STRATEGIC PLANNING GOALS 2013-2018

- Strategic Plan covers 6-year period (2012-13 through 2017-18)
- 2012-13 represents our baseline
- 5 years after baseline to meet goals
- Mapping SP goals to committees so that concerted effort will be made to meet these goals in the next 5-6 years

GOAL 1-INCREASE STUDENT ACHIEVEMENT AND SUCCESS

- *Objective 1: Improve transfer preparedness (completes 60 transferable units with a 2.0 GPA or higher).*
  - Followed state chancellor's office guidelines: Student Progress and Attainment Rate (SPAR)→
    - o 6 year cohort of new students in 2007-08 who: earned 6 units & attempted an English or math class in the first 3 years.
  - 25.1% achieved transfer preparedness

GOAL 1-INCREASE STUDENT ACHIEVEMENT AND SUCCESS

- *Objective 2: Improve transfer rate by 10% over 5 years.*
  - Chancellor's office only looks at those that are transfer prepared
    - **Transfer Prepared: 58.3%**
  - We want a more comprehensive assessment that considers transfer intent as early as possible (SPAR)
    - **SPAR: 26.2%**
    - **Goal by 2017-18: 28.8%= 63 more students transferred**

GOAL 1-INCREASE STUDENT ACHIEVEMENT AND SUCCESS

- *Objective 3: Increase the percentage of basic skills students who complete the basic skills pipeline by supporting the development of alternatives to traditional basic skills curriculum.*
  - 6 year cohort of students who are beginning the pipeline at **any level** below degree
  - Same as Remedial Progress Rate in Student Success Scorecard→Completed degree-level

GOAL 1-INCREASE STUDENT ACHIEVEMENT AND SUCCESS

- Pipeline Completion

DISCIPLINE	PERCENT COMPLETING
English (1A)	37.6%
Math (35)	25.5%
Math (Transfer)	14.0%
Reading (83)	29.4%
ESL (55)	28.6%

GOAL 1-INCREASE STUDENT ACHIEVEMENT AND SUCCESS

- *Objective 4: Improve persistence rates by 5% over 5 years (fall-spring; fall-fall).*

  - Fall 11 to Spring 12: 65.5%
    - **Goal: Fall 16 to Spring 17: 68.8%**
  - Fall 11 to Fall 12: 46.5%
    - **Goal: Fall 16 to Fall 17: 48.8%**

GOAL 1-INCREASE STUDENT ACHIEVEMENT AND SUCCESS

- *Objective 5: Increase completion rate of degrees and certificates (18 or more units) over 6 years--SPAR cohort*

Award Type	Completion Rate
Degree or Certificate	**21.1%**
Degree	**19.8%**
Certificate	**5.9%**

GOAL 1-INCREASE STUDENT ACHIEVEMENT AND SUCCESS

- *Objective 6: Increase success and retention rates*
  - 2012-13 Success Rate: 69.5%
  - 2012-13 Retention Rate: 85.1%
- Objective 7: *Increase percentage of students who complete 15 units, 30 units, 60 units-SPAR Cohort*
  - *15 units: 85.1%*
  - *30 units: 66.5%*
  - *60 units: 43.2%*

GOAL 1-INCREASE STUDENT ACHIEVEMENT AND SUCCESS

- *Objective 8: Increase the percentage of students who begin addressing basic skills needs in their first year.*
  - All new students in 2012-13 who tested into at least 1 basic skills course and took one basic skills course during their first year.
  - 50.1% of students began addressing basic skills in their first year

GOAL 1-INCREASE STUDENT ACHIEVEMENT AND SUCCESS

- *Objective 9: Decrease the success gap of students in online courses as compared to face-to-face instruction.*

