2020-23 Strategic Plan Annual Progress Report

INSTITUTIONAL RESEARCH & PLANNING
AUGUST 15, 2022

2020-23 Strategic Plan Roadmap

January 2020
Board of Trustees approved
2020-2023 Strategic Plan

Fall 2019
2020-2023 El Camino College Strategic Plan
reviewed through collegial consultation

November 2021
Progress Report on Strategic
Plan, using ECC Local Vision Goals

August 2022
Progress Report on Strategic
Plan, using ECC Local Vision Goals

Summer 2023
- Last report on 2020-23
Strategic Plan (start new plan)
- Last report using local vision
goals (2017-2022 system-wide
Vision for Success)

2020-23 Local Vision Goals

Increase Completion

1A. Increase students who earn a degree by 20%

1B. Increase students who earn a certificate by 20%

1C. Increase students who earn a degree or certificate by 20%

Increase Transfer

2A. Increase students who earn an associate degree for transfer by 35%

2B. Increase students who transfer to a UC or CSU by 35%

Decrease Units Earned

3A. Decrease by 10% average number of units degree earners accumulate

Increase Workforce

4A. Increase median annual earnings by 30%

4B. Increase students who attained the living wage by 39%

4C. Increase career education students with a job closely related to field of study by 10%

Decrease Equity Gap

Decrease 40% in achievement gaps across Goals 1-4

Leading Indicators

Measures that allow tracking institutional goals and provide information about students' progress (more actionable)

1. Two-term Retention
2. Average Number of Degree Applicable Units
3. Transfer-level English and Math Completion
4. 30+ Units
5. Course Withdrawal
6. Employable Skill Attainment
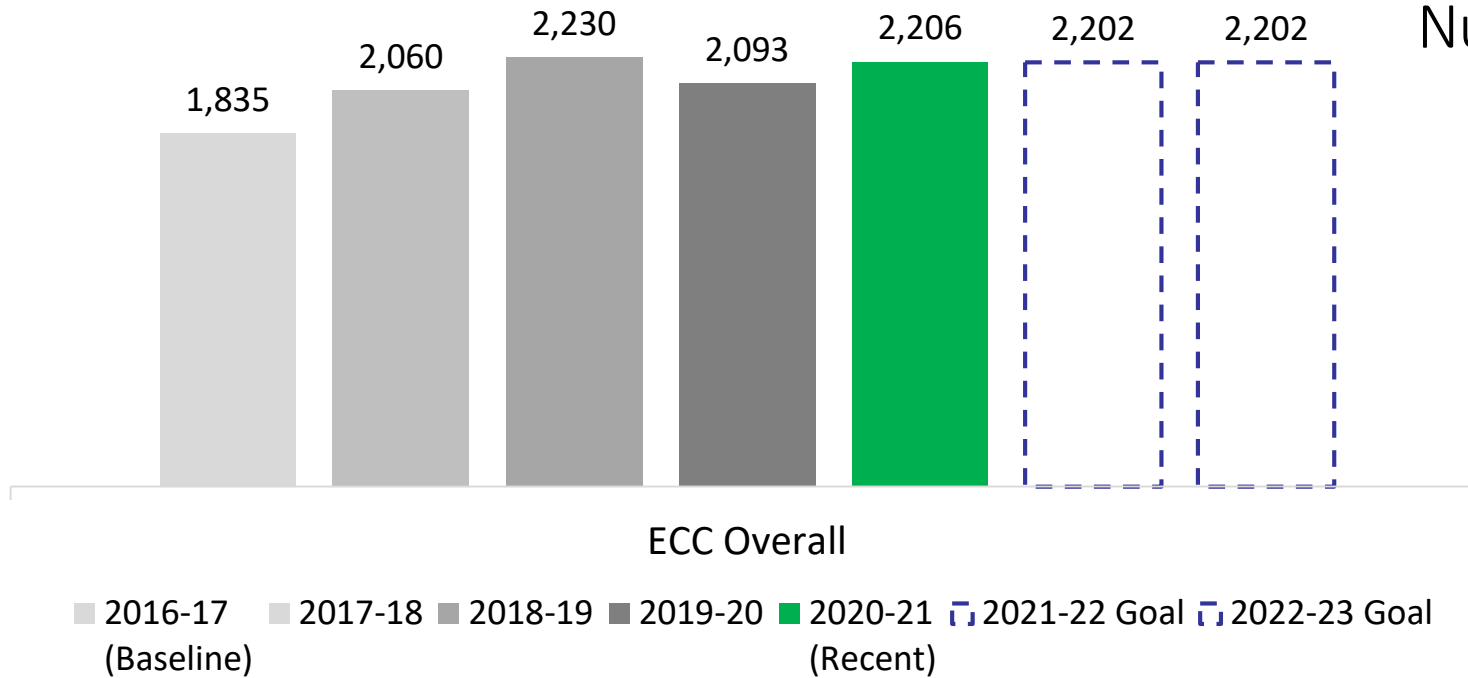
Lagging Indicators

Measures that allow tracking institutional goals and provide information at the end of students' educational path (less actionable)

1. Degree Completion
2. Certificate Completion
3. Transfers to CSU or UC
4. Unit Accumulation
5. Annual Earnings
6. Living Wage Attainment
7. Job in Field of Study

Lagging Indicators

Degree Completion Overall
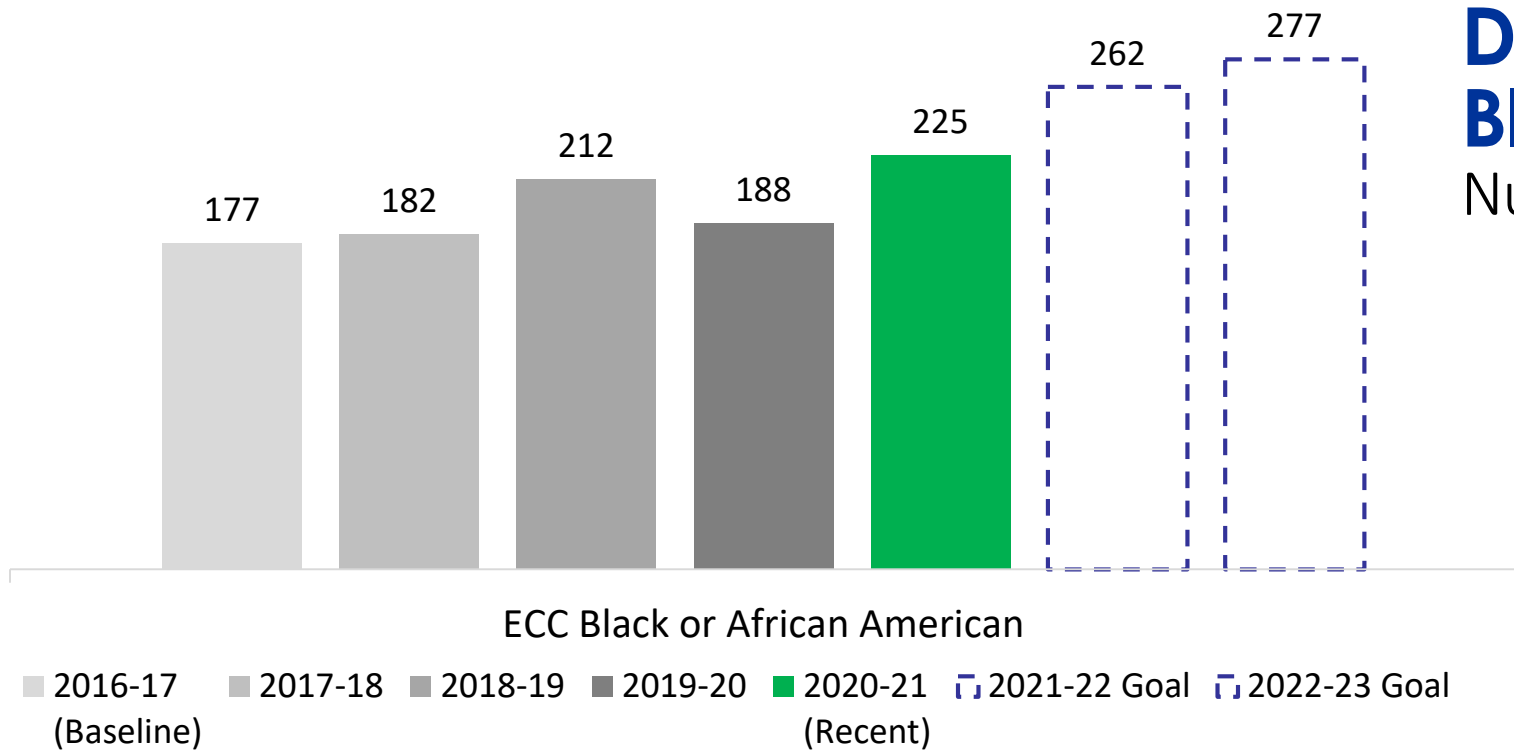## Number of students earning a degree

