

Chemeketa Community College 2020-2021 Strategic Placemat

Year-end Initiative Wrap-up - Status and Progress Updates -



Updated 9/1/2021

Academic Quality: Strategic Initiatives

Quality programs, instruction, and support services are provided to students.

| | | | | | | | |
|--|-----------|-----------|-----------|-----------|-----------|-------------------|-----------|
| Strategic Initiative: Learning Outcomes and Assessment (GP) | | | | | | Value: Innovation | |
| Activity Timeline: | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 |

All academic programs will develop and implement an assessment plan that follows a regular cycle of student learning outcomes assessment and evaluation for the purpose of continuous improvement and student success.

Executive Sponsors: Don Brase, Jim Eustrom

| Current Updates | Initiative Status: | On Track |
|--|--------------------|----------|
| <p>2020-21 Key Accomplishments and Activities</p> <ul style="list-style-type: none"> • 3-year assessment plan templates were sent to all academic areas, to guide assessment activities. Where possible, assessment activities are being transitioned into Canvas. • A faculty-led Student Learning Outcomes Assessment Committee was formed in fall 2020, and has met roughly monthly since. Several workgroups have been spun off of the main committee to tackle specific tasks in a timely manner. • Canvas training has been developed by the Tech Hub team. Some faculty have attended national assessment institutes and conferences. Other professional development training related to outcomes and assessment has not yet been developed. • Assessment results are now available to all faculty, combined with Banner student information. This allows faculty to see disaggregated data to identify achievement gaps. IRR staff, led by Heidi Gilliard will lead faculty data coaching work when training needs have been better developed | | |

| Annual Milestones | Status |
|--|----------|
| All programs and disciplines have assessment results in one common repository | Underway |
| All disciplines are regularly and broadly assessing, reporting, and analyzing outcomes | Underway |

| Strategic Initiative Measures |
|--|
| Percent of disciplines/programs with published assessment methodology |
| Percent of disciplines/programs assessing program outcomes and submitting analysis reports |

2020-2021 Chemeketa Community College Strategic Placemat Wrap-up

| | | | | | | | | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|----------------------|--|
| Strategic Initiative: Workforce Relevance | | | | | | | Value: Collaboration | |
| Activity Timeline: | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | |

Collaborate with education partners, businesses, and community groups to inform viable and relevant instruction, workforce development and training.

Executive Sponsor: Vice President Academic Affairs

| Current Updates | Initiative Status: | On Track |
|--|---------------------------|-----------------|
| <p>2020-21 Key Accomplishments and Activities</p> <ul style="list-style-type: none"> • Completion of the Ag Complex and Hub that will provide relevant workforce development skill training, research and development with 6 new grants, and a space for the agricultural community to come together. • The creation of an Applied Baccalaureate degree in Leadership and Management designed to extend career and educational pathways for students coming from our CTE AAS degrees that will lead to additional opportunities in management-level positions. This new degree was built after assessment and information from Advisory groups and local labor market information. • The creation of several non-credit workforce trainings in hospitality to help revitalize and recruit new workers to an industry that has been devastated by the pandemic. This work has been done with the Restaurant and Lodging foundation, local workforce board (trainings on the Eligible Training Provider List), SEDCOR, Travel McMinnville, McMinnville Downtown Association, and the McMinnville Chamber of Commerce. These workforce development trainings could be duplicated around the district or state. • The college surveyed its CTE advisory committees with a focus on anticipating changing workforce needs and the role of the college in training toward that end. Future surveys may be conducted about attracting diverse and underrepresented students into specific fields. We have used the findings from the survey to inform the academic plan. | | |

| Annual Milestones | Status |
|--|-------------------------|
| College-wide advisory committee visioning survey has been completed and analyzed | Met |
| Findings from the survey have been used to inform the collegewide Academic Plan and the Long-Range Facilities Plan | Underway, partially met |
| AAS Diesel Mechanic program and facility have been launched | Met |
| DHS contracts to provide services for TANFF have been implemented | Met |

| Strategic Initiative Measures |
|---|
| Percent of Advisory Committees responding to survey |

Access & Equity: Strategic Initiatives

Chemeketa prioritizes equal access and success for minoritized and historically marginalized students by institutionalized practices that promote equitable outcomes for all students.

Oversight: Diversity Advisory Council

| Strategic Initiative: Equity and Inclusion | | | | | | | Value: Equity |
|---|-----------|-----------|-----------|-----------|-----------|-----------|---------------|
| Activity Timeline: | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 |

Through the framework of Guided Pathways, identify and address college processes and practices leading to equity gaps in student access and success. Develop new tools and practices to diversify college workforce. Build capacity through professional development to identify and address equity gaps and enhance cultural competency.

