



**FOOTHILL  
COLLEGE**

# **Educational Master Plan 2017-2023: Key Performance Measures for Consideration**

**May 17, 2017**

**Planning and Resource Council (PaRC) Meeting**

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Los Altos Hills, CA 94022

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FH IR&P

# Ed Master Plan Goals

- What's been done...
  - Broad goals established in 2015-16 for EMP 2016-2022
    1. Equity
    2. Community
    3. Improvement and Stewardship of Resources
  - Informed by community interviews, focus groups and environmental scan
  
- Next steps...
  - Determine key performance measures to track progress (measures will be assessed each year)
  - Set goals to achieve within 6 years (i.e. by 2022-23); goals to be revisited each year and adjusted accordingly

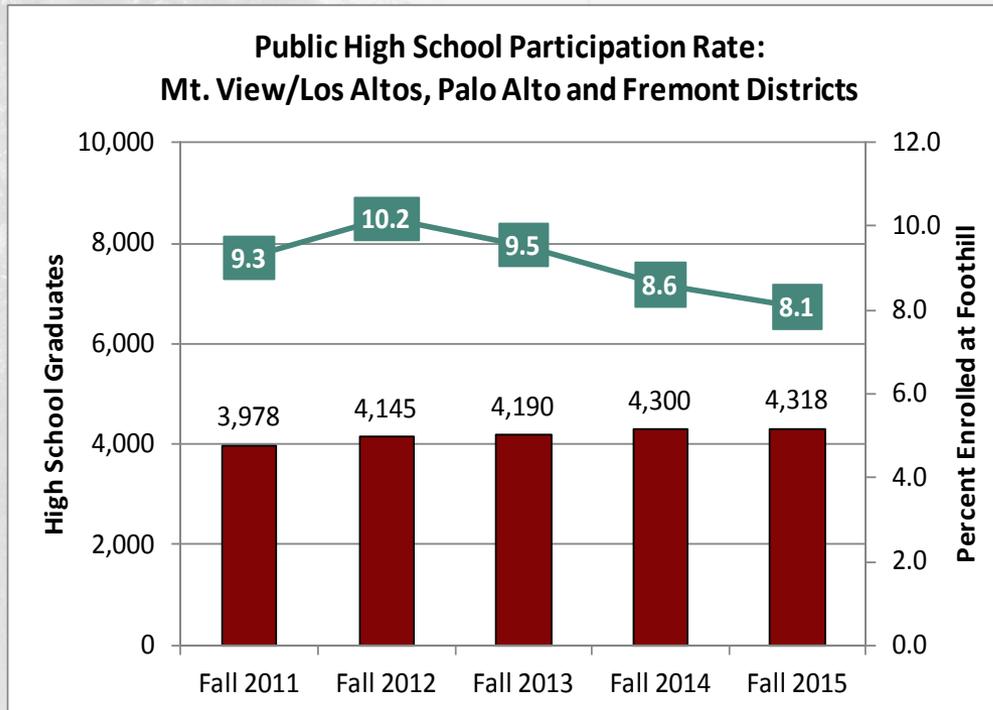
# Goal 1: Equity

Create a culture of equity that promotes student success, particularly for underserved students.

*Concept that guarantees fair treatment, access, opportunity, and advancement for all students, faculty, and staff, while continually striving to identify and eliminate barriers that prevent full participation and comparable outcome rates of some groups. Adopting an equity perspective recognizes there are historically underserved and underrepresented populations, and that fairness regarding these unbalanced conditions is needed to promote equal access to opportunity. While equality is concerned with ensuring that access is available to all, equity is focused on outcome measures.*

# Public H.S. Participation Rate (immediate service area)

- June HS graduates from immediate service area who enroll at Foothill in the immediately following fall term

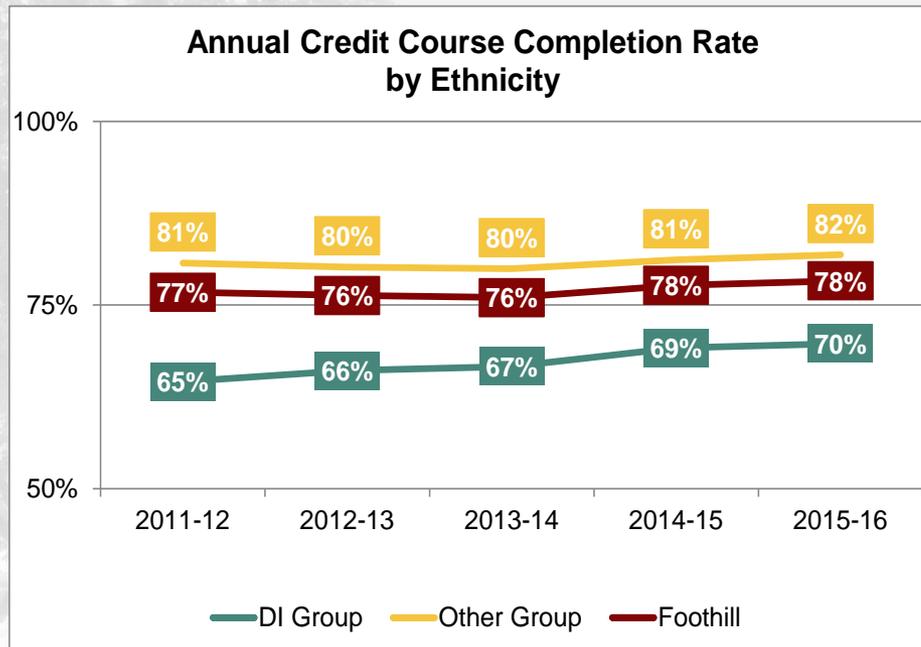


3-yr average = 8.7%  
5-yr average = 9.1%  
Current = 8.1%

EMP Goal (by 2023)  
*Public high school participation rate from the immediate service area will be 8% or higher.*