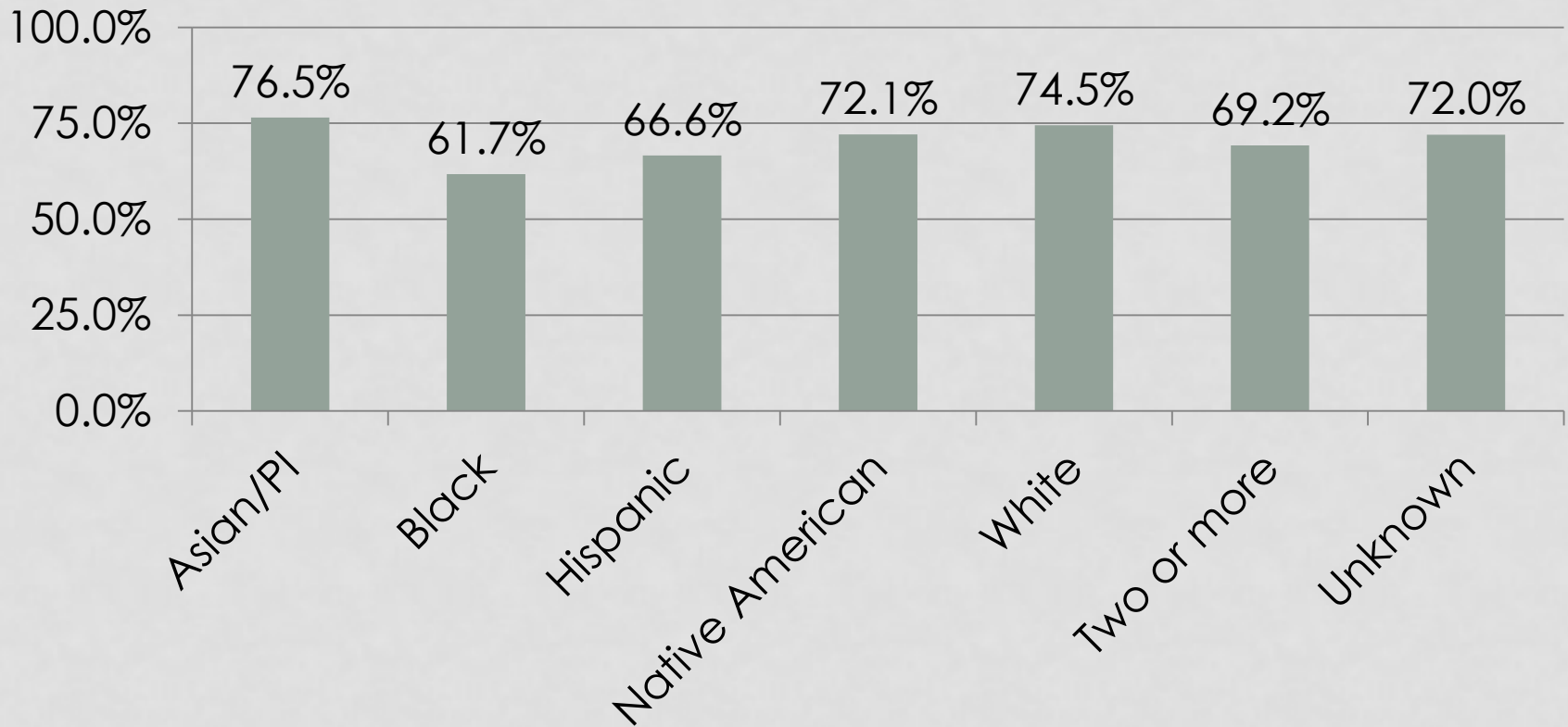FTF Success=   70.5%

Online Success=   61.2%

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Success Gap=   9.3%

GOAL 1-INCREASE STUDENT ACHIEVEMENT AND SUCCESS

- *Objective 10: Increase course completion, certificate and degree completion, and transfer rates of underrepresented students.*
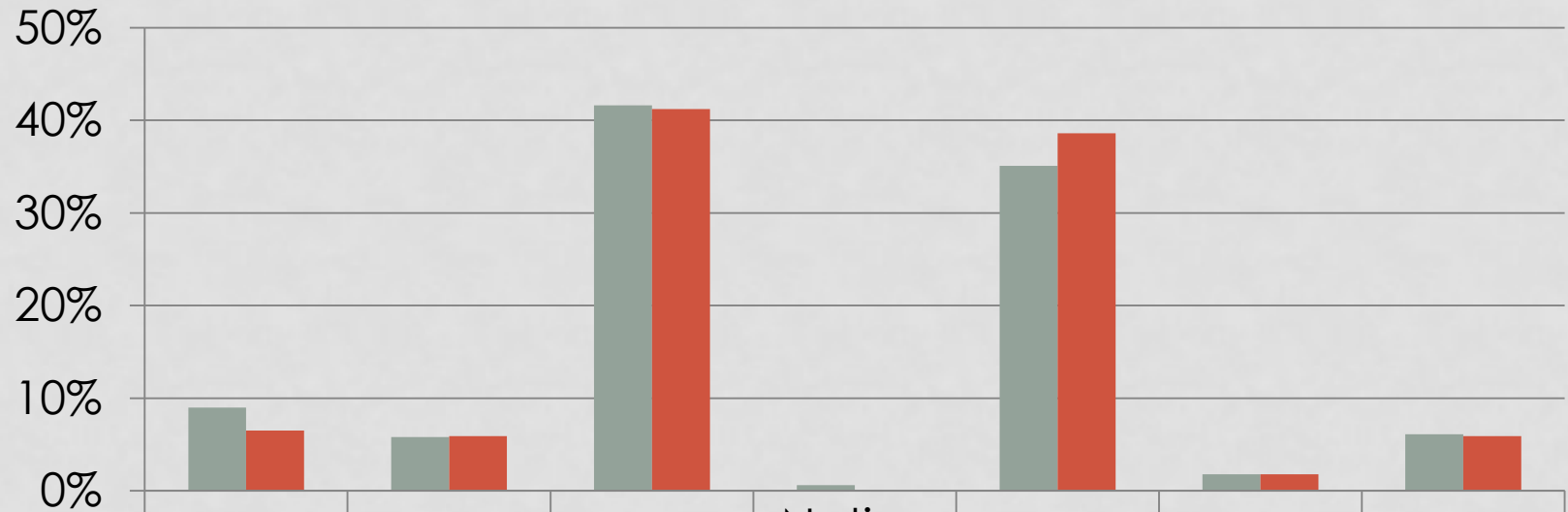
GOAL 1-INCREASE STUDENT ACHIEVEMENT AND SUCCESS