Executive Sponsors: President, Chief Diversity Officer

Executive Sponsor: Vice President Academic Affairs

| Current Updates | Initiative Status: |
|---|---------------------------|
| On Track | |
| <p>2020-21 Key Accomplishments and Activities</p> <p>Campus Climate</p> <ul style="list-style-type: none"> The DEI Roadmap (equity plan) is well underway. Activities are planned for the fall to request contribution from the entire college community to finalize the first iteration of the roadmap. The goals and planned actions contained in the roadmap will be embedded in the college's Academic Plan. <p>Diversity Hiring</p> <ul style="list-style-type: none"> A new diversity recruiting plan has been developed and its implementation is underway. Individual employees have been contributing new ideas resulting in a document that will receive ongoing updates. NEOED (NEOgov) recruitment and hiring software update is underway. Blind screening will be able to be automatically implemented to support diversity hiring practices. There will also be automated reporting to determine the diversity of applicant pools. <p>Cultural Competency</p> <ul style="list-style-type: none"> Through collaboration with the Center for Academic Innovation, the DEI office has offered workshops for faculty including culturally responsive practices, student-centered teaching strategies. A new program titled Broadening Participation was piloted by the DEI office, offering an opportunity for faculty to engage in reviewing course specific data and planning to improve access and success for minoritized students. A new track for the Cultural Competence Certificate on anti-racism has been developed and implemented. During winter and spring 2020-21, employees participated in the newly developed program "anti-racism in a box: from theory to practice." The college joined Prism as a way to outreach to applicants of racialized backgrounds. More work is needed in developing and promoting field-specific networking opportunities that focus on promoting scholarship and leadership in scholars of color. New cultural competency assessments are being piloted. For example, this summer, the DEI office is offering the opportunity for employees to complete the Intercultural Development Inventory (IDI), the premier intercultural competency assessment tool. When employees complete the Cultural Competence Certificate, they also complete a self-assessment to identify areas for continuous development. | |

| Annual Milestone | Status |
|---|---------------|
| Equity Plan has been developed | Underway |
| Inclusive hiring toolkit has been developed and is in use | Met |

2020-2021 Chemeketa Community College Strategic Placemat Wrap-up

| | |
|--|----------|
| NEOGov has been implemented to support diversity hiring processes | Underway |
| An educational and cultural capital approach to teaching and supporting students has been developed | Underway |
| A plan for developing and engaging the college in a college-wide decision-making tool (equity lens) has been developed | Met |

Strategic Initiative Measures

Percent of salaried employees participating in Cultural Competency certificate program

Percent of full-time and numbers of part-time/adjunct faculty participating in college-based equity training related to best practices in teaching and instruction (DPR, Master Teaching, Universal Design, Cultural Competency)

2020-2021 Chemeketa Community College Strategic Placemat Wrap-up

| | | | | | | | | |
|---|-----------|-----------|-----------|-----------|-----------|-----------|----------------------|--|
| Strategic Initiative: Community Collaborations | | | | | | | Value: Collaboration | |
| Activity Timeline: | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | |

Develop a plan to connect with local and diverse communities and professional organizations to build and enhance outreach, recruitment, and relationships.

Executive Sponsor: President

| Current Updates | Initiative Status: | On Track |
|---|--------------------|----------|
| <p>2020-21 Key Accomplishments and Activities</p> <ul style="list-style-type: none"> • The President's Advisory Committee was newly constituted this academic year with representation from area groups representing diverse communities. The focus of these meetings has been on lifting up and sharing the work of these groups and discussing the college's diversity, equity, and inclusion plans moving forward. • The Chemeketa Alumni association will launch summer 2021. Its purpose will be to engage graduates to support the programs from which they graduated, serve as guest speakers and/or mentors to current students • Academic Partnerships with Salem Keizer were enhanced --- • A comprehensive Alternative Education Program will be located on site (South Campus) beginning September 2021. • The BOLT College Credit for High School Seniors program was transitioned into a more robust program, renamed Senior Launch. • Relationships with OIT and WOU have been bolstered this academic year through high-level interactions and commitments to increase transfer opportunities • Relationships with our legislators at the state level have taken a leap forward this academic year through the efforts of Diane McLaran, our community relations manager, who has created many opportunities for engagement with staff and Board of Education members. It appears that we will gain a significant piece of CTE equipment as a result of these efforts, and we continue to advocate strongly for short-term PELL at the federal level. • Jessica Howard became a member of the Willamette Career Academy's Advisory Committee in the past academic year. In part through this association, Chemeketa and the WCA are sharing resources pertaining to various CTE programs at the college and creating career pathways for high school students into our college programs. | | |

| Annual Milestone | Status |
|--|----------------------------|
| Chemeketa Alumni Association has been established | Plan to launch Summer 2021 |
| Restructured President's Community Leaders Committee has met quarterly | Met |

| Strategic Initiative Measures |
|--|
| Number of Statewide Major Transfer Maps that have been adopted by Chemeketa |
| Number of community organizations represented in the President's Community Leaders Committee |

Student Experiences: Strategic Initiatives

Students progress and complete their educational goals.

Oversight: Student Success and Completion Advisory Council

| Strategic Initiative: Guided Pathways (GP) (CAPS) | | | | | | Value: Innovation | |
|--|-----------|-----------|-----------|-----------|-----------|--------------------------|-----------|
| Activity Timeline: | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 |

Implement Guided Pathways (GP) in order to improve student progression and completion.

