

# STRATEGIC PLAN INDICATORS OF ACHIEVEMENT LOS RIOS COMMUNITY COLLEGE DISTRICT Executive Summary September 2021

The Los Rios Community College district's five-year Strategic Plan, developed in 2015-16, focuses on five strategic goal areas: student access and success, equitable achievement, exemplary teaching and learning, lead the region in workforce development, and foster an outstanding working and learning environment. The Strategic Plan includes Indicators of Achievement which outline strategic outcome goals, baseline data and five-year outcomes for each goal. The LRCCD Office of Institutional Research has just completed updating the indicator data matrix for each of the goals with achievement indicators to reflect the five-year outcomes for each of the goals identified in the Strategic Plan. Note that there are areas where the district did not meet the Strategic Plan goals, however, it is important to reflect on those areas where there has been progress towards meeting the outcome goals in those areas.

The following provides summary highlights for each of the Indicators of Achievement to reflect the five-year outcomes. More data detail used to inform the Indicators of Achievement are available on the LRCCD OIR website, access links provided at the end of this Executive Summary.

## Goal 1: Establish effective pathways that optimize student access and success

**Indicator 1:** Increase the student degree and certificate completion rate from 12% to 17% by 2021

- **Goal achieved** for all students districtwide.
- The 12.1% graduation rate increased to 17.1% in 2019-20.

**Indicator 2:** Increase the number of students who are transfer ready by 5% by 2021

- After a decline in the number of transfer ready students in Fall 2018, the number of transfer ready students increased to 5,985 in Fall 2020; this reflects a 3.8% increase over the five year time frame.
- Although the transfer ready goal was **not achieved** by 2020, the recovery in the number of transfer ready students after the Fall 2018 decline is an accomplishment and puts the district within 67 students of meeting the transfer ready goal.

**Indicator 4:** Increase the percentage of full-time students from 30% to 35% by 2021

- **Goal not achieved** for all students districtwide.
- The percentage of full-time students declined slightly or remained relatively stable over the five year time period; the percentage of full-time students in Fall 2020 was 33.0% (which does not include Apprenticeship or Public Safety Center students).

## Goal 2: Ensure equitable academic achievement across all racial, ethnic, socioeconomic and gender groups

**Indicator 1:** Achieve 71% course success rate for each student group by 2021.

- **Goal not achieved:** 68.6% baseline course success increased to 70.0% in Fall 2020. Note that the course success goal was met in previous terms but declined slightly in Fall 2020.

By Gender:

- Goal **not achieved** for female students: 69.2% baseline course success rate for female students increased to 70.4% in Fall 2020.
- Goal **not achieved** for male students: 68.0% baseline course success rate for male students increased to 69.3% in Fall 2020.

By Race and Ethnicity:

- Goal **achieved** for Asian (77.8%), Filipino (73.4%), and White (74.2) students.
- Goal **not achieved** for African American (53.6% baseline increased to 56.0%), Hispanic/Latino (65.0% baseline decreased to 64.8%), Native American (62.1% baseline increased to 66.9%), Pacific Islander (61.9% baseline increased to 65.4%) and Multi-race students (64.3% baseline increased to 67.1%).

By First Generation:

- Goal **not achieved**: 66.9% baseline increased to 67.8% in 2019-20.

By Income Level:

- Goal **achieved** by middle and above income level students (73.1%).
- Goal **not achieved** by students at or below poverty level (63.7 baseline increased to 66.2%) and by low income students (67.6% baseline increased to 67.9%).

### **Indicator 2. Achieve a 17% degree and certificate completion rate for each student group by 2021**

By Gender:

- Goal **achieved** for female students: 14.1% baseline completion rate increased to 17.1% .
- Goal **not achieved** for male students: 10.1% baseline completion rate increased to 14.4%
- By Race and Ethnicity:
- Goal **achieved** for Asian (20.9%), Filipino (27.0%), Pacific Islander (16,7%), and White (20.1) students.
- Goal **not achieved** for African American (5.7% baseline increased to 7.8%), Hispanic/Latino (11.3% baseline increased to 15.8%), Native American (7.9% baseline increased to 12.9%), and Multi-race students (11.2% baseline increased to 15.8%).

