



FOOTHILL COLLEGE
Institutional Research and Planning

DATE: April 12, 2011

TO: Basic Skills, Transfer, and Workforce Workgroups

FROM: Elaine Kuo, College Researcher

RE: Setting goals, metrics, and targets for Educational & Strategic Master Plan (ESMP)

Here are metrics and targets for each workgroup, keeping in mind the themes of completion and equity. These items are derived from notes from each workgroup’s previous discussions as well as the core missions stated in Foothill’s Educational and Strategic Master Plan (ESMP v 1.0) and the commitments stated in the District Strategic Plan. Note that these items can be modified and adjusted over time as needed.

Basic Skills

Institutional Goal:	Metric:	Target:
Improve student achievement outcomes for basic skills courses	ARCC Basic Skills Course Completion Rates (Success rates of students in a basic skills course)	By 2015, Foothill will achieve 85.0% or the highest score within the peer group. The college’s current basic skills course completion rate is 80.7%, which is currently the highest score within its peer group.
	ARCC Improvement Rate for Credit Basic Skills (Rate at which students move through a sequence)	By 2015, Foothill will achieve 67.0% or the highest score within the peer group. The college’s current improvement rate for credit basic skills is 62.8%.
Improve student outcomes and close the achievement gap	Success rate of historically underserved student groups (Annual Course Success Rates by Ethnicity)	By 2015, Foothill will increase student course success by 5 percentage points, focusing on narrowing the gap among groups. In 2010, Asians, Whites, and Others/Unknowns demonstrate similar course success rates, while the course success rates for African Americans and Hispanics are 16 and 9 percentages points behind.

Transfer

Institutional Goal:	Metric:	Target:
Improve Student Outcomes and Close the Achievement Gap	ARCC Student Progress and Achievement Rate (transfer to four year, transfer directed, transfer prepared)	By 2015, Foothill will increase the number of students who transfer; our goal is to transfer 308 to the UC system, 245 to the CSU system, and 490 to in-state privates (ISP) and out of state (OoS) institutions. In 2009-10, the college transferred 285 students to the UCs and 227 students to the CSUs. In 2008-09, the college transferred 454 students to ISPs and OoS institutions.
	CCCCO Transfer Velocity Cohort Report	By 2015, Foothill will increase the transfer rate for historically underserved student groups by 8 percentage points or be higher than the state average. For the 2004-05 cohort, the transfer rate within five years for African Americans is 46% and for Hispanics is 30%.
Improve Student Success	ARCC Persistence Rate	By 2015, Foothill will achieve 80.0% or the highest score within its peer group. The college's current persistence rate is 75.6%.
	ARCC Persistence Rate (by ethnicity)	By 2015, Foothill will increase the fall to fall persistence rate among historically underserved student groups by 5 percentage points. In 2009-10, the persistence rates are as follows: African American-63%, Asian-84%, Filipino/PI-66%, Hispanic-73%, White-74%.

Workforce

Institutional Goal:	Metric:	Target:
Improve the Outcomes of Vocational Students	ARCC Course Success Rate for Vocational Courses	By 2015, Foothill will achieve 90% or the highest score within its peer group. The college's current course success rate for vocational courses is 87.9%.
Improve Student Achievement Outcomes	Number of Certificates Awarded	By 2015, Foothill will increase the number of certificates awarded by 8 percentage points. In 2009-10, the college awarded 162 certificates.
	Number of Degrees Awarded	By 2015, Foothill will increase the number of degrees awarded by 8 percentage points. In 2009-10, the college awarded 459 degrees.
	Certificates and Degrees awarded to historically underserved student groups	By 2015, the number of certificates and degrees awarded by Foothill will be reflective of the student population by ethnicity.

Stewardship of Resources

Institutional Goal:	Metric:	Target:
Positive Year-Ending Cash Balances for All Department Account Codes	Ongoing revenue/Ongoing expense	TBD
Provide Appropriate Staffing	FTES/Non-instructional support staff	(Less than or equal to) 44
	Faculty Obligation Number (FON)	FON + 5