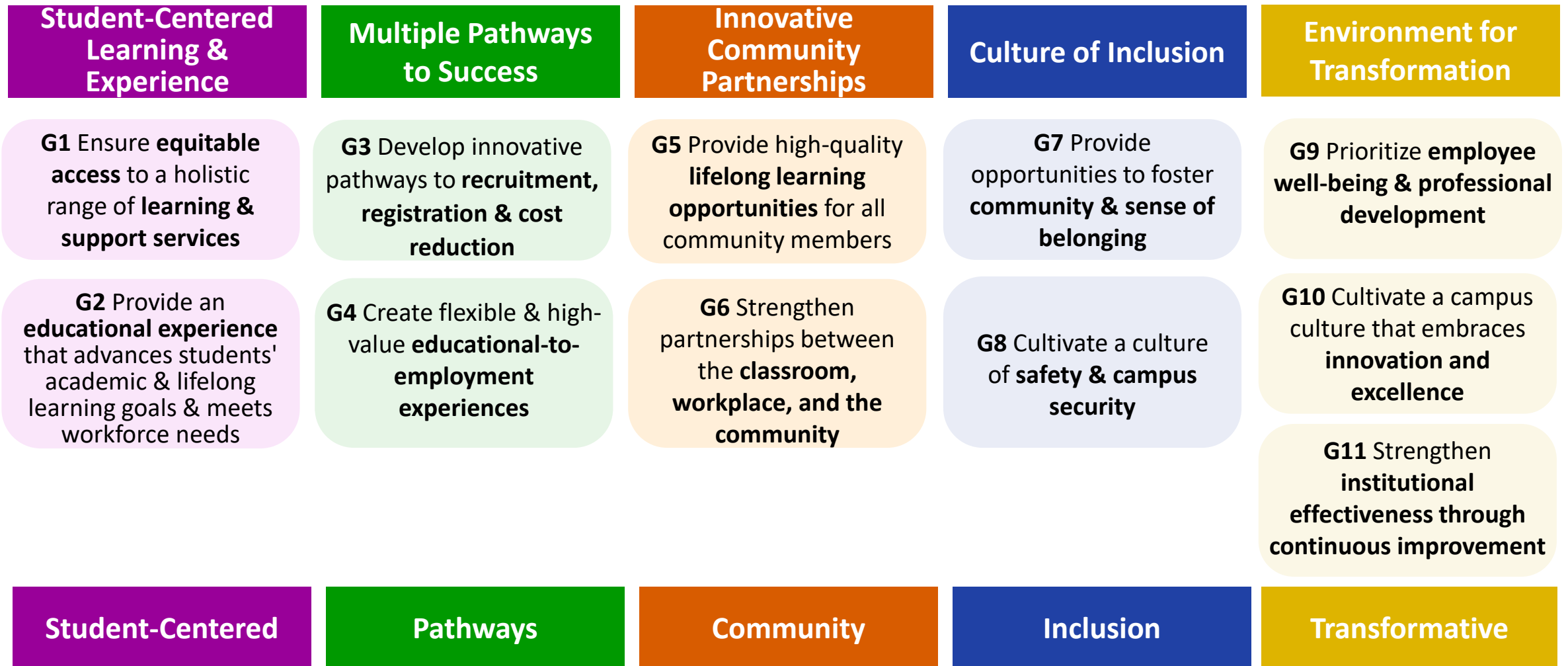


Themes, Goals & Goal Metrics

JUNE 2024

Themes & Goals



Student-Centered Learning & Experience Theme

G1 Ensure **equitable access** to a holistic range of **learning & support services**

Proposed Metric(s):

- Retention rate (F2S, S2F, F2F, and S2S)¹
- Course success rate²

¹ # of students enrolled in a term and return the following term or the following year

² % of students who received an A,B,C, or Pass as a final grade out of all students enrolled

G2 Provide an **educational experience** that advances students' academic & lifelong learning goals & meets workforce needs

Proposed Metric(s):

- Job closely related to field of study³
- Attained the living wage⁴
- Transfers to 4-year colleges/universities⁵

³ % of career education students with a job closely related to their field of study

⁴ % of former ECC students who attained a living wage

⁵ Number of ECC students who completed 12 or more degree transferable units who transferred to a 4-year college/university

Multiple Pathways to Success Theme

G3 Develop innovative pathways to **recruitment, registration & cost reduction**

Proposed Metric(s):