2,206 students earned a degree

1,835   2,060   2,230   2,093   2,206   2,202   2,202

ECC Overall

- 2016-17 (Baseline)
- 2017-18
- 2018-19
- 2019-20
- 2020-21 (Recent)
- 2021-22 Goal
- 2022-23 Goal

*In 2020-21, **2,206 students earned a degree surpassing the goal** for the next two years (2,202)*

2020-21

8%   7%

ECC Overall   LA Microregion Overall

Comparison to LA Microregion Community Colleges
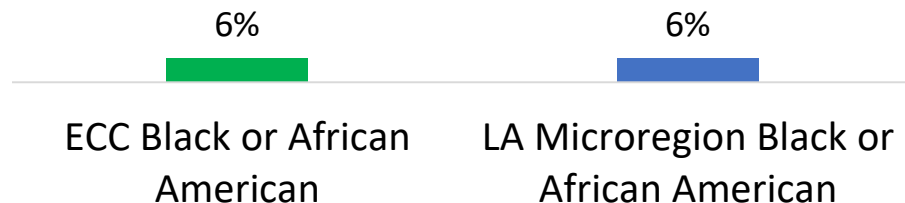*In 2020-21, **1% more of ECC students earned a degree** compared to their counterparts in the LA Microregion*

Degree Completion
Black/African American
Number of students earning a degree

ECC Black or African American

Legend: 2016-17 (Baseline) · 2017-18 · 2018-19 · 2019-20 · 2020-21 (Recent) · 2021-22 Goal · 2022-23 Goal

Bar values: 177, 182, 212, 188, 225, 262, 277

2020-21

ECC Black or African American: 6%
LA Microregion Black or African American: 6%

*In 2020-21, **225 Black/African American students earned a degree, a 20% increase** from the previous year (37 more students)*
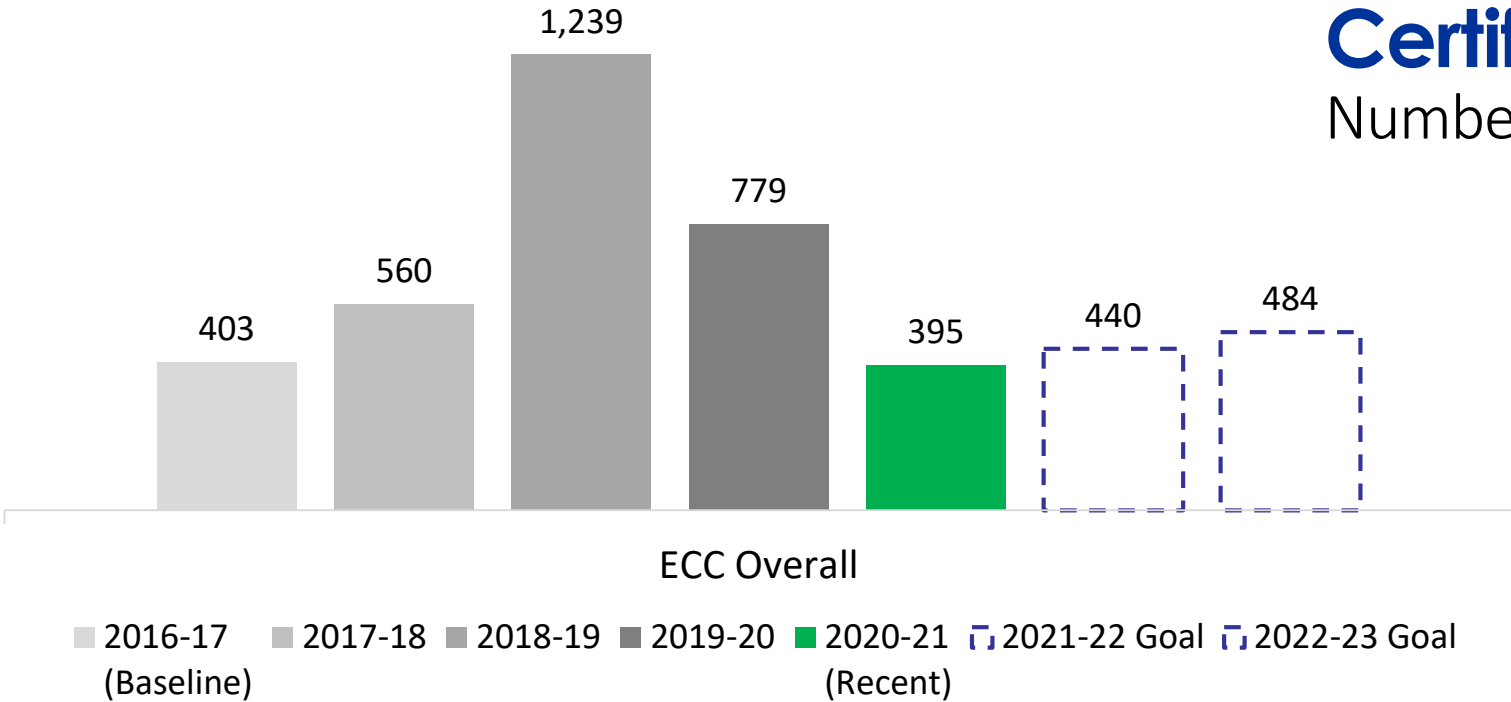
Comparison to LA Microregion Community Colleges
*In 2020-21, **the percent of Black/African American students who earned a degree was the same** in ECC and the LA Microregion*

Certificate Completion Overall
Number of students earning a certificate

ECC Overall

- 2016-17 (Baseline): 403
- 2017-18: 560
- 2018-19: 1,239
- 2019-20: 779
- 2020-21 (Recent): 395
- 2021-22 Goal: 440
- 2022-23 Goal: 484

*In 2020-21, **395 students earned a certificate, a 49% decrease** compared to the previous year*

2020-21
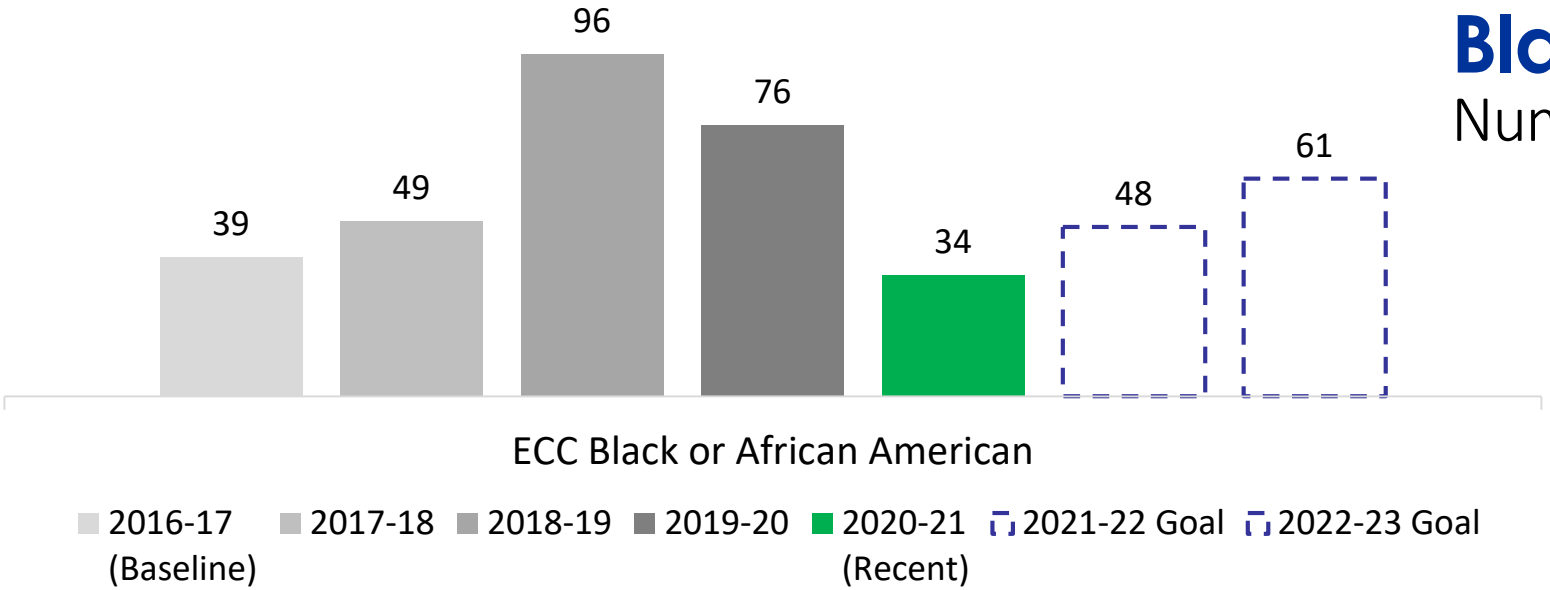

- ECC Overall: 1%
- LA Microregion Overall: 5%

Comparison to LA Microregion Community Colleges
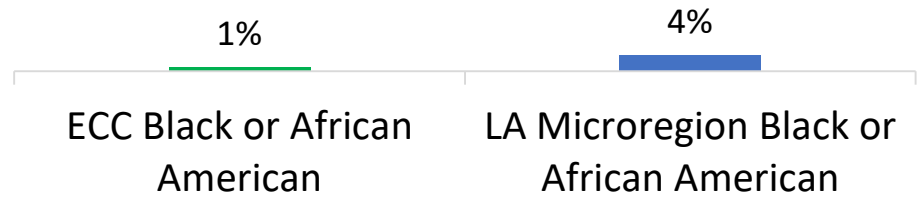*In 2020-21, **4% less ECC students earned a certificate** compared to their counterparts in the LA Microregion*

