

## APPENDIX A: HOW GOALS WERE SET

### LAGGING INDICATORS

The lagging indicator goals were set to align to the state Chancellor's office Vision for Success goals, as required by AB 1809.

#### 1. Completion—increase the number of students who earned one or more of the following: Chancellor's Office approved certificate, associate degree, and/or CCC baccalaureate degree by 27.6% from 1,683 in 2016-2017 to 2,148 by 2021-2022

Over the past four years, this metric has had an average annual increase of 13.3%. Based on this trajectory, Moorpark College should be able to exceed the Vision for Success goal of 20% by 2021-2022. While an average annual increase of 13.3% is ideal, it is possible that the increases of prior years may have plateaued, as suggested by the prior two year increases declining from 16.1% to 10.2%. Therefore, the college has set a more conservative goal of increasing completion rates by an average of 5% each year from 2016-2017 to 2021-2022. This would translate to a 27.6% increase.

	2014-2015	2015-2016	2016-2017 (base year)	2017-2018
Metric	1277	1449	1683	1854
% change	-	13.5%	16.1%	10.2%

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

#### 2. Associate Degrees for Transfer— increase the number of students who earned an Associate Degree for Transfer by 35% from 851 in 2016-2017 to 1,149 by 2021-2022

Over the past three years, this metric's annual increase has declined from 34.5% to 5.1%. Based on a growth rate of 5.1%, Moorpark College will not be able to match the Vision for Success goal of 35%. To reach the 35% goal, Moorpark will need to increase the annual growth rate to 6.2% from 2016-17 to 2021-2022.

	2014-2015	2015-2016	2016-2017 (base year)	2017-2018
Metric	545	733	851	894
% change	-	34.5%	16.1%	5.1%

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



### 3. Average number of units accumulated for associate degree completers—decrease from 83 in 2016-2017 to 79 by 2021-2022

Over the past four years, this metric has stayed relatively flat. However, in the baseline year Moorpark outperformed all but one of our peers. The current flat trend and Moorpark’s performance relative to our peers suggest we should target a more modest decrease in units accumulated. Assuming guided pathways is fully implemented over the next few years, a reasonable goal would be for Moorpark to meet the Vision for Success goal of 79 by 2021-2022. Given the lagging nature of this metric, it is likely the metric will stay flat for 2018-2019 and 2019-2020 before slowly improving with the guided pathways cohorts graduating in 2020-2021.

	2014-2015	2015-2016	2016-2017 (base year)	2017-2018
Metric	83	82	83	83

Campus	2016-2017 (base year)
Canyons	92
Cuesta	87
Deanza	87*
Diablo Valley	85
Folsom Lake	86
Fullerton	84
Golden West	82
LA Pierce	87
Las Positas	83
MiraCosta	82
Moorpark	83
Ohlone	95
Orange Coast	86
Palomar	88
Pasadena	93
San Diego Mesa	91
Santa Barbara	92
Sierra	83
Skyline	87

\*Converted from 130 quarterly units.

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



**4. Exiting CTE students who report being employed in their field of study—maintain from 83% in 2016-2017 to 83% by 2021-2022)**

Over the past two years, this metric has fluctuated from 83% to 69%, which makes it more difficult to set the goal based on trends. Compared to most of our peers, Moorpark’s baseline rate of 83% is substantially higher. The only other higher rate is from Ohlone at 86%. However, in the subsequent year, Ohlone’s rate fell to 74%. In the absence of any clear patterns in the data, the college has set the goal to maintain the rate at 83%, which exceeds the Vision for Success rate of 76%.

	<b>2016-2017 (base year)</b>	<b>2017-2018</b>
Metric	83%	69%
# survey responses	36	90

<b>Campus</b>	<b>2016-2017 (base year)</b>
Canyons	62%
Cuesta	69%
Deanza	76%
Diablo Valley	73%
Folsom Lake	71%
Fullerton	64%
Golden West	64%
LA Pierce	73%
Las Positas	66%
MiraCosta	66%
Moorpark	83%
Ohlone	86%
Orange Coast	75%
Palomar	68%
Pasadena	70%
San Diego Mesa	72%
Santa Barbara	70%
Sierra	64%
Skyline	70%

Source:

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

**5. Equity gaps for disproportionately impacted groups for the above measures— decrease by 40% for each measure by 2021-2022, and fully close achievement gaps by 2026-2027**

1. Completion

DI Groups	num	denom	perc	2021-2022 Goal (Close 40% gap + 27.6% Vfs overall)
Black or African American	25	660	0.037878788	40
LGBT	25	620	0.040322581	39
Veteran	22	502	0.043824701	33
Overall	1683	27536	0.061119988	2148

2. Associate Degrees for Transfer

DI Groups	num	denom	perc	2021-2022 Goal (Close 40% gap + 35% Vfs overall)
Veteran	10	502	0.019920319	17
Overall	851	27536	0.030904997	1149

3. Average Number of Units Accumulated by Associate Degree Earners

n/a (CCCCO directed us not to set this goal for equity)

4. Exiting CTE students who report being employed in their field of study

n/a (survey sample size too small)

Notes from CCCCCO:

Colleges do NOT need to set equity goals for Goal 3 (unit accumulation) or Goal 4A (median annual earnings). The reason is that both of these are counts, not rates. This confuses the issue of calculating DI for those goals and we've determined that setting DI goals for the rest of the Vision metrics is sufficient.

You are required to only set equity goals for the groups that:

1. Are showing up as DI in the data in the Data on Demand spreadsheet for VFS
2. Are also listed as required in the SEA plan (shown below)
3. Have baseline data that is available in the SSM and NOVA (a lot of data has been suppressed for privacy purposes)

If, after incorporating these limiting factors, you still have a very large number of DI groups to set goals on, and your college believes that including that number of goals would be counterproductive (e.g., having too many goals means not focusing on any of them enough to have an impact) they should prioritize setting goals for race/ethnicity, income, and any other groups that your college is actively trying to address as it relates to DI.

- Required groups in SEA Plan:
- Current or former foster youth
- Students with disabilities
- Low-income students
- Veterans
- Lesbian, gay, bisexual, or transgender students
- Students in the following ethnic and racial categories: American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or other Pacific Islander, White, Some other race, More than one race

Sources:

<https://nova.cccco.edu>

<https://misweb.cccco.edu/dataondemand/>

For reference, the state goals are summarized below:

<b>GOAL 1: Completion</b>	Increase by at least 20% the number of CCC students annually who acquire associate degrees, credentials, certificates, or specific job-oriented skill sets by 2021-22.
<b>GOAL 2: Transfer</b>	Increase by at least 35% the number of CCC students system-wide transferring annually to a UC or CSU by 2021-22.
<b>GOAL 3: Unit Accumulation</b>	Decrease the average number of units accumulated by CCC students earning associate degrees, from approximately 87 total units to 79 total units by 2021-22.
<b>GOAL 4: Workforce</b>	Increase the percent of exiting students who report being employed in their field of study, from the most recent statewide average of 69% to 76% by 2021-22..
<b>GOAL 5: Equity</b>	Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40 percent by 2021-22 and fully closing those achievement gaps for good by 2026-27

Source:

<https://nova.cccco.edu>

