



# 2020-23 Strategic Plan Annual Progress Report

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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](#)

## 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)

## August 2022

Progress Report on Strategic  
Plan, using [ECC Local Vision Goals](#)



# 2020-23 Local Vision Goals

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## 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

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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

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

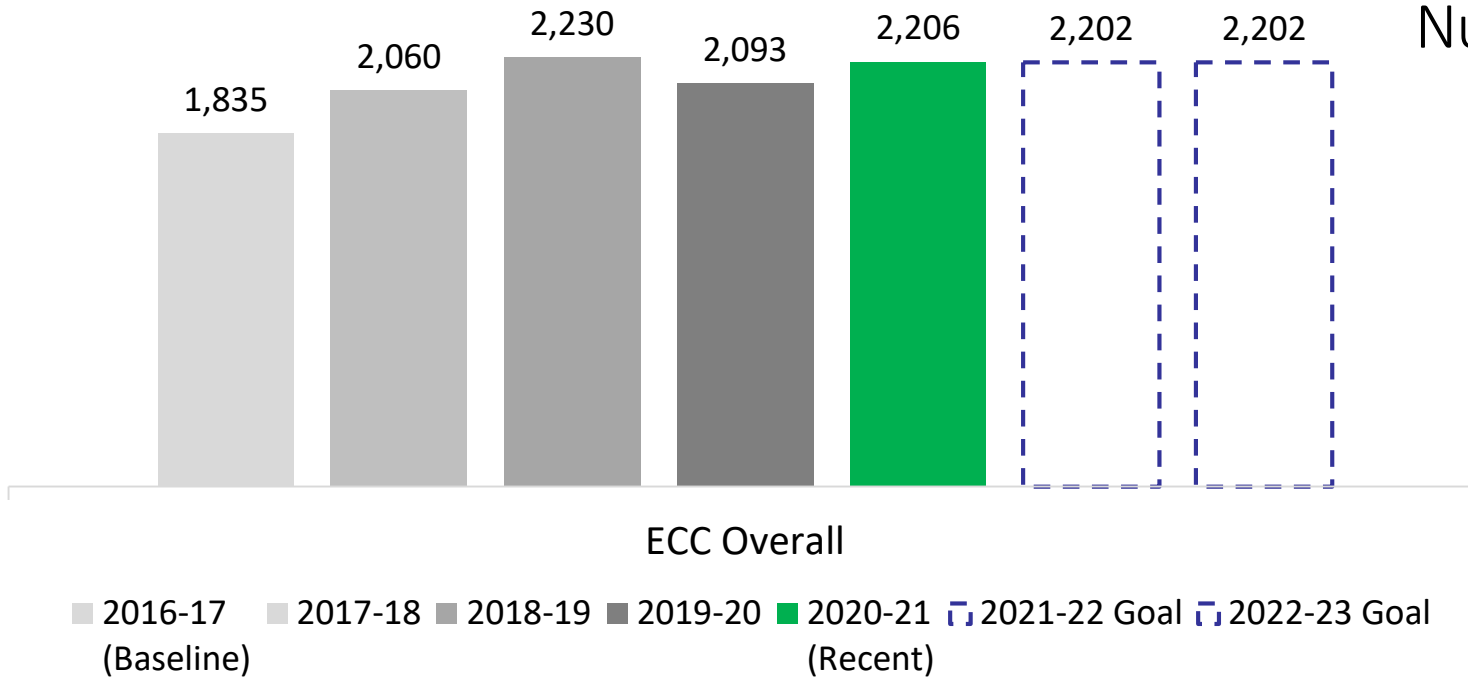
1. Degree Completion
2. Certificate Completion
3. Transfers to CSU or UC
4. Unit Accumulation
5. Annual Earnings
6. Living Wage Attainment
7. Job in Field of Study

# Lagging Indicators

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# Degree Completion Overall

Number of students earning a degree



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

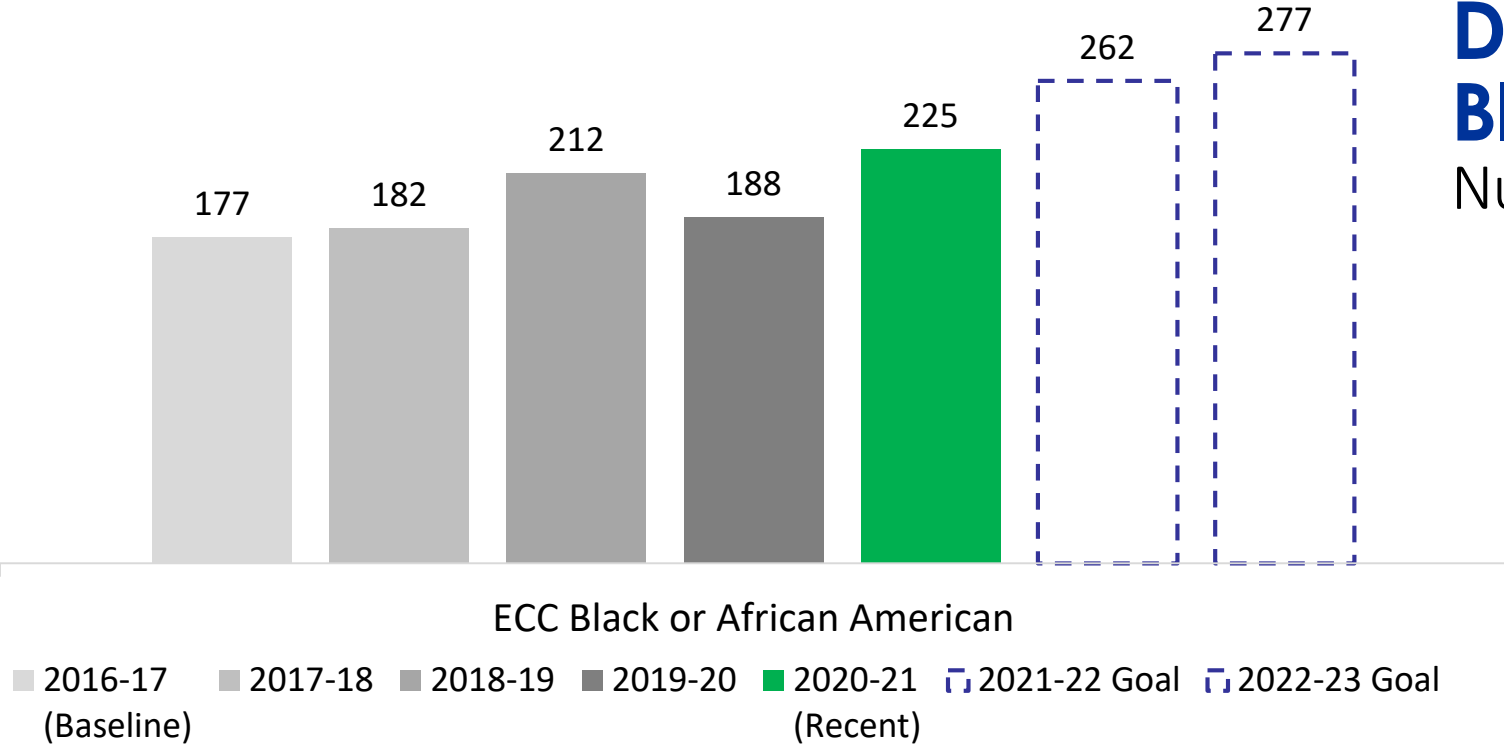
## 2020-21



**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*

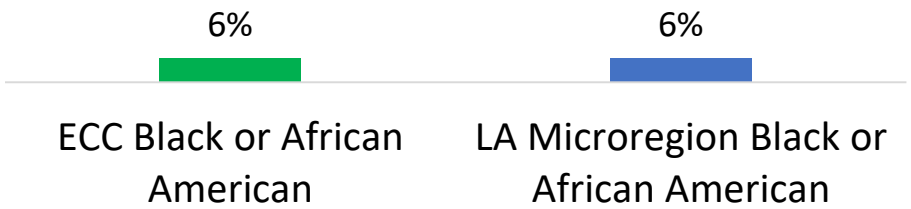
# Degree Completion Black/African American

