

# Vision for Success

Local Goal Setting  
Revenue & Resources  
April 26, 2019



**FOOTHILL**  
COLLEGE

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Los Altos Hills, CA 94022

[foothill.edu](http://foothill.edu)

# System Context

- Board of Governors adopted VfS in September 2017
- Six goals
- Five-year timeline
- Language in the new funding formula calls on districts to adopt goals that are aligned with the Vision for Success

# Local Context

- Colleges must set goals (for 1-5) locally
- Goal benchmarks based on:
  - Baseline: 2016-17
  - Goal year: 2021-22
- Board approval needed
- State submission by May 31, 2019
- College will submit for 30-day extension

# Local Context: Serving Students Better

- We have not maxed out on the goals identified as part of state system's strategic plan
- Alignment with other college planning efforts to better focus and maximize efforts
  - Equity Plan (Student Equity & Achievement)
  - Student Centered Funding Formula (SCFF)
  - Accreditation
  - Educational Master Plan (EMP)

# Goal-Setting Accountability

- Chancellor's Office (CO) may direct up to 1% of apportionment funds to be spent on supporting our locally set goals
- On or before July 1, 2022, CO will report progress to:
  - CA Legislature
  - CA Department of Finance

# Vision for Success Proposed Goals

# VfS Goal 1: Completion

- **System goal:** Increase by at least **20%** across \*completion metrics
- **Proposed goal for Foothill:** Increase by **25%:**
  - (1A) Students earning associate degrees
  - (1C) Students attain Vision Goal Completion
- **Proposed goal 1B for Foothill:** Increase by **50%** students earning a CO-approved certificate

\*Completion metrics are identified by CO-certificates and degrees

Note: Vision Goal Completion defined as unduplicated count of students earning a CO certificate, degree, and enrolled in selected or previous year.

# Vfs (Completion) Goal 1A: Increase # of students earning an associate degree\* by **25%**

2016-17 Baseline (# students)	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
<b>997</b>	944	1,020	1,095	1,171	<b>1,246</b>	<b>25%</b>

To meet goal of +25% we'd need to increase by **~76 students** annually

- Context: From 2016-17 to 2017-18 we were down **-5%**

\*including AD-Ts



# VfS (Completion) Goal 1B: Increase # of Students Earning a CO-approved Certificate by **50%**

We'd need to increase by **~12 students** annually

2016-17 Baseline	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
<b>572</b>	812	824	835	847	<b>860</b>	<b>50%</b>

- Context: from 2016-17 to 2017-18 we were up **+42%**

Note: Certificate increase primarily due to IGETC/CSU Studies, Apprenticeship programs

# Vfs Goal 1C: Increase # students who attain “Vision Goal Completion Definition” by **25%**

“**Vision Goal Completion Definition**”: the unduplicated count of students earning a CO certificate or degree, and enrolled at FH in selected or previous year

2016-17 Baseline	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
<b>1,280</b>	1,332	1,399	1,466	1,533	<b>1,600</b>	<b>25%</b>

To meet this, we'd need to increase by **~67 students** annually

- Context: from 2016-17 to 2017-18, FH is **+4%**

# VfS Goal 2: Increase # of Students who Transfer from FH to a UC or CSU

- **System goal:** By 2021-22, increase number of students who transfer to CSU/UC by **35%**
- **Proposed Goals for Foothill:** By 2021-22, increase by **25%**:
  - Number of students earning ADT awards **and**
  - Number of students who transfer to CSU/UC

# VfS Goal 2A: Increase number of students who earn an ADT by **25%**

We'd need to add **~23 students** annually

2016-17 Baseline	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
<b>457</b>	478	501	525	548	<b>571</b>	<b>25%</b>

- Context: From 2016-17 to 2017-18 FH was **+5%**

# VfS Goal 2B: Increase # of Students who Transfer to CSU/UC by 25%

We'd need to add **~44 students** annually

2016-17 "Baseline"	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
1,602	1,827	1,871	1,915	1,959	2,003	25%

- Context: From 2016-17 to 2017-18 FH was **+14%**

Note: NOVA lists 2016-17 as baseline but system will be relying on 2015-16 for baseline due to the lag in transfer data.