Certificate Completion Black/African American
Number of students earning a certificate

ECC Black or African American

- 2016-17 (Baseline): 39
- 2017-18: 49
- 2018-19: 96
- 2019-20: 76
- 2020-21 (Recent): 34
- 2021-22 Goal: 48
- 2022-23 Goal: 61

In 2020-21, **34 Black/African American students earned a certificate, a 55% decrease** *compared to the previous year*

2020-21

ECC Black or African American: 1%
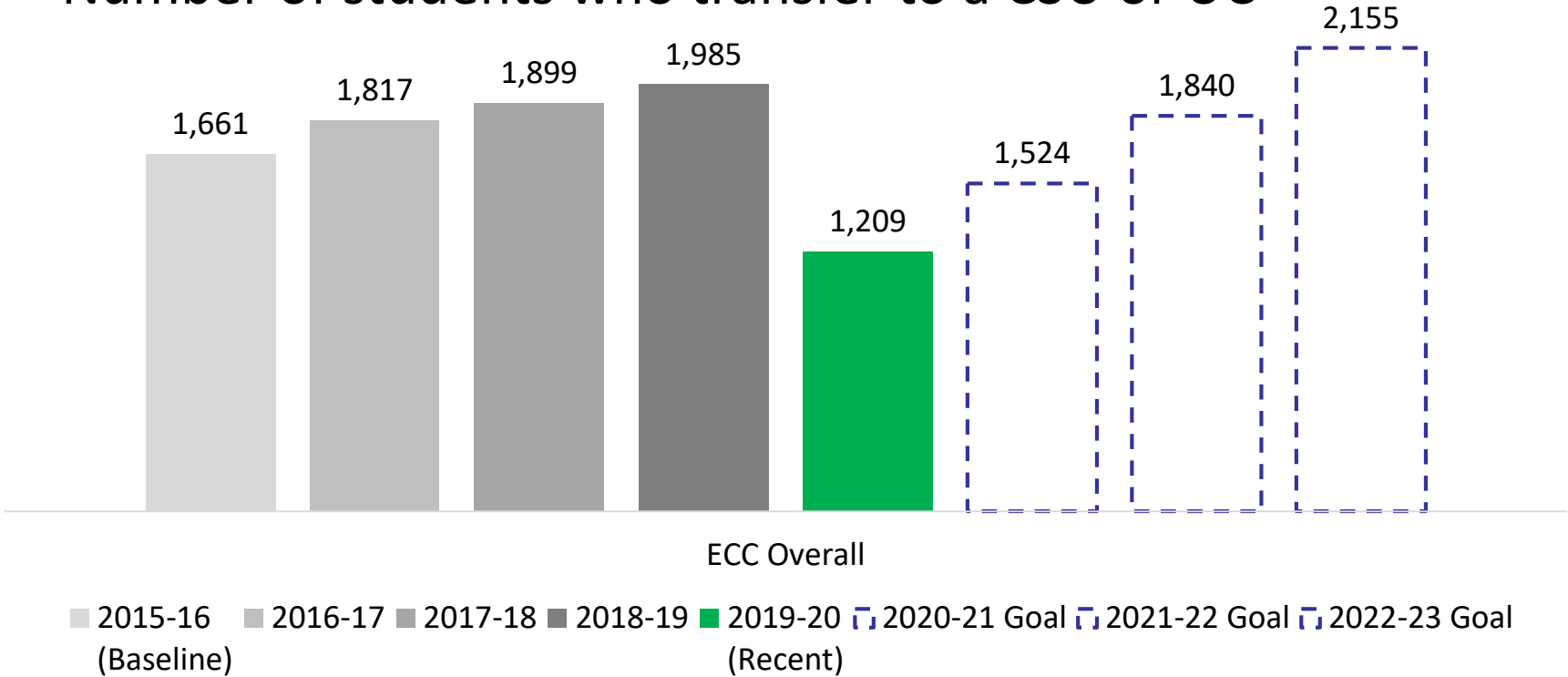
LA Microregion Black or African American: 4%

Comparison to LA Microregion Community Colleges
In 2020-21, **3% less ECC Black/African American students earned a certificate**, *compared to their counterparts in the LA Microregion*

Transfers to CSU or UC Overall

Number of students who transfer to a CSU or UC

Bar chart values:
- 2015-16 (Baseline): 1,661
- 2016-17: 1,817
- 2017-18: 1,899
- 2018-19: 1,985
- 2019-20 (Recent): 1,209
- 2020-21 Goal: 1,524
- 2021-22 Goal: 1,840
- 2022-23 Goal: 2,155

ECC Overall

Legend: ■ 2015-16 (Baseline) ■ 2016-17 ■ 2017-18 ■ 2018-19 ■ 2019-20 (Recent) ⊐ 2020-21 Goal ⊐ 2021-22 Goal ⊐ 2022-23 Goal

*In 2019-20, **1,209 students transferred to a CSU or UC, a 39% decrease** compared to the previous year*

2019-20

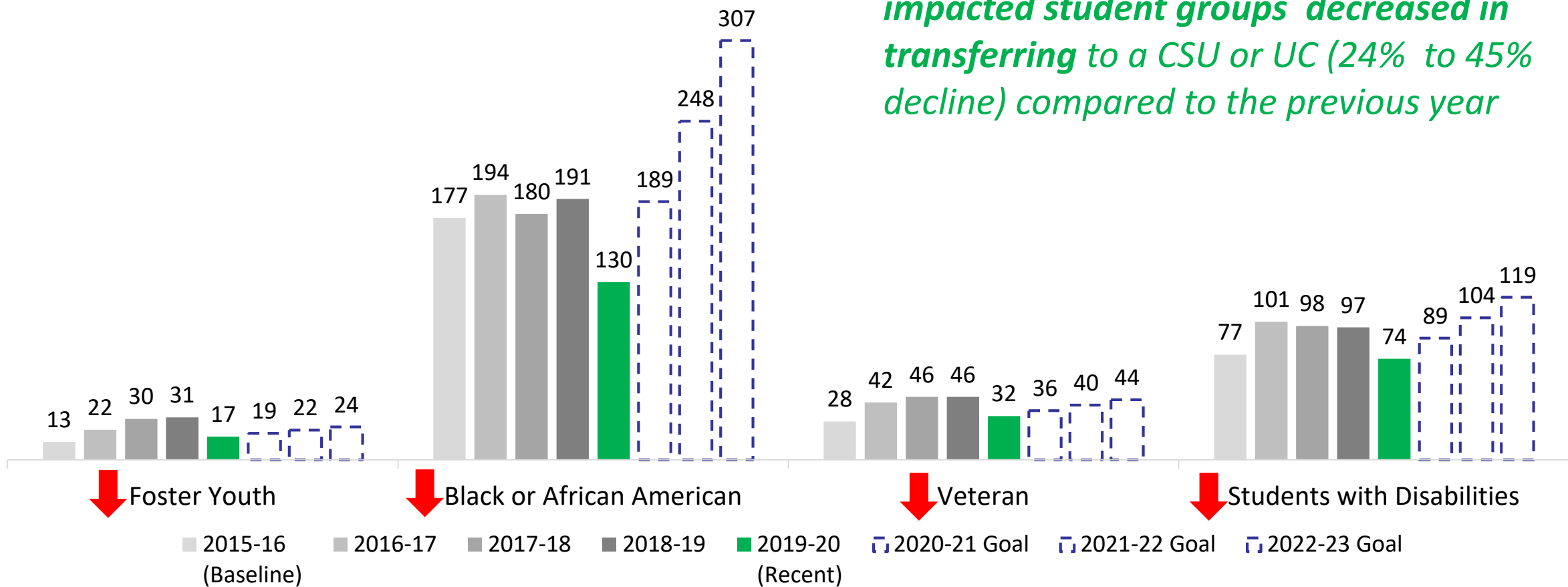- ECC Overall: 16%
- LA Microregion Overall: 18%