# Overall Annual Course Completion Rate, DI vs. Other

- Credit course with grades A, B, C, or P; omit apprenticeship
- DI: African American, Filipino, Latino/a & Pacific Islander
- Other: Asian & White



### 3-yr average

DI = 69% | Other = 81%  
Gap = -12 pts

### 5-yr average

DI = 67% | Other = 81%  
Gap = -14 pts

### Current

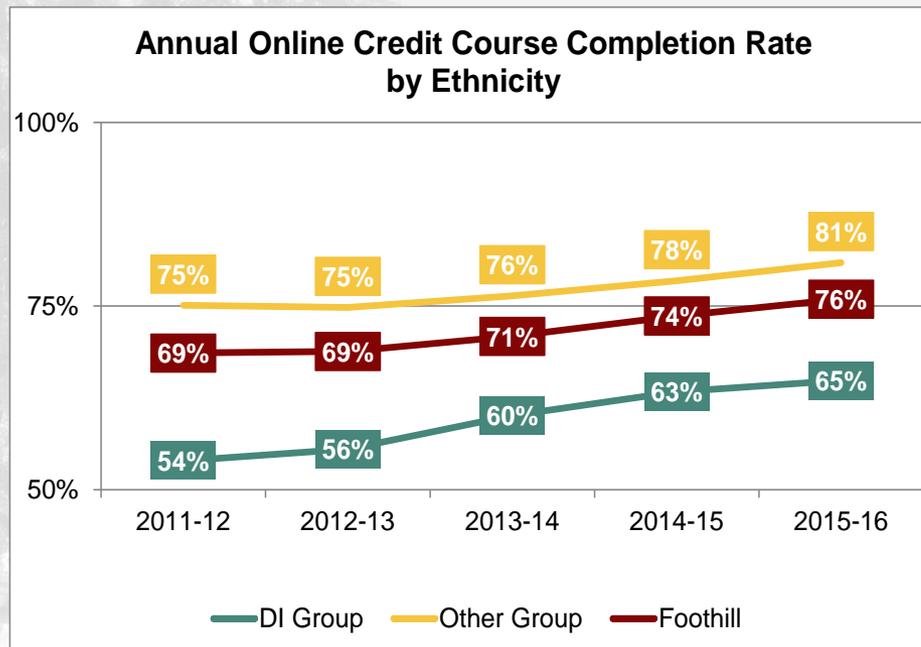
DI = 70% | Other = 82%  
Gap = -12 pts

### EMP Goal (by 2023)

*There will be no more than 9 percentage point difference between DI and Other groups' current overall annual course success rates.*

# Online Annual Course Completion Rate, DI vs. Other

- Credit course with grades A, B, C, or P; omit apprenticeship
- DI: African American, Filipino, Latino/a & Pacific Islander
- Other: Asian & White



### 3-yr average

DI = 63% | Other = 79%  
Gap = -16 pts

### 5-yr average

DI = 60% | Other = 77%  
Gap = -17 pts

### Current

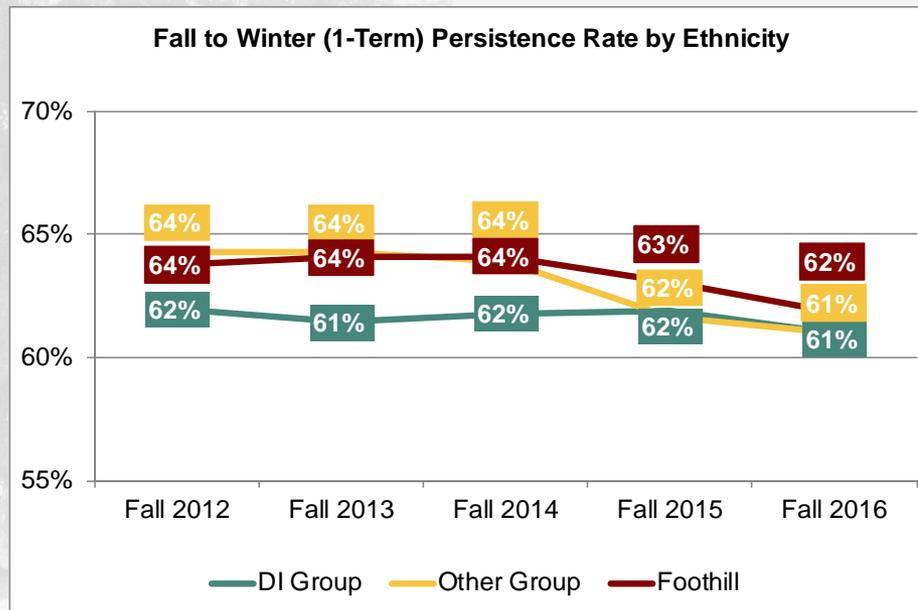
DI = 65% | Other = 81%  
Gap = -16 pts

### EMP Goal (by 2023)

*There will be no more than 13 percentage point difference between DI and Other groups' current online annual course success rate.*

# Persistence Rate (fall to winter)

- All students in fall tracked to winter end-of-term, credit course; omit apprenticeship
- DI: African American, Filipino, Latino/a & Pacific Islander
- Other: Asian & White



