

PALOMAR COLLEGE INSTITUTIONAL EFFECTIVENESS WORKSHOP

APRIL 23, 2024

PALOMAR COLLEGE GOVERNING BOARD



PALOMAR COLLEGE GOVERNING BOARD'S INSTITUTIONAL EFFECTIVENESS AND REVIEW CYCLE





INSTITUTIONAL EFFECTIVENESS

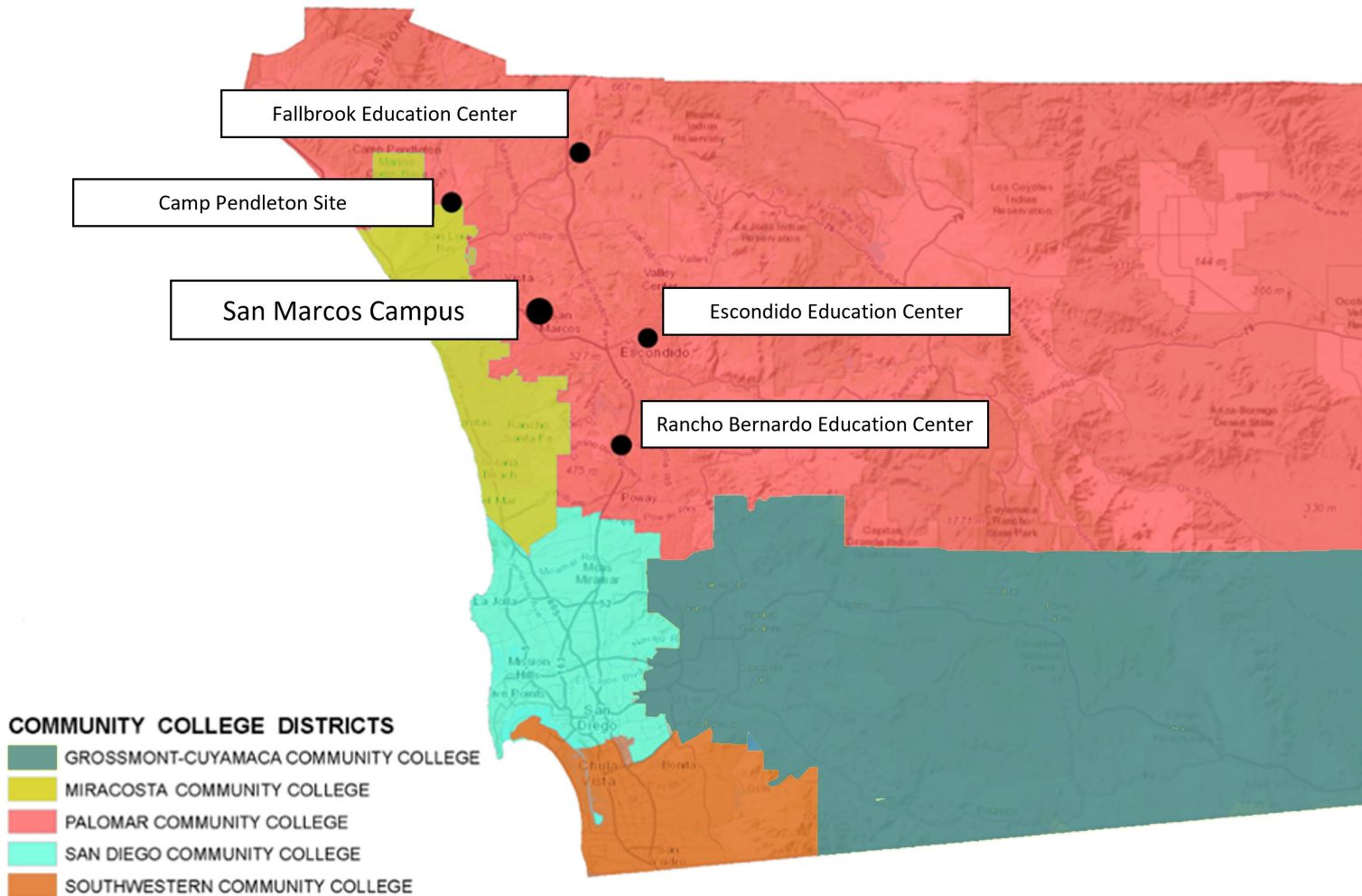
OVERVIEW

- Presentation/data organized into the following sections:
 - Our Community
 - Our Students
 - Our People
- That's a lot to cover!
 - Highlight community we serve plus K12 projections and enrollment by ZIP Code
 - Review enrollment, student demographics, progress, and outcomes
 - Overview of Staff Demographics
 - Connection to Planning
 - Career Technical Education report tentatively scheduled in May will provide more information on enrollment, completions, and labor market by specific program

OUR COMMUNITY



OVERVIEW OF THE DISTRICT



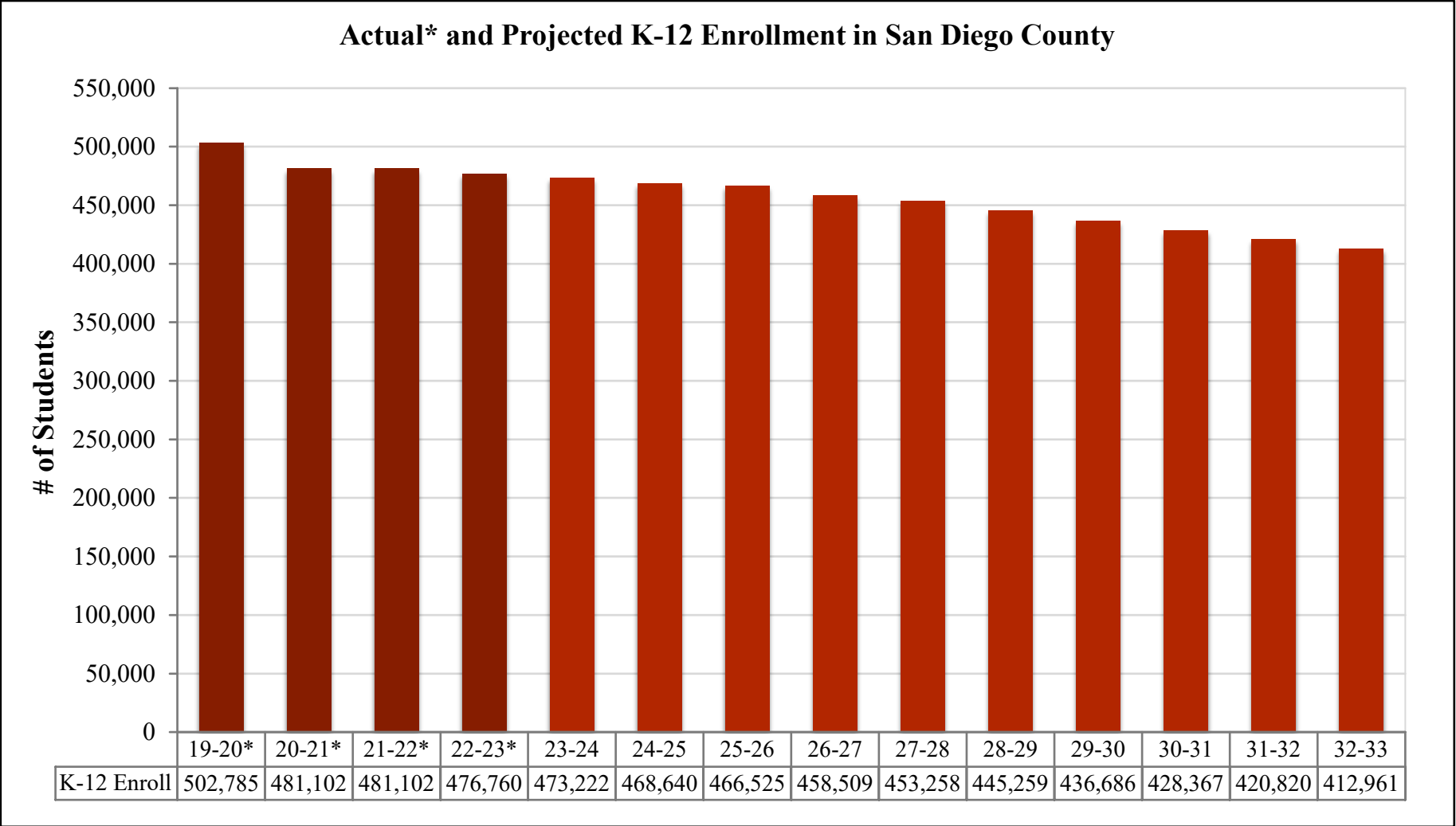
- 2,555 square miles; Over 500,000 adults
- Serve 11 High School Districts; 9 Native American Tribes
- Interstate 15, Highway 78, Highway 76
- San Marcos – 200 acres
- Escondido Center – 8 acres
- Fallbrook and Rancho Bernardo intended to serve anchors in north and south.