Number of students earning a degree



*In 2020-21, 225 Black/African American students earned a degree, a 20% increase from the previous year (37 more students)*

## 2020-21

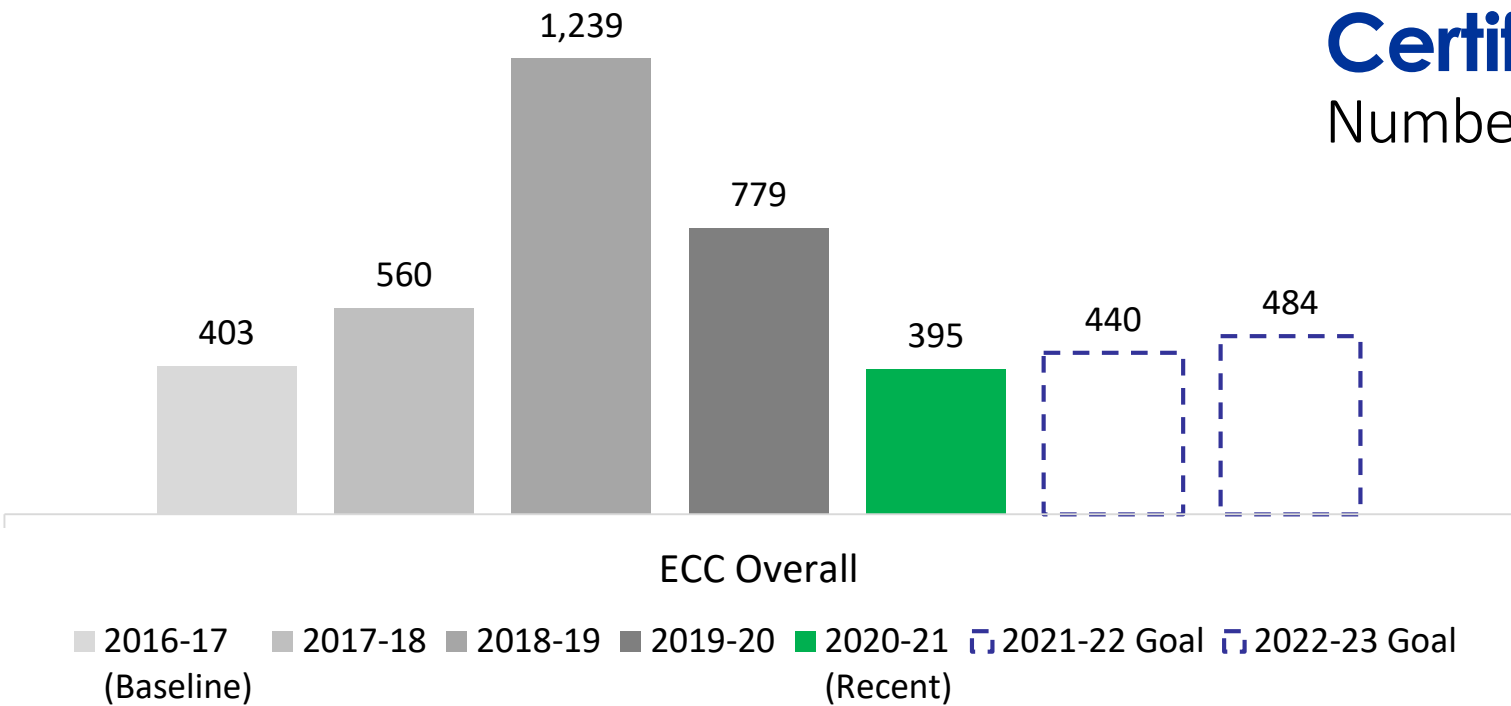


*Comparison to LA Microregion Community Colleges  
In 2020-21, the percent of Black/African American students who earned a degree was the same in ECC and the LA Microregion*



# Certificate Completion Overall

Number of students earning a certificate



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

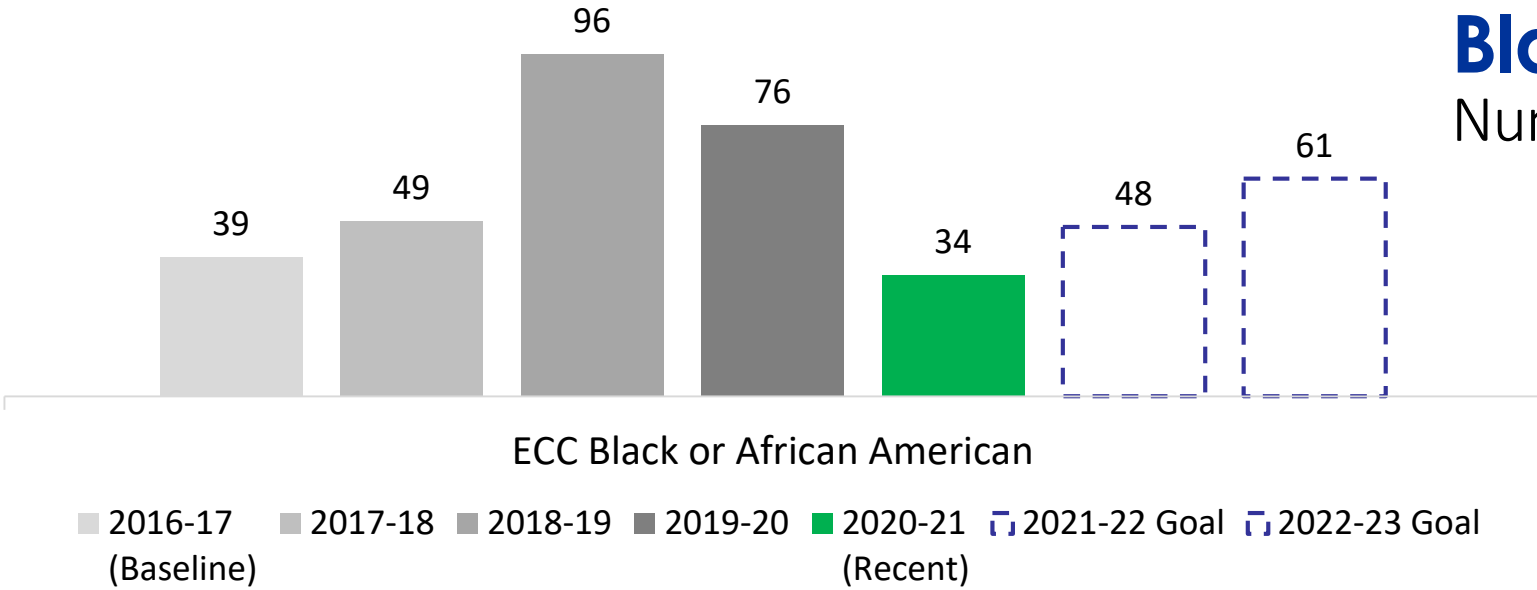
## 2020-21



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

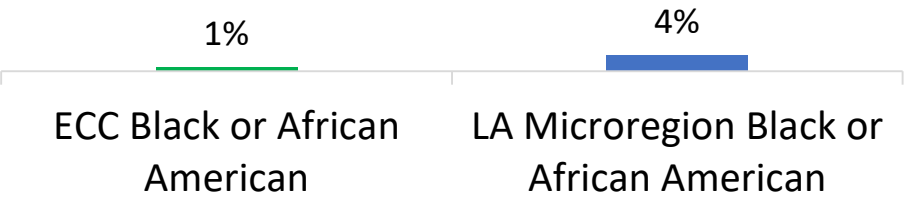
# Certificate Completion Black/African American

