






















**Pierce College Educational Master Plan 2014-2015 to 2017-2018
2016-2017 End of Year Progress Report**

EMP Goal	Objectives	Measure	Target Metric to meet 2018 Goal	Source of Data	Status	Status Indicator
1. Increase student completion of degrees, certificates, and college transfer requirements.	1a. Increase student completion of Associate Degrees and Certificates of Achievement (Baseline: Degrees – 1171 Certificates – 656 in 2013-2014)	Increase student awards by 2% annually	Degrees – 1268 Certificates - 710	http://datamart.cccco.edu/Outcomes/Program_Awards.aspx	2015-2016: Degrees 1777. Certificates – 1517.	
	1b. Increase the number of students who complete transfer requirements for the state universities and University of California (Baseline: 630 in 2013-2014)	Increase students completing transfer requirements by 2% annually	681	DEC_SIS: 60+ transferable units and 2.0 GPA within 6 years	2015-2016: 667	
	1c. Increase the number of Transfer Model Curricula (TMCs) in disciplines offered by the college by 2015	Ensure 9 TMCs in disciplines offered are available to students	Ensure 9 TMCs in disciplines offered are available	http://curriculum.cccco.edu/ReportsPublic/InventoryReport/Report	2015-2016: 22 ADTs	
	1d. Approve Transfer Model Curriculum in areas of emphasis by 2016	Increase by 2 TMCs in areas of emphasis			1 ADT in Social Justice	
	1e. Develop and implement a completion marketing campaign to focus on the importance of obtaining a degree, a certificate, or transfer preparation	Publish an approved plan and budget by Fall 2014			The Marketing Plan is in place along with the production of ADT brochures.	
2. Increase number of entering students who complete the matriculation process during the first semester	2a. Increase the number of new students completing assessment (Baseline: 5866 (89%) in Fall 2014)	Increase by 5% annually new students completing assessment		DEC_SIS	Fall 2016: 5527 (81%)	
	2b. Increase the number of new students completing orientation (Baseline: 4971 (75%) in Fall 2014)	Increase by 5% annually new students completing orientation		DEC_SIS	Fall 2016: 4680 (68%)	
	2c. Increase the number of new students completing an educational plan (Baseline: 5418 (82%) in Fall 2014)	Increase by 5% annually new students completing an educational plan		DEC_SIS	Fall 2016: 4582 (67%)	
	2d. Increase the percent of new students who persist to the end of their first year and successfully complete 15 units (Baseline: 22% in 2013-2014)	Increase by 2% annually new students completing 15	23.8%	DEC_SIS	2015-2016: 22%	






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		units during their first year				
3. Increase the long-term persistence rate of students Goal met	3a. Increase the percentage of students who complete 30 units in three years (Baseline: 47.5% for Fall 2011 cohort)	Increase by 2% annually students who complete 30 units in three years	51.4%	DEC_SIS	Fall 2016: 48.4%	
	3b. Increase the percentage of students who complete 60 units in three years (Baseline: 21.8% for Fall 2011 cohort)	Increase by 2% annually students who complete 60 units in three years	23.6%	DEC_SIS	Fall 2016: 24.5%	
	3c. Increase the percentage of students who complete English 101 and Math 125 within three years (Baseline: 9.1% for Fall 2011 cohort)	Increase by 2% annually students who complete English 101 and Math 125 within three years	9.9%	DEC_SIS	Fall 2016: 10.2%	
	3d. Increase the percentage of students who complete English 101 and Math 125 within six years (Baseline: 12.2% for Fall 2008 cohort)	Increase by 2% annually students who complete English 101 and Math 125 within six years	13.2%	DEC_SIS	Fall 2016: 14.5%	
4. Ensure equitable access to education Goal not met	4a. Increase the percentage of eligible students receiving financial aid (Baseline: 80% for Fall 2013)	Increase eligible students receiving financial aid by 2% annually	86.6%	District	Fall 2015: 75%	
5. Develop and implement professional development programs for faculty and staff Goal met	5a. Develop a professional development plan for staff and faculty	Plan and budget developed by Fall 2014		Professional Development Office	A plan and budget are in place, and the Professional Development Coordinator was hired Spring 2017.	
	5b. Create a master calendar of professional development conferences and training sessions	Master calendar developed by Spring 2015		Professional Development Office	The Professional Development Coordinator will use the calendar on SharePoint as a master calendar of professional development activities on campus and in the district.	