Course Completion (Success)

GOAL 1-INCREASE STUDENT ACHIEVEMENT AND SUCCESS

Degree Completion by Ethnicity

	Asian/PI	Black	Hispanic	Native American	White	Two or more	Unknown
Start %	9.0%	5.8%	41.6%	0.6%	35.1%	1.8%	6.1%
Degree	6.5%	5.9%	41.2%	0.0%	38.6%	1.8%	5.9%

GOAL 1-INCREASE STUDENT ACHIEVEMENT AND SUCCESS

Certificate Completion by Ethnicity
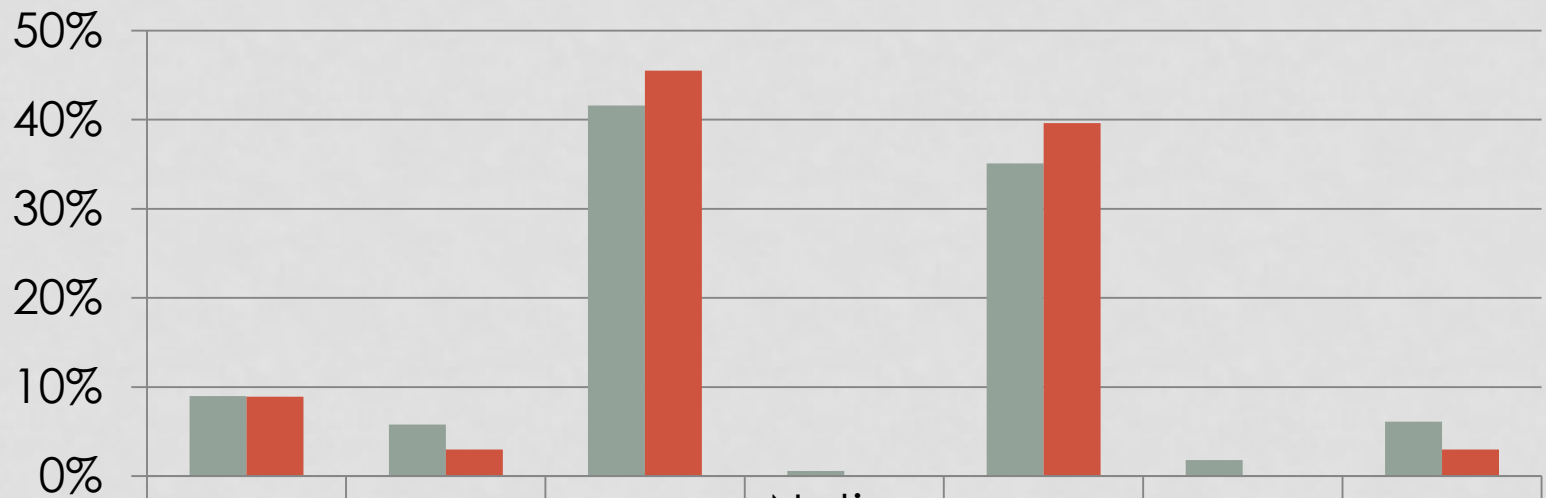
	Asian/PI	Black	Hispanic	Native American	White	Two or more	Unknown
Start %	9.0%	5.8%	41.6%	0.6%	35.1%	1.8%	6.1%
Certificate	8.9%	3.0%	45.5%	0.0%	39.6%	0.0%	3.0%