# VfS Goal 3: Decrease Number of Units Accumulated by AD Earners

- System goal: Decrease avg number of units accumulated by **~10%**
- Proposed goal for Foothill: Decrease avg number of units accumulated by **10%**

Note: CCCCO indicates a decrease from approximately 90 to 79 total units; quarter unit conversation would be 135 to 118.5, reflecting a 12% decrease

# VfS Goal 3A: Decrease Units Accumulated by Associate Degree Earners **by 10%**

We'd need to lower accumulation by **~2.12 units** annually

2016-17 Baseline	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Decrease Proposed
<b>142.23</b>	136.48	134.36	132.24	130.12	<b>128.01</b>	<b>10%</b>

- Context: From 2016-17 to 2017-18 Foothill was **-4%**

# VfS Goal 4: Workforce Indicators

- **System goal:** Increase percent of exiting CTE students who report being employed in their field of study from 69% to 76% (+9%)
- **Proposed goal 4A for Foothill:** Increase by 9% the median annual earnings of exiting FH students;
- **Proposed goal 4B for Foothill:** Increase by 5% exiting students who attain a living wage;
- **Proposed goal 4C for Foothill:** Increase by 2% exiting CTE students who get a job related to field of study



# VfS Goal 4A: Increase Annual Earnings of Exiting Students **by 9%**

We'd need to increase exiting students' wages by ~\$485/year

2016-17 "Baseline"	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
<b>\$53,760</b>	\$56,656	\$57,142	\$57,627	\$58,113	<b>\$58,598</b>	<b>9%</b>

- For context: From 2016-17 to 2017-18 wages for exiting FH students were up **+5%**

Note: NOVA lists 2016-17 as baseline but system will be relying on 2015-16 for baseline due to the lag in earnings data.

# Goal 4B: Increase Percent of Exiting Students who Earn a Living Wage **by 5%** (percentage points)

We'd need to increase percent of exiting students earning a living wage by ~1 percentage point per year

2016-17 "Baseline"	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
<b>57%</b>	60%	60%	61%	62%	<b>62%</b>	<b>5%</b>

- Context: From 2016-17 to 2017-18, percent of exiting Foothill students earning a living wage went up **+3%** (percentage points)

Note: NOVA lists 2016-17 as baseline but system will be relying on 2015-16 for baseline due to the lag in wage data.

# VfS Goal 4C:

## Increase Percent of Exiting CTE Students Employed in their Field of Study **by 2%**

We'd need to increase percent of exiting CTE students employed in their field of study by ~1 percentage point per year

2016-17 "Baseline"	2017-18	2018-19	2019-20	2020-21	2021-22 Goal	% Increase Proposed
86%	83%	84%	85%	87%	88%	2%

- For context: From 2016-17 to 2017-18 the percent of exiting CTE students employed in their field of study was down (**-3%**)

Source: CTE Outcomes Survey

Note: NOVA lists 2016-17 as baseline but system will be relying on 2014-15 for baseline due to the lag in wage data.

# VfS Goal 5: Equity

- **System goal:** Reduce achievement gaps by **40%** within 5 yrs and fully close those gaps within 10 years
- College must disaggregate data from VfS metrics 1-4 and then set goals for student groups experiencing disproportionate impact
- VfS metrics are distinct from the Equity Plan (Student Equity & Achievement (SEA)) metrics. They are not aligned.
  - Equity plan (SEA) requires us to set three-year goals
  - Equity plan (SEA) due June 30, 2019

# Identifying DI Groups

- State approach: PI when analyzing counts; PPG when analyzing rates
- College proposed approach:
  - PPG for all analysis
  - Alignment with Equity Plan approach
- Some additional groups will be identified as DI by state (NOVA) due to use of PI

Note: PI=Proportionality Index (meeting 0.8 threshold); PPG=Percentage Point Gap (meeting 2% gap, margin of error)

# Goal 2B: Transfer to CSU/UC DI by Ethnicity

Students	2014-15	2015-16 Baseline	2016-17	2021-22 Goal	% Increase Proposed
<b>ALL</b>	1,489	<b>1,602</b>	1,827	<b>2,003</b>	<b>25%</b>
<b>Ethnicity</b>					
<b>Black -2% Gap</b>	21	<b>43</b>	47	<b>65</b>	<b>50%</b>
<b>Latinx -2% Gap</b>	237	<b>262</b>	339	<b>394</b>	<b>50%</b>
<b>Pac Islander -4% Gap</b>	5	<b>6</b>	10	<b>11</b>	<b>75%</b>

- 3-yr % rate indicates increase in transfer completion

# Goal 2B: Transfer to CSU/UC DI by Special Populations

Students	2014-15	2015-16 Baseline	2016-17	2021-22 Goal	% Increase Proposed
<b>ALL</b>	1,489	<b>1,602</b>	1,827	<b>2,003</b>	<b>25%</b>
<b>Special Populations</b>					
<b>LGBT</b> -3% Gap	21	<b>29</b>	70	<b>51</b>	<b>75%</b>
<b>Veteran</b> -2% Gap	19	<b>22</b>	36	<b>39</b>	<b>75%</b>

- Discussion needed regarding LGBT as we have achieved over 100% increase between 2016-17 (22 students) and 2017-18 (70 students).
- 3-yr % rate indicates increase in transfer completion.