OUR COMMUNITY: HIGHLIGHTS

- We serve an adult (18-64) population of more than 500,000
- Historical and Current Estimates: Show slow/no growth over time
- Projections: Slow growth overall (~2%)
 - North ↑
 - Central ↑
 - South ↓
- Demographics: Evolving
 - Asian, Hispanic/Latino/a/e, Two or More Races ↑



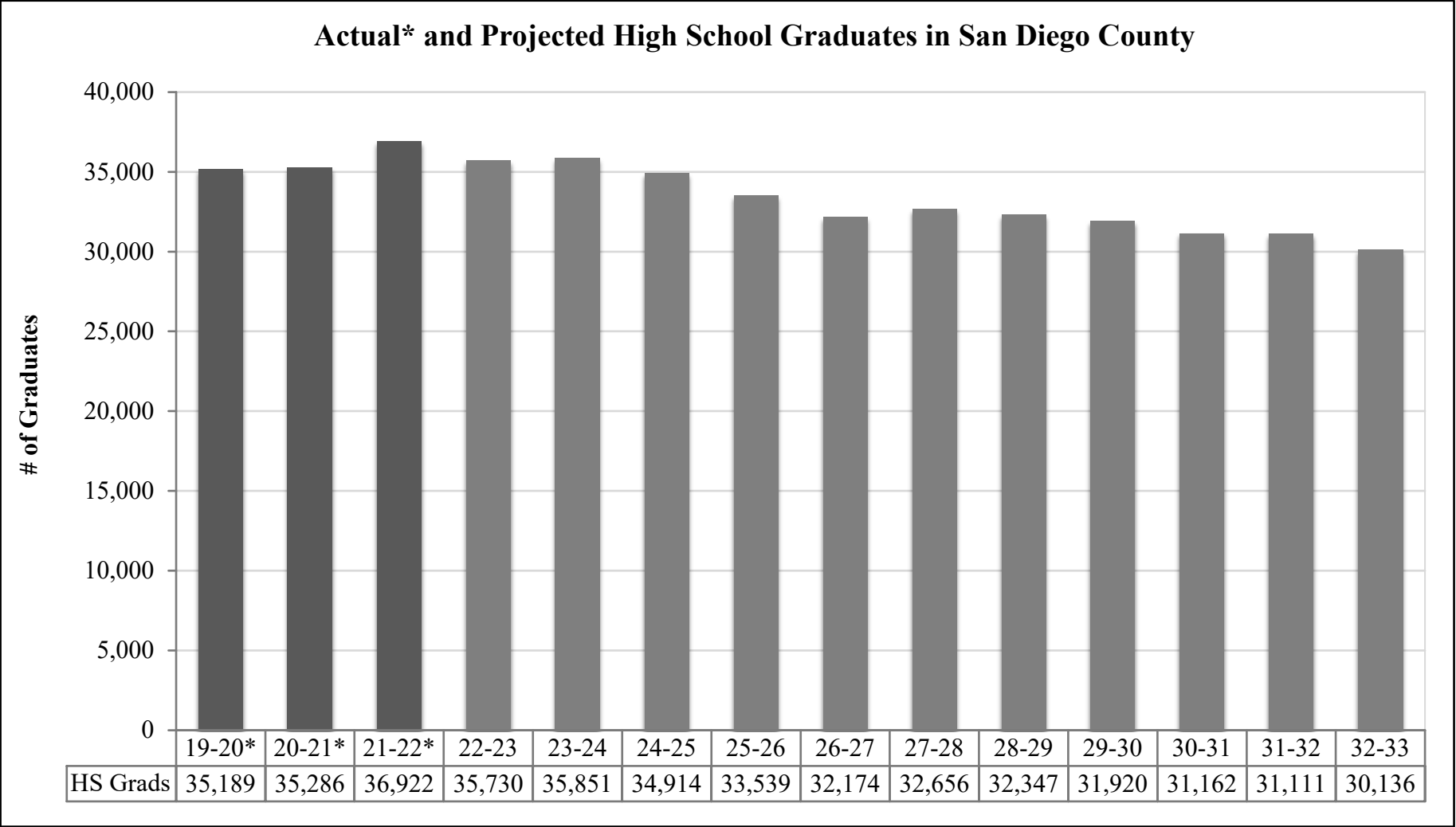
PUBLIC K-12 ENROLLMENT IN SAN DIEGO COUNTY



From 2022-23 through 2032-33
Projecting approximately 13% decline in K-12 enrollment.

Source: <https://dof.ca.gov/forecasting/Demographics/public-k-12-graded-enrollment/> (2023 Series)

HIGH SCHOOL GRADUATES IN SAN DIEGO COUNTY



From 2022-23 through 2032-33
Projecting approximately 15% decline in HS graduates.