Number of students earning a certificate



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

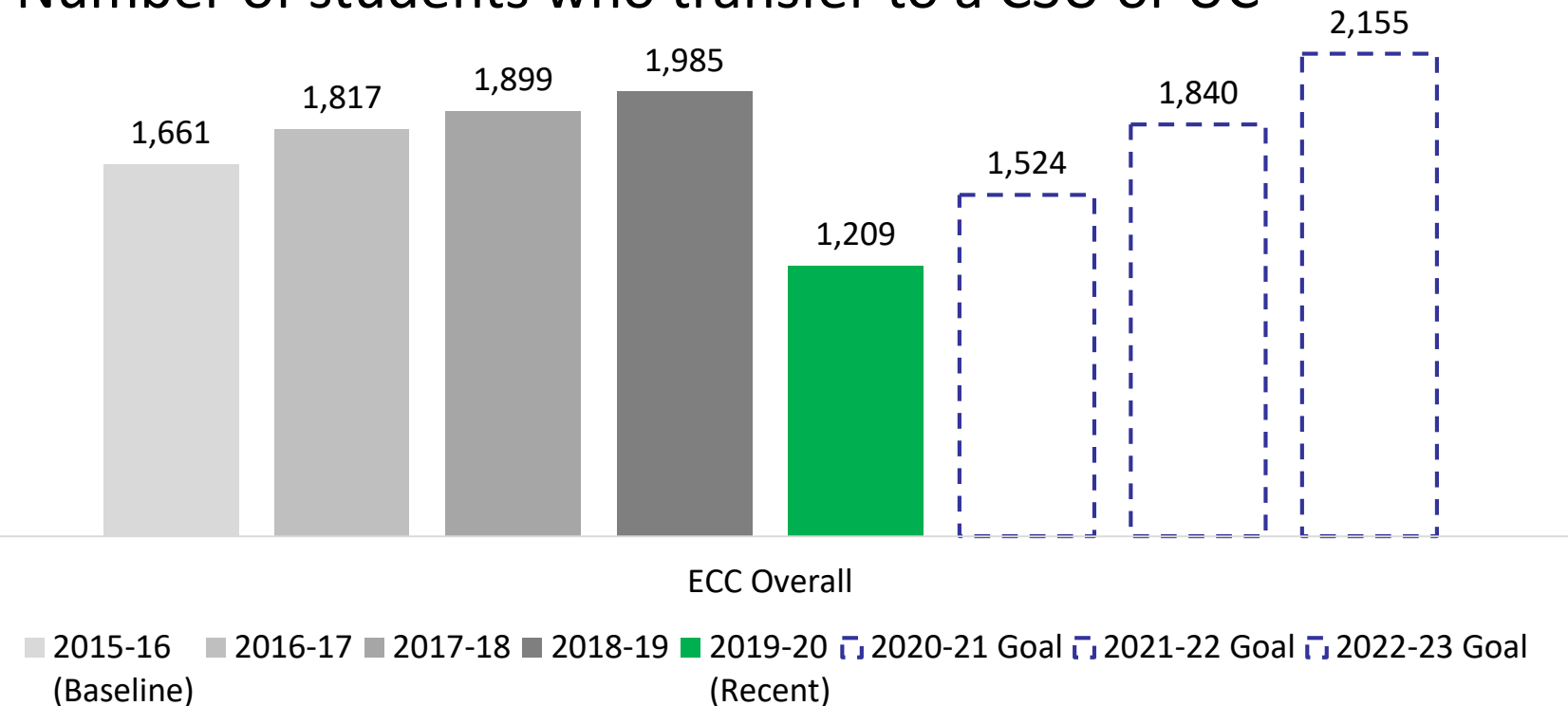
## 2020-21



*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



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

## 2019-20

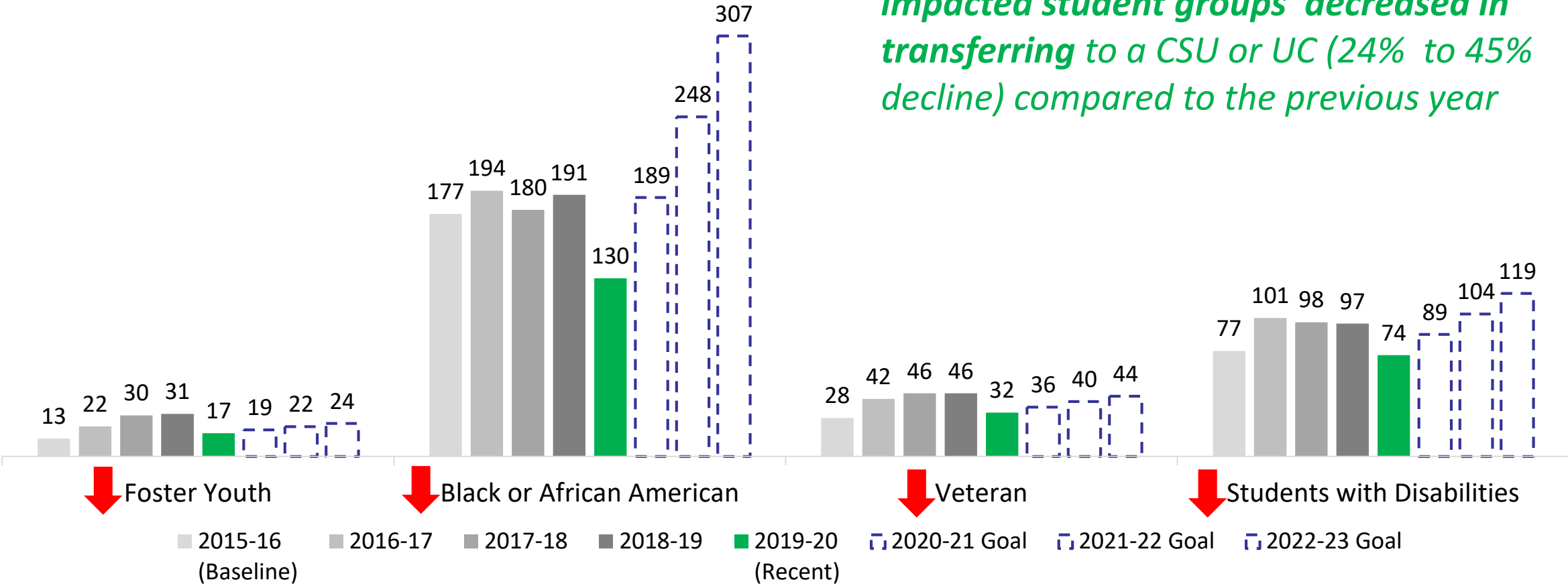


**Comparison to LA Microregion Community Colleges**  
*In 2019-20, 2% less ECC students transferred to a CSU or UC compared to their counterparts in the LA Microregion*