By First Generation:

- Goal **not achieved**: 11.7% baseline increased to 15.0%.

By Income Level:

- Goal **achieved** by low income (18.1%) and by middle and above income level students (23.6%).
- Goal **not achieved** by students at or below poverty level (9.5% baseline increased to 12.9%).

### **Indicator 3. Achieve proportionality in transfer-ready preparation rates for each student group by 2021.**

**Note:** this goal compares the proportionality of transfer ready students compared to that of all students district-wide; further detail can be found on Strategic Plan Indicator matrix data detail or the Strategic Plan Indicators of Achievement Power BI.

By Gender:

- Goal **achieved** for female students: 56.2% of transfer ready students are female.
- Goal **achieved** for male students: 41.5% of transfer ready students are male.

By Race and Ethnicity:

- Goal **achieved** for Asian (21.2%), Filipino (4.1%), Multi-race (6.3%), Native American (0.5%), and White (35.9) students.
- Goal **not achieved** for African American (5.7%), and Hispanic/Latino (23.4%) students.

By First Generation:

- Goal **not achieved**: 25.8% of first generation students are transfer ready in Fall 2020.

By Income Level:

- Goal **achieved by each income level**: at or below poverty (26.6%), low income level (24.4%) and middle and above income (38.6%).

### **Indicator 5. Increase enrollment rates among groups who are traditionally underrepresented in higher education (within district's service area)**

**Note:** Successful outcomes based on proportionality comparisons of district student enrollment compared to adult population in service area where data is available

By Gender:

- Goal **achieved** for female students: 54.6% of enrollment compared to 50.3% of population
- Goal **not achieved** for male students: 43.4% of enrollment compared to 49.7% of population

By Race and Ethnicity:

- Goal **achieved** by every race and ethnicity category except for white students
- Goal **not achieved** for White students: 33.4% of enrollment compared to 48.9% of population

### Goal 3: Provide exemplary teaching and learning opportunities

Indicator 2. Increase student course success from 68% to 71% by 2021.

- **Goal not achieved:** 68.6% baseline course success increased to 70.0% in Fall 2020. Note that the course success goal was met in previous terms but declined slightly in Fall 2020.

### Goal 5: Foster an outstanding working and learning environment

#### Indicator 1. Increase employment satisfaction as measured by the biennial District Employee Satisfaction Survey

- **Goal not achieved:** the 3.84 mean employee satisfaction decreased to 3.65 in Spring 2019

**Note:** The employee satisfaction survey was not administered in Spring 2021 as the decision has been made by college and district leadership to conduct a districtwide Campus Climate survey to be administered to students, faculty and staff in Spring 2022. A workgroup of district and college research representatives are currently engaged in the survey evaluation, development and preparation for Spring 2022 administration process.

Los Rios employees can access the detailed Strategic Plan Indicators of Achievement data tables and interactive Power BI dashboard:

#### Strategic Plan Indicators of Achievement Power BI Dashboard:

The Power BI Dashboard provides the ability to filter by each Strategic Plan Goal and Indicator of Achievement by term to illustrate change over time.

<https://doirweb.losrios.edu/reports/powerbi/LRCCD/2015-16%20Strategic%20Plan%20Indicators%20-%20LRCCD?rs:embed=true>

#### Strategic Plan Indicators of Achievement Data Tables:

Provides data detail by each Strategic Plan Goal and Indicator of Achievement.

<https://employees.losrios.edu/our-organization/institutional-research/reports/strategic-plan-indicators-of-achievement>

*Note: Power BI Data Visualizations are only accessible if you are connected to the Los Rios network and require you sign in using your Los Rios credentials.*

This Strategic Plan Indicators of Achievement Executive Summary was written by Betty Glycer-Culver, Director of the LRCCD Office of Institutional Research; data, analytical and query support provided by Steven McDowell, IT Business Analyst and is based on data extracted from the LRCCD OIR Research Databases and California Department of Finance Population Data Extracts.

All LRCCD Office of Institutional Research reports as well as the Power BI Visualizations are available on the IR Web Site at: <https://employees.losrios.edu/our-organization/institutional-research>