Source: <https://dof.ca.gov/forecasting/Demographics/public-k-12-graded-enrollment/> (2023 Series)

HIGH SCHOOL GRADUATE PARTICIPATION

| High School Graduates in Palomar District by Enrollment | | | | | | | | | |
|---|-------------------|----------------------------|----------------------|-------------------|----------------------------|----------------------|-------------------|----------------------------|----------------------|
| District | HS Grads 20-21 | Enroll Palomar 21-22 | Enroll Rate 21-22 | HS Grads 21-22 | Enroll Palomar 22-23 | Enroll Rate 22-23 | HS Grads 22-23 | Enroll Palomar 23-24 | Enroll Rate 23-24 |
| Bonsall Unified | 73 | 14 | 19.2% | 80 | 15 | 18.8% | 42 | 11 | 26.2% |
| Borrego Springs Unified | 235 | 0 | 0.0% | 289 | 2 | 0.7% | 187 | 7 | 3.7% |
| Escondido Union High | 1,736 | 513 | 29.6% | 2,037 | 501 | 24.6% | 2,109 | 515 | 24.4% |
| Fallbrook Union High | 399 | 99 | 24.8% | 500 | 126 | 25.2% | 451 | 131 | 29.0% |
| Julian Union Elementary | 43 | 3 | 7.0% | 77 | 0 | 0.0% | 46 | 0 | 0.0% |
| Julian Union | 16 | 1 | 6.3% | 17 | 0 | 0.0% | 16 | 0 | 0.0% |
| Poway Unified | 2,676 | 293 | 10.9% | 2,706 | 318 | 11.8% | 2,704 | 199 | 7.4% |
| Ramona City Unified | 381 | 66 | 17.3% | 401 | 56 | 14.0% | 374 | 61 | 16.3% |
| San Marcos Unified | 1,509 | 463 | 30.7% | 1,632 | 464 | 28.4% | 1,617 | 405 | 25.0% |
| Valley Center-Pauma Unified | 275 | 81 | 29.5% | 311 | 92 | 29.6% | 331 | 93 | 28.1% |
| Vista Unified | 1,526 | 339 | 22.2% | 1,642 | 358 | 21.8% | 1,541 | 315 | 20.4% |
| Warner Unified | 110 | 0 | 0.0% | 134 | 3 | 2.2% | 141 | 2 | 1.4% |
| Grand Total | 8,979 | 1,872 | 20.8% | 9,826 | 1,935 | 19.7% | 9,559 | 1,739 | 18.2% |

Sources: California Department of Education (CDE); MIS Submissions to CCCCO

STUDENTS BY ZIP CODE – FALL 2023

| Summary | Students | Percent |
|---------------------------|---------------|---------------|
| San Diego County | 17,408 | 86.8% |
| Within District | 14,285 | 71.2% |
| Outside District | 3,123 | 15.6% |
| Other California Counties | 2,510 | 12.5% |
| Other States/Territories | 141 | 0.7% |
| Total | 20,059 | 100.0% |

| In-District Enrollment by ZIP City of Residence | | | | | |
|---|---------------|---------------|---------------|---------------|---------------|
| City | Fall 2019 | Fall 2020 | Fall 2021 | Fall 2022 | Fall 2023 |
| Bonsall | 117 | 93 | 89 | 89 | 111 |
| Borrego Springs | 10 | 16 | 19 | 15 | 19 |
| Camp Pendleton | 93 | 50 | 35 | 68 | 152 |
| Escondido | 5,638 | 4,504 | 4,059 | 3,859 | 4,736 |
| Fallbrook | 1,397 | 1,123 | 949 | 902 | 1,003 |
| Julian | 36 | 32 | 23 | 15 | 12 |
| Oceanside | 1,363 | 1,097 | 948 | 802 | 932 |
| Pala | 39 | 37 | 22 | 21 | 19 |
| Palomar Mountain | 5 | 5 | 3 | 3 | 1 |
| Pauma Valley | 97 | 57 | 47 | 32 | 48 |
| Poway | 449 | 450 | 399 | 374 | 426 |
| Ramona | 614 | 566 | 451 | 402 | 464 |
| Ranchita | 1 | 3 | 1 | 3 | |
| San Diego | 1,075 | 1,032 | 950 | 941 | 1,014 |
| San Luis Rey | 3 | 5 | 6 | 5 | 5 |
| San Marcos | 3,388 | 2,772 | 2,455 | 2,350 | 2,795 |
| Santa Ysabel | 25 | 17 | 13 | 14 | 10 |
| Valley Center | 594 | 480 | 414 | 459 | 488 |
| Vista | 2,636 | 2,146 | 1,911 | 1,807 | 2,033 |
| Warner Springs | 14 | 7 | 11 | 8 | 17 |
| Grand Total | 17,594 | 14,492 | 12,805 | 12,169 | 14,285 |

Enrollment is still in recovery.

Camp Pendleton significant increases over 2019.

San Diego and Poway coming back a little faster (only down ~5% from pre-pandemic).

Need to consider enrollment within the context of the population.

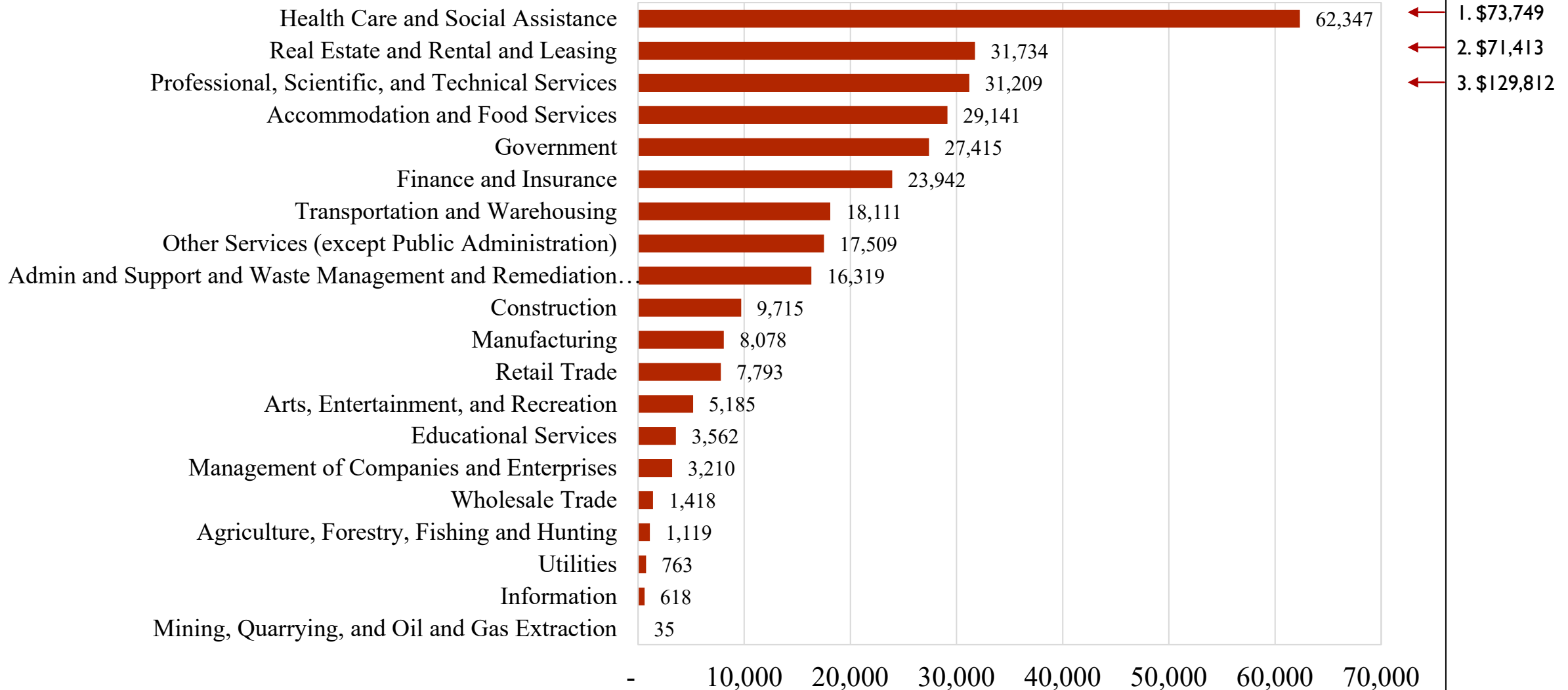
PARTICIPATION RATES

- Number of adult students per 1,000 adult residents.
- Used as a measure to monitor access.
- Can also inform target enrollment and enrollment forecasts.