### 3-yr average

DI = 62% | Other = 62%  
Gap = none

### 5-yr average

DI = 62% | Other = 63%  
Gap = -1 pt

### Current

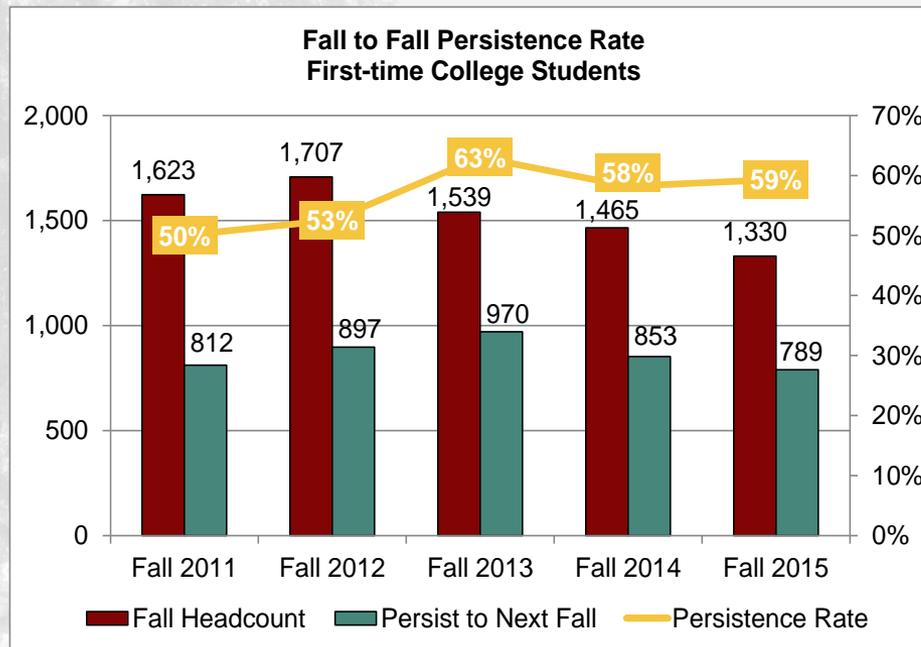
DI = 61% | Other = 61%  
Gap = none

### EMP Goal (by 2023)

*There will be no difference in the fall to winter persistence rate between DI and Other groups.*

# Persistence Rate (fall to fall)

- All first-time college students in fall tracked to following fall, end-of-term, credit course; omit apprenticeship
- DI: African American, Filipino, Latino/a & Pacific Islander
- Other: Asian & White



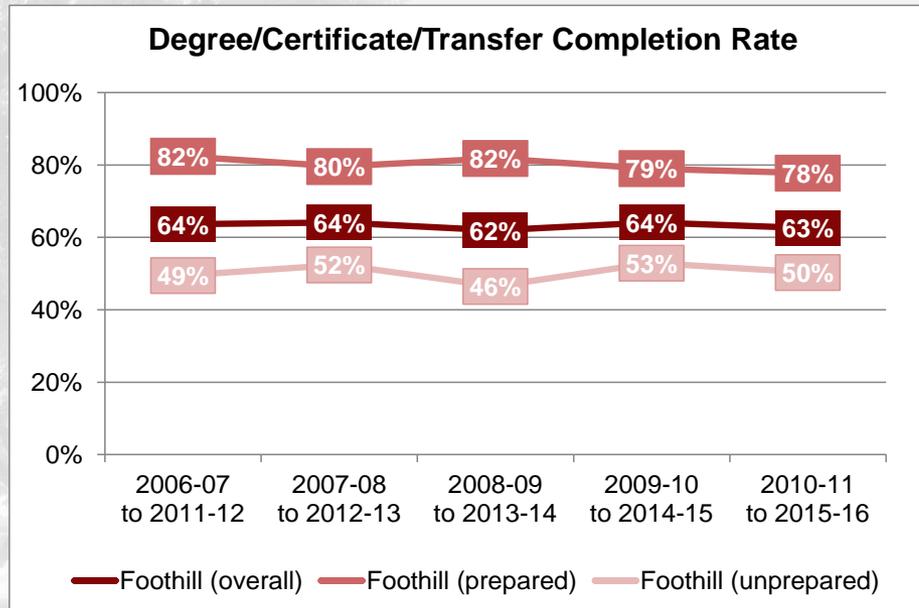
3-yr average = 60%  
5-yr average = 56%  
Current = 59%

**EMP Goal (by 2023)**

*The College fall to fall term persistence rate for first-time college students will increase to 63% or higher.*

# Degree, Certificate & Transfer Completion, Unprepared vs. Prepared

- First-time students with minimum of 6 units earned who attempted any Math or English in the first 3 years and achieved any of the following outcomes within 6 years: degree, certificate, transfer or transfer prepared (60 UC/CSU transferrable units and GPA equal or greater than 2.0)
- Unprepared: started in basic skills
- Prepared: started in college level



### 3-yr average

DI = 50% | Other = 80%  
Gap = -30 pts

### 5-yr average

DI = 50% | Other = 80%  
Gap = -30 pts

### Current

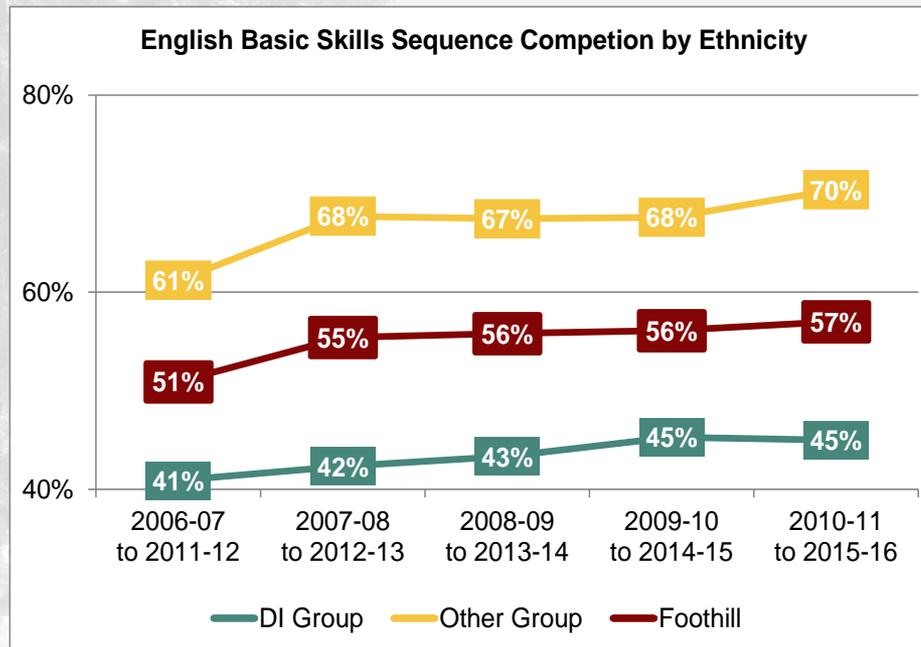
DI = 50% | Other = 78%  
Gap = -28 pts

### EMP Goal (by 2023)

*The College degree, certificate and transfer completion rate for unprepared students will increase to 53% or higher.*