Comparison to LA Microregion Community Colleges
*In 2019-20, **2% less ECC students transferred** to a CSU or UC compared to their counterparts in the LA Microregion*

Transfers to CSU or UC Disproportionally Impacted Student Groups

Number of students who transfer to a CSU or UC

*In 2019-20, **all disproportionally impacted student groups decreased in transferring** to a CSU or UC (24% to 45% decline) compared to the previous year*

Legend:
- 2015-16 (Baseline)
- 2016-17
- 2017-18
- 2018-19
- 2019-20 (Recent)
- 2020-21 Goal
- 2021-22 Goal
- 2022-23 Goal

Foster Youth: 13, 22, 30, 31, 17, 19, 22, 24

Black or African American: 177, 194, 180, 191, 130, 189, 248, 307

Veteran: 28, 42, 46, 46, 32, 36, 40, 44

Students with Disabilities: 77, 101, 98, 97, 74, 89, 104, 119

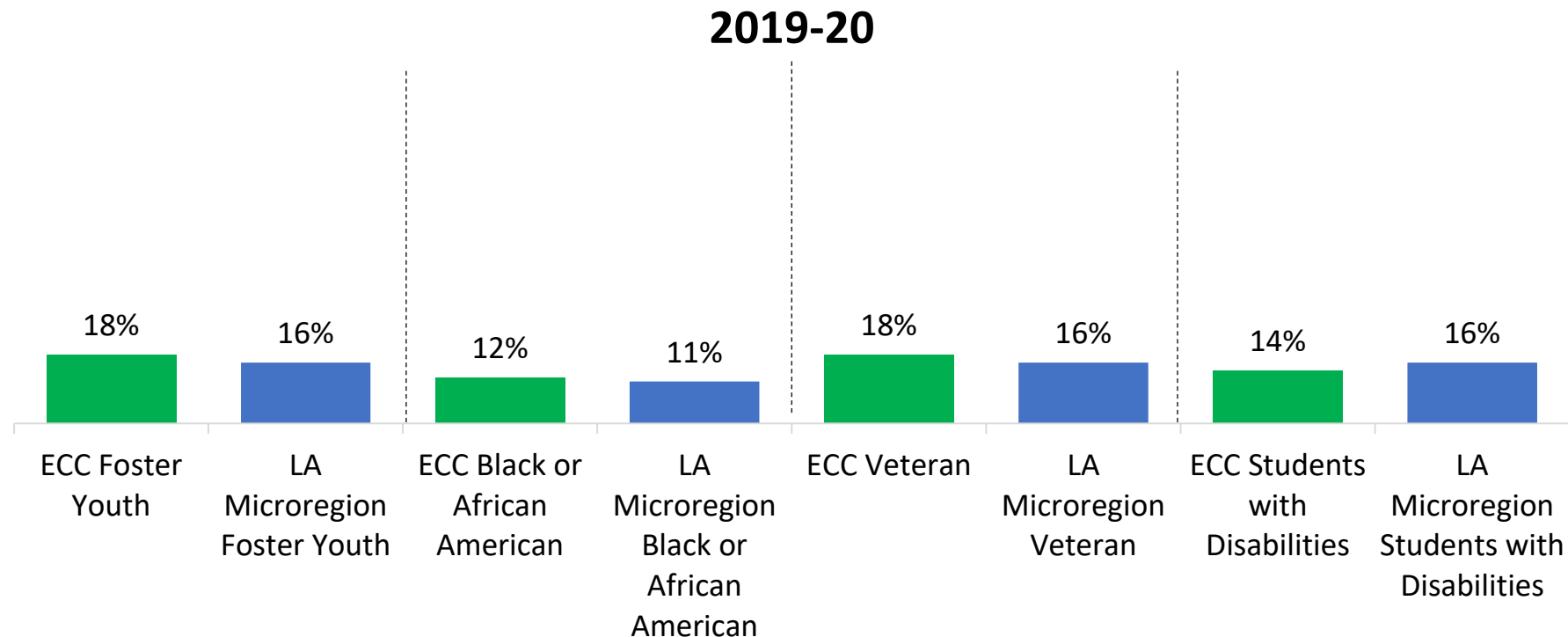**Source:** CCC Student Success Metrics

Transfers to CSU or UC Disproportionally Impacted Student Groups (cont.)

Number of students who transfer to a CSU or UC

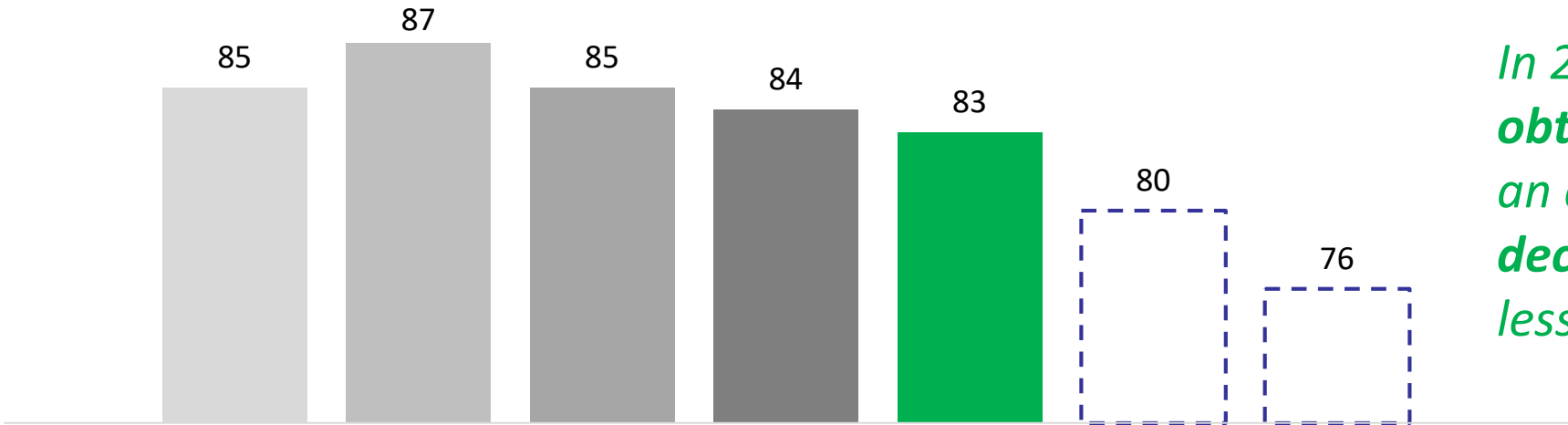*Comparison to LA Microregion Community Colleges*
In 2019-20, **except for student with disabilities, more disproportionally impacted ECC students transferred to a CSU or UC** *compared to their counterparts in the LA Microregion*

2019-20

ECC Foster Youth	LA Microregion Foster Youth	ECC Black or African American	LA Microregion Black or African American	ECC Veteran	LA Microregion Veteran	ECC Students with Disabilities	LA Microregion Students with Disabilities
18%	16%	12%	11%	18%	16%	14%	16%

(Decrease) Unit Accumulation Overall

Average number of units accumulated by degree earners

ECC Overall

- ⬜ 2016-17 (Baseline)
- ⬜ 2017-18
- ⬜ 2018-19
- ⬜ 2019-20
- 🟩 2020-21 (Recent)
- ⬜ 2021-22 Goal
- ⬜ 2022-23 Goal