ADULT (18 TO 64) PARTICIPATION RATES

| | | Fall 2023 | | |
|----------------------|--------------------|-----------------------|------------------|---------------------|
| Planning Area | City | 2022 Adult Population | Palomar Students | Participation Rates |
| North | Bonsall | 2,501 | 89 | 36 |
| | Escondido | 25,691 | 152 | 6 |
| | Fallbrook | 32,857 | 1,011 | 31 |
| | Camp Pendleton | 27,777 | 931 | 34 |
| | Pala | 633 | 14 | 22 |
| | Palomar Mountain | 375 | 1 | 3 |
| | Pauma Valley | 1,315 | 45 | 34 |
| | Valley Center | 10,695 | 444 | 42 |
| | Vista | 32,350 | 745 | 23 |
| | Total North | 134,194 | 3,449 | 26 |
| Central | Escondido | 75,837 | 2,834 | 37 |
| | Oceanside | 64,939 | 891 | 14 |
| | San Marcos | 81,656 | 3,123 | 38 |
| | Vista | 19,071 | 466 | 24 |
| Total Central | | 241,503 | 7,359 | 30 |
| South | Borrego Springs | 1,009 | 12 | 12 |
| | Julian | 1,316 | 7 | 5 |
| | Poway | 26,539 | 369 | 14 |
| | Ramona | 22,174 | 404 | 18 |
| | Ranchita | 151 | - | 0 |
| | Santa Ysabel | 29,247 | 386 | 13 |
| | Warner Springs | 27,077 | 290 | 11 |
| | San Diego | 32,166 | 184 | 6 |
| Total South | | 139,679 | 1,652 | 12 |
| Grand Total | | 515,376 | 12,460 | 24 |

10-Year Job Change (2023-2033)



Source: EMSI (Lightcast) Update: 2024.1

Note*. Excludes industries with negative growth and insufficient data.

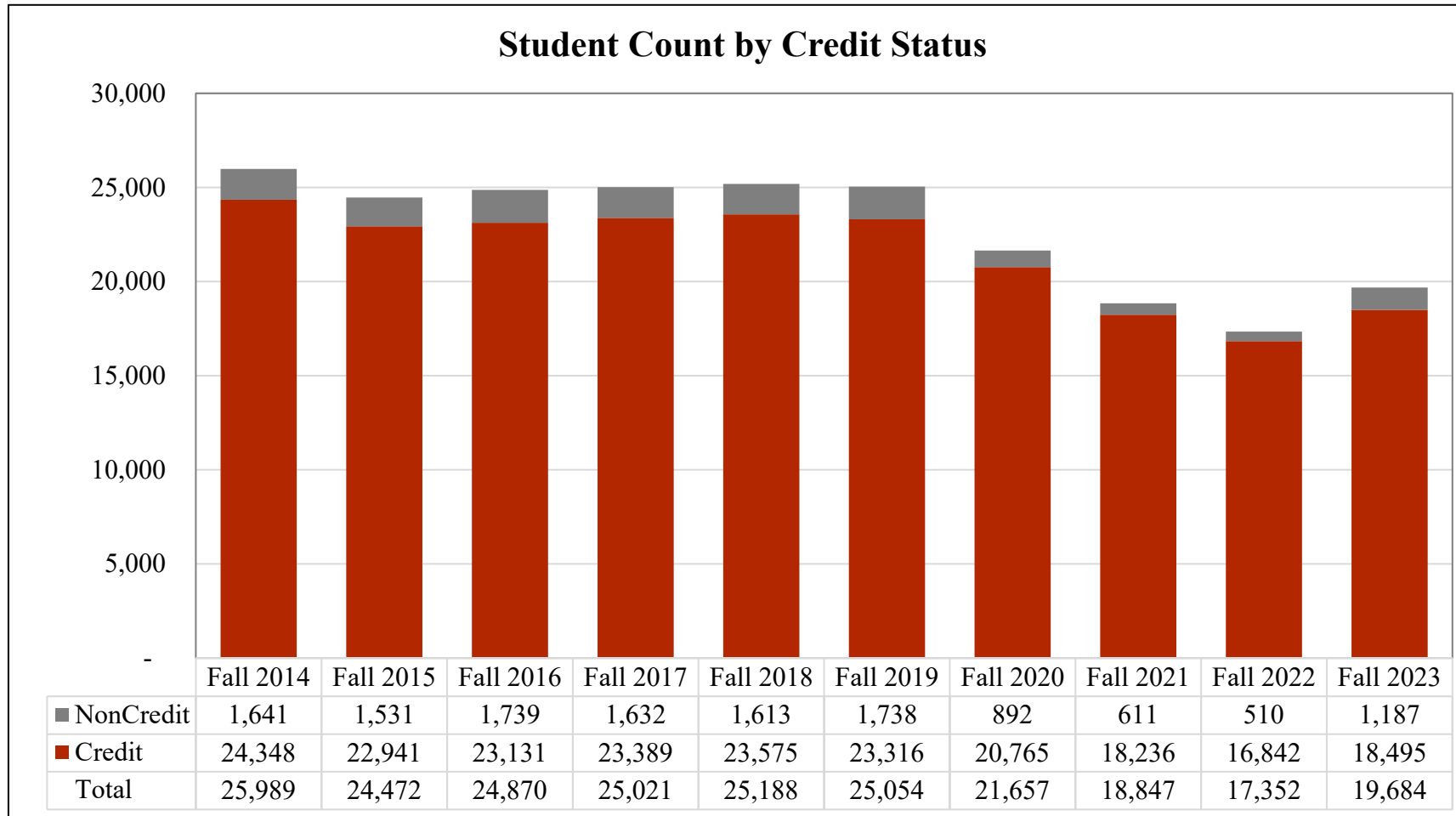
HIGHLIGHTS AND IMPLICATIONS

- About 500,000 adults reside within Palomar's service area.
- Given projected slow growth and declines in high school enrollments and graduations, strategies moving forward should consider:
 - Strengthening outreach and relationships with high school districts (i.e., we need to increase high school grad participation rate / grow dual enrollments).
 - Identifying and growing other target student enrollment populations (e.g., adult learners).
- An opportunity exists to increase participation rates across the district and in particular southern planning area. Strategies moving forward should consider
 - Identifying and growing target student enrollment populations (e.g., adult learners, CTE noncredit).
 - Strengthening partnerships with industries and community groups.