# English Basic Skills Completion (DI Group)

- The percentage of credit students who attempted for the first time a course designated at 1 to 4 levels below transfer in English and successfully completed a college-level course in English within six years
- DI: African American, Filipino, Latino/a & Pacific Islander
- Other: Asian & White



### 3-yr average

DI = 45% | Other = 68%  
Gap = -23 pts

### 5-yr average

DI = 43% | Other = 67%  
Gap = -24 pts

### Current

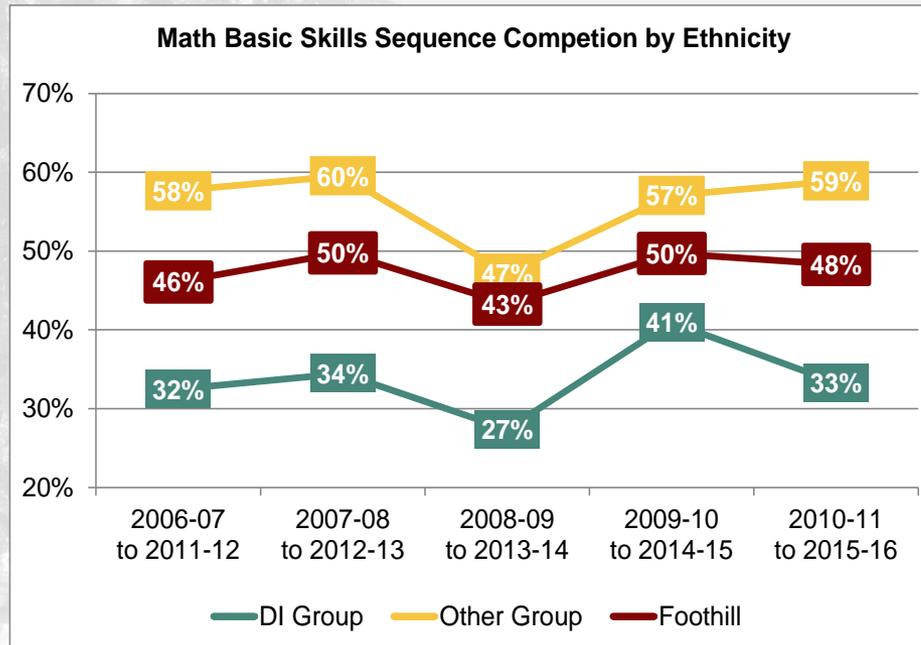
DI = 45% | Other = 70%  
Gap = -25 pts

### EMP Goal (by 2023)

*The College English basic skills sequence completion rate for DI group will increase to 48%, or 50%.*

# Overall Math Basic Skills Completion

- The percentage of credit students who attempted for the first time a course designated at 1 to 4 levels below transfer in English and successfully completed a college-level course in English within six years
- DI: African American, Filipino, Latino/a & Pacific Islander
- Other: Asian & White



3-yr average (FH) = 47%

DI = 34% | Other = 54%  
Gap = -20 pts

5-yr average (FH) = 47%

DI = 34% | Other = 56%  
Gap = -22 pts

Current (FH) = 48%

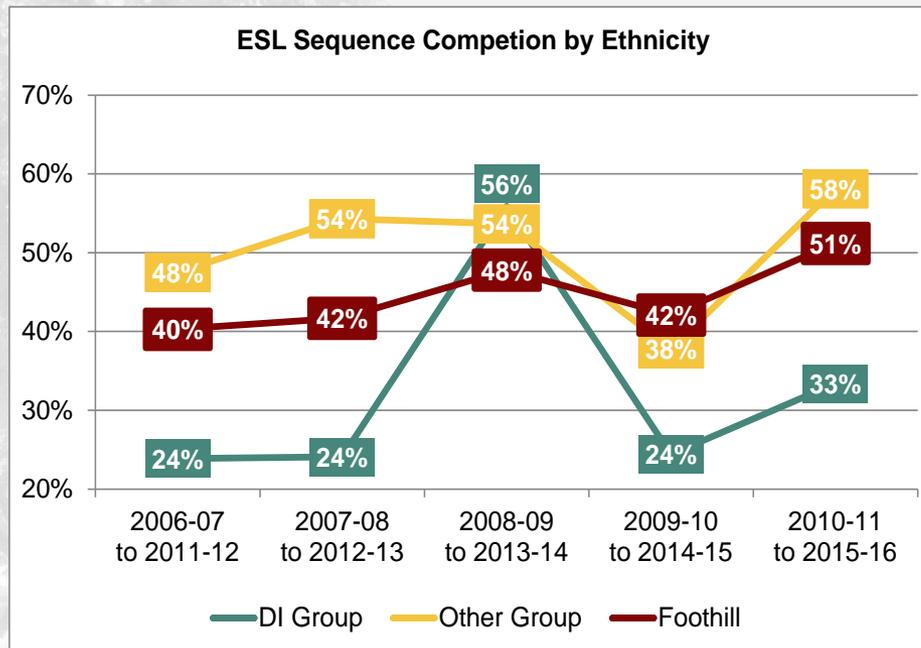
DI = 33% | Other = 59%  
Gap = -26 pts

EMP Goal (by 2023)

*The College Math basic skills sequence completion rate will increase to 50%.*

# Overall ESL Basic Skills Completion

- The percentage of credit students who attempted any levels of ESL and successfully completed a college-level course in ESL/English within six years
- DI: African American, Filipino, Latino/a & Pacific Islander
- Other: Asian & White