# Goal 4B: Living Wage

Students	2014-15	2016-17 Baseline	2017-18	2021-22 Goal	% Increase Proposed
ALL	55%	<b>57%</b>	60%	<b>62%</b>	<b>5%</b>
Gender					
Female -5% Gap	51%	<b>52%</b>	54%	<b>59%</b>	<b>8%</b>

- Goal to decrease the female living wage gap from -5% to -3%
- 3-yr % rate indicates increases in earning a living wage



# Goal 4B: Living Wage

Students	2014-15	2015-16 Baseline	2016-17	2021-22 Goal	% Increase Proposed
<b>ALL</b>	55%	<b>57%</b>	60%	<b>62%</b>	<b>5%</b>
<b>Ethnicity</b>					
<b>Black</b> -20% Gap	36%	<b>37%</b>	44%	<b>47%</b>	<b>10%</b>
<b>Latinx</b> -13% Gap	44%	<b>44%</b>	50%	<b>54%</b>	<b>10%</b>
<b>Pac Islander</b> -31% Gap	32%	<b>26%</b>	29%	<b>36%</b>	<b>10%</b>

- 3-yr % rate indicates increase or decrease in earning a living wage

# Goal 4B: Living Wage

Students	2014-15	2015-16 Baseline	2016-17	2021-22 Goal	% Increase Proposed
ALL	55%	57%	60%	62%	5%
<b>Ethnicity</b>	Goal to decrease the wage gap between DI ethnicity group and total population:				
Black -20% Gap	1) Black: -20% to -15%				10%
Latinx -13% Gap	2) Latinx: -13% to -8%				10%
Pac Islander -31% Gap	3) Pacific Islander: -31% to -26%				10%
	32%	26%	29%	36%	10%

- 3-yr % rate indicates increase or decrease in earning a living wage

# Goal 4B: Living Wage

Students	2014-15	2015-16 Baseline	2016-17	2021-22 Goal	% Increase Proposed
<b>ALL</b>	55%	<b>57%</b>	60%	<b>62%</b>	<b>5%</b>
<b>Special Populations</b>					
<b>Disabled</b> -23% Gap	34%	<b>34%</b>	33%	<b>40%</b>	<b>6%</b>
<b>First Gen</b> -6% Gap	48%	<b>51%</b>	56%	<b>59%</b>	<b>8%</b>
<b>Foster Youth</b> -41% Gap	34%	<b>16%</b>	37%	<b>38%</b>	<b>22%</b>
<b>Low Income</b> -12% Gap	44%	<b>45%</b>	50%	<b>53%</b>	<b>8%</b>

- 3-yr % rate indicates increase or decrease in earning a living wage

# Goal 4B: Living Wage

Students	2014-15	2015-16 Baseline	2016-17	2021-22 Goal	% Increase Proposed
ALL	55%	57%	60%	65%	5%
Special Popula	<p>Goal to decrease the wage gap between DI special population group and total population:</p> <ol style="list-style-type: none"> <li>1) Disabled: -23% to -22%</li> <li>2) First Gen: -6% to -3%</li> <li>3) Foster Youth: -41% to -24%</li> <li>4) Low Income: -12% to -9%</li> </ol>				
Disabled -23% Gap					6%
First Gen -6% Gap					8%
Foster Youth -41% Gap					22%
Low Income -12% Gap					8%

- 3-yr % rate indicates increase or decrease in earning a living wage

# VfS Goal 6: Regional Achievement

- **System goal:** Reduce regional achievement gaps for all previous metrics within 5 years and fully close gaps within 10 years
- Emphasis on colleges located in regions with lowest adult educational attainment
- No local directive from CCCCO

# VfS Local Goals Adoption Process

- Discuss with colleagues and constituents
  - Academic Senate
  - College Advisory Council
  - Classified Senate
- College approval by end of May
  - Board approval by June 10, 2019
  - NOVA submission by June 30, 2019

**Thank You**

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