Increase
Ethnicity: Black or African American	55	<input type="text"/>	0%
Foster Youth: Foster Youth		<input type="text"/>	0%
Veteran: Veteran	31	<input type="text"/>	0%



**Chose a figure that corresponds a percentage higher than the overall average**

Goal 5.1C: Increase All Students Who Earned an Associate Degree (including ADTs)

Los Medanos College will increase the All Students Who Earned an Associate Degree for Transfer from 310 in 2016-17 to 419 in 2021-22.

DI Student Group	# in 2016-17	Expected # in 2021-22	% Increase
Ethnicity: Black or African American	39	<input type="text"/>	0%
Foster Youth: Foster Youth		<input type="text"/>	0%
Veteran: Veteran	13	<input type="text"/>	0%

Goal 5.1D: Decrease Average Number of Units Accumulated by All Associate Degree Earners

# Closing comments

Vision for Success (VfS) Goals

Student-Centered Funding Formula

Student Equity Plans (SEAP)\*

ACCJC Annual Report



There is very little data alignment across these plans

Note that while the same data source is to be used for completing your VfS, SEAP and Guided Pathways, the definitions of the metrics are often different

\*Guided Pathways does align with segments of SEAP

# Questions

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Q & A

Thank you

# A brief word on the Proxy Problem