# Transfers to CSU or UC Disproportionally Impacted Student Groups

Number of students who transfer to a CSU or UC

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

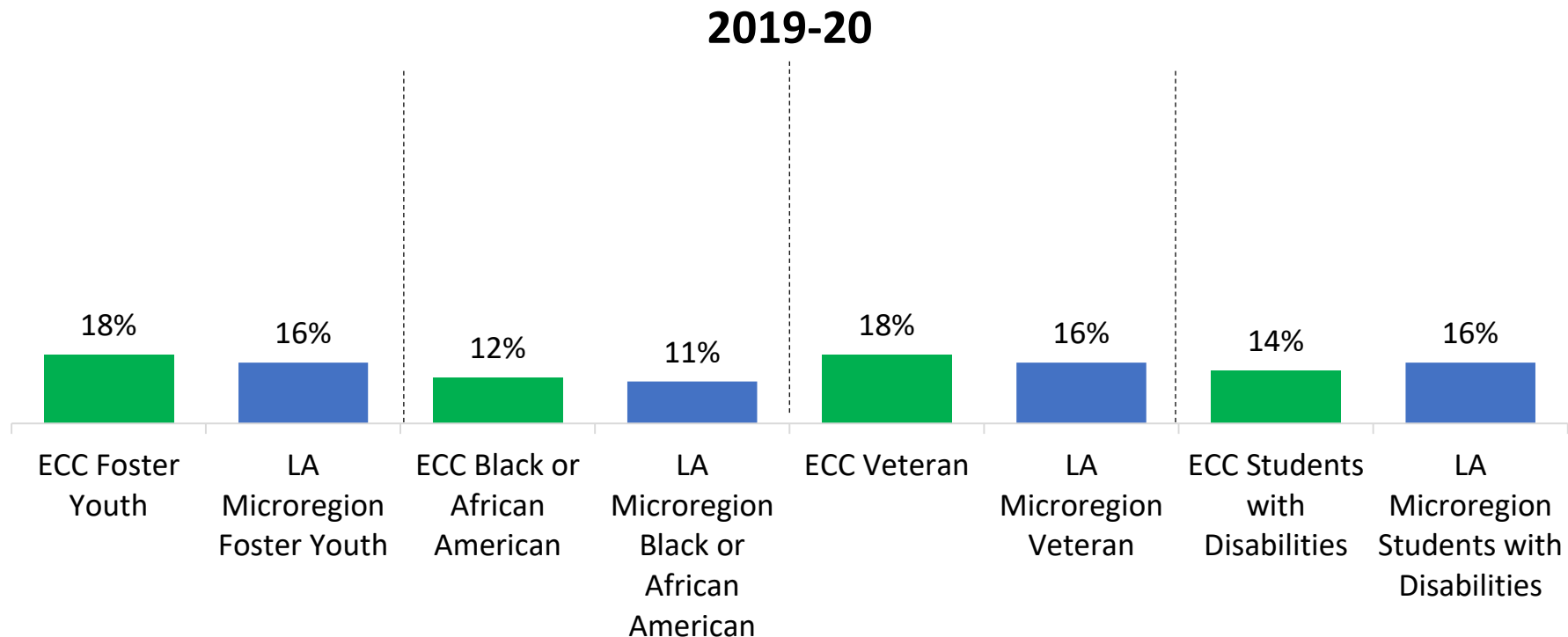


# Transfers to CSU or UC Disproportionally Impacted Student Groups (cont.)

Number of students who transfer to a CSU or UC

## *Comparison to LA Microregion Community Colleges*

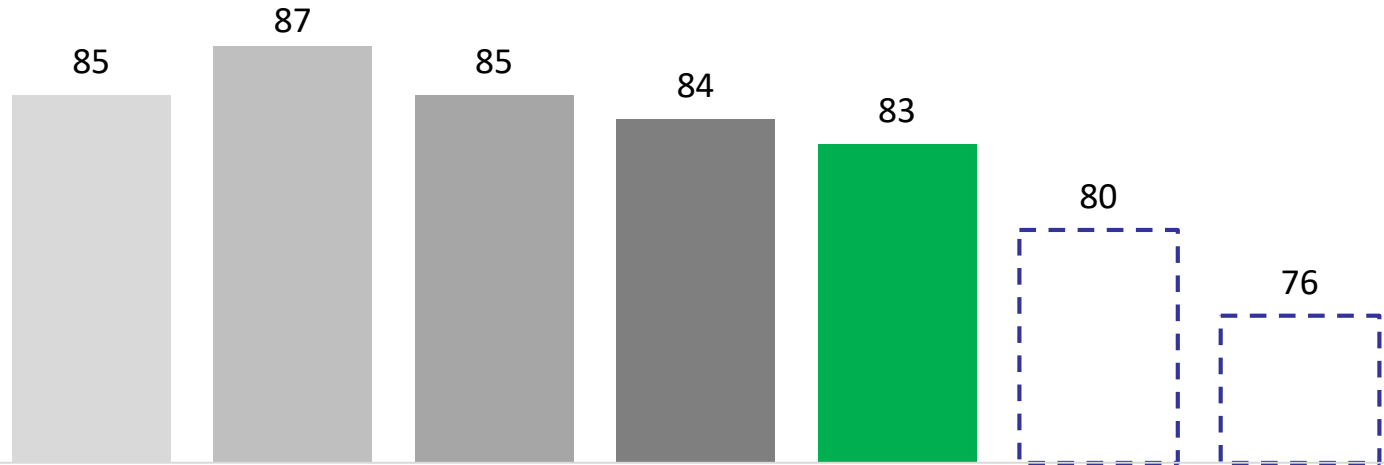
*In 2019-20, except for student with disabilities, more disproportionately impacted ECC students transferred to a CSU or UC compared to their counterparts in the LA Microregion*





# (Decrease) Unit Accumulation Overall

Average number of units accumulated by degree earners

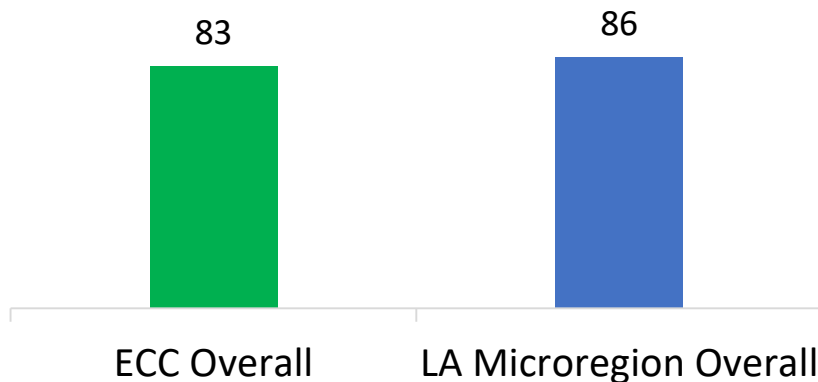


*In 2020-21, ECC students who obtained a degree accumulated an average of 83 units, a 1% decrease from last year (1 unit less)*