*In 2020-21, ECC **students who obtained a degree accumulated** an average of 83 units, a **1% decrease** from last year (1 unit less)*
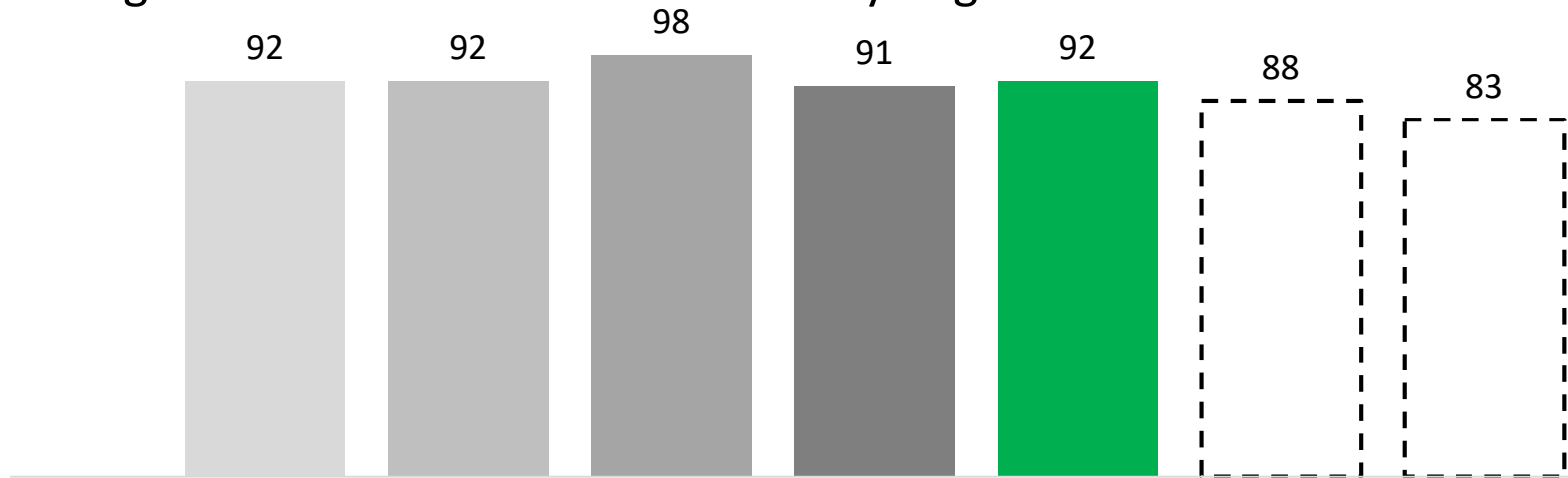
2020-21

ECC Overall   LA Microregion Overall

Comparison to LA Microregion Community Colleges
*In 2020-21, **ECC students** who obtained a degree were **closer to the Vision for Success goal of 79 units** than their counterparts in the LA Microregion*

(Decrease) Unit Accumulation Students with Disabilities
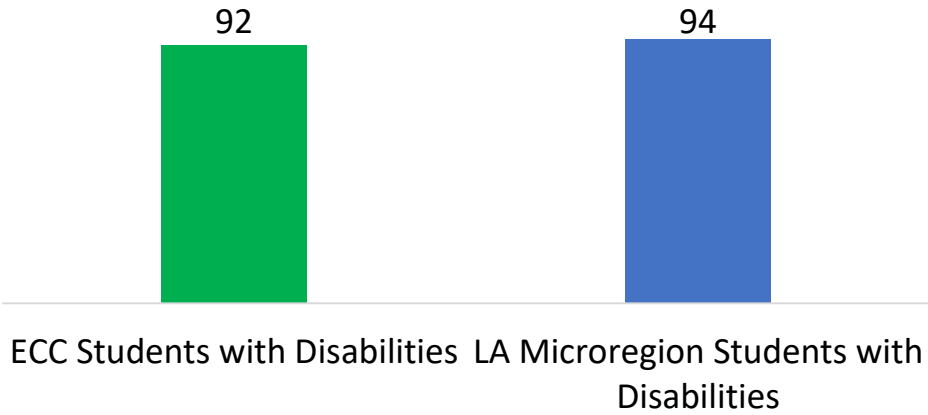
Average number of units accumulated by degree earners

ECC Students with Disabilities

- 2016-17 (Baseline)
- 2017-18
- 2018-19
- 2019-20
- 2020-21 (Recent)
- 2021-22 Goal
- 2022-23 Goal

*In 2020-21, ECC **students with disabilities who obtained a degree accumulated** in average 92 units, **a 1% increase** from the previous year (1 unit more)*

2020-21

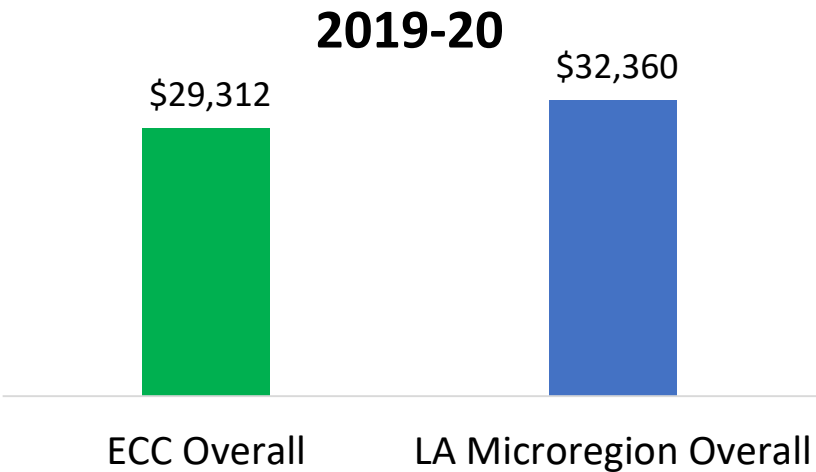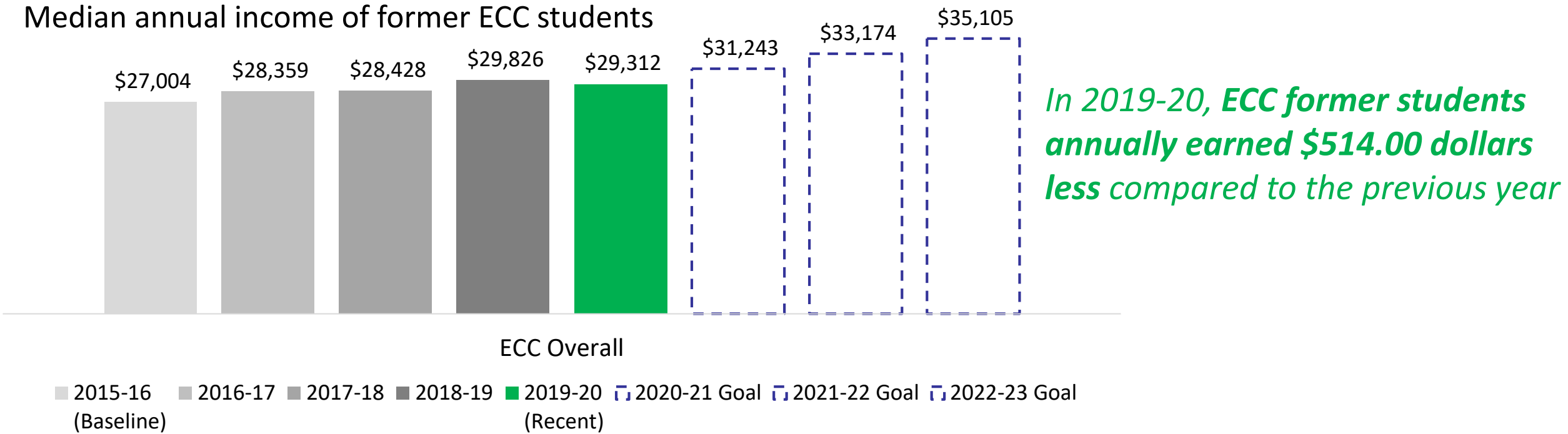ECC Students with Disabilities   LA Microregion Students with Disabilities

Comparison to LA Microregion Community Colleges
*In 2020-21, **ECC students with disabilities who obtained a degree were closer to the Vision for Success goal of 79 units** than their counterparts in the LA Microregion*

Annual Earnings Overall

Median annual income of former ECC students

$27,004 $28,359 $28,428 $29,826 $29,312 $31,243 $33,174 $35,105

ECC Overall

*In 2019-20, **ECC former students annually earned $514.00 dollars less** compared to the previous year*

2015-16 (Baseline) | 2016-17 | 2017-18 | 2018-19 | 2019-20 (Recent) | 2020-21 Goal | 2021-22 Goal | 2022-23 Goal

2019-20

$29,312 $32,360

ECC Overall   LA Microregion Overall

Comparison to LA Microregion Community Colleges
*In 2019-20, **ECC former students annually earned $3,048 dollars less compared** to their counterparts in the LA Microregion*

Annual Earnings Disproportionally Impacted Student Groups

Median annual income of former ECC students

$48,552 *

In 2019-20,
- *LGBTQ+ former students and former students with disabilities annually earned more compared to the previous year (18% and 5% increase, respectively)*
- *Former Foster youth students annually earned 25% less compared to the previous year*

$18,961

$23,736
$20,708
$17,686

$27,958
$27,387
$23,608

$24,518
$21,476
$22,496

↓ Foster Youth   ↑ LGBTQ+   ↑ Students with Disabilities

American Indian or Alaska Native

* Less than 10 former students for American Indian/Alaska Native in 2019-20

■ 2015-16 (Baseline) ■ 2016-17 ■ 2017-18 ■ 2018-19 ■ 2019-20 (Recent) ⬚ 2020-21 Goal ⬚ 2021-22 Goal ⬚ 2022-23 Goal

Annual Earnings Disproportionally Impacted Student Groups (cont.)

