

Cerro Coso Community College - Strategic Plan 2019-2021

Strategic Goal: 1.Maximize Student Success

Objective: 1.Improve Onboarding											
Achieved	Benchmark:	AY 2014	AY 2015	AY 2016	AY 2017	AY 2018	AY 2019	AY 2020		2020 Target	% Off from Goal
<input checked="" type="checkbox"/>	A. Decrease the % of enrollments dropped before 1st day of class	21.5%	21.5%	21.9%	19.6%	19.9%	17.4%	17.7%		18.0%	0.3%
<input checked="" type="checkbox"/>	B. Decrease the % of students dropped from all courses before 1st day	12.8%	11.7%	11.9%	10.5%	10.9%	9.8%	9.9%		13.0%	3.1%
<input type="checkbox"/>	C. Decrease the % of enrollments dropped between 1st day & census	23.6%	21.9%	18.5%	17.6%	17.0%	16.3%	16.2%		15.0%	-1.2%
<input type="checkbox"/>	D. Decrease the % of students dropped between 1st day & census	20.2%	19.1%	17.5%	15.9%	14.4%	13.2%	13.0%		9.0%	-4.0%
<input type="checkbox"/>	E. Increase the % of students completing assessment testing as part of onboarding	50.5%	50.8%	54.1%	66.8%	62.1%	61.6%	61.9%		70.0%	-8.1%
<input checked="" type="checkbox"/>	F. Increase the % of students completing advisement/ counseling as part of onboarding	55.6%	56.8%	63.4%	56.6%	46.6%	55.8%	69.3%		65.0%	4.3%
<input type="checkbox"/>	G. Increase the % of students completing abbreviated ed plans as part of onboarding	30.5%	33.0%	43.2%	40.9%	36.3%	40.4%	48.6%		50.0%	-1.4%
<input checked="" type="checkbox"/>	H. Increase the % of students completing orientation as part of onboarding	52.3%	52.4%	60.4%	59.9%	56.5%	51.7%	65.1%		65.0%	0.1%

Strategic Goal: 1.Maximize Student Success

Objective: 2. Improve Momentum Toward Students' End Goals											
Achieved	Benchmark:	AY 2014	AY 2015	AY 2016	AY 2017	AY 2018	AY 2019	AY 2020		2020 Target	% Off from Goal
<input checked="" type="checkbox"/>	A. Increase the % of students completing comp ed plans in 1st term		8.8%	16.4%	10.8%	13.2%	10.7%	23.0%		15.0%	8.0%
<input type="checkbox"/>	B. Increase the avg # of credits per semester attempted by degree-seeking students	6.87	7.01	7.09	7.17	7.51	6.97	5.91		10.0	-40.9%
<input type="checkbox"/>	C. Increase the avg # of credits per semester earned by degree-seeking students	4.19	4.41	4.58	4.80	5.15	5.24	4.55		7.00	-35.0%
<input type="checkbox"/>		Fall-13	Fall-14	Fall-15	Fall-16	Fall-17	Fall-18	Fall-19		2020 Target	% Off from Goal
<input checked="" type="checkbox"/>	D. Increase the % of 1st time degree seeking students completing 6-11.9 credits in first term	31.8%	30.6%	33.5%	40.2%	41.3%	41.8%	48.1%		42.0%	6.1%
<input checked="" type="checkbox"/>	E. Increase the % of 1st time degree seeking students completing 12-14.9 credits in first term	8.8%	8.8%	11.1%	14.7%	12.6%	15.9%	19.6%		17.0%	2.6%
<input checked="" type="checkbox"/>	F. Increase the % of 1st time degree seeking students completing 15-23.9 credits in first year	18.0%	17.2%	21.3%	28.1%	31.1%	31.8%	34.3%		32.0%	2.3%
<input checked="" type="checkbox"/>	G. Increase the % of 1st time degree seeking students completing 24-29.9 credits in first year	7.0%	5.0%	8.0%	11.6%	11.2%	12.0%	15.7%		14.0%	1.7%
<input type="checkbox"/>	H. Increase the % of 1st time degree seeking students completing 30 or more credits in one year	1.5%	1.3%	1.9%	2.8%	2.9%	3.2%	4.1%		5.0%	-0.9%
<input type="checkbox"/>		Fall-13	Fall-14	Fall-15	Fall-16	Fall-17	Fall-18	Fall-19		2020 Target	% Off from Goal
<input checked="" type="checkbox"/>	I. Increase the % of 1st time degree seeking students persisting from term 1 to term 2	51.9%	48.5%	54.5%	59.5%	57.9%	58.3%	66.3%		66.0%	0.3%
<input type="checkbox"/>		Fall-13	Fall-14	Fall-15	Fall-16	Fall-17	Fall-18	Fall-19		2020 Target	% Off from Goal
<input checked="" type="checkbox"/>	J. Increase the % of 1st time degree seeking students persisting from term 1 to term 3	32.6%	31.0%	36.4%	39.6%	40.7%	36.7%	45.4%		45.0%	0.4%