ECC Overall

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

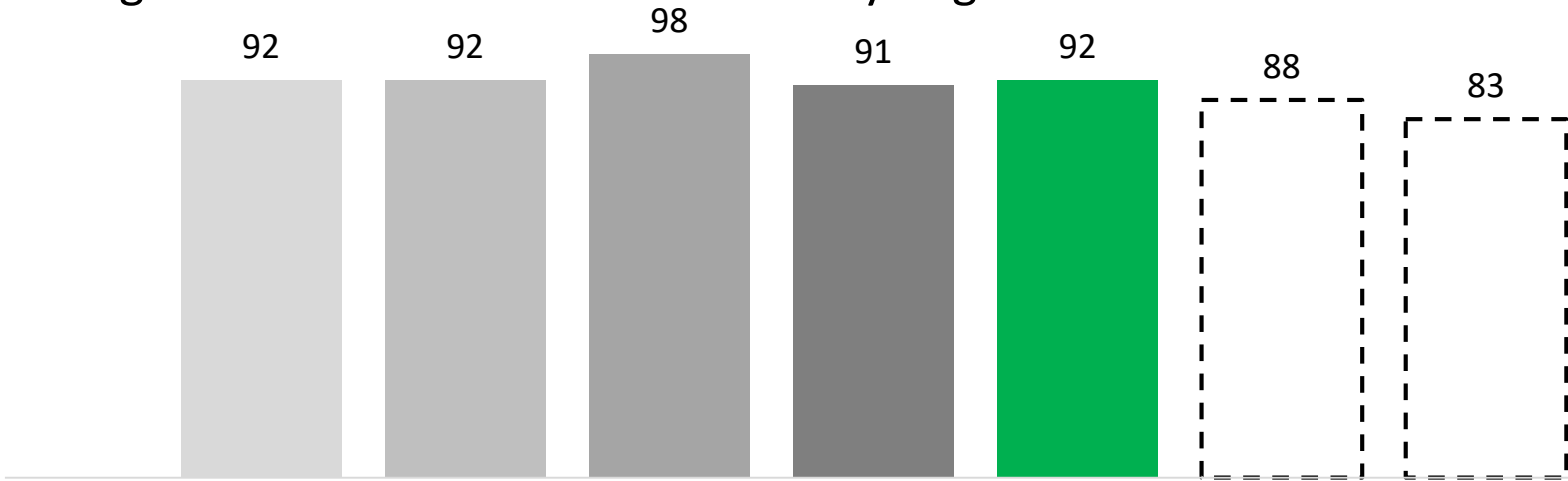
## 2020-21



*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

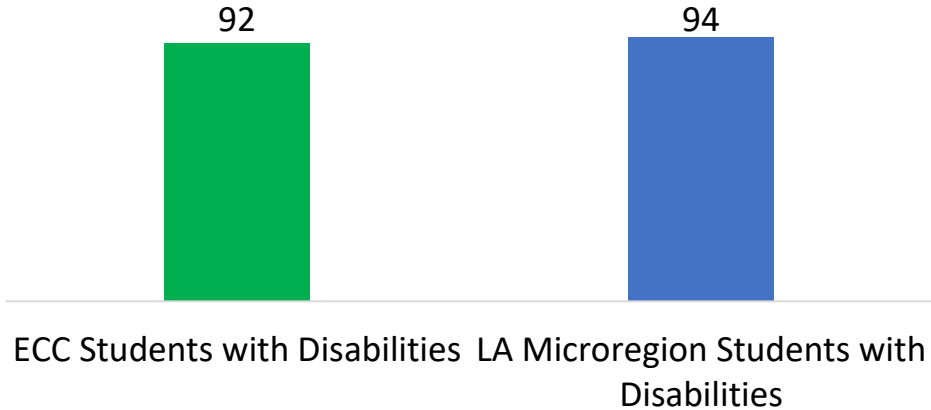


*In 2020-21, ECC students with disabilities who obtained a degree accumulated in average 92 units, a 1% increase from the previous year (1 unit more)*

ECC Students with Disabilities

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

## 2020-21

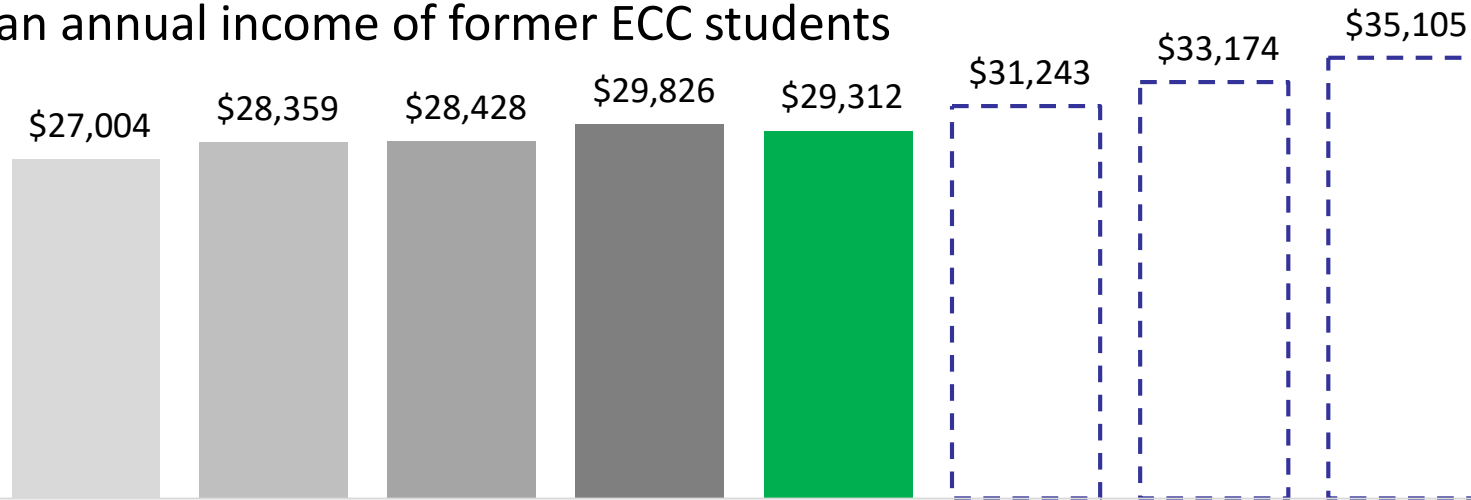


*Comparison to LA Microregion Community Colleges  
In 2020-21, ECC students with disabilities who obtained a degree were closer to the Vision for Success goal of 79 units than their counterparts in the LA Microregion*



# Annual Earnings Overall

Median annual income of former ECC students

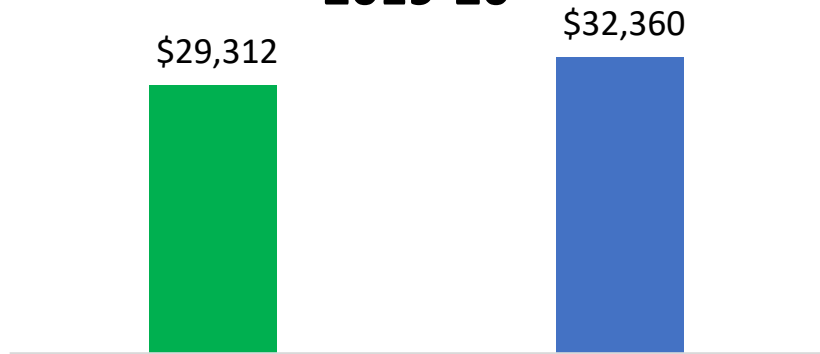


*In 2019-20, ECC former students annually earned \$514.00 dollars less compared to the previous year*

