Shared Vision for Student Success

Presentation to College Planning Council

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Retreats

September 14 – Strategic Planning/Main Campus

November 2 – Operational Planning/Main Campus

Forums

February 5 – Main Campus

February 7 – King City Education Center

February 12 – Main Campus

February 27 – Alisal Campus

Special Meetings to Consider 5-Year Targets for Metrics

October 23 – Main Campus/Internal Leaders

October 30 – Main Campus/Internal Leaders

March 1 – Main Campus/External Stakeholders

March 13 – Main Campus/Internal Stakeholders

Adoption of Shared Vision for Student Success

Executive Cabinet – April 9 discussion

Associated Students – April 18 presentation and approval

Academic Senate – April 9 presentation/first reading, April 23 for approval

CSEA – March 22 discussion, April 26 approval

College Planning Council – April 17 presentation/first reading, May 1 for approval

Governing Board – April 16 presentation/first reading, May 7 for adoption

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Institutional Vision, Mission & Values

Salinas Valley/Community Needs

National educational trends

State Legislation – new *student centered funding formula* and other student success oriented legislation

Chancellor's Office mandates and initiatives, including alignment of local goal-setting with the Chancellor's Office *Vision for Success*

Governing Board's established goals for student success

Vision

Hartnell College students will be prepared to contribute as leaders to the intellectual, social, cultural, and economic vitality of our communities and the world.

Mission

Focusing on the education and workforce development needs of communities in the Salinas Valley, Hartnell College strengthens communities by providing opportunities for students to reach career and/or academic goals (associate degrees, certificates of achievement, transfer to four-year institutions) in an environment committed to student learning, achievement and success.

Hartnell Values

Students First: We believe the first question that should be asked when making decisions is "What impact will the decision have on student access, learning, development, achievement, leadership and success?"

Academic and Service Excellence: We commit to excellence in teaching and student services that develop the intellectual, personal, and social competence of every student.

Diversity, Equity, and Inclusion: We embrace and celebrate differences and uniqueness among all students and employees. We welcome students and employees of all backgrounds.

Ethics and Integrity: We commit to respect, civility, honesty, responsibility, and transparency in all actions and communications.

Alliances: We develop strategic relationships within the college and community, locally and globally, that allow us to grow our knowledge, expand our reach, and strengthen our impact on those we serve.

Hartnell Values

Leadership and Empowerment: We commit to growing leaders through opportunity, engagement, and achievement.

Innovation: Through collaboration, we seek and create new tools, techniques, programs, and processes that improve student learning, student achievement, and institutional effectiveness.

Stewardship of Resources: We commit to effective utilization of human, physical, financial, and technological resources.

Health, Safety, and Security: We commit to providing for the health, safety, and security of all students, employees, and visitors.

Fall 2015

Development of Time Line for Strategic Planning Process

Fall 2016

Continuation of Research and Environmental Scanning through Summer 2018

Fall 2017

Convening of Strategic Planning Committee

Formal Kick-Off of Strategic Planning Process

Establishing Core Outcomes/Metrics by Governing Board

Review of Mission/Vision/Values

Fall 2018

Development of Strategic Plan

Spring 2019

Approval of Strategic Plan 2019-2024

Launching of Strategic Plan 2019-2024

Key Environmental Scans: Fall 2015 –Summer 2018
Economic Impact Study
Current & Prospective Student Research
Organizational Climate Survey
Environmental Scanning & Program Gap Analysis
Review & Incorporation of External Research
Labor Market Study with Emphasis on 3 Flagship Programs
SENSE Survey
CCSSE Survey

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SWOT Analysis developed and compiled from:

- National and statewide information scans

- CA state legislation

- CA community college system information

- Regional, county, and Salinas Valley trends and information

- Demographic and success data on students and prospective students

- Hartnell College information

- Key results from wide spectrum of research studies

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Goal 1: Increase Student Completion