Median annual income of former ECC students

Comparison to LA Microregion Community Colleges
In 2019-20, **all ECC disproportionally impacted student groups annually earned less than their counterparts** *in the LA Microregion*
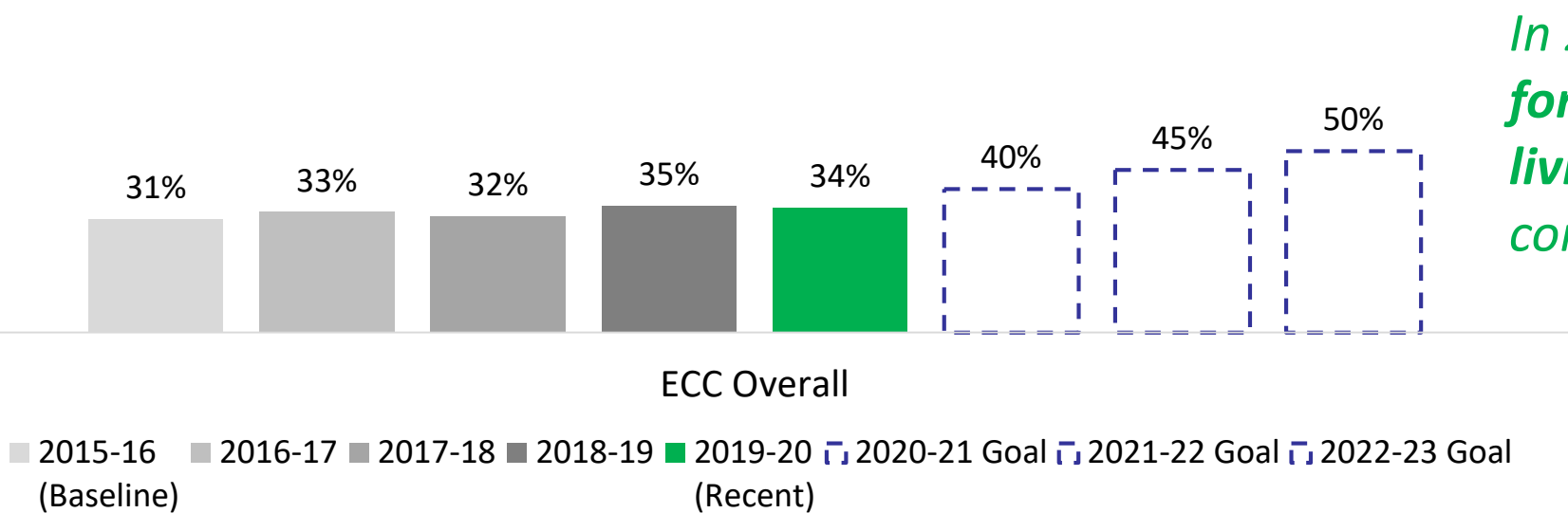
2019-20

$30,356 *

$17,686

$24,664

$27,958

$27,984

$22,496

$25,322

LA Microregion American Indian or Alaska Native

ECC Foster Youth

LA Microregion Foster Youth

ECC LGBTQ+

LA Microregion LGBTQ+

ECC Students with Disabilities

LA Microregion Students with Disabilities
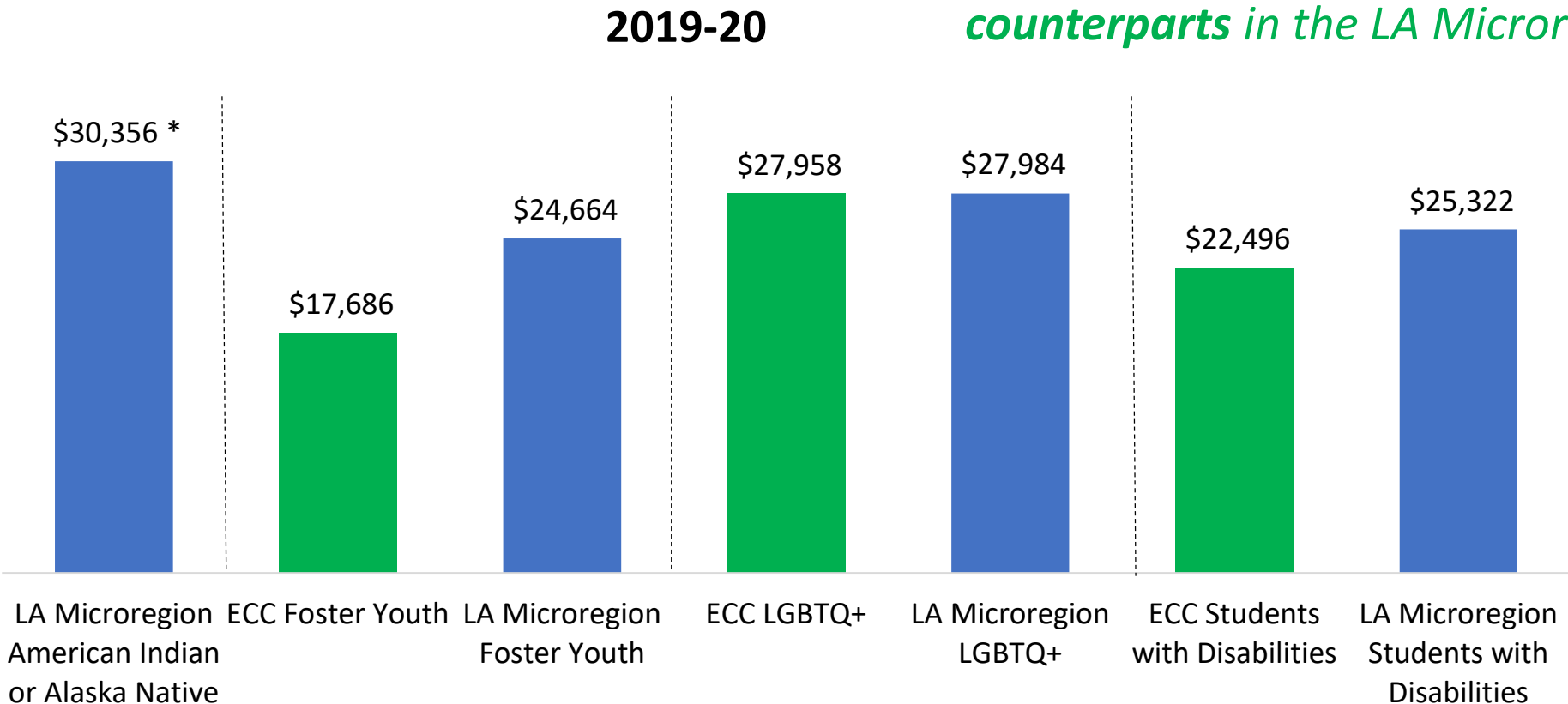
* Less than 10 students for ECC American Indian/Alaska Native in 2019-20

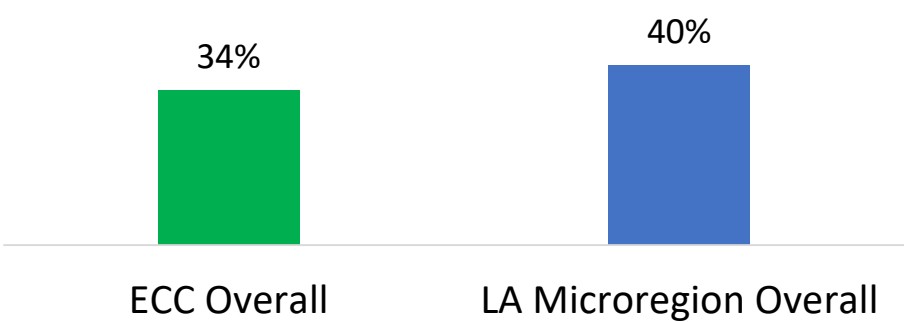**Source:** CCC Student Success Metrics

Living Wage Attainment Overall

Percent of former ECC students who attain a living wage

*In 2019-20, the **percent of ECC former students who attained a living wage was 1% less** compared to the previous year*

Bars: 31% | 33% | 32% | 35% | 34% | 40% | 45% | 50%

ECC Overall

- 2015-16 (Baseline)
- 2016-17
- 2017-18
- 2018-19
- 2019-20 (Recent)
- 2020-21 Goal
- 2021-22 Goal
- 2022-23 Goal