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					The goal would be to house as many events on that calendar as would pertain broadly to the employees regarding professional development.	
6. Continue to meet FTES base and attempt to grow the college's student FTES enrollment to 2006 levels and then 5% per year	6a. Continue to analyze enrollment trends and effective scheduling models	Information on enrollments and various scheduling models		Enrollment Management Committee minutes. PEM Dashboard.	Enrollment trends and FTES are analyzed continuously in EMC. With the transition to PeopleSoft we can use predictive analytics of students SEPs to determine demands for effective scheduling.	
	6b. Ensure access to essential courses (Baseline: Degrees – 1171 Certificates – 656 in 2013-2014)	Increase student completion rates of certificates, degrees, and transfer requirements by 2% annually	Degrees – 1268 Certificates – 710	http://datamart.ccc.co.edu/Outcomes/Program_Awards.aspx	2015-2016: Degrees 1777. Certificates – 1517.	
	6c. Maintain/increase efficiency (Baseline: avg. class size – 34.1 in Fall 2013)	Measure class size to maintain or increase efficiency	Measure class size to maintain or increase efficiency.	DEC_SIS	Fall 2016: 31.9	
	6d. Increase the number and the type of evening sessions offered (currently 24% below Fall 2008 which was 688 or 40%) (Baseline: 589 or 38% in Fall 2013)	Compile statistics on ratio and enrollment trends		DEC_SIS	Fall 2016: 538 or 34%	
	6e. Restore an active college marketing campaign to attract students who may have been lost	Increase enrollments to FTES base with 2% overage	Meet FTES base with 2% overage	2015-2018 Marketing Plan. District FTES Reports: http://spidev.laccd.edu/administrative/Educational-Programs/Attendance-	The Marketing plan was written and given to the president on May 20, 2015. Advertising was reinstated in a consistent, moderate manner beginning with Spring 2015 and Summer 2015 and is continuing	
Goal met						









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				Accounting/Pages/default.aspx	each semester thereafter. FTES has increased over the past 3 years. 14-15: 14,977; 15-16: 15,574; and 16-17: 15,626.	
7. Develop and enhance revenues generated through grants, entrepreneurial ventures, and community partnerships Goal met	7a. Expand educational partnerships that bring community events and community members to the campus for educational, cultural, social, and recreational activities (Baseline: \$365,149 Facilities revenues from 2013-2014)	Track partnerships and permits issued to increase revenue by 2%	\$395,249	Enterprise	2015-2016: \$459,685	
	7b. Develop a self-funding grants program that will increase college revenue (Baseline: Grant revenues were \$2,648,468 in 2013-2014)	Track and increase the college grants program to increase college revenue 10% annually	\$3,877,622	Budget Office	2015-2016: \$4,956,630	
8. Foster partnerships with business and industry Goal met	8a. Increase advisory committee participation of local business and industry	Increase advisory committee participation to optimum on committees low in number		CTE Advisory Committee Minutes	All CTE Advisory committees meet at least once annually as required by Perkins.	Not Measurable
	8b. Increase number of employers to participate in job fairs (Baseline: 62 vendors in 13-14)	Increase potential employers participation in job fairs by 10% annually	91 Vendors	Job Fair listings from Student Services and Institutional Advancement	2016-2017: 86	
	8c. Develop internship programs with business and industry partners to foster community relations (Baseline: 148 postings on BrahmaJOBS 13-14)	Successful initiation of internship programs		Career Center/CTE/Institutional Advancement	16-17: 152 postings on BrahmaJOBS. LA-HI Tech successfully placed 3 interns with Bixel Exchange in tech industry	
9. Address the basic skills needs of underprepared students in developmental	9a. Gather student input about the challenges faced in introductory courses and use this information to inform the development of strategies and solutions	Student surveys and/or focus groups to gather data on challenges		Student surveys in CET Courses and/or focus groups	No data has been gathered.	




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and introductory courses		students face in introductory courses				
	9b. Increase the number of new students successfully completing at least one English class and one math class during their first year (Baseline: 694 in 2013-2014)	Increase by 2% annually students completing at least one English and one math class in the first year with the existing hourly allocation	751	DEC_SIS	2015-2016: 795	
	9c. Increase the number of new students who successfully complete their developmental sequence within two years (English 20, 21, 28) (Math 105, 110, 115) (Baseline: Eng-51%, Math-30.8% for 12/13-13/14)	Increase by 2% annually students completing developmental sequence within two years with the existing hourly allocation	Eng-55.2%, Math-33.3%	DEC_SIS	14/15-15/16: Eng-55.3%, Math-31.1%	English:  Math: 
10. Support faculty and staff by maximizing the effective use of technology, enabling academic innovation in instructional delivery Goal met	10a. Develop plans to improve course effectiveness by fully integrating innovative tools and delivery methods	Complete the Technology Plan Survey students and faculty to determine if plans have been integrated into the curriculum			IT now has a Help Desk, SMART classrooms have been installed, and there have been numerous Canvas trainings.	
	10b. Increase online class offerings (Baseline: 31 online sections offered in Fall 2013)	Increase distance education offerings 5% annually	38 DE Sections	DEC_SIS	Fall 2016: 85	
11. Provide a learner-centered environment that promotes active learning and student engagement	11a. Review and revise Student Learning Outcomes (SLOs) and assessment mechanisms	Random inspection of ECD and assessment database		eLumen	The campus transitioned to eLumen in spring 2015	
	11b. Ensure active learning and applied knowledge and skills are examined through authentic assessment	Inspection of assessment reports annually		eLumen	Course and program outcomes are reported every four years	