Goal 2: Increase Student Completion Efficiency

Goal 3: Increase Student Transfer to 4-Year Institutions

Goal 4: Improve Student Employment Subsequent to Training or Completion

Transfer

Noteworthy Achievements &

Employment

Culminating in Completion

Students

Advancement of

THE

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Goals and metrics are aligned with the Chancellor's Office's

Vision for Success

Data for many metrics are taken directly from system-wide sources. The primary source is the Student Success Metrics dashboard from the Chancellor's Office:

https://www.calpassplus.org/LaunchBoard/Student-Success-Metrics

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Goal 1: Increase Student Completion

Metrics:

1a. Certificates Awarded

1b. Degrees Awarded

1c. Graduation Rate

Goal 2: Increase Student Completion Efficiency

Metrics:

2a. Time to Degree

2b. Units Earned per Degree

Goal 3: Increase Student Transfer to 4-Year Institutions

Metrics:

3a. ADT Degrees Awarded

3b. Transfers to UC and CSU Systems

3c. Transfers to Other Systems

Goal 4: Improve Student Employment Subsequent to Training or Completion

Metrics:

4a. Employment Rate

4b. Earnings

4c. CTE Students Employed in Field of Study

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Total number of Chancellor's Office approved credit certificates completed

Actual – AY 2017-18   735 certificates

Targets – AY 2023-24

Aspirational Goal   1,242 certificates

Attainable Goal   955 certificates

Minimum Expectation   860 certificates

Total number of associate degrees completed

Actual – AY 2017-18	563 degrees

Targets – AY 2023-24

Aspirational Goal	967 degrees
Attainable Goal	744 degrees
Minimum Expectation	669 degrees

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Percentage of full-time, first time students who complete their program within 150 percent of normal time to completion

Actual – AY 2017-18   31 percent

Targets – AY 2023-24
Aspirational Goal   54 percent
Attainable Goal   42 percent
Minimum Expectation   38 percent

Among all students who earned a degree, the median number of years from first enrollment in a credit course at Hartnell until degree completion

Actual – AY 2017-18   3.9 years

Targets – AY 2023-24
Aspirational Goal   3.2 years
Attainable Goal   3.5 years
Minimum Expectation   3.6 years

Among all students who earned an associate degree, the average number of units earned in CA community system for students who had taken 60 units or more at Hartnell

Actual – AY 2017-18	90.0 units
Targets – AY 2023-24	
Aspirational Goal	70.2 units
Attainable Goal	75.9 units
Minimum Expectation	77.8 units

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Total number of graduates who earned an associate degree for transfer

Actual – AY 2017-18   483 degrees

Targets – AY 2023-24

Aspirational Goal   760 degrees

Attainable Goal   585 degrees

Minimum Expectation   526 degrees

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Total number of students who transferred to UCs and CSUs for students who completed 12 units or more at Hartnell

Actual – AY 2016-17   677 transfers

Targets – AY 2023-24
Aspirational Goal   1,019 transfers
Attainable Goal   784 transfers
Minimum Expectation   705 transfers

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Students who transferred to a private college in-state or an out-of-state 4-year institution

Actual – AY 2016-17   200 transfers

Targets – AY 2023-24

Aspirational Goal   338 transfers

Attainable Goal   260 transfers

Minimum Expectation   234 transfers

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The percentage of students who were unemployed in the first quarter before their enrollment that secured employment by the second fiscal quarter after exiting college

Actual – AY 2016-17   58 percent

Targets – AY 2023-24
Aspirational Goal   70 percent
Attainable Goal   64 percent
Minimum Expectation   57 percent

The sum of median earnings for the four quarters immediately following the academic year of exit, for students who did not transfer to a 4-year institution.

Actual – AY 2016-17 $49,112

Targets – AY 2023-24
Aspirational Goal $52,792
Attainable Goal $47,993
Minimum Expectation $43,193

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Students who responded to the CTE Outcomes Survey as having a job very closely or closely related to their field of study that did not transfer to a 4-year postsecondary institution.

Actual – AY 2016-17	**70.6 percent**

Targets – AY 2023-24

Aspirational Goal	86.6 percent
Attainable Goal	78.7 percent
Minimum Expectation	70.8 percent