Pillars of Guided Pathways: 1. Clarify the path, 2. Help students choose and enter the path, 3. Help students stay on the path, 4. Ensure that learning is happening

Executive Sponsor: Vice President Academic Affairs, Vice President Student Affairs

| Current Updates | Initiative Status: | On Track | | |
|--|---------------------------|-----------------|--|--|
| <p>2020-21 Key Accomplishments and Activities</p> <ul style="list-style-type: none"> ● Pillar 1: Clarify the path <ul style="list-style-type: none"> ○ Term-by-term Maps and Pathways were developed by PCs. ○ Academic programs are organized by Pathway in the college catalog ● Pillar 2: Help students choose and enter the path <ul style="list-style-type: none"> ○ The new college admission form allows students to choose a Chemeketa Pathway (intended major); Advisors and Counselors can be assigned to Pathways. ○ Degree Works software has been updated, and academic mapping was piloted spring term. This will be expanded in 2021-22 to all incoming degree-seeking students. ○ A district wide advising model for getting all incoming degree-seeking students onto a pathway has been developed, and will be launched starting fall 2021. ○ A Career counseling plan has been developed and will be implemented 2021-22 ● Pillar 3: Help students stay on the path <ul style="list-style-type: none"> ○ An intervention plan for off-track students has been developed and will be implemented in 2022 ○ A plan has been developed to expand the Academic Support Center and improve student access. It will be implemented in 2022 ● Pillar 4: Ensure that learning is happening <ul style="list-style-type: none"> ○ See Learning Outcomes and Assessment initiative | | | | |

| Annual Milestone | Status |
|---|----------------------|
| Phase 1 of the revised academic advising and career development model has been designed and implemented for Fall 2021 | Underway |
| Degree Works implementation is complete | Underway, almost met |
| Admissions application has been updated to align with meta-majors | Met |
| Degree Works education plan templates have been developed and are in use by advisors district wide | Underway |
| College website has been reorganized by Pathways and Tracks | Delayed |

Strategic Initiative Measures

2020-2021 Chemeketa Community College Strategic Placemat Wrap-up

| |
|---|
| Percent of students* who successfully earned 12+ college credits in 1st term |
| Percent of students* who successfully completed college-level math within the first year |
| Percent of students* who successfully completed college-level writing within the first year |

* Data based on fall, first-time-ever-in-college, credential-seeking students

2020-2021 Chemeketa Community College Strategic Placemat Wrap-up

| | | | | | | | | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|---------------------------|--|
| Strategic Initiative: Strategic Enrollment Management | | | | | | | Value: Stewardship | |
| Activity Timeline: | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | |

Evaluate the college's enrollment management activities, offer recommendations, and develop strategies to increase enrollment and retention. Draft a strategic enrollment management plan

Executive Sponsor: Vice President Student Affairs

| Current Updates | Initiative Status: | On Track |
|---|---------------------------|-----------------|
| <p>2020-21 Key Accomplishments and Activities</p> <p>Recruitment Strategies</p> <ul style="list-style-type: none"> • A DRAFT district-wide recruitment plan has been developed and currently under review. • Recruitment staffing has been increased: 1 Student Recruitment Coordinator, 1 temporary Recruitment Specialist • Slate/Technolutions, new Customer Relationship Management software, has been purchased. It will be installed by the end of August 2021. • Prospective students are now assigned to Navigators' caseloads as part of the onboarding process. The Navigators' role is to assist students through the onboarding process. <p>Retention Strategies</p> <ul style="list-style-type: none"> • The Intervention Team was chartered to coordinate district-wide efforts among college departments to address the wide variety of barriers to student success experienced by Chemeketa students. The committee conducted a thorough mapping of current interventions based on student answers to the Student Inventory which is part of the admissions application process. With the assistance of IRR, the committee identified a specific profile of students in need of support and designed a pilot intervention for this population to implement in fall 2021. • An Academic Standing policy/procedure effective Summer 2020 was implemented. • An RFP for Student Success Retention Management system in spring term resulted in procurement of EAB Navigate software. Implementation will begin soon. | | |

| Annual Milestone | Status |
|---|---------------|
| <ul style="list-style-type: none"> • Increase student retention by 1% (HSI/CAPS Grant) | Underway |
| <ul style="list-style-type: none"> • A draft strategic enrollment management plan has been created <ul style="list-style-type: none"> ○ Targeted areas for growth have been identified ○ Resource allocation/reallocation according to college priorities | Underway |
| <ul style="list-style-type: none"> • Successful procurement of Customer Relationship Management and Student Success and Retention Management systems | Underway |

| Strategic Initiative Measures |
|---|
| Term-by-term persistence of credential-seeking students |
| Average number of credits attempted annually by credential-seeking students |
| Average number of credits earned annually by credential-seeking students |
| Prospect to enrollment conversion rate |