GOAL 1-INCREASE STUDENT ACHIEVEMENT AND SUCCESS

Transfer Rate by Ethnicity

	Asian/PI	Black	Hispanic	Native American	White	Two or more	Unknown
Start %	9.0%	5.8%	41.6%	0.6%	35.1%	1.8%	6.1%
Transfer	11.2%	7.2%	34.0%	0.0%	36.9%	1.6%	8.7%
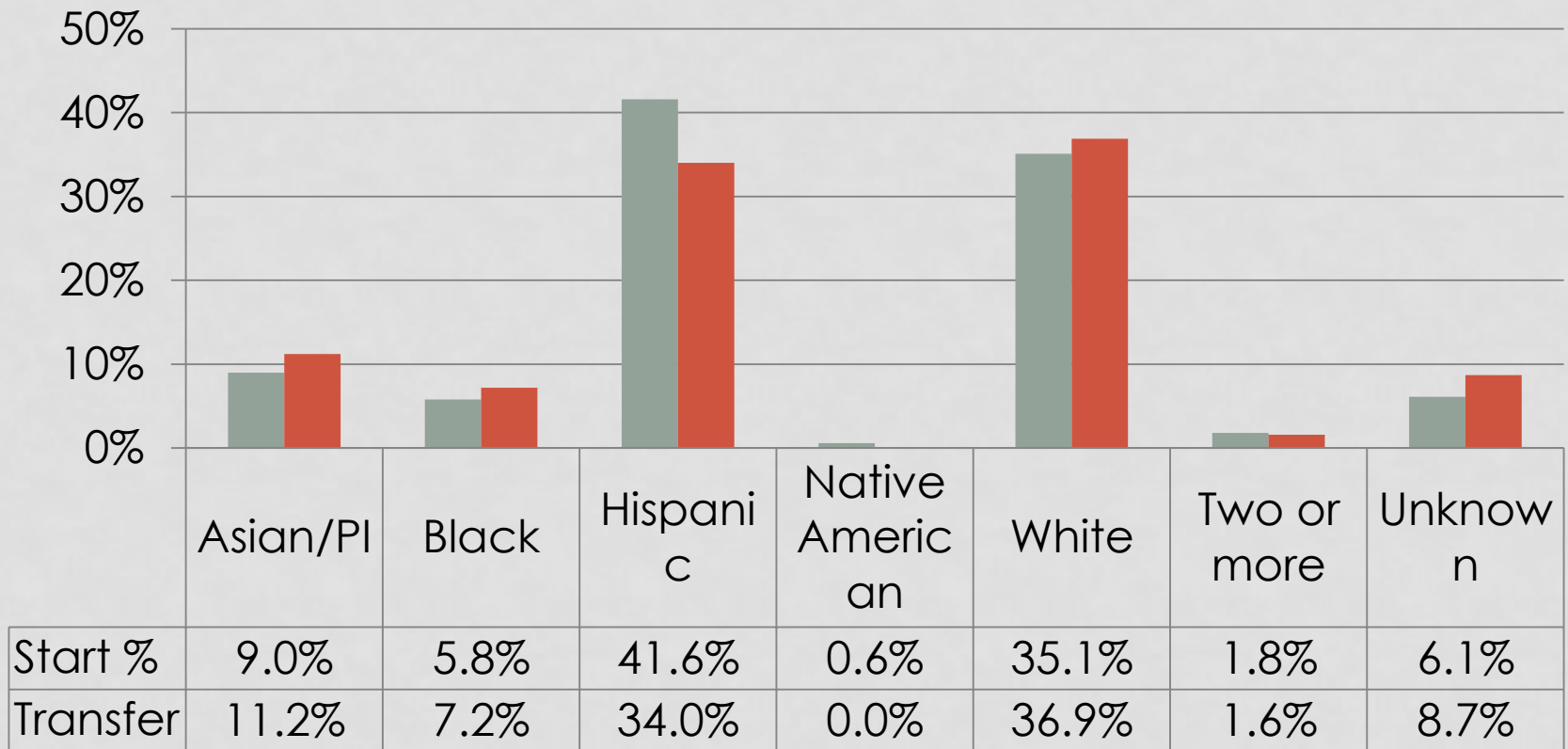
GOAL 2-IMPROVE THE QUALITY OF STUDENT LIFE

