Educational Planning Committee
Academic Year 2015-2016

1. EMP Recommendation and Objective (Include narrative from 2015-2018 strategic plan)

EMP Recommendation Student Success 3: Develop, implement, and evaluate a plan for systematically tracking the progress and success of students, with particular attention to students in the general-education, career-technical-education, and basic-skills pathways. Then develop, implement, and evaluate strategies for the use of that information to support effective instruction and improve student success. Ensure that evaluation results feed into the program review cycle.

Objective SS3.1: Institutional/programmatic decisions reflect sound data and analysis of factors impacting student success.

2. What actions have been taken toward achieving the objective? Please describe (reference action steps when relevant).

   Action Step 1.1: Track trends in indicators for feedback on progress
   - All strategic plan performance indicators are tracked and reported as part of annual progress monitoring by EPC. http://www.marin.edu/sharedgov/committee/EPC/agenda-minutes.html
   - A variety of progress and outcomes measures are routinely tracked and disseminated via the online Fact Book http://www.marin.edu/com/PRIE/factbook/index.html such as student success and retention rates (disaggregated by division, course type and student race/ethnicity), persistence to next term (by student race/ethnicity), progression from pre-college to college level courses, degrees awarded, and number of transfers to four-year institutions.
   - Student Success Scorecard metrics are tracked and disseminated via the PRIE website and to the Board of Trustees. 2015 report is at: https://www.marin.edu/WORD-PPT/Studentsuccessscorecard-2015.pdf The 2016 report will be available in April.

   Action Step 1.2: Research and analyze factors contributing to or detracting from indicator success for identified groups and evaluate current and potential interventions.

   Numerous research studies and analyses focused on COM's student success and equity have been conducted, disseminated to relevant campus groups and the campus at large. Many are posted on the Planning, Research & Institutional Effectiveness (PRIE) department's Research and Analysis web page: http://www.marin.edu/com/PRIE/research/current-reports.html Examples include:
   - A cluster analysis entitled A Different Way to Look at Students Groups and Their Success
   - A descriptive and regression analysis entitled Student Performance in Accelerated Versus Regular English
   - Descriptive analysis entitled First Term and First Year Crucial to Student Success
   - Student Equity Metrics Summary
   - High Failure Rate Courses
   - Repeated Course Enrollment
   - Course Attrition
   - Developmental to College-Level: When Do Students Move Up?
   - New Student Orientation
   - Summer Bridge program's Effect on Student Progress
   - COM employees preparedness to address student equity and EEO/Diversity

Community College Survey of Student Engagement data were used in developing a new transportation program for COM students with Marin Transit, and to set a strategic plan objective and performance indicator to decrease the percentage of students who register late for classes. High failure rate courses data were used in eliminating a hybrid DE/face-to-face ENGL120 section and an analysis of Math course attrition and failure were considered in retaining some courses. An analysis of Student Success Scorecard data suggested that course prerequisites did not exist or were not being enforced several years ago but do exist and are being enforced in recent years. An analysis of concurrently enrolled high school students resulted in a strategic plan objective and improvement target to increase this student population. (See strategic plan.)

Action Step 1.3: Advance strategies for utilizing data and research findings in major decisions.

In addition to the examples of use of data and research shown in Action Step 1.2, a variety of data have been used to evaluate and improve COM's Participatory Governance System, including meetings' attendance, overall number of seats by constituency and vacancies, estimated hours required to carry out the work of all committees and survey data. Also see attached President-approved Recommendations for change based on these data, Governance Review Council and external reviewer recommendations.

Information Technology needs of COM managers and staff were determined based on a survey and managers' discussions with their staff. Existing and potential training options were tested and rated by members of the Institutional Data Team (IDT) and recommendations from the IDT and IDT Managers were approved by the President's Cabinet for implementation. Implementation is in progress. See attached memo to President and Cabinet.

Strategies:
- Sharing data, research, and planning with relevant committees, Deans, President's Cabinet, and posting online and notifying via COMAll
- Increasing visibility of strategic plan (brochure, posters, online), college data (new Fast Facts brochure, high school data to high school principals) and targeted research among COM internal constituencies and external community
- Utilizing quantitative baselines and performance indicators in strategic, student equity and EEO plans
- Data dashboard available to all COM employees, providing training and encouraging use for program review
- Near future strategies include collaborating with faculty and managers to evaluate high-priority initiatives and potentially creating or modifying committee of managers, faculty and staff focused on student success initiatives which would foster ongoing, iterative evidence-based discussions of COM policies and practices that influence student success.

3. Are you on track to achieve this objective? What evidence supports your judgment of progress made toward this objective?

Yes. Action steps information provided above and the following performance indicator.
Performance Indicator SS3.1: Review of evidence indicating major student success related decisions are based on data and research.

4. Have you achieved this objective?   Yes_x____   No_____   If not, why not? Objective is achieved, but will expand and deepen over time as our culture of evidence-based planning and decision making evolves. Therefore, progress will be reported in each year of this 3-year strategic plan.