3-yr average (FH) = 47%

DI = 34% | Other = 50%  
Gap = -16 pts

5-yr average (FH) = 45%

DI = 31% | Other = 50%  
Gap = -19 pts

Current (FH) = 51%

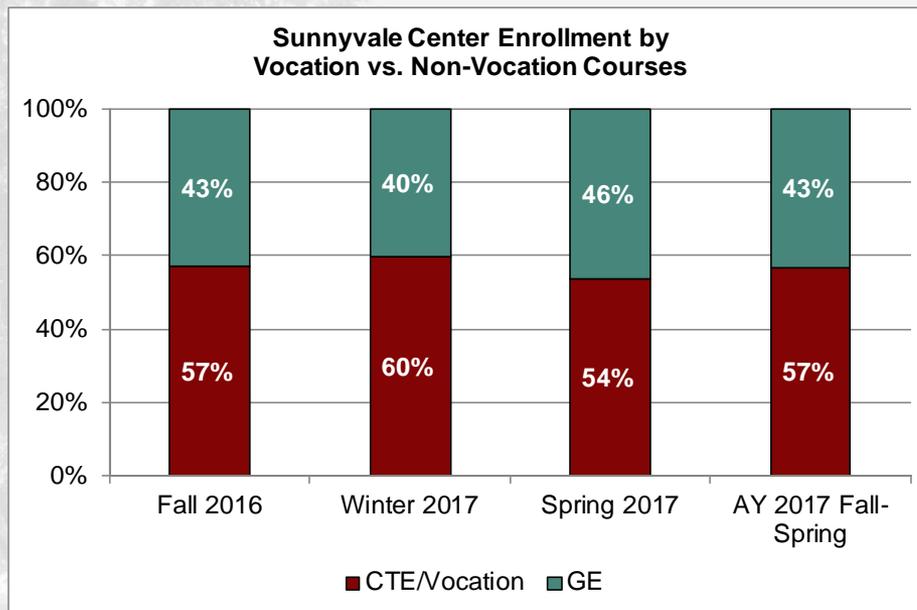
DI = 42% | Other = 58%  
Gap = -16 pts

EMP Goal (by 2023)

*The College ESL completion rate for DI group will increase to 50%.*

# CTE vs. GE Annual Course Enrollment (Sunnyvale Center)

- Annual enrollment in course with SAM codes B, C & D (advanced/clearly/ possibly occupational) compared to GE courses at Sunnyvale Center; omit apprenticeship and online



Current

CTE = 57% | GE = 43%

EMP Goal (by 2023)

*CTE will comprise 60% or more of annual course enrollment at Sunnyvale Center.*

## Goal 2: Community

Strengthen a sense of community and commitment to the College's mission;  
expand participation from all  
constituencies in shared governance.

# Service Learning

- Metric: number of students participating in service learning
- Service learning combines academic study with service activity that meets a community need, and upon reflection of the activity, students gain further understanding of course content and enhanced personal values and civic responsibility  
(<http://libguides.foothill.edu/c.php?g=642467&p=4500680>)

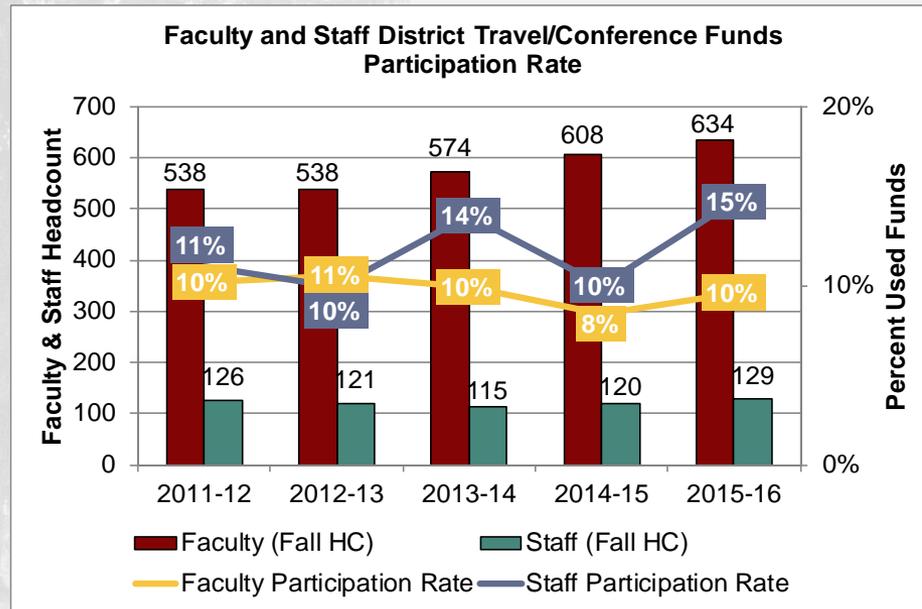
# Governance Participation

- Metric: number of administrator, faculty (full- and part-time) and classified staff who participates in governance groups
- 2015-16
  - PaRC: members = 22; ex-officio = 7
  - Workgroup total: members = 113; ex-officio = 10
    - Basic Skills Workgroup: members 23; ex-officio = 3
    - Operations Planning Committee: members = 14
    - Student Equity Workgroup: members = 31; ex-officio = 3
    - Transfer Workgroup: members = 12; ex-officio = 2
    - Workforce Workgroup: members = 33; ex-officio = 2

in progress; need to disaggregate f/t vs. p/t

# Faculty & Staff Travel/Conference Funds Participation Rate

- FHDA District sets aside funds for faculty and staff to utilize for conferences or workshops. Funds are for registration and travel fees. The participation rate is percentage of faculty (full- and part-time) and staff who utilizes the funds out of the total fall faculty and staff headcount, respectively.