Objective 1: Increase Student Engagement

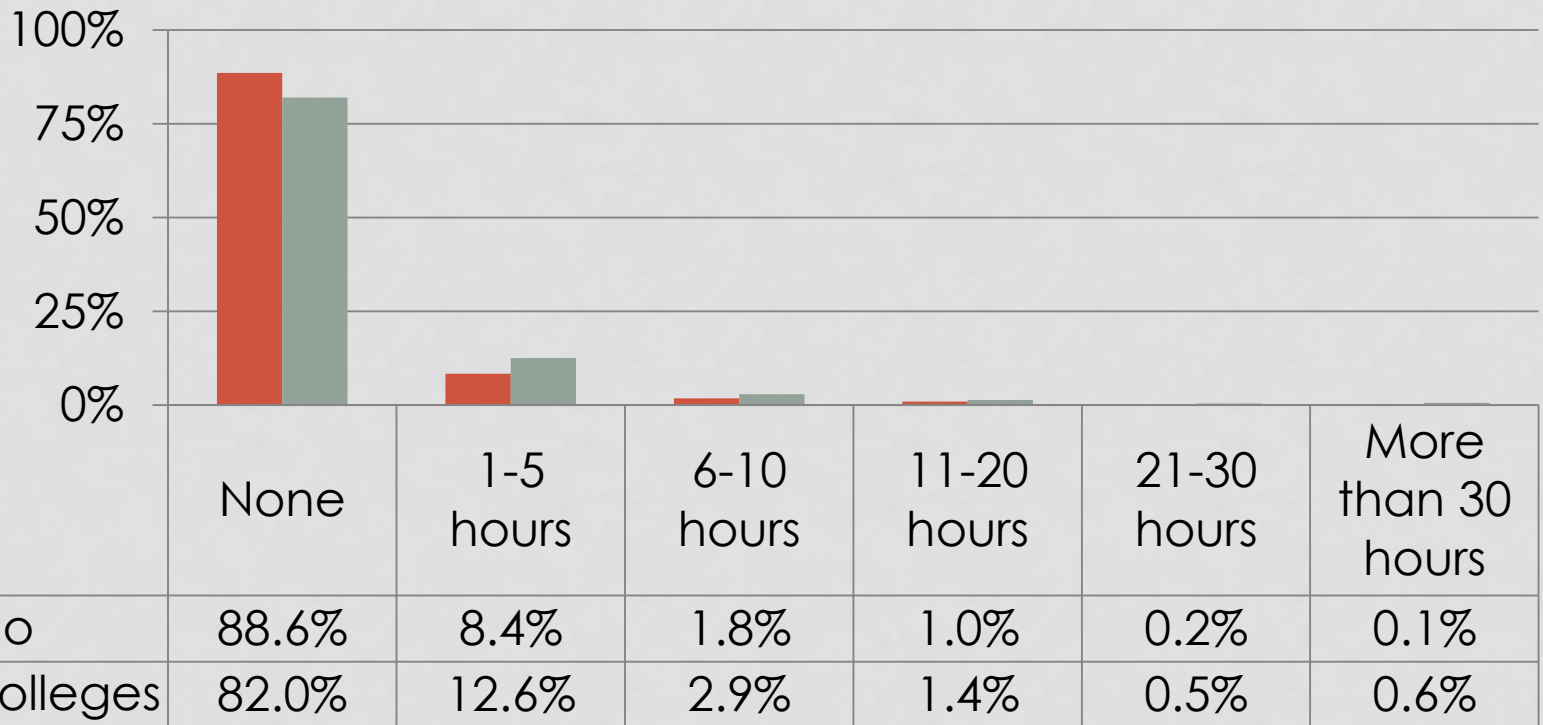|	Act/Coll Learning	Student Effort	Academic Challenge	Stu-Fac Interaction	Support for Learners