- Application Yield rates⁵
- Unduplicated headcount⁶

⁵ % of applicants who enrolled at El Camino College

⁶ # of students enrolled in an academic year or term

G4 Create flexible & high-value **educational-to-employment** experiences

Proposed Metric(s):

- # of programs⁷
- # of students served⁸
- # of students earning award⁹

⁷ # of customized program pathways offered

⁸ # of students enrolled in customized program pathways

⁹ # of students who earned an award after completion of customized program pathways

Innovative Community Partnerships Theme

G5 Provide high-quality lifelong learning opportunities for all community members

Proposed Metric(s):

- # of new pathways created¹⁰
- # of dual enrollment students served¹¹
- # of students ages 25 or older enrolled¹²

¹⁰ # of new customized program pathways offered

¹¹ # of high school or other eligible special admit students enrolling in community college credit courses

¹² # of students ages 25 or older who enrolled at ECC (including Community Ed and Business Training Center) disaggregated by age group (including 25-50, 50 and older)

G6 Strengthen partnerships between the classroom, workplace, and the community

Proposed Metric(s):

- # of internships and apprenticeships¹³
- # of students participating in internships and apprenticeships¹⁴
- # of community partnerships¹⁵

¹³ # of internships and apprenticeships offered through ECC

¹⁴ # of students participating in an internship or apprenticeship offered through ECC

¹⁵ Metric definition to be discussed with ECC Foundation & Community Advancement

Culture of Inclusion Theme

G7 Provide opportunities to Foster community & sense of belonging

Proposed Metric(s):

- % of students or employees who agree with Campus Climate Survey statements related to sense of belonging¹⁶
- # of students actively involved in ECC clubs/organizations¹⁷
- # of employees recognized through campus-wide employee recognition programs¹⁸

¹⁶ Campus Climate Survey statements related to sense of belonging:

Students: "I feel part of a wider ECC community."

Employees: "I feel like I am part of ECC."

Employees: "I feel that my work at El Camino College is valued and important."

¹⁷# of students participating in an official on-campus club tracked by the Student Development Office + # of students utilizing ECC affinity centers (e.g., Social Justice Center, Black Student Success Center, etc)

¹⁸Metric definition to be discussed with HR and Professional Development

G8 Cultivate a culture of safety & campus security

Proposed Metric(s):

- % of students or employees who agree with Campus Climate Survey statements related to safety¹⁹
- # and types of safety and security campus reported incidents²⁰

¹⁹ Campus Climate Survey statements related to safety

Students & Employees: "I feel safe when I am on campus during the daytime

Students & Employees: "I feel safe when I am on campus after dark."

²⁰# of criminal offenses and arrests on campus & non-campus (including ECC Business Training Center and Fire Academy)

Environment for Transformation Theme

G9 Prioritize employee well-being & professional development

Proposed Metric(s):

- % of employees who agree with Campus Climate and Engagement Surveys statements related to employee well-being & professional development²¹
- # of professional development opportunities employees participated in²²

²¹ Surveys statements related to well-being & professional development
Campus Climate: "I am satisfied with my current work-life balance at ECC."

Campus Climate: "I have access to training or professional development activities that can help me improve my job skills."

Employee Engagement: "El Camino College offers adequate opportunities for me to learn new skills."

²²Total # of professional development opportunities employees participated in through Cornerstone & # of professional development opportunities funded and reported in the budgeting systems

G10 Cultivate a campus culture that embraces innovation and change

Proposed Metric(s):

- # of grants awarded per year²³
- % of employees who agree with Employee Engagement Survey statements related to innovation and collaboration²⁴

²³ # of grants awarded as reported by the Grants Development Office

²⁴ Employee Engagement Survey statements related to innovation and collaboration:

"El Camino College has a collaborative work environment";

"El Camino encourages innovation"

G11 Strengthen institutional effectiveness through continuous improvement

Proposed Metric(s):

- FTES/FTEF ratio²⁵
- # of large-scale cross-divisional process improvements implemented²⁶
- % of employees who agree with the Campus Climate Survey statement regarding process improvement²⁷

²⁵ number of students enrolled in courses relative to the number of full-time equivalent faculty members available for instruction

²⁶# of large-scale cross-divisional processes improved for greater efficiency and effectiveness

²⁷New Employee Campus Climate survey question: "I feel encouraged and supported by ECC to find ways to simplify processes and to find better ways of doing things."