Vision for Success

Local Goal Setting
Community & Communication
April 26, 2019

FOOTHILL COLLEGE

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

VfS = Vision for Success

FOOTHILL
COLLEGE

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

FOOTHILL COLLEGE

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)

FOOTHILL COLLEGE

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

FOOTHILL COLLEGE

VfS Goal 1: Completion

- **<u>System goal:</u>** Increase by at least **20%** across *completion metrics

- **<u>Proposed goal for Foothill:</u>** Increase by **25%**:

  - (1A) Students earning associate degrees

  - (1C) Students attain Vision Goal Completion

- **<u>Proposed goal 1B for Foothill:</u>** 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.

FOOTHILL
COLLEGE

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
997	944	1,020	1,095	1,171	**1,246**	**25%**

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

FOOTHILL COLLEGE

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
572	812	824	835	847	**860**	**50%**

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

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

FOOTHILL COLLEGE

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
1,280	1,332	1,399	1,466	1,533	1,600	25%

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

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

FOOTHILL COLLEGE

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

- **<u>System goal</u>**: By 2021-22, increase number of students who transfer to CSU/UC by **35%**

- **<u>Proposed Goals for Foothill</u>**: By 2021-22, increase by **25%**:

  - Number of students earning ADT awards *and*
  - Number of students who transfer to CSU/UC

FOOTHILL COLLEGE

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
457	478	501	525	548	**571**	**25%**

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

FOOTHILL COLLEGE

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.

FOOTHILL COLLEGE

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

- **<u>System goal</u>**: Decrease avg number of units accumulated by **~10%**

- **<u>Proposed goal for Foothill</u>**: 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

FOOTHILL
COLLEGE

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
142.23	136.48	134.36	132.24	130.12	**128.01**	**10%**

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

FOOTHILL COLLEGE

VfS Goal 4: Workforce Indicators

- **<u>System goal:</u>** Increase percent of exiting CTE students who report being employed in their field of study from 69% to 76% **(+9%)**

- **<u>Proposed goal 4A for Foothill:</u>** Increase by **9%** the median annual earnings of exiting FH students;

- **<u>Proposed goal 4B for Foothill:</u>** Increase by **5%** exiting students who attain a living wage;

- **<u>Proposed goal 4C for Foothill:</u>** Increase by **2%** exiting CTE students who get a job related to field of study

FOOTHILL COLLEGE

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
$53,760	$56,656	$57,142	$57,627	$58,113	**$58,598**	9%

- 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.

FOOTHILL COLLEGE

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
57%	60%	60%	61%	62%	**62%**	**5%**

- 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.

FOOTHILL COLLEGE

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.

FOOTHILL COLLEGE

VfS Goal 5: Equity

- **<u>System goal:</u>** 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

FOOTHILL COLLEGE

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)

FOOTHILL COLLEGE

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

Students	2014-15	2015-16 Baseline	2016-17	3-YR % Rate	2021-22 Goal	% Increase Proposed
ALL	1,489	**1,602**	1,827	+1%	**2,003**	**25%**
Ethnicity						
Black -2% Gap	21	**43**	47	+3%	**54**	**25%**
Latinx -2% Gap	237	**262**	339	+1%	**354**	**35%**
Pac Islander -4% Gap	5	**6**	10	+2%	**11**	**75%**

- 3-yr % rate indicates increase in transfer completion

FOOTHILL COLLEGE

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

Students	2014-15	2015-16 Baseline	2016-17	3-YR % Rate	2021-22 Goal	% Increase Proposed
ALL	1,489	**1,602**	1,827	+3%	**2,003**	**25%**
Special Populations						
LGBT **-3% Gap**	21	**29**	70	+4%	**51**	**75%**
Veteran **-2% Gap**	19	**22**	36	+3%	**39**	**75%**

- 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.

FOOTHILL COLLEGE

Goal 4B: Living Wage

Students	2014-15	2016-17 Baseline	2017-18	3-YR % Rate	2021-22 Goal	% Increase Proposed
ALL	55%	**57%**	60%	+5%	**62%**	**5%**
Gender						
Female -5% Gap	51%	**52%**	54%	+5%	**59%**	**8%**

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

FOOTHILL COLLEGE

Goal 4B: Living Wage

Students	2014-15	2015-16 Baseline	2016-17	3-YR % Rate	2021-22 Goal	% Increase Proposed
ALL	55%	**57%**	60%	+5%	**62%**	**5%**
Ethnicity						
Black -20% Gap	36%	**37%**	44%	**+8%**	**47%**	**10%**
Latinx -13% Gap	44%	**44%**	50%	**+6%**	**54%**	**10%**
Pac Islander -31% Gap	32%	**26%**	29%	**-3%**	**36%**	**10%**

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

FOOTHILL COLLEGE

Goal 4B: Living Wage

Students	2014-15	2015-16 Baseline	2016-17	3-YR % Rate	2021-22 Goal	% Increase Proposed
ALL	55%	**57%**	60%	+5%	**62%**	**5%**
Ethnicity						
Black -20% Gap						**10%**
Latinx -13% Gap						**10%**
Pac Islander -31% Gap	32%	**26%**	29%	**-3%**	**36%**	**10%**

Goal to decrease the wage gap between DI ethnicity group and total population:
1) Black: -20% to -15%
2) Latinx: -13% to -8%
3) Pacific Islander: -31% to -26%

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

FOOTHILL COLLEGE

Goal 4B: Living Wage

Students	2014-15	2015-16 Baseline	2016-17	3-YR % Rate	2021-22 Goal	% Increase Proposed
ALL	55%	**57%**	60%	+5%	**62%**	**5%**
Special Populations						
Disabled -23% Gap	34%	**34%**	33%	-1%	**40%**	**6%**
First Gen -6% Gap	48%	**51%**	56%	+8%	**59%**	**8%**
Foster Youth -41% Gap	34%	**16%**	37%	+3%	**38%**	**22%**
Low Income -12% Gap	44%	**45%**	50%	+6%	**53%**	**8%**

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

FOOTHILL COLLEGE

Goal 4B: Living Wage

Students	2014-15	2015-16 Baseline	2016-17	3-YR % Rate	2021-22 Goal	% Increase Proposed
ALL	55%	**57%**	60%	+5%	60%	**5%**
Special Population						
Disabled -23% Gap						**6%**
First Gen -6% Gap						**8%**
Foster Youth -41% Gap						**22%**
Low Income -12% Gap						**8%**

Goal to decrease the wage gap between DI special population group and total population:
1) Disabled: -23% to -22%
2) First Gen: -6% to-3%
3) Foster Youth: -41% to -24%
4) Low Income: -12% to -9%

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

FOOTHILL COLLEGE

VfS Goal 6: Regional Achievement

- **<u>System goal:</u>** 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

FOOTHILL COLLEGE

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

FOOTHILL COLLEGE

Thank You

Elaine Kuo

College Researcher

kuoelaine@foothill.edu

650.949.6198

foothill.edu

FOOTHILL COLLEGE