3-yr average

faculty = 9% | staff = 13%

5-yr average

faculty = 10% | staff = 12%

Current

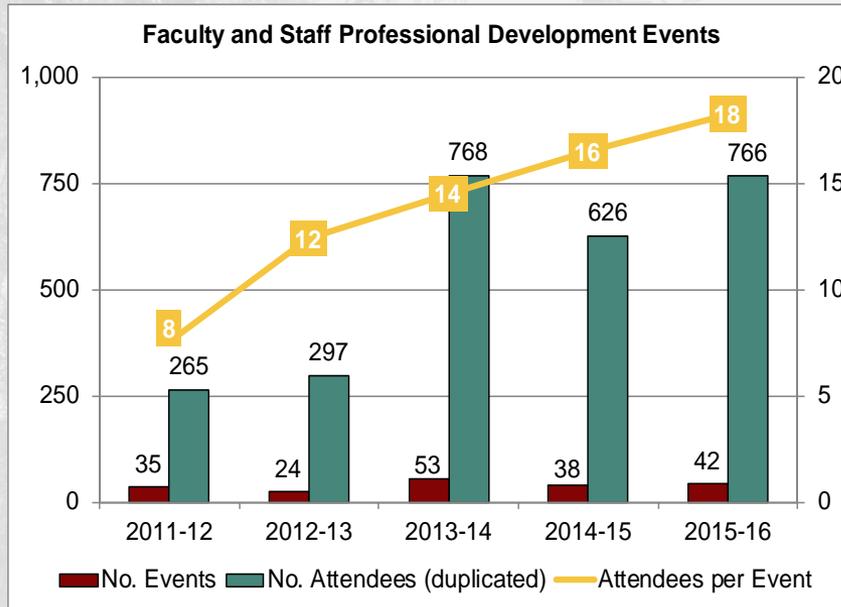
faculty = 10% | staff = 15%

EMP Goal (by 2023)

TBD

# Faculty & Staff Professional Development Events Participation

- All faculty and staff counted at each professional development event.



3-yr average

Attendees: total = 720 | per event = 16

5-yr average

Attendees: total = 544 | per event = 14

Current

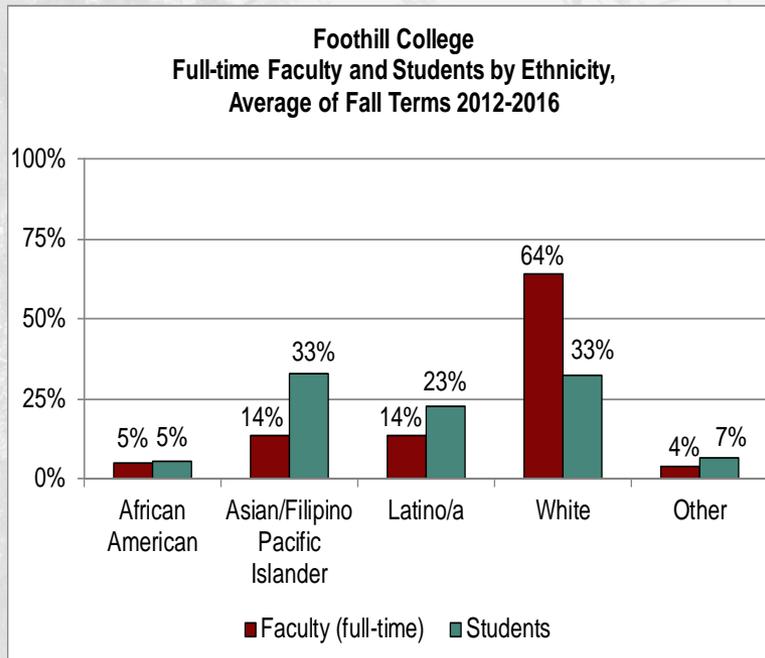
Attendees: total = 766 | per event = 18

EMP Goal (by 2023)

*The College will have 700 or more faculty and staff attend professional development events each year.*

# Ethnic Distribution of Full-Time Faculty and Students

- Fall headcount of full-time faculty and students; credit; omit apprenticeship



### 3-yr average

White: faculty = 64% | students = 31% | Gap = +33 pts  
 Asian: faculty = 14% | students = 33% | Gap = -19 pts  
 Latino/a: faculty = 14% | students = 24% | Gap = -10 pts

### 5-yr average

White: faculty = 64% | students = 33% | Gap = +31 pts  
 Asian: faculty = 14% | students = 33% | Gap = -19 pts  
 Latino/a: faculty = 14% | students = 23% | Gap = -9 pts

### Current

White: faculty = 63% | students = 30% | Gap = +33 pts  
 Asian: faculty = 13% | students = 36% | Gap = -23 pts  
 Latino/a: faculty = 14% | students = 25% | Gap = -11 pts

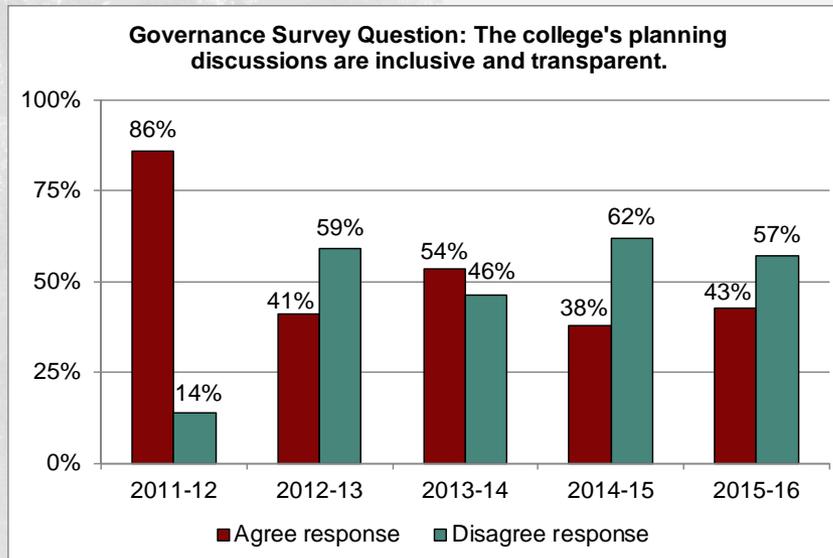
### EMP Goal (by 2023)