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



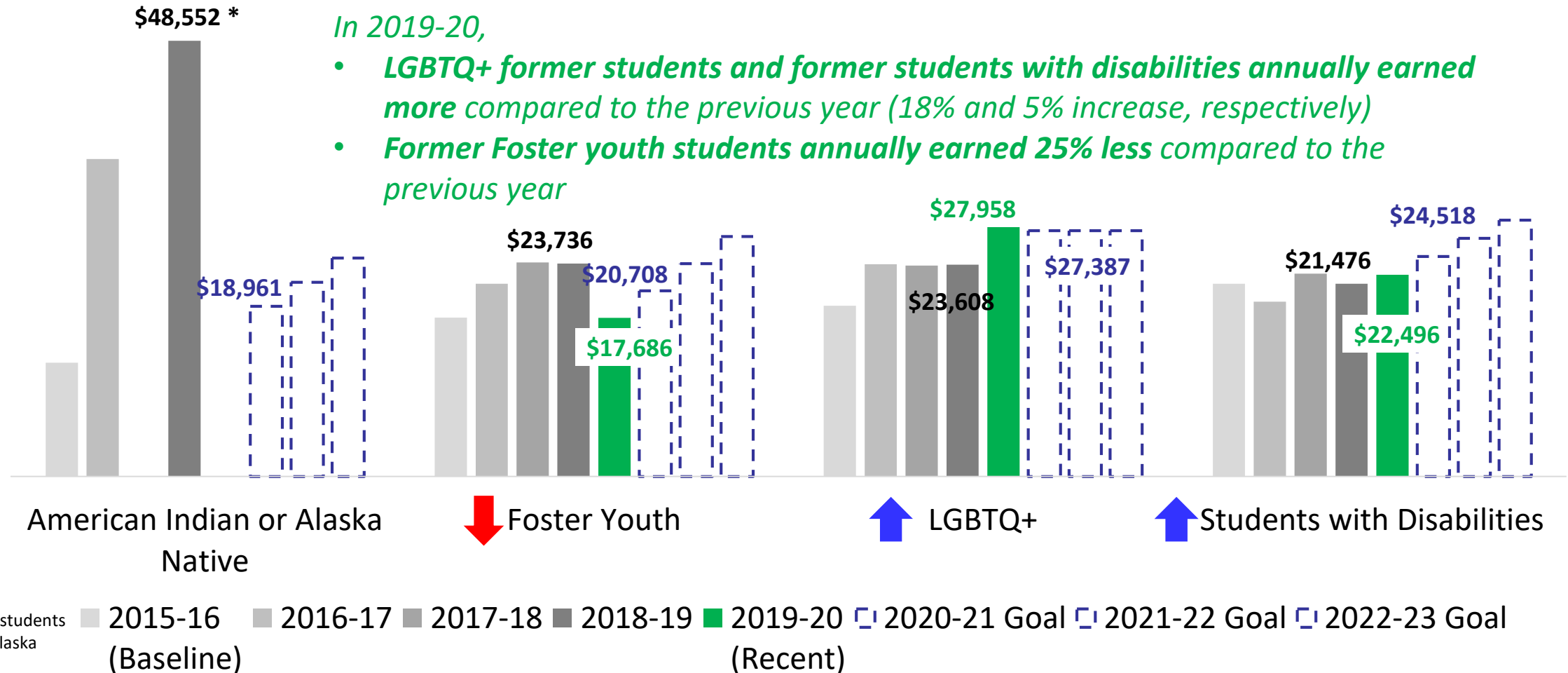
ECC Overall

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

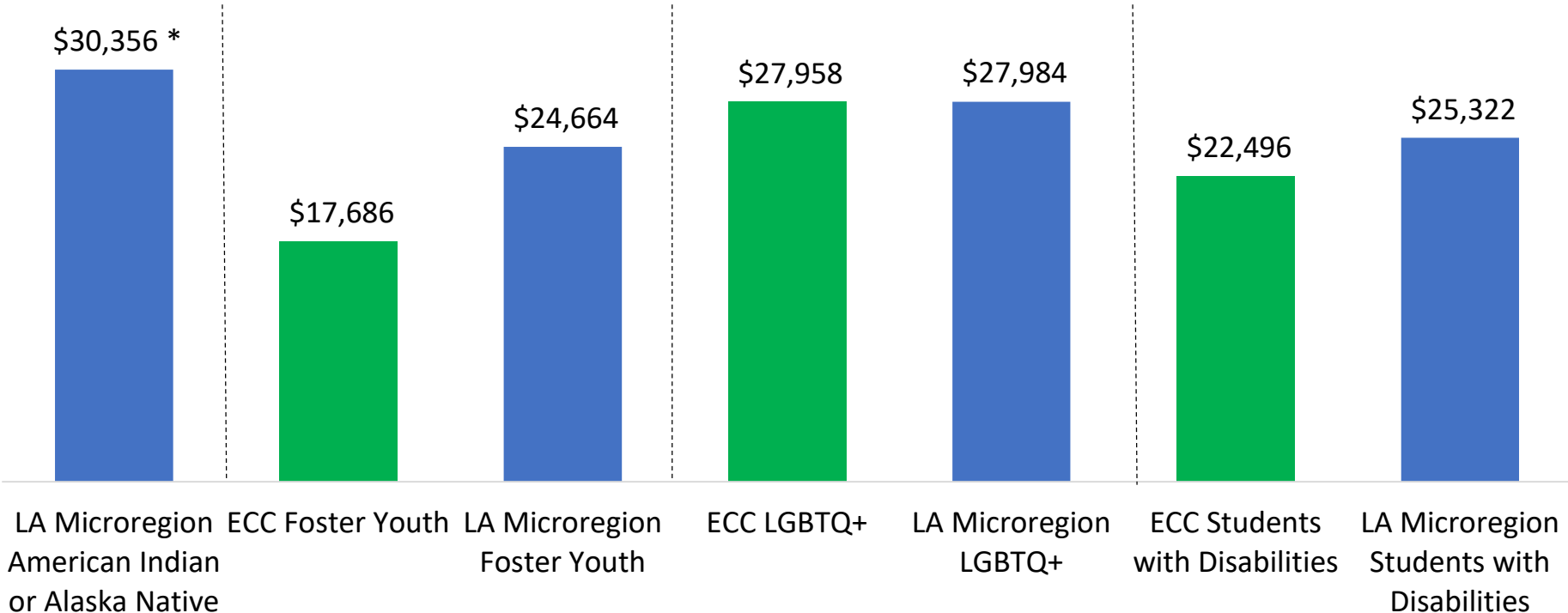


# Annual Earnings Disproportionally Impacted Student Groups (cont.)

Median annual income of former ECC students

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

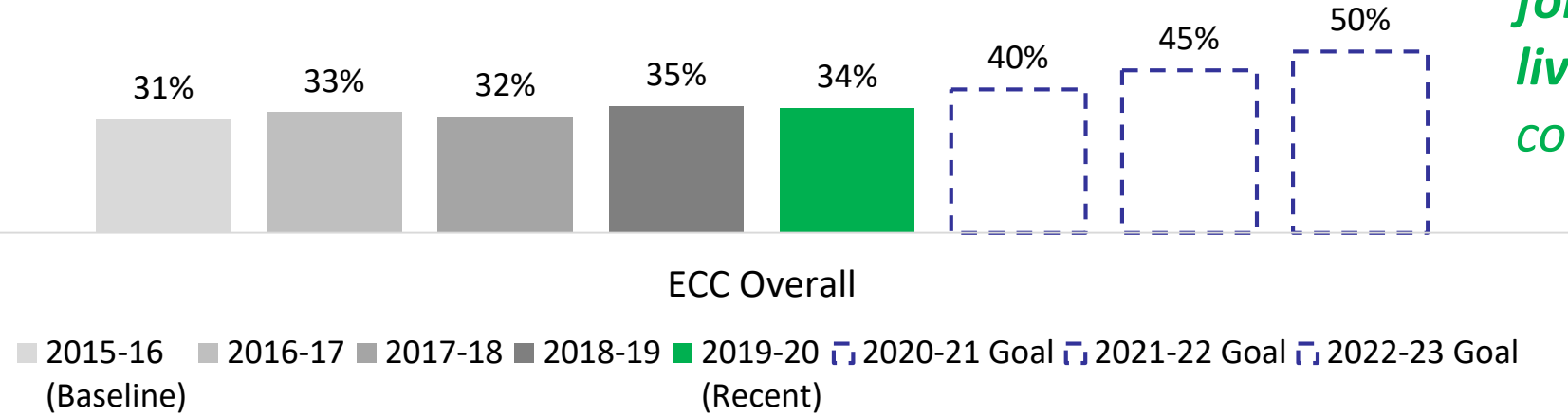
2019-20



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

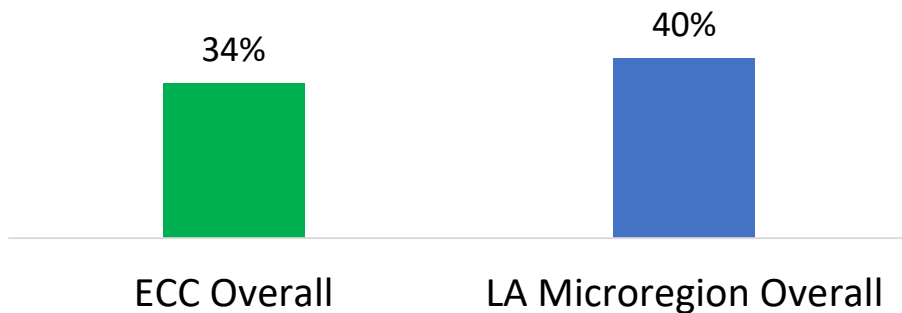
# Living Wage Attainment Overall

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*

## 2019-20



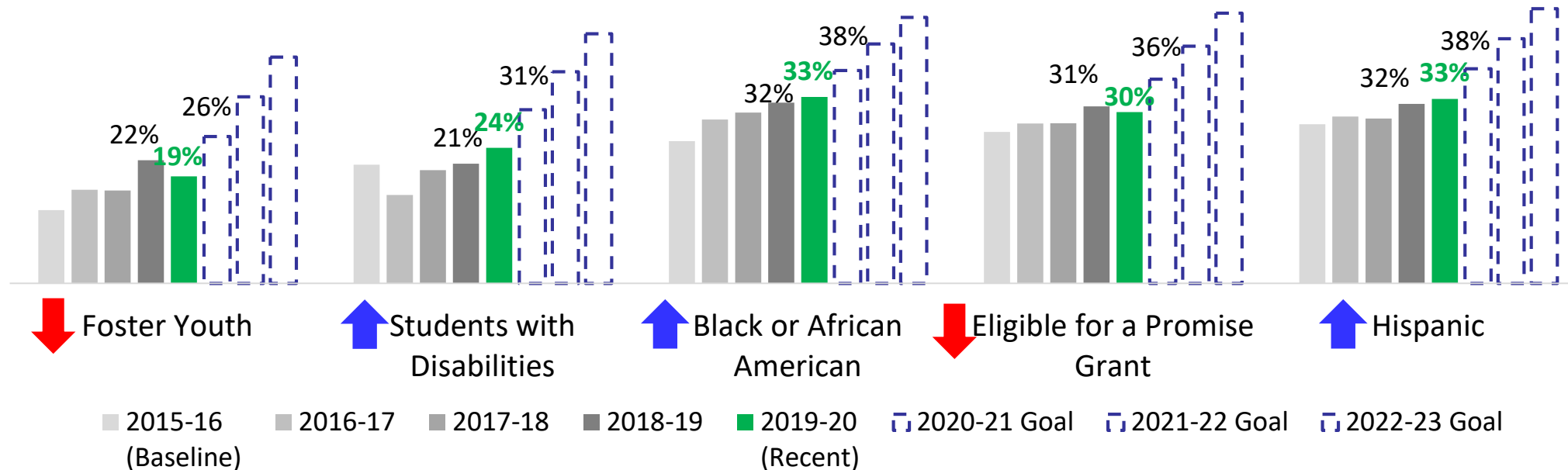