2010	51.4	50.2	50.7	49	49.9
2011	47.5	47.9	46.6	43.2	45.9
2013	46.9	45.6	49	44.1	49
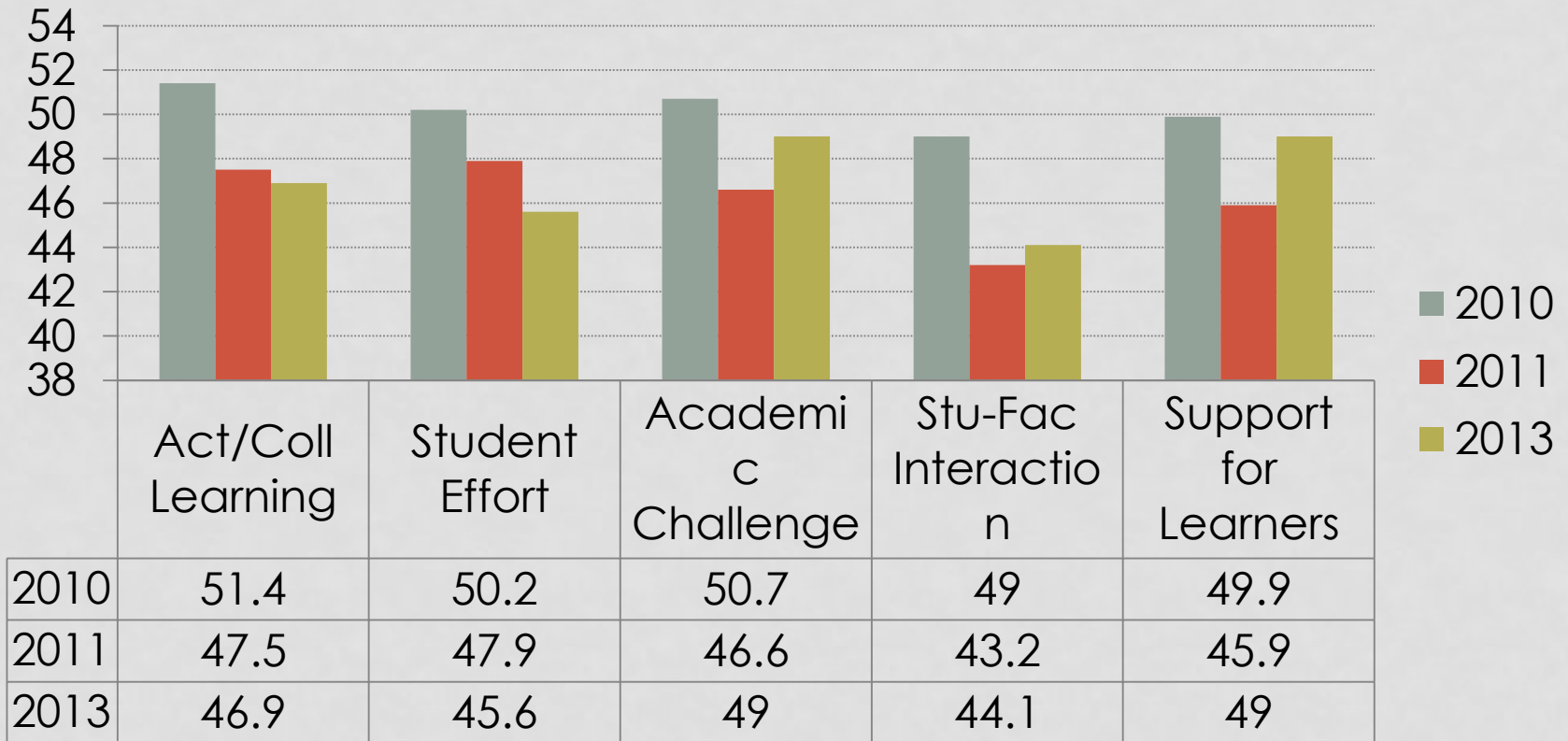
GOAL 2-IMPROVE THE QUALITY OF STUDENT LIFE