*There will be no more than 20 percentage point difference between Asian full-time faculty and Asian students.*

*There will be no more than 8 percentage point difference between Latino/a full-time faculty and Latino/a students.*

# The College's planning discussions are inclusive and transparent (agreement rating)

- Each spring the Governance Survey is administered to administrators, part- and full-time faculty, staff and student government representatives. Respondents are asked to rate the extent to which they agree or disagree with the following statement: *The college's planning discussions are inclusive and transparent.*



### 3-yr average

Agree = 45% | Disagree = 55%

### 5-yr average

Agree = 52% | Disagree = 48%

### Current

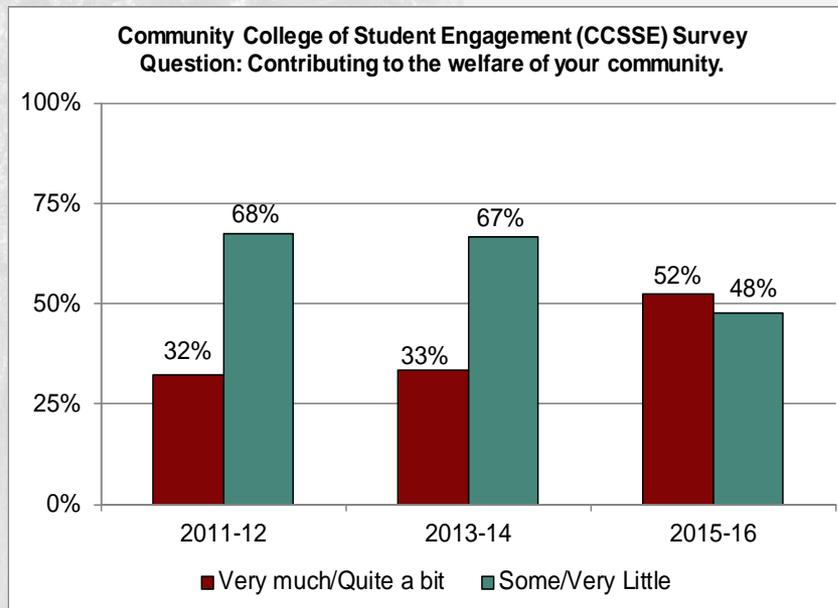
Agree = 43% | Disagree = 57%

### EMP Goal (by 2023)

*The College will achieve a 51% or higher agreement rating for its governance survey question: The college's planning discussions are inclusive and transparent.*

# Contribution to the welfare of your community (very much/quite a bit rating)

- Every two years the Community College of Student Engagement (CCSSE) Survey is administered to a random group of students. Respondents are asked to rate how much has their experience at Foothill College contributed to their knowledge, skills and personal development in *Contribute to the welfare of your community*.



## 5-yr average

Very much/Quite a bit = 39%  
Some/Very Little = 61%

## Current

Very much/Quite a bit = 52%  
Some/Very Little = 48%

## EMP Goal (by 2023)

*The College will have 51% or more CCSSE respondents rate their experience at Foothill contributes to the welfare of their community as very much/quite a bit.*

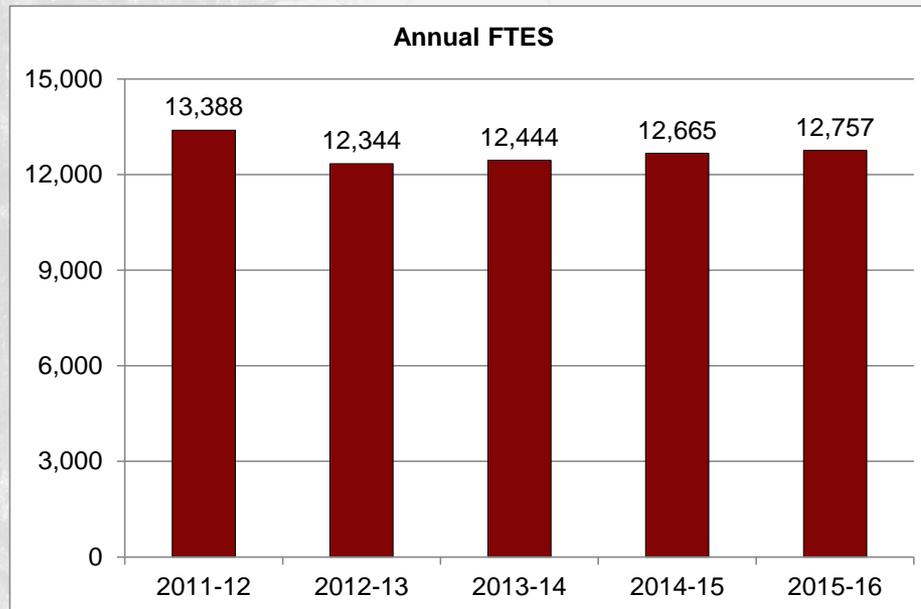
# Goal 3: Improvement and Stewardship of Resources

Recognize and support a campus culture that values ongoing improvement and stewardship of resources.

*Concept that focuses on effective management of resources, including financial, human and natural in a responsible and ethical manner.*

# Annual FTES

- Annual FTES, includes resident and non-resident, credit and non-credit; omits apprenticeship