OUR STUDENTS: ENROLLMENT

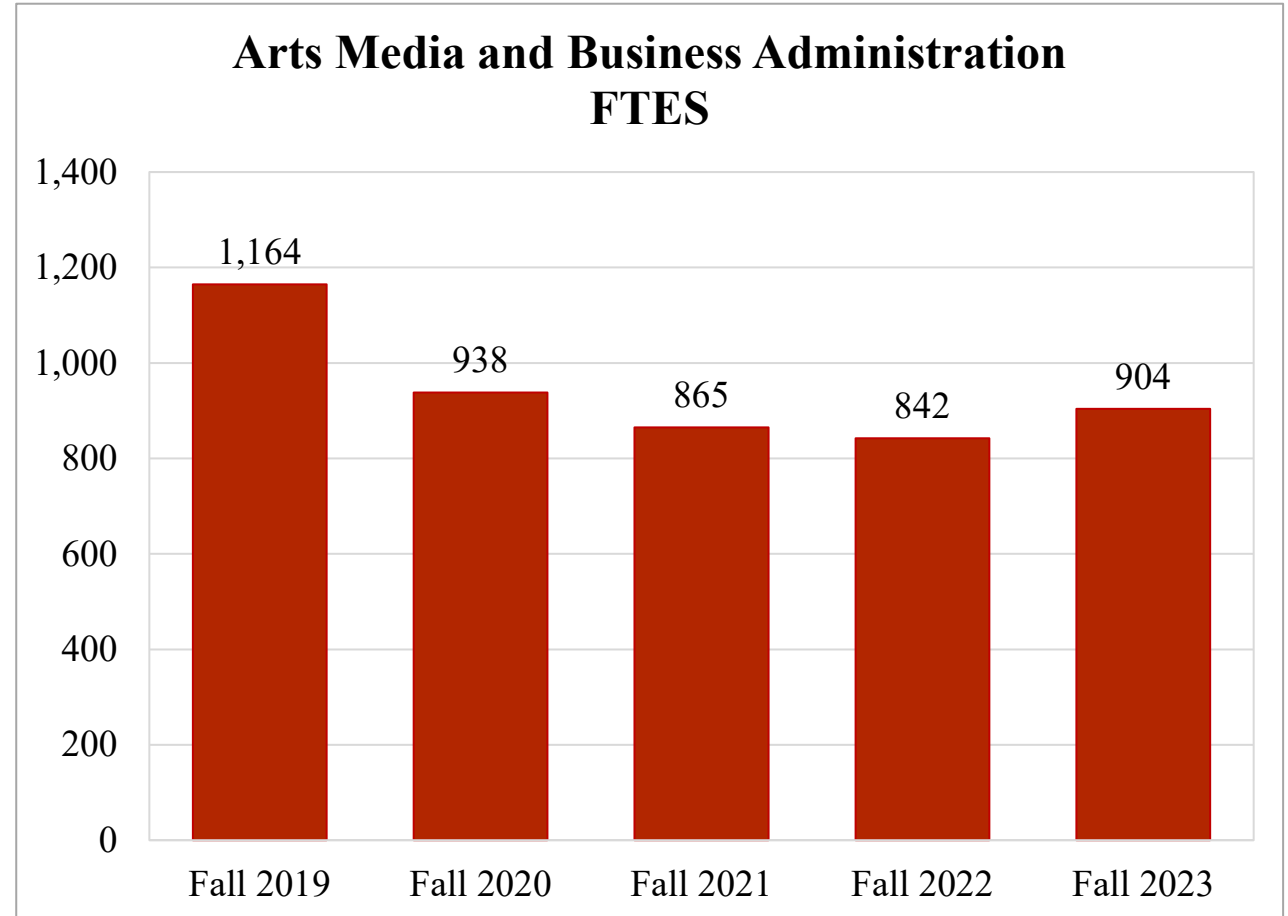
PALOMAR FALL STUDENT HEADCOUNT



Source: MIS Submissions to CCCCO

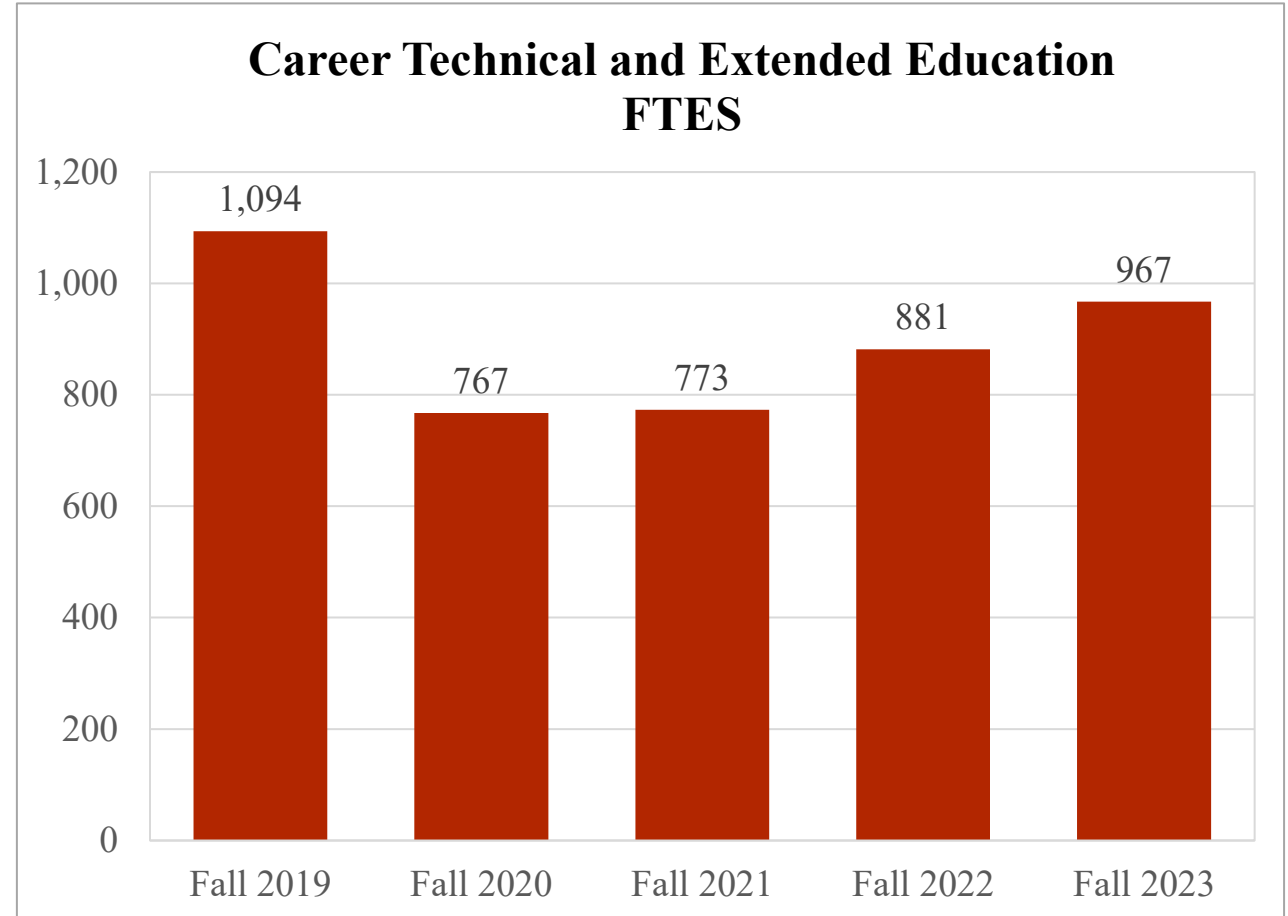
ARTS, MEDIA, AND BUSINESS ADMINISTRATION

- Art
- Business Administration
- Graphics Communications
- Media Studies
- Performing Arts