- *Objective 2: Increase frequency of student participation in co-curricular activities.*

Frequency of Use-Student Organizations

	Don't know/N.A.	Rarely/Never	Sometimes	Often
Norco	37.7%	47.0%	9.4%	5.9%
Lg Colleges	36.1%	46.5%	12.3%	5.1%
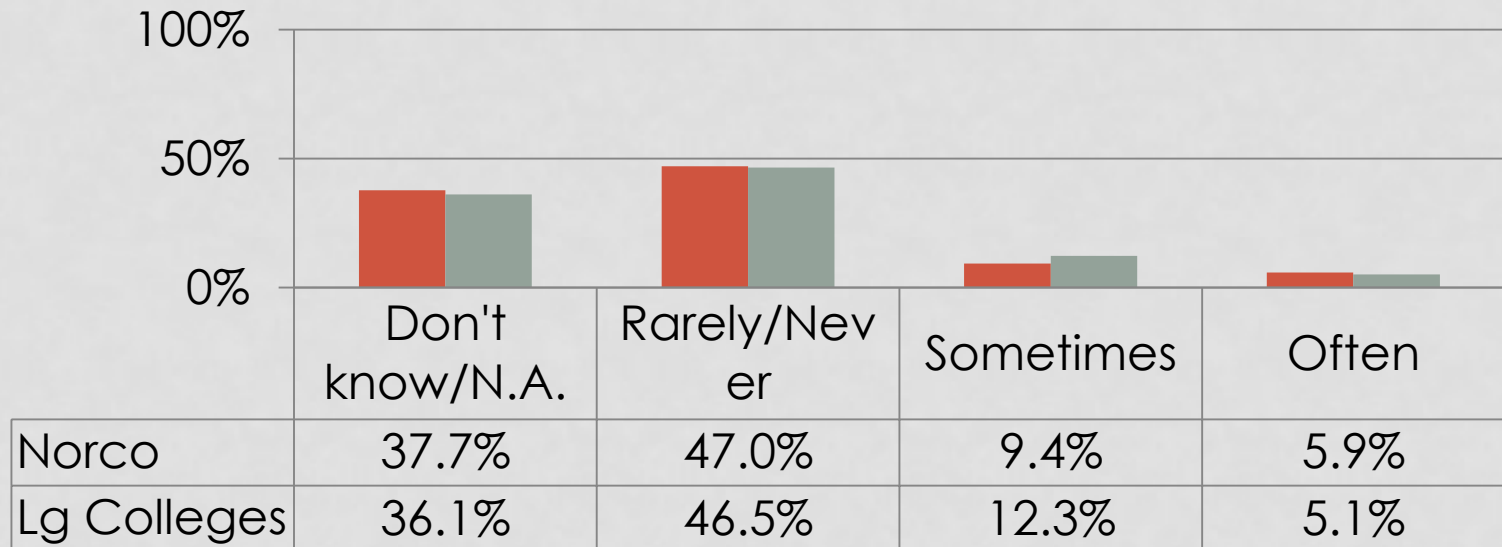
GOAL 2-IMPROVE THE QUALITY OF STUDENT LIFE

Hrs/wk spent participating in college-sponsored activities

	None	1-5 hours	6-10 hours	11-20 hours	21-30 hours	More than 30 hours
Norco	88.6%	8.4%	1.8%	1.0%	0.2%	0.1%
Lg Colleges	82.0%	12.6%	2.9%	1.4%	0.5%	0.6%

GOAL 2-IMPROVE THE QUALITY OF STUDENT LIFE

Objective 3: Increase satisfaction & importance ratings (and awareness-Objective 6) for student support services
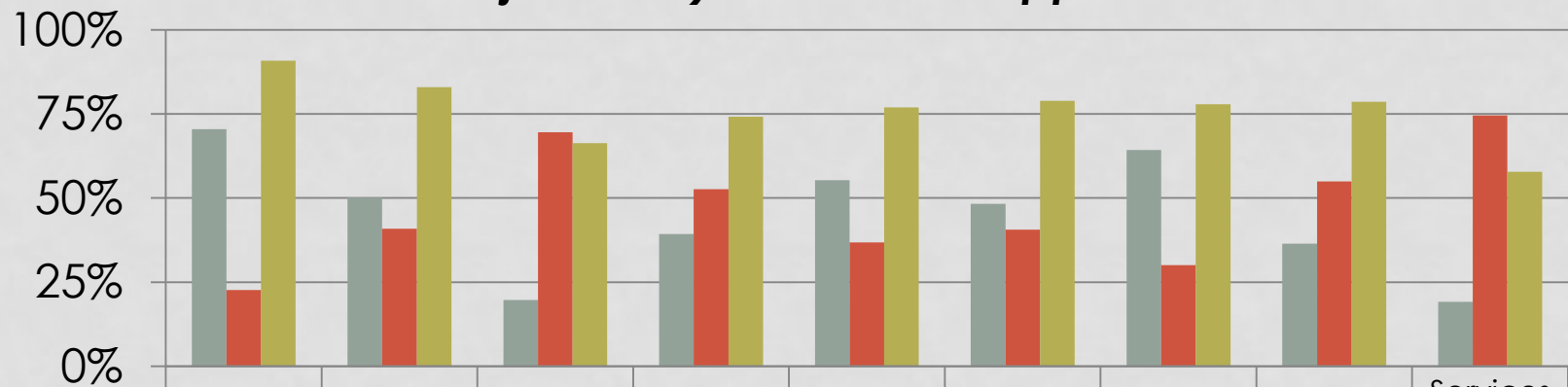
	Academic advising/planning	Career counseling	Job placement assistance	Peer or other tutoring	Skill labs (writing, math, etc.)	Financial aid advising	Computer lab	Transfer credit assistance	Services to students with disabilities
Satisfaction	70.5%	50.1%	19.7%	39.3%	55.3%	48.3%	64.3%	36.4%	19.1%
NA(Satis)	22.7%	40.9%	69.5%	52.6%	36.8%	40.6%	30.1%	54.9%	74.5%
Importance	90.8%	82.9%	66.3%	74.2%	76.9%	78.9%	77.9%	78.6%	57.8%

GOAL 2-IMPROVE THE QUALITY OF STUDENT LIFE

- Objective 4: Increase the percentage of students who consider the college environment to be inclusive.

