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Planning Progress Reports

One outcome of the planning survey distributed by the Institutional Effectiveness Committee in 2015 was the need to raise awareness throughout the college community about the institution's progress on matters of quality assurance relating to student learning and achievement. In fall 2016, the first issue of The Progress Report came out on the topic of integrated planning with the goal of 4-5 issues per semester. The newsletter goes out to all employees through cc_all and covers a variety of institutional effectiveness topics.

2018

- [Planning Progress Report 20180425 - Strategic Planning](#)
- [Planning Progress Report 20180411 - Strategic Planning](#)
- [Planning Progress Report 20180228 - Strategic Planning](#)
- [Planning Progress Report 20180207 - Strategic Planning](#)
- [Planning Progress Report 20180124 - Strategic Planning](#)

2017

- [Planning Progress Report 20170825 - CTE News](#)
- [Planning Progress Report 20170510 - Equity in Higher Education](#)
- [Planning Progress Report 20170301 - Student Learning Outcomes](#)
- [Planning Progress Report 20170208 - Student Success & Support Council](#)

2016

- [Planning Progress Report 20161118 - Integrated Planning](#)
- [Planning Progress Report 20161020 - Student Success and Support Program](#)
- [Planning Progress Report 20161005 - Accreditation](#)
- [Planning Progress Report 20160914 - Integrated Planning](#)

Cerro Coso Community College
3000 College Heights Blvd.
Ridgecrest, CA 93555-9571

CAMPUSES & CENTERS

Ridgecrest/IWV Campus
Cerro Coso Community College
3000 College Heights Blvd.
Ridgecrest, CA 93555-9571

Phone: (760) 384-6100
Fax: (760) 384-6270

Parking
Campus Info (including maps)
Google Maps

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- Institutional Effectiveness
- Institutional Research
- Curriculum Instruction Council
- Faculty and Staff

- Facebook
- Twitter
- YouTube

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the PROGRESS REPORT

April 25, 2018



Strategic Planning

This week, the Progress Report is reporting out on the final of the 2015-2018 Strategic Plan goals, Strengthening Organizational Effectiveness. Unlike the others, this final goal covers a lot of ground in a variety of different areas for the general improvement of operations and climate. They include such objectives as enhancing trust, increasing professional development opportunities, hitting benchmark accountability measures, improving facilities, and growing revenue. Also, unlike earlier goals, not all objectives had measures and not all objectives had targets. Since several of the measures involved employee satisfaction, they were assessed by questions on KCCD's biannual Climate Survey sent out to district-wide, and then results grouped by college. Because of the timing of the Climate Surveys once every two years in even years, there was only one survey conducted during this 3-year span (2016) so only one opportunity for improvement. The next Climate Survey is scheduled for fall 2018.

Strategic Goal #5: Strengthening Organizational Effectiveness

Provide Effective Professional Development	Start	Target	Result
% employees who feel they have adequate training	80%	82%	77%
% employees who feel there are opportunities to grow	68%	73%	68%
% employees who feel encouraged and supported	78%	81%	80%
Meet or Exceed Internal and External Standards			
% SLO's at course level with ongoing assessments	68%	95%	89% (16-17)
Increase Trust and Create Collaborative Culture			
% employees who feel:			
Relevant information is communicated through the organization	67%	72%	66%
My representative in governance adequately informs me about important college issues	73%	77%	78%
My representative in governance asks for my input on important issues	65%	70%	69%
Information flows well upward through the organization	51%	57%	68%
Information flows well downward through the organization	48%	53%	56%
My supervisor keeps me informed of issues relevant to my job	77%	82%	76%
My supervisor asks for my input before making decisions that affect my work	72%	78%	71%
Improve Facilities and Maintenance			
% employees who feel facilities are adequately maintained	72%	77%	70%
% work orders completed	88%	93%	76%

Did you know?

The Climate Survey is one of several surveys administered by the college and district to get feedback on the effectiveness of their operations. In addition, the college puts out a College Planning Survey for employees and a Student Experience Survey for students once every two years and the College Council Governance survey yearly. In the past, these have been sent out to all employees and students, but starting this year they will be moved to random sampling as a best practice. So if you get an invitation to participate in a survey, please know that not everyone will be getting one and taking the few minutes to complete it will help us know where we stand. Thanks!

the PROGRESS REPORT

April 11, 2018



Strategic Planning

This week, the Progress Report is reporting out on goal #4, Enhance Community Connections. The first of the two objectives was to provide workforce and economic development programs that respond to local industry. This was measured by the percentage of career and technical programs meeting the core indicators goals of the federal VTEA program, such as improving the number of traditionally underserved populations and improving percentage of graduates employed in the field. The second objective was to reflect the communities we serve, and this meant in particular to increase male and Hispanic applicants in our hiring pools. Three years ago men made up 52% of the general population yet accounted for only 36% of applicants for jobs, while Hispanics accounted for 23% of the general population yet made up only 7%. Targets were set to bring those into alignment. Here is how we fared on those objectives (last year of available data):

Strategic Goal #4: Enhance Community Connections

4.1 – Respond to Local Industry	Start	Target	Result
Percentage of CTE programs meeting VTEA goals	44%	58%	54% (16-17)
Chancellor’s Office Scorecard CTE Completion Rate	36%	40%	41.5% (10-11)
4.2 – Reflect the Communities We Serve	Start	Target	Result
Percentage of Diversity in Applicant Pools			
Male	36%	52%	40% (16-17)
Hispanic	7%	23%	15% (16-17)

While the college met only one of its targets outright, it has made solid progress on all four. This has been accomplished through such projects as collaborations with local high schools and adult schools to ‘declutter’ adult education through the AB86 block grant law as well as alignment of best practices with Doing What Matters at the regional and state level, including implementing the Strong Workforce program and reviewing and analyzing data available at the state’s LaunchBoard site. In the last three years, the college has started four new programs in the area of information technology, including a very popular cyber-security certificate and degree. In hiring practices to better reflect the communities we serve, the college continues to follow best practices for attracting a qualified diverse pool, including targeted advertisement in our local communities.

Congratulations!

The following program reviews have been completed this year already and presented at College Council:

- Administration of Justice
- Kinesiology
- Library
- Paralegal
- Welding

Thanks for all your hard work. Job well done!

Did you know?

The state of California has made concerted progress in the last few years on tracking employment outcomes of community college students. One of the most powerful and easiest to use platforms to see this information is LaunchBoard at Cal-Pass Plus. Not only does it provide detailed information on the college’s performance in CTE and non-CTE programs alike—including student characteristics, milestones, and success—but it also provides Strong Workforce program metrics and results of the CTE Outcomes Survey. A wealth of information! Check out how we’re doing at <https://www.calpassplus.org/Launchboard/Home.aspx>.