*Comparison to LA Microregion Community Colleges  
In 2019-20, 6% less of ECC former students attained a living wage compared to their counterparts in the LA Microregion*

# Living Wage Attainment Disproportionally Impacted Student Groups

Percent of former ECC students who attain a living wage

In 2019-20,

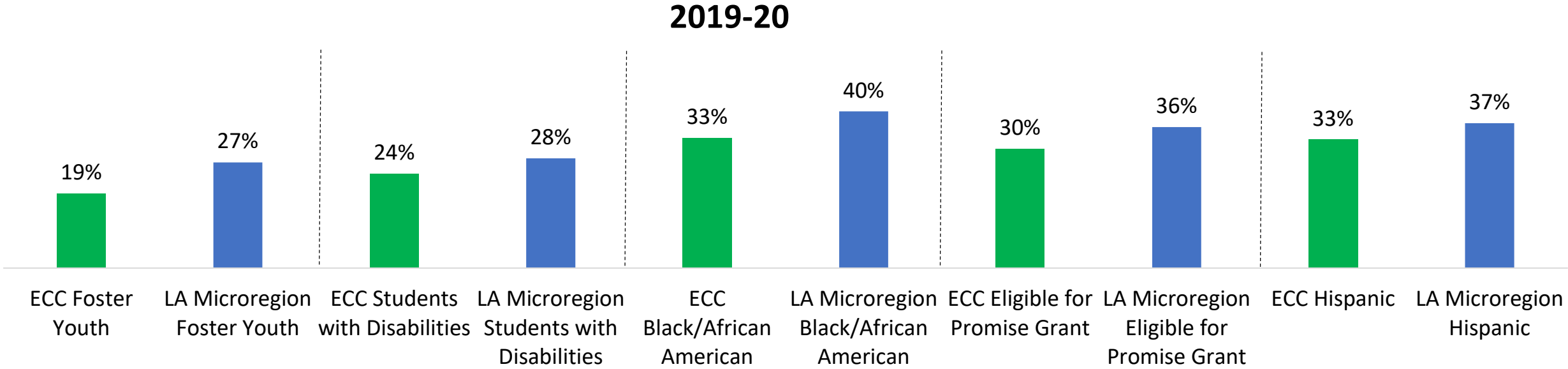
- The percent of former students with disabilities, Black/African American, and Hispanic former students who attained a living wage increased compared to the previous year (3% and 1%, respectively)
- The percent of former foster youth students and eligible for a Promise grant former students who attained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