2019-20

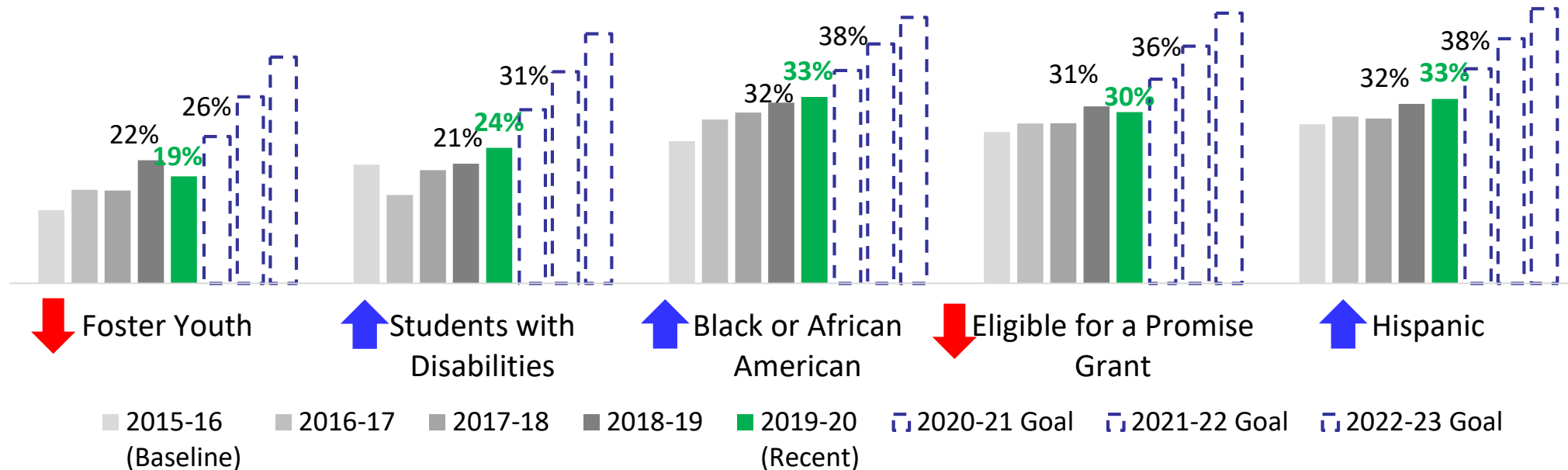34% — ECC Overall
40% — LA Microregion Overall

Comparison to LA Microregion Community Colleges
*In 2019-20, **6% less of ECC former students attained a living wage compared to their counterparts** in the LA Microregion*

Living Wage Attainment Disproportionally Impacted Student Groups

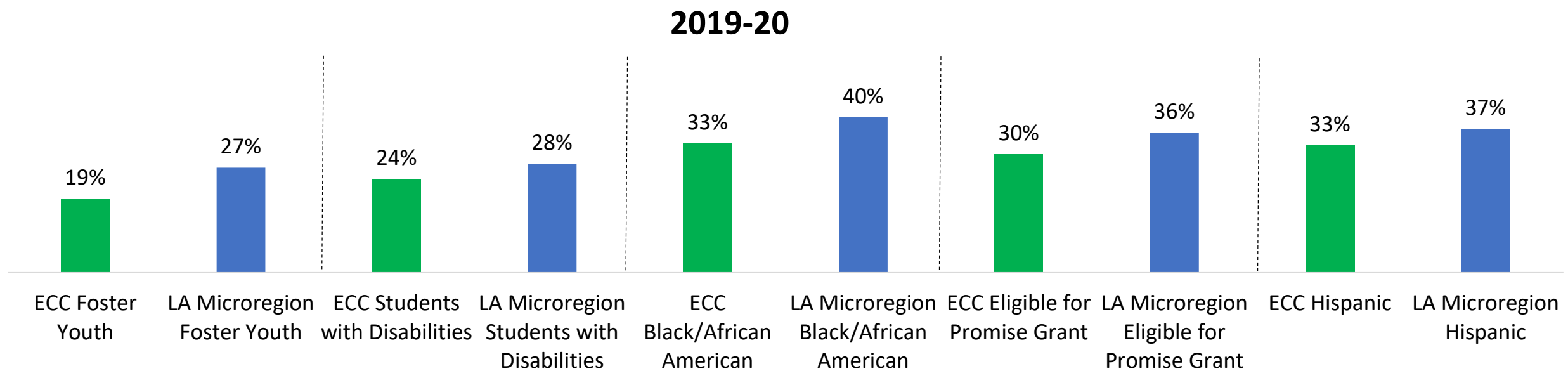Percent of former ECC students who attain a living wage

In 2019-20,
- *The **percent of former students with disabilities, Black/African American, and Hispanic former students who attained a living wage increased** compared to the previous year (3% and 1%, respectively)*
- *The **percent of former foster youth students and eligible for a Promise grant former students who attained a living wage decreased** compared to the previous year (3% and 1%, respectively)*

Foster Youth ↓: 22%, 19%, 26%
Students with Disabilities ↑: 21%, 24%, 31%
Black or African American ↑: 32%, 33%, 38%
Eligible for a Promise Grant ↓: 31%, 30%, 36%
Hispanic ↑: 32%, 33%, 38%

Legend: 2015-16 (Baseline) | 2016-17 | 2017-18 | 2018-19 | 2019-20 (Recent) | 2020-21 Goal | 2021-22 Goal | 2022-23 Goal

Living Wage Attainment Disproportionally Impacted Student Groups (cont.)

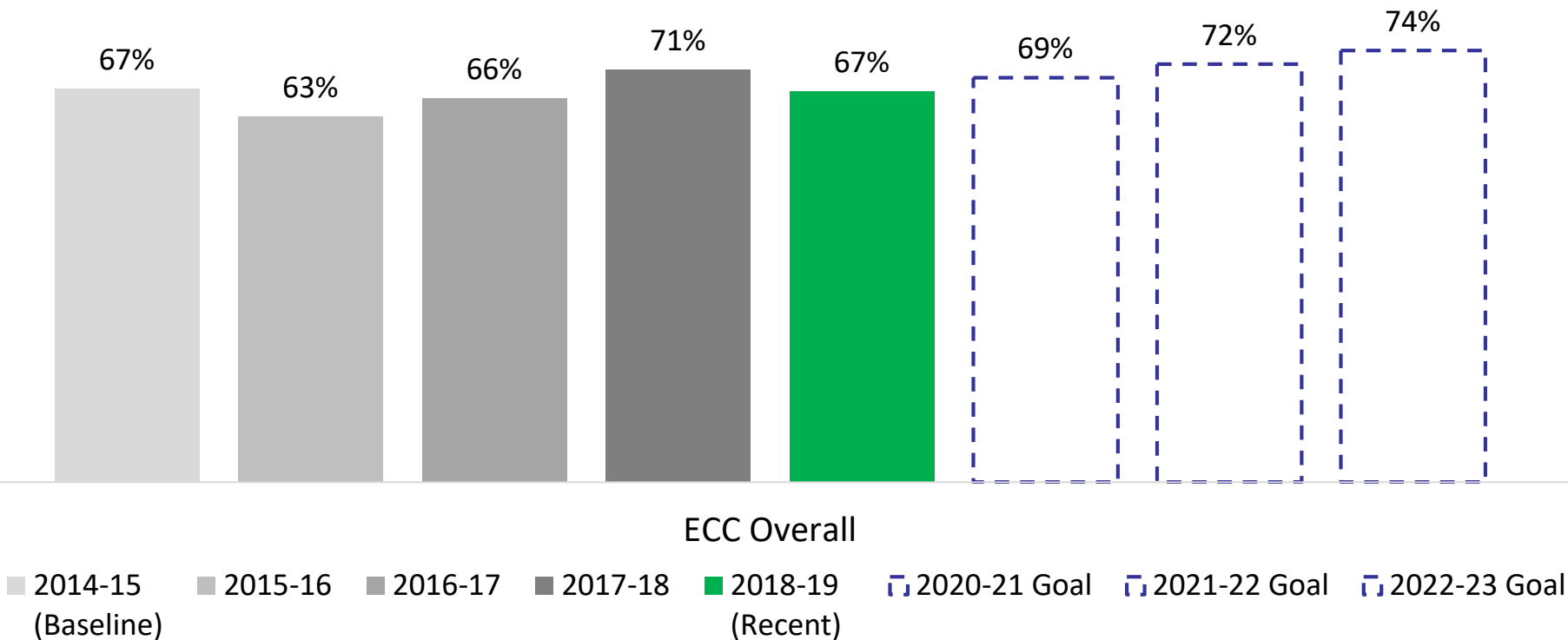Percent of former ECC students who attain a living wage

Comparison LA Microregion community colleges
In 2019-20, the **percent of ECC disproportionally impacted former student groups who attained a living wage was lower than their counterparts** *in the LA Microregion*

2019-20

| Group	%
ECC Foster Youth	19%
LA Microregion Foster Youth	27%
ECC Students with Disabilities	24%
LA Microregion Students with Disabilities	28%
ECC Black/African American	33%
LA Microregion Black/African American	40%
ECC Eligible for Promise Grant	30%
LA Microregion Eligible for Promise Grant	36%
ECC Hispanic	33%
LA Microregion Hispanic	37%