Strategic Goal: 3.Ensure Student Access

Objective: 1.Optimize Student Enrollment											
Achieved	Benchmark:	AY 2014	AY 2015	AY 2016	AY 2017	AY 2018	AY 2019	AY 2020		2020 Target	% Off from Goal
<input checked="" type="checkbox"/>	A. Increase FTES	2,912	2,720	2,802	2,845	3,099	3,241	3,161		3,100	2.0%
<input type="checkbox"/>	B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Courses)	1,829	1,643	1,619	1,477	1,309	1,217	1,292		1,600	-19.3%
<input checked="" type="checkbox"/>	C. Increase the # of students taking at least 1 class at East Kern	146	199	446	1,037	1,685	2,087	2,084		1,200	73.7%
<input type="checkbox"/>	D. Increase the # of students taking at least 1 class at ESCC Bishop	354	313	306	298	300	304	315		325	-3.1%
<input type="checkbox"/>	E. Increase the # of students taking at least 1 class at ESCC Mammoth	291	279	243	224	226	238	239		250	-4.4%
<input type="checkbox"/>	F. Stabilize the # of students taking at least 1 class at the KRV	370	332	319	304	300	301	243		300	-19.0%
<input checked="" type="checkbox"/>	G. Stabilize the # of students taking at least 1 class with CC-Online	6,156	5,577	5,926	6,020	6,194	6,322	6,328		6,000	5.5%
<input type="checkbox"/>		AY 2014	AY 2015	AY 2016	AY 2017	AY 2018	AY 2019	AY 2020		2020 Target	% Off from Goal
<input type="checkbox"/>	H. Increase the # of 1st time degree seeking students taking 12-14.9 units in their 1st term	249	230	265	211	218	185	172		265	-35.1%
<input checked="" type="checkbox"/>	J. Increase the # of 1st time degree seeking students taking 15 or more units in their 1st term	39	38	49	42	53	36	61		57	7.0%
<input type="checkbox"/>		AY 2014	AY 2015	AY 2016	AY 2017	AY 2018	AY 2019	AY 2020		2020 Target	% Off from Goal
<input checked="" type="checkbox"/>	K. Increase the # of HS students taking college classes at CC (concurrent enrollment)	304	341	546	871	1,033	1,350	1,380		1,000	38.0%
<input type="checkbox"/>		AY 2014	AY 2015	AY 2016	AY 2017	AY 2018	AY 2019	AY 2020		2020 Target	% Off from Goal
<input checked="" type="checkbox"/>	L. Increase the # of HS students taking college classes with CC on their HS campuses (dual enrollment)	74	48	176	482	509	795	826		600	37.7%
<input type="checkbox"/>		AY 2014	AY 2015	AY 2016	AY 2017	AY 2018	AY 2019	AY 2020		2020 Target	% Off from Goal
<input checked="" type="checkbox"/>	M. Increase the # of incarcerated students taking at least 1 class with CC			84	376	637	963	1,119		1,000	11.9%

Strategic Goal: 4.Enhance Community Connections

Objective: 1.Improve Workforce Programs that Respond to Local Industry											
Achieved	Benchmark:	AY 2014	AY 2015	AY 2016	AY 2017	AY 2018	AY 2019	AY 2020		2020 Target	% Off from Goal
<input type="checkbox"/>	A. Increase the # of Career Technical Education degrees and certificates awarded	236	318	254	327	329	365	391		400	-2.3%
<input checked="" type="checkbox"/>	B. Increase the # of individual students who complete a CTE degree or certificate	123	236	181	208	234	259	278		250	11.2%
<input checked="" type="checkbox"/>	C. Increase the # of annual enrollments in CTE courses	9,327	9,966	10,075	10,416	10,005	11,551	11,273		11,000	2.5%
<input type="checkbox"/>	D. Increase the # of students completing 12 or more CTE units in their first year	351	367	360	367	306	391	373		375	-0.5%