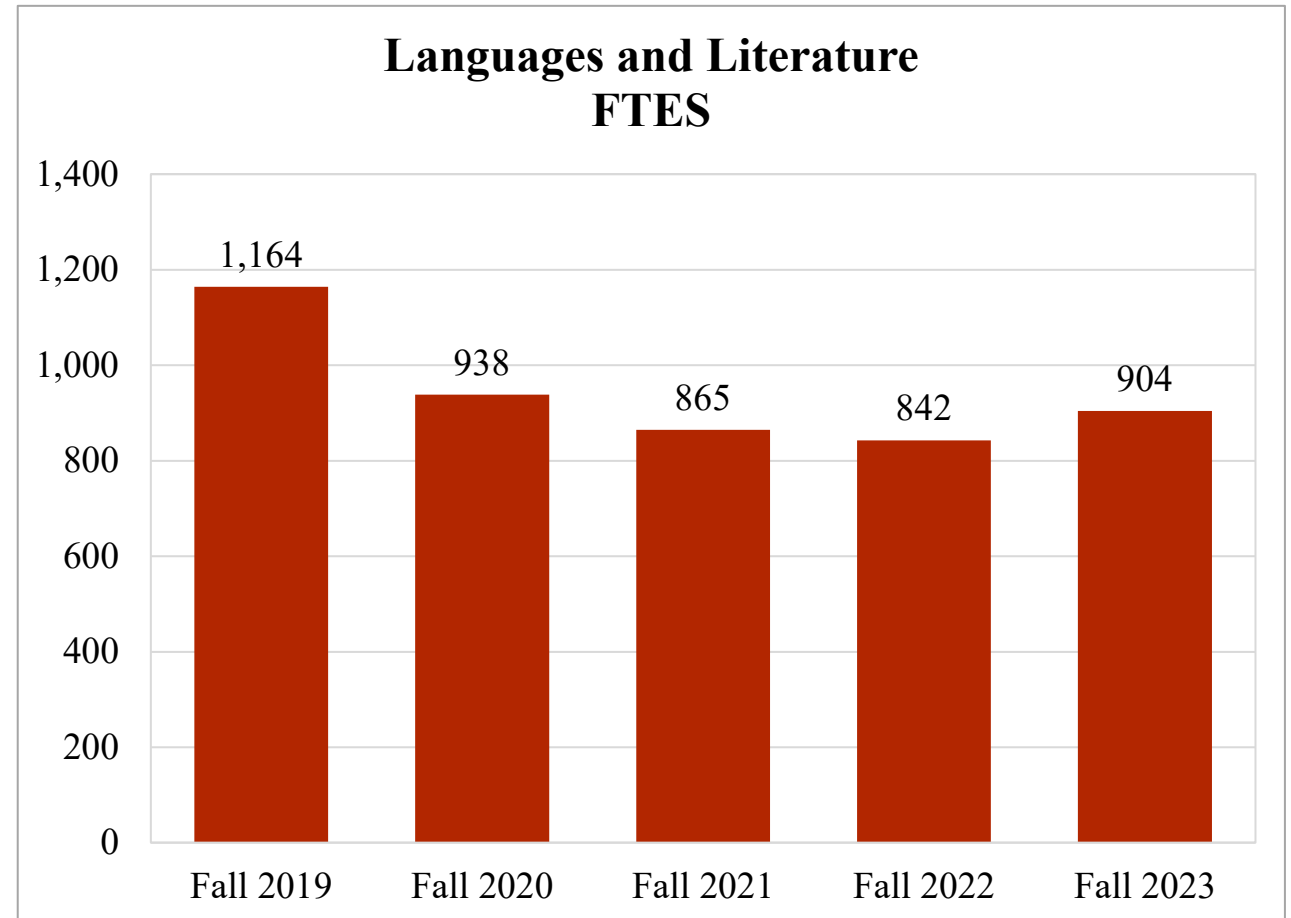
CAREER TECHNICAL AND EXTENDED EDUCATION

- Cooperative Education
- Design and Manufacturing Technologies
- Emergency Medical Education
- Occupational and NonCredit
- Public Safety
- Trade and Industry
- Workforce and Community Education



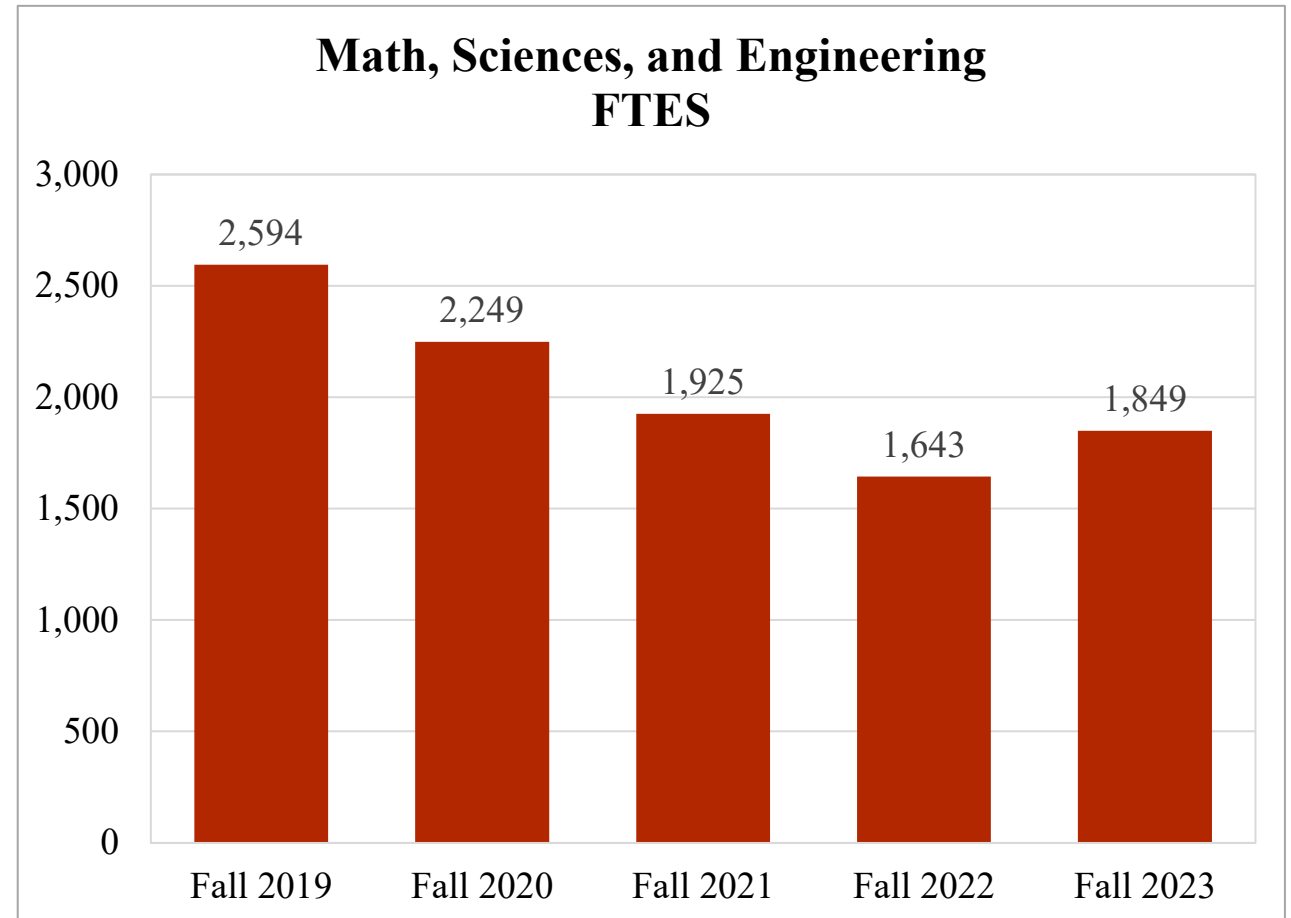
LANGUAGES AND LITERATURE

- English
- English as a Second Language
- Library
- Reading Services
- Speech
Communication/Forensics/ASL
- World Languages