Source: CCC Student Success Metrics

Job in Field of Study Overall

Percent of career education students with a job closely related to their field of study

ECC Overall chart:
- 67% — 2014-15 (Baseline)
- 63% — 2015-16
- 66% — 2016-17
- 71% — 2017-18
- 67% — 2018-19 (Recent)
- 69% — 2020-21 Goal
- 72% — 2021-22 Goal
- 74% — 2022-23 Goal

ECC Overall

Legend:
- 2014-15 (Baseline)
- 2015-16
- 2016-17
- 2017-18
- 2018-19 (Recent)
- 2020-21 Goal
- 2021-22 Goal
- 2022-23 Goal

*In 2018-19, **the percent of career education students who held a job related to their field of study decreased** 4% compared to the previous year*

2018-19
- 67% — ECC Overall
- 72% — LA Microregion Overall
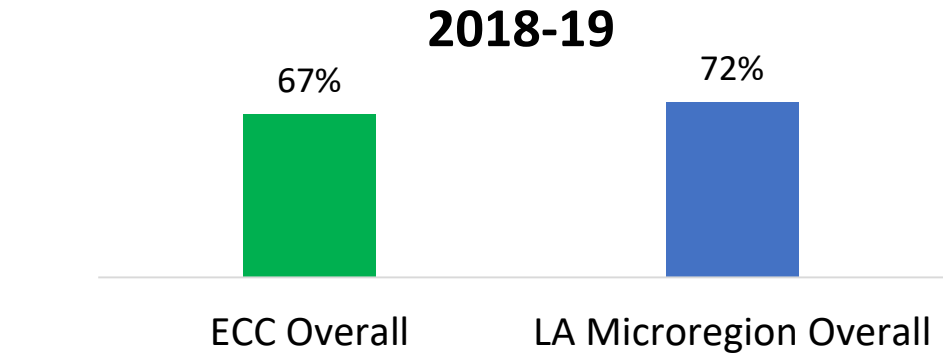
Comparison to LA Microregion Community Colleges
*In 2018-19, **the percent of ECC career education students who held a job related to their field of study was 5% lower than their counterparts** in the LA Microregion*

Summary

DEGREE COMPLETION

| Overall 2020-21 Goal 2,148 | Goal surpassed (20-21: 2,206) |
| Black/African American 2020-21 Goal 233 | Goal not met (20-21: 225) |

CERTIFICATE COMPLETION

| Overall 2020-21 Goal 632 | Goal not met (20-21: 395) |
| Black/African American 2020-21 Goal 69 | Goal not met (20-21: 34) |

Summary (cont. 1)

TRANSFER

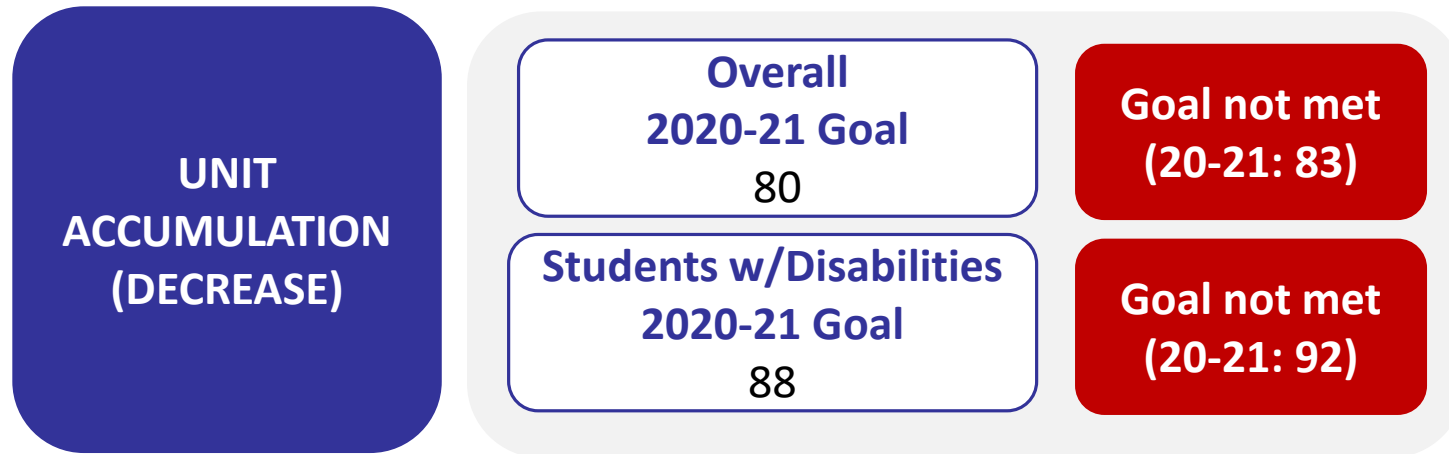|	
Overall 2020-21 Goal 1,524	**Goal in progress (19-20: 1,209)**
Foster Youth 2020-21 Goal 19	**Goal in progress (19-20: 17)**
Black/African American 2020-21 Goal 189	**Goal in progress (19-20: 130)**
Veteran 2020-21 Goal 36	**Goal in progress (19-20: 32)**
Students w/Disabilities 2020-21 Goal 89	**Goal in progress (19-20: 74)**

Summary (cont. 2)

UNIT ACCUMULATION (DECREASE)

| Overall 2020-21 Goal 80 | Goal not met (20-21: 83) |
| Students w/Disabilities 2020-21 Goal 88 | Goal not met (20-21: 92) |

Summary (cont. 3)

| Annual Earnings		
Overall 2020-21 Goal $31,243	Goal in progress (19-20: $29,312)	
American Indian/Alaska Native 2020-21 Goal $18,961	19-20: No data	
Foster Youth 2020-21 Goal $20,708	Goal in progress (19-20: $17,686)	
LGBTQ+ 2020-21 Goal $27,387	Goal surpassed (19-20: $27,958)	
Students w/Disabilities 2020-21 Goal $24,518	Goal in progress (19-20: $22,496)	

Summary (cont. 4)

Living Wage Attainment

Overall **2020-21 Goal** 40%	Goal in progress (19-20: 34%)
Foster Youth **2020-21 Goal** 26%	Goal in progress (19-20: 19%)
Students w/Disabilities **2020-21 Goal** 31%	Goal in progress (19-20: 24%)
Black/African American **2020-21 Goal** 38%	Goal in progress (19-20: 33%)
Eligible for Promise Grant **2020-21 Goal** 36%	Goal in progress (19-20: 30%)
Hispanic **2020-21 Goal** 38%	Goal in progress (19-20: 33%)

Summary (cont. 5)

JOB IN THE FIELD OF STUDY	Overall 2020-21 Goal 69%	Goal in progress (18-19: 67%)
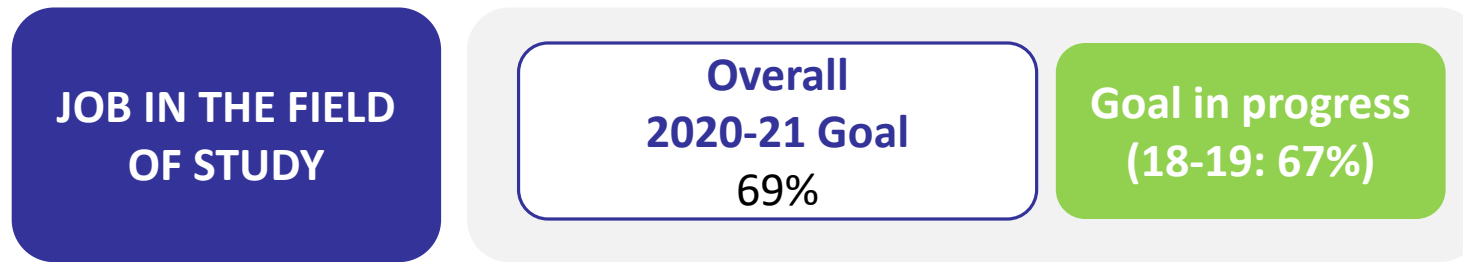
A Methodology To Review College Policies: The IMPACT Grid*

I **M** **P** **A** **C** **T**

Innovative
How does the policy work to disrupt structural inequity?

Mindful
Who is being privileged and who is being penalized in the policy?

Purposeful
How is the policy meeting the need it was created for, while positively impacting marginalized groups?

Antiracist
How does the policy work to call and ultimately change practices, procedures, and pedagogies predicated on anti-Blackness and other forms of racism?

Caring
How will marginalized groups see in the policy that you care for their success?

Transformative
How is this policy holding the institution back from a more equitable culture?

*(*Rooted in Love, Jeremiah & Rachel Sims)*

Thank You

Questions? Comments?