	Strategic Goal: 4.Enhance Community Connections														
Achieved	Objective: 2.Reflect the Communities We Serve														
	Benchmark:				AY 2014	AY 2015	AY 2016	AY 2017	AY 2018	AY 2019	AY 2020		2020 Target		% Off from Goal
<input type="checkbox"/>	A. Increase the proportion of males applying for college employment to the same proportion in the general population						0.58	0.76	0.86	0.69	0.78		1.00		-31.0%
	Strategic Goal: 5.Strengthen Organizational Effectiveness														
Achieved	Objective: 1.Improve Effective Professional Development														
	Benchmark: Increase the % of "Agree" & "Strongly Agree" responses to the question:					AY 2011	AY 2013	AY 2015	AY 2016	AY 2019	AY 2020		2020 Target		% Off from Goal
<input type="checkbox"/>	A. I have been provided adequate training to do my work					76.0%	80.0%		77.0%		54.0%		82.0%		-28.0%
<input type="checkbox"/>	B. There are opportunities at the college to learn & grow					61.0%	68.0%		68.0%		45.0%		74.0%		-29.0%
<input type="checkbox"/>	C. The college provides encouragement & support for professional growth & development					64.0%	68.0%		75.0%		53.0%		80.0%		-27.0%
<input type="checkbox"/>	D. My immediate supervisor encourages my professional growth & development					77.0%	78.0%		80.0%		73.0%		81.0%		-8.0%
	Strategic Goal: 5.Strengthen Organizational Effectiveness														
Achieved	Objective: 2.Improve Atmosphere														
	Benchmark: Increase the % of "Agree" & "Strongly Agree" responses to the question:					AY 2011	AY 2013	AY 2015	AY 2016	AY 2019	AY 2020		2020 Target		% Off from Goal
<input type="checkbox"/>	A. My immediate supervisor keeps me informed of issues relevant to my job					76.0%	77.0%		76.0%		70.0%		80.0%		-10.0%
<input type="checkbox"/>	B. My immediate supervisor asks for my input before making decisions that affect my work					67.0%	72.0%		71.0%		67.0%		80.0%		-13.0%
<input type="checkbox"/>	C. I feel valued as an employee of the college					73.0%	69.0%		75.0%		51.0%		80.0%		-29.0%
<input type="checkbox"/>	D. I feel consulted & listened to regarding decisions in the workplace					66.0%	64.0%		70.0%		48.0%		80.0%		-32.0%
<input checked="" type="checkbox"/>	E. I feel interactions with my immediate supervisor are positive or very positive					80.0%	76.0%		77.0%		81.0%		80.0%		1.0%
	Strategic Goal: 5.Strengthen Organizational Effectiveness														
Achieved	Objective: 3.Improve Participatory Governance														
	Benchmark: Increase the % of "Agree" & "Strongly Agree" responses to the question:					AY 2011	AY 2013	AY 2015	AY 2016	AY 2019	AY 2020		2020 Target		% Off from Goal
<input type="checkbox"/>	A. Relevant information affecting the college is communicated throughout the organization					58.0%	67.0%		66.0%		41.0%		75.0%		-34.0%
<input type="checkbox"/>	B. My representatives in governance committees adequately inform me about important college issues					77.0%	73.0%		78.0%		60.0%		80.0%		-20.0%
<input type="checkbox"/>	C. My representatives on governance committees ask for my input on important issues					75.0%	65.0%		69.0%		51.0%		75.0%		-24.0%
<input type="checkbox"/>	D. Information flows well upward through the organizational structure					55.0%	51.0%		68.0%		23.0%		75.0%		-52.0%
<input type="checkbox"/>	E. Information flows well downwards through the organizational structure					50.0%	48.0%		56.0%		24.0%		65.0%		-41.0%
<input type="checkbox"/>	F. I understand the decision-making process at the college						55.0%		75.0%		57.0%		80.0%		-23.0%
<input type="checkbox"/>	G. The decision-making process at the college is effective						52.0%		67.0%		39.0%		75.0%		-36.0%
	Strategic Goal: 5.Strengthen Organizational Effectiveness														
Achieved	Objective: 4.Improve Facilities and Maintenance														
	Benchmark: Increase the % of "Agree" & "Strongly Agree" responses to the question:					AY 2011	AY 2013	AY 2015	AY 2016	AY 2019	AY 2020		2020 Target		% Off from Goal
<input type="checkbox"/>	A. The college where I work is adequately maintained					67.0%	72.0%		70.0%		61.0%		75.0%		-14.0%
<input type="checkbox"/>	B. The environment in which I work is conducive to productivity					51.0%	55.0%		70.0%		60.0%		75.0%		-15.0%
<input type="checkbox"/>	C. The college or location where I work is attractive					75.0%	88.0%		69.0%		58.0%		80.0%		-22.0%
<input type="checkbox"/>	D. The college or location is kept clean					92.0%	91.0%		84.0%		82.0%		90.0%		-8.0%
	Strategic Goal: 5.Strengthen Organizational Effectiveness														
Achieved	Objective: 5.Improve Safety and Emergency Preparedness														
	Benchmark: Increase the % of "Agree" & "Strongly Agree" responses to the question:					AY 2011	AY 2013	AY 2015	AY 2016	AY 2019	AY 2020		2020 Target		% Off from Goal
<input type="checkbox"/>	A. I feel safe at my work location					90.0%	85.0%		86.0%		72.0%		90.0%		-18.0%