# Living Wage Attainment Disproportionally Impacted Student Groups (cont.)

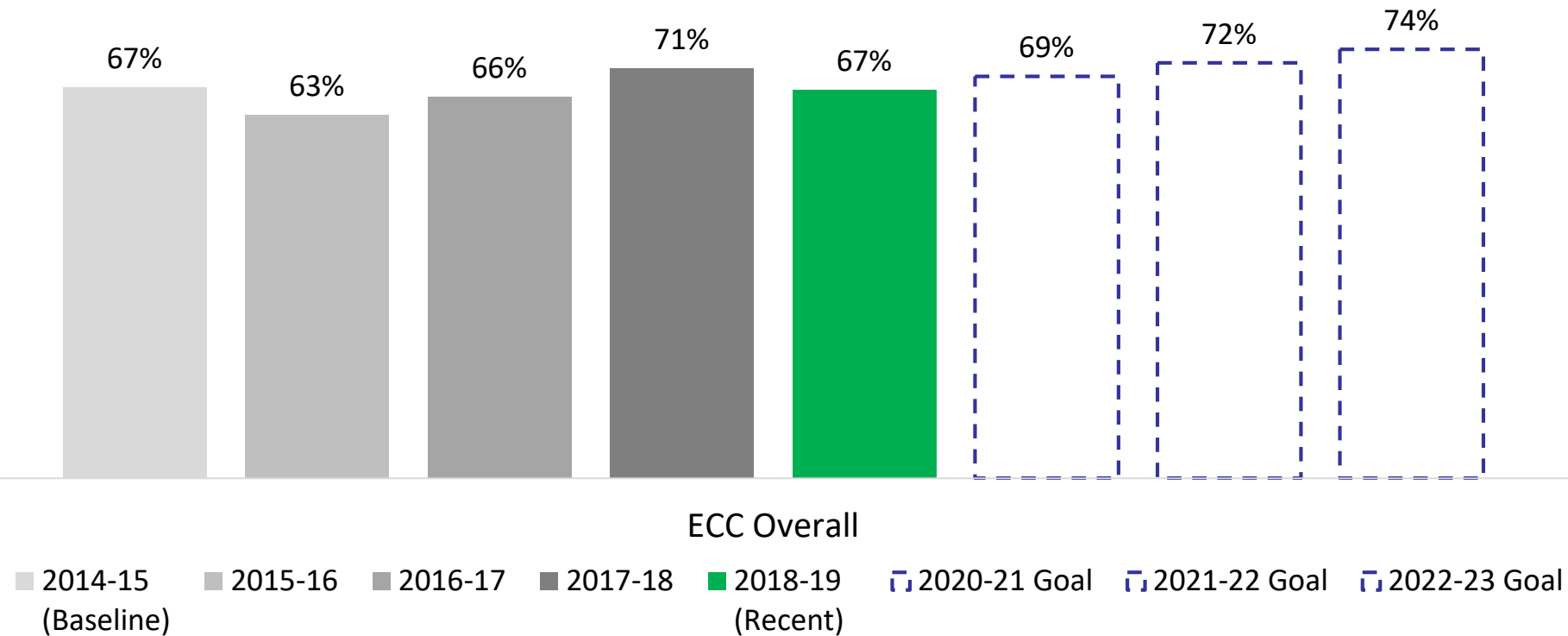
Percent of former ECC students who attain a living wage

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

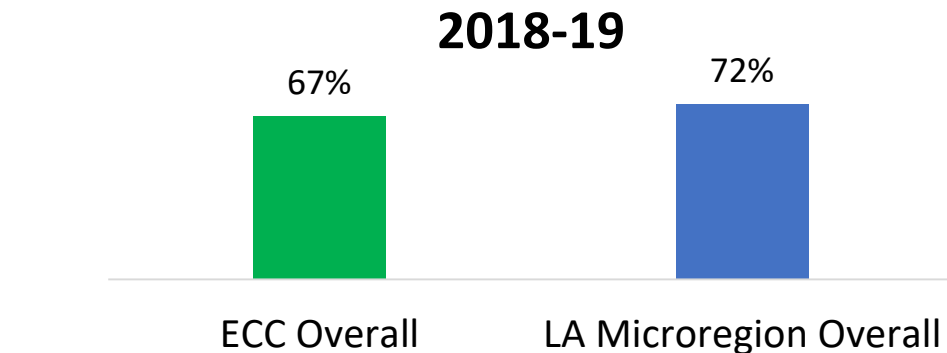


# Job in Field of Study Overall

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



*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*



**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)

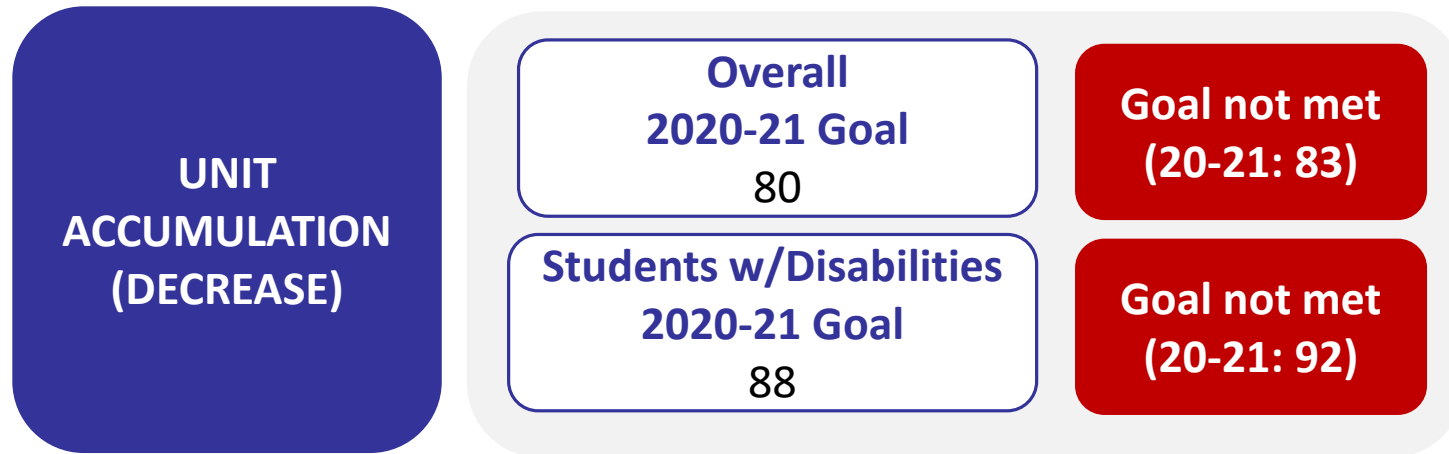
**Veteran  
2020-21 Goal**  
36

**Goal in  
progress**  
(19-20: 32)

**Students w/Disabilities  
2020-21 Goal**  
89

**Goal in  
progress**  
(19-20: 74)

# Summary (cont. 2)



# 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%)**

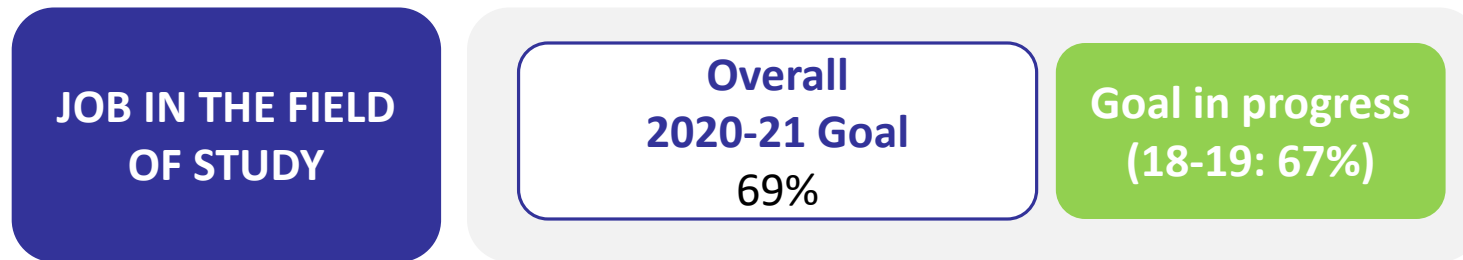
**Eligible for Promise Grant**  
**2020-21 Goal**  
36%

**Goal in progress**  
**(19-20: 30%)**

**Hispanic**  
**2020-21 Goal**  
38%

**Goal in progress**  
**(19-20: 33%)**

# Summary (cont. 5)





# 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?