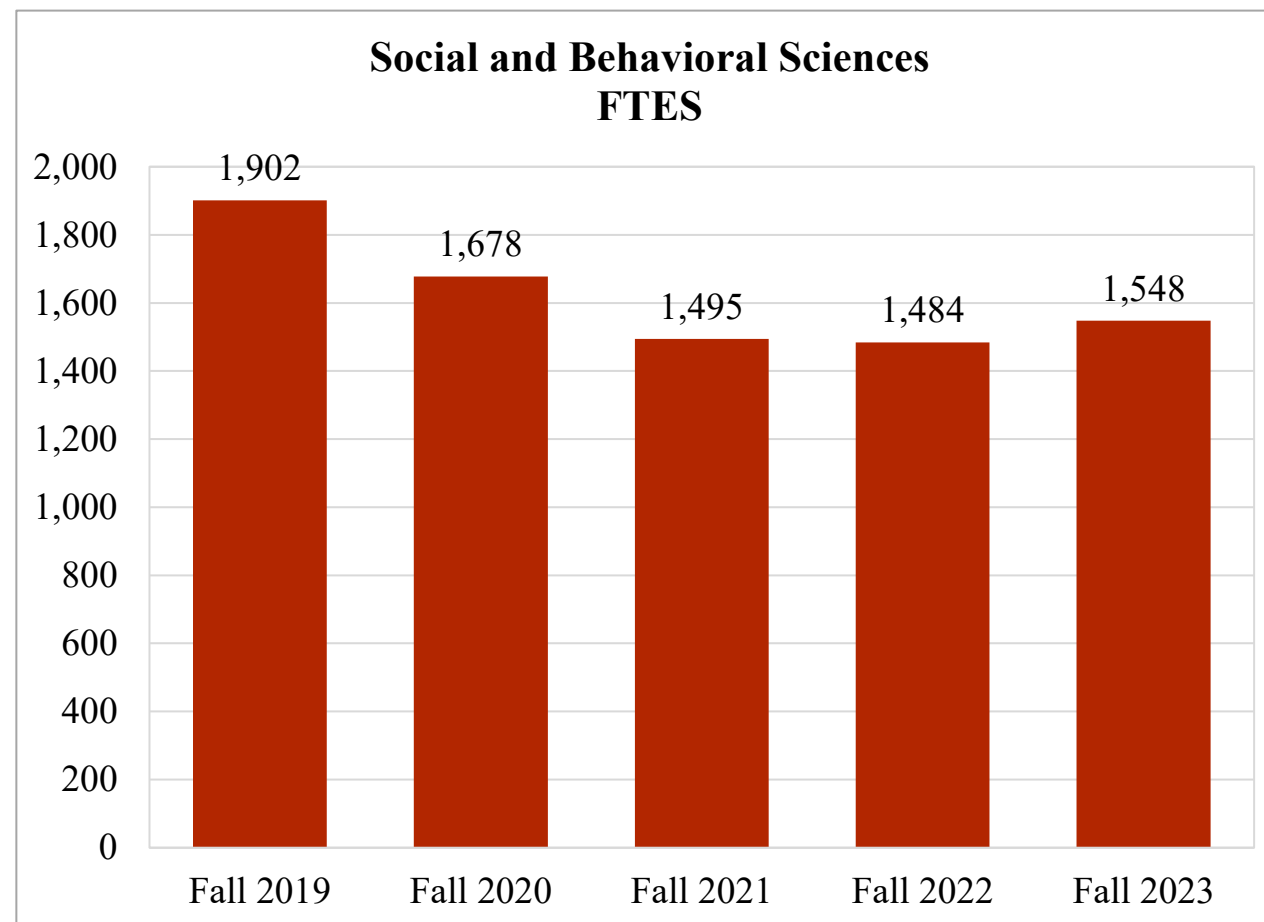
MATH, SCIENCES, AND ENGINEERING

- Biology
- Chemistry
- Computer Science
- Dental Assisting
- Earth, Space, and Environmental Sciences
- Mathematics
- Nursing Education
- Physics and Engineering



SOCIAL AND BEHAVIORAL SCIENCES

- American Indian Studies
- Behavioral Sciences
- Child Development
- Economics, History, and Political Science
- Ethnic Studies
- Health and Kinesiology

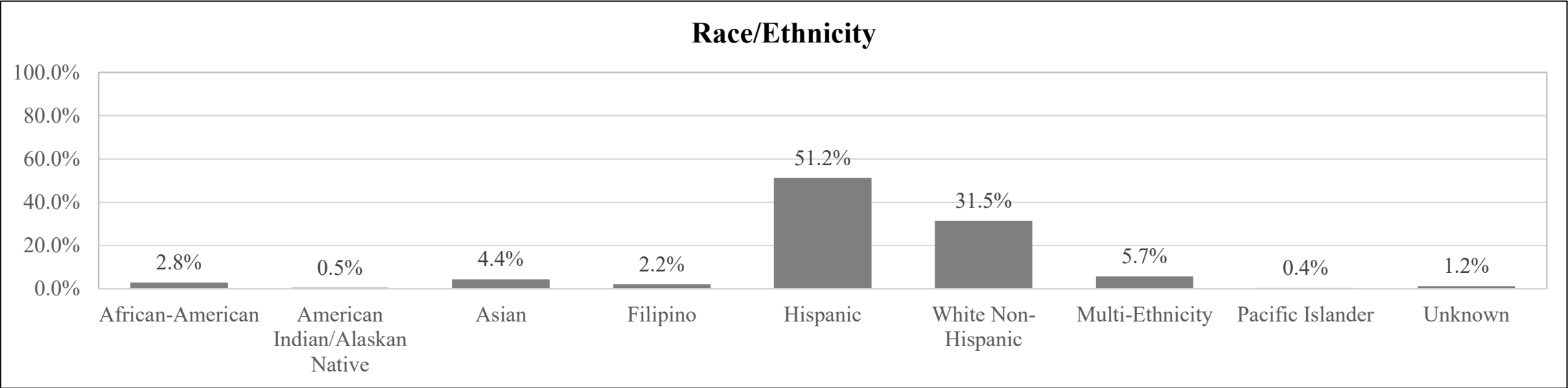
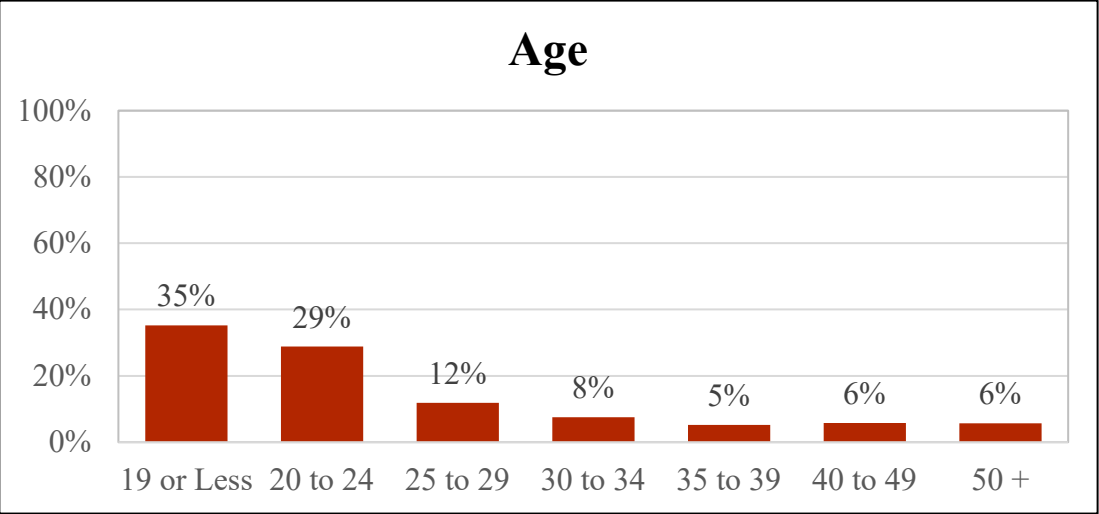
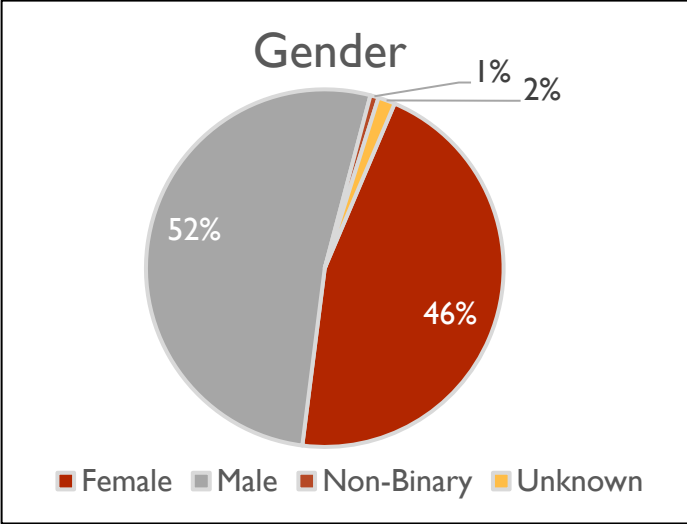