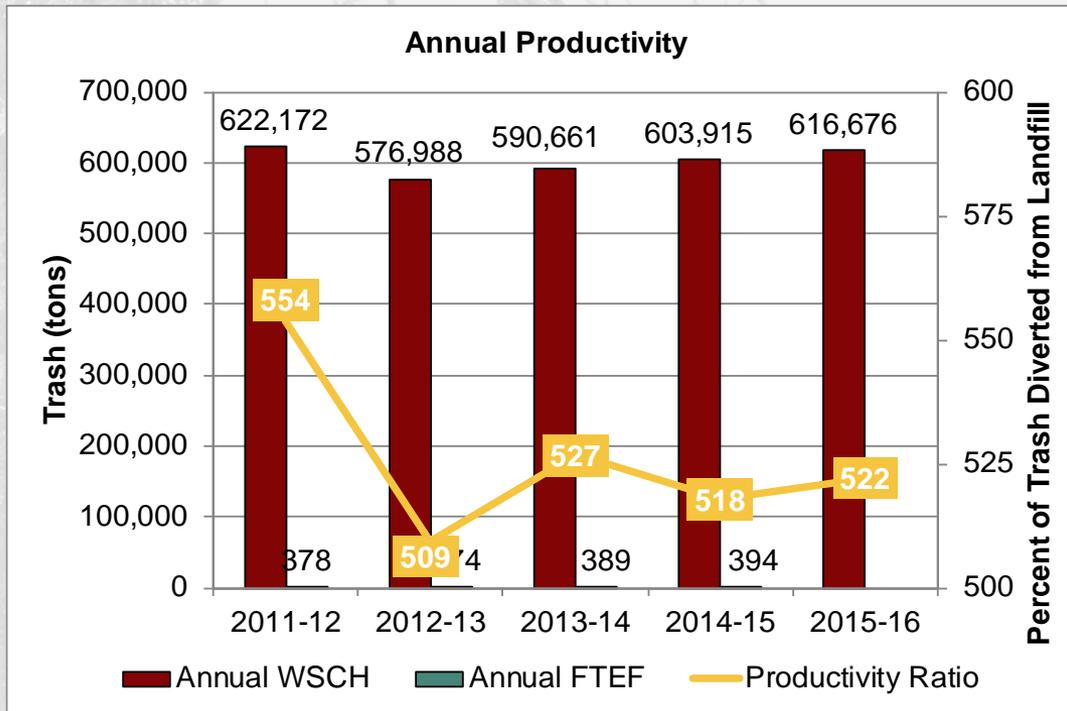


3-yr average = 12,622  
5-yr average = 12,720  
Current = 12,757

EMP Goal (by 2023)  
*TBD*

# Annual Productivity Ratio

- Productivity ratio: annual WSCH / annual FTEF

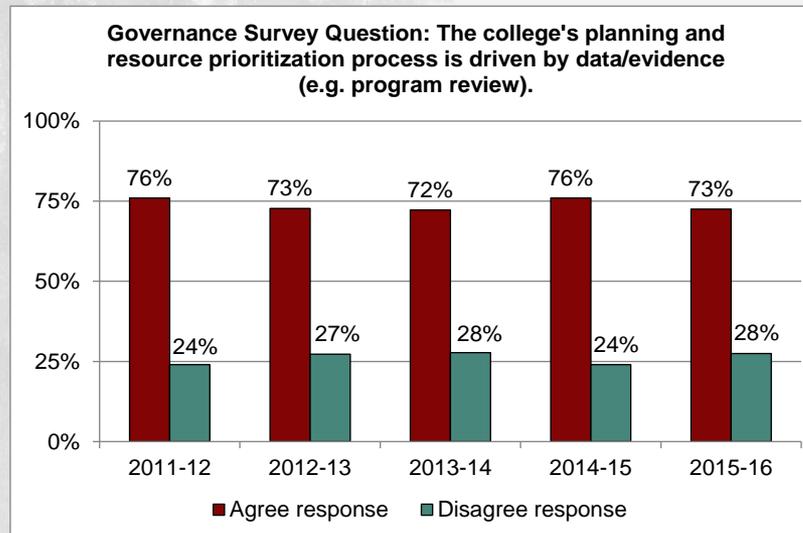


3-yr average = 523  
 5-yr average = 526  
 Current = 522

EMP Goal (by 2023)  
 TBD

# The College's planning and resource prioritization process is driven by data/evidence (agreement rating)

- Each spring the Governance Survey is administered to administrators, part- and full-time faculty, staff and student government representatives. Respondents are asked to rate the extent to which they agree or disagree with the following statement: *The college's planning discussions are inclusive and transparent.*



### 3-yr average

Agree = 74% | Disagree = 26%

### 5-yr average

Agree = 74% | Disagree = 26%

### Current

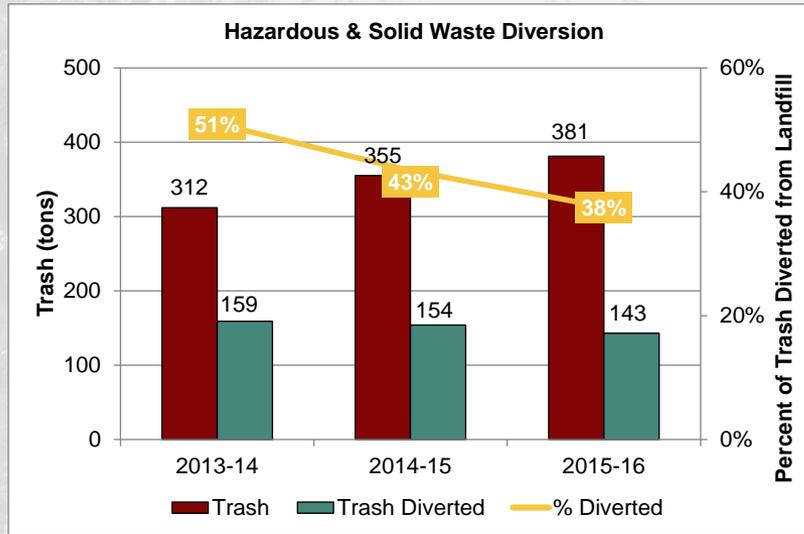
Agree = 73% | Disagree = 28%

### EMP Goal (by 2023)

*The College will achieve a 77% or higher agreement rating for its governance survey question: The college's planning and resource prioritization process is driven by data/evidence.*

# Environmental Stewardship

## Hazardous & Solid Waste (diversion from landfill rate)



3-yr average = 44%  
Current = 38%

EMP Goal (by 2023)  
*The College will divert 50% or more of its hazardous and solid waste from the landfill.*



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