- Objective 5: Decrease the percentage of students who experience unfair treatment based on diversity-related characteristics.

- Coming Soon!

GOAL 3: INCREASE STUDENT ACCESS

- *Objective 1: Increase percentage of students who declare an educational goal.*
  - 36.4% of students enrolled in 2012-2013 declared an education goal by Spring 2013.
- *Objective 2: Increase percentage of new students who develop an educational plan.*
  - 25.5% (564/2212) of new students in 12-13 developed an SEP in that year

GOAL 3: INCREASE STUDENT ACCESS

- *Objective 3: Increase percentage of continuing students who develop an educational plan*
  - 23.8% (2444/10288) of continuing students in 12-13 developed an SEP in that year
- *Objective 4:* Ensure the distribution of our student population is reflective of the communities we serve.

GOAL 3: INCREASE STUDENT ACCESS

	Norco College		Norco College Surrounding Area	
	Count	Percent	Count	Percent
White	3,552	26.7%	189,472	35.3%
Black	944	7.1%	35,022	6.5%
Hispanic	6,818	51.3%	245,250	45.7%
Native American	41	0.3%	1,971	0.4%
Asian/Pac Is	1,135	8.5%	51,905	9.7%
Other	313	2.4%	1,027	0.2%
Multiracial	487	3.7%	12,329	2.3%
Total	13,290	100.0%	536,976	100.0%

GOAL 3: INCREASE STUDENT ACCESS

- *Objective 5: Reduce scheduling conflicts that negatively impact student completion of degrees and programs.*

	TOTAL # of Petitions
2009-10	39
2010-11	67
2011-12	26
2012-13	18

GOAL 4: CREATE EFFECTIVE COMMUNITY PARTNERSHIPS

Obj	Comm	Description	Baseline
1	GC/SSC	Increase the number of students who participate in summer bridge programs or boot camps.	
2	APC	Increase the number of industry partners who participate in industry advisory council activities.	
3	ASNC	Increase the number of dollars available through scholarships for Norco College students.	
4	ASNC/APC	Increase institutional awareness of partnerships, internships, and job opportunities established with business and industry.	
5	NC-JFK WKGRP	Continue the success of Kennedy Partnership (percent of students 2.5 GPA+, number of students in co-curricular activities, number of students who are able to access courses; number of college units taken).	
6	Pres Cab	Increase community partnerships.	
7	Pres Cab	Increase institutional awareness of community partnerships.	
8	GC	Increase external funding sources which support college programs and initiatives.	

GOAL 5: STRENGTHENING STUDENT LEARNING

Obj	Comm	Description	Baseline
1	PRC/SSPC	100% of units (disciplines, Student Support Service areas, administrative units) will conduct systematic program reviews.	
2	NAC/SSPC	Increase the percentage of student learning and service area outcomes assessments that utilize authentic methods.	
3	NAC/SSPC	Increase the percentage of programs that conduct program level outcomes assessment that closes the loop.	
4	NAC/DE	Increase assessment of student learning in online courses to ensure that it is consistent with student learning in face-to-face courses.	
5	PDC/TC	Increase the number of faculty development workshops focusing on pedagogy each academic year.	

GOAL 6: DEMONSTRATE EFFECTIVE PLANNING PROCESSES

Obj	Comm	Description	Baseline
1	APC/ISPC	Increase the use of data to enhance effective enrollment management strategies.	
2	ISPC	Systematically assess the effectiveness of strategic planning committees and councils.	
3	APC/BFPC/ISPC/SSPC	Ensure that resource allocation is tied to planning.	
4	TC	Institutionalize the current Technology Plan.	
5	BFPC	Revise the Facilities Master Plan.	

GOAL 7: STRENGTHEN OUR COMMITMENT TO OUR EMPLOYEES

Obj	Comm	Description	Baseline
1	PDC/TC	Provide professional development activities for all employees.	
2	Legacy	Increase the percentage of employees who consider the college environment to be inclusive.	
3	Legacy	Decrease the percentage of employees who experience unfair treatment based on diversity-related characteristics.	
4	Legacy/ LAC	Increase participation in events and celebrations related to inclusiveness.	
5	Safety	Implement programs that support the safety, health, and wellness of our college community.	