OUR STUDENTS: DEMOGRAPHICS AND STUDENT CHARACTERISTICS



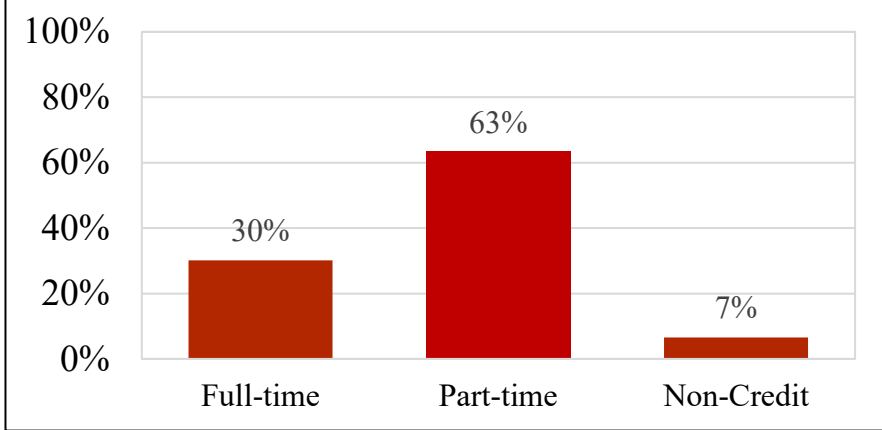
PALOMAR COLLEGE STUDENT DEMOGRAPHICS

Fall 2023
N=20,139



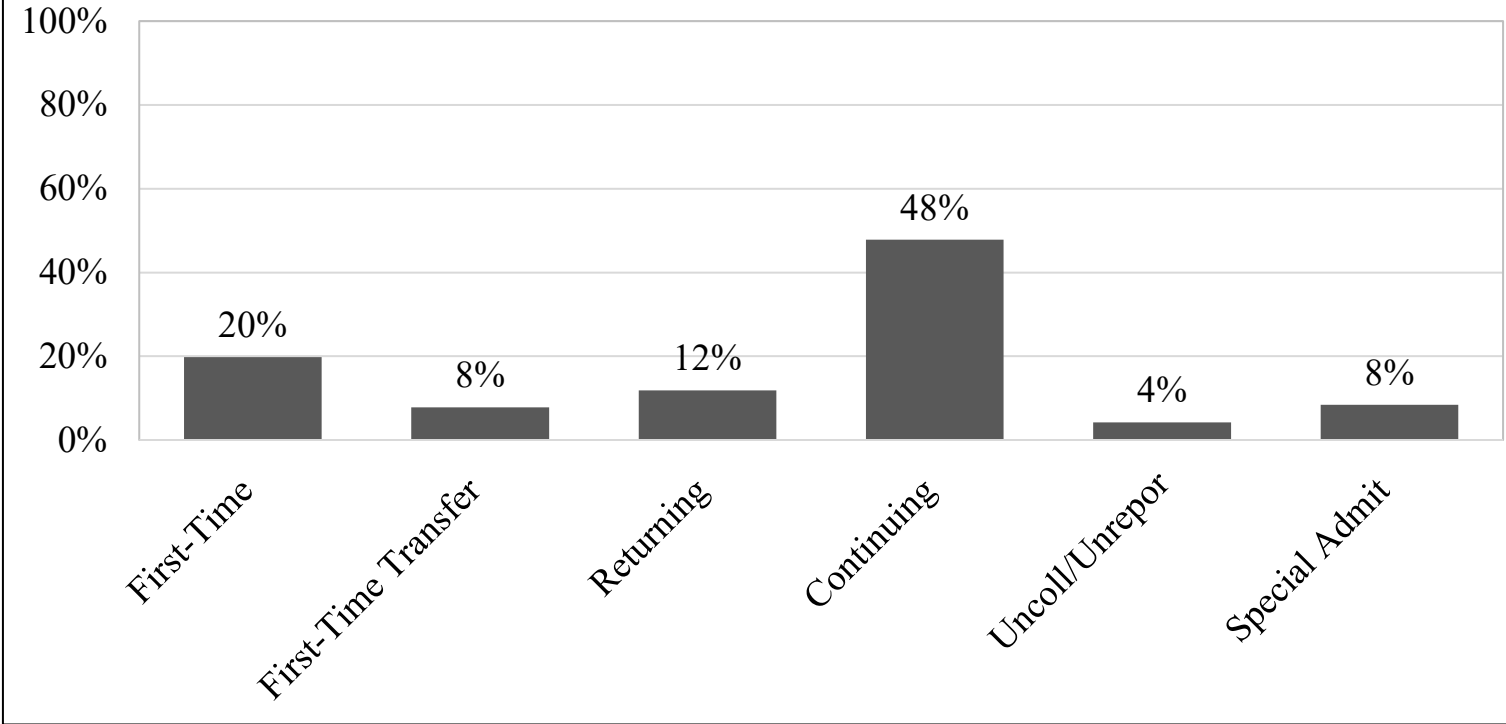
PALOMAR COLLEGE STUDENT DEMOGRAPHICS

Full-time/Part-time Status