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Goal met	11c. Create a professional development focus that emphasizes student active learning and engagement	Inspect professional development plan to ensure sufficient focus		Senate Professional Development Committee: Workshops specifically focused on active learning and engagement	2014-2015: 16 workshops 2015-2016: n/a 2016-2017: 23 workshops	
	11d. Create programs that promote student and faculty contact outside the classroom. (Baseline – students who do not interact with instructors: Discuss ed/career plans w/instr – 64%, Discuss ideas from readings/courses outside of class - 61%, Visit instr during office hours - 61%)	Survey students about student-faculty interactions		LACCD Student Survey question on interactions with instructors	Discuss ed/career plans w/instr – 79% Discuss ideas from readings/courses outside of class - 79% Visit instr during office hours - 78%	
12. Increase student awareness and use of student support services and programs	12a. Increase the number of financial aid applications for eligible students. (Baseline: In 13-14, 32,368 applied and 9,894 packaged. 46% who applied enrolled, 96% who were packaged enrolled)	Student surveys to measure awareness of financial aid		District/Financial Aid Office	In 16-17, 28,653 applied and 9,221 were packaged. 51% who applied enrolled and 86% who were packaged enrolled.	
	12b. Increase student awareness of Health Center services. (Baseline: Spring 2012 LACCD Survey – 33%)	Survey students about Health Center		LACCD Student Survey – non-Not Applicable answers to “How satisfied...”	LACCD Student Survey Spring 2017: 51%	
	12c. Increase student awareness of Counseling Office services. (Baseline: Spring 2012 LACCD Survey – 58%)	Survey students about Counseling Office		LACCD Student Survey – non-Not Applicable answers to “How satisfied...”	LACCD Student Survey Spring 2017: 76%	
	12d. Increase student awareness of Child Development Center services for eligible students. (Baseline: Spring 2012 LACCD Survey - 14%)	Survey Students about Child Development Center		LACCD Student Survey – non-Not Applicable answers to “How satisfied...”	LACCD Student Survey Spring 2017: 27%	
	12e. Increase student awareness of Assessment Center services. (Baseline: Spring 2012 LACCD Survey - 59%)	Survey students about Assessment Center services		LACCD Student Survey – non-Not Applicable answers to “How satisfied...”	LACCD Student Survey Spring 2017: 80%	
	12f. Increase student awareness and enhance the veterans’ program to include the resources	Surveys to measure student awareness about		LACCD Student Survey – non-Not	LACCD Student Survey Spring 2017: 24%	
Goal not met						

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	needed, including partners and resources outside the college. (Baseline: Spring 2012 LACCD Survey - 13%)	veterans' program and obtain outside resources to enhance program		Applicable answers to "How satisfied..."		
13. Increase student participation in Associated Student Organization (ASO) activities and shared governance committees Unable to determine	13a. Develop a master calendar of statewide conferences/trainings	Increase by 5% student participation in statewide conferences and trainings		Office of Student Engagement	A yearlong calendar of conferences, trainings, events and activities for both on campus and statewide was developed by the Dean and Coordinator of Student Engagement.	
	13b. Increase student participation in the Associated Student Organization (ASO)	Increase by 10% student participation in ASO activities		Office of Student Engagement/committee minutes	We've not only increase student participation in ASO but continue to increase the active participation of ASO reps in our shared governance committees as well.	
14. Enhance opportunities for student involvement in cocurricular and extracurricular activities that will enrich campus life	14a. Develop student life strategic plan	Implement a comprehensive student life program by 2015		Office of Student Engagement	The strategic plan was focused on developing a Student Engagement center space with staffing that would focus on increasing the out of classroom experiences of students. As well as supporting our student leaders in their development and leadership opportunities.	
	14b. Develop an office of student involvement that supports student success	Eighty percent of students involved in student leadership will complete their educational plan		Office of Student Engagement	58% of ASO leadership in Fall 2016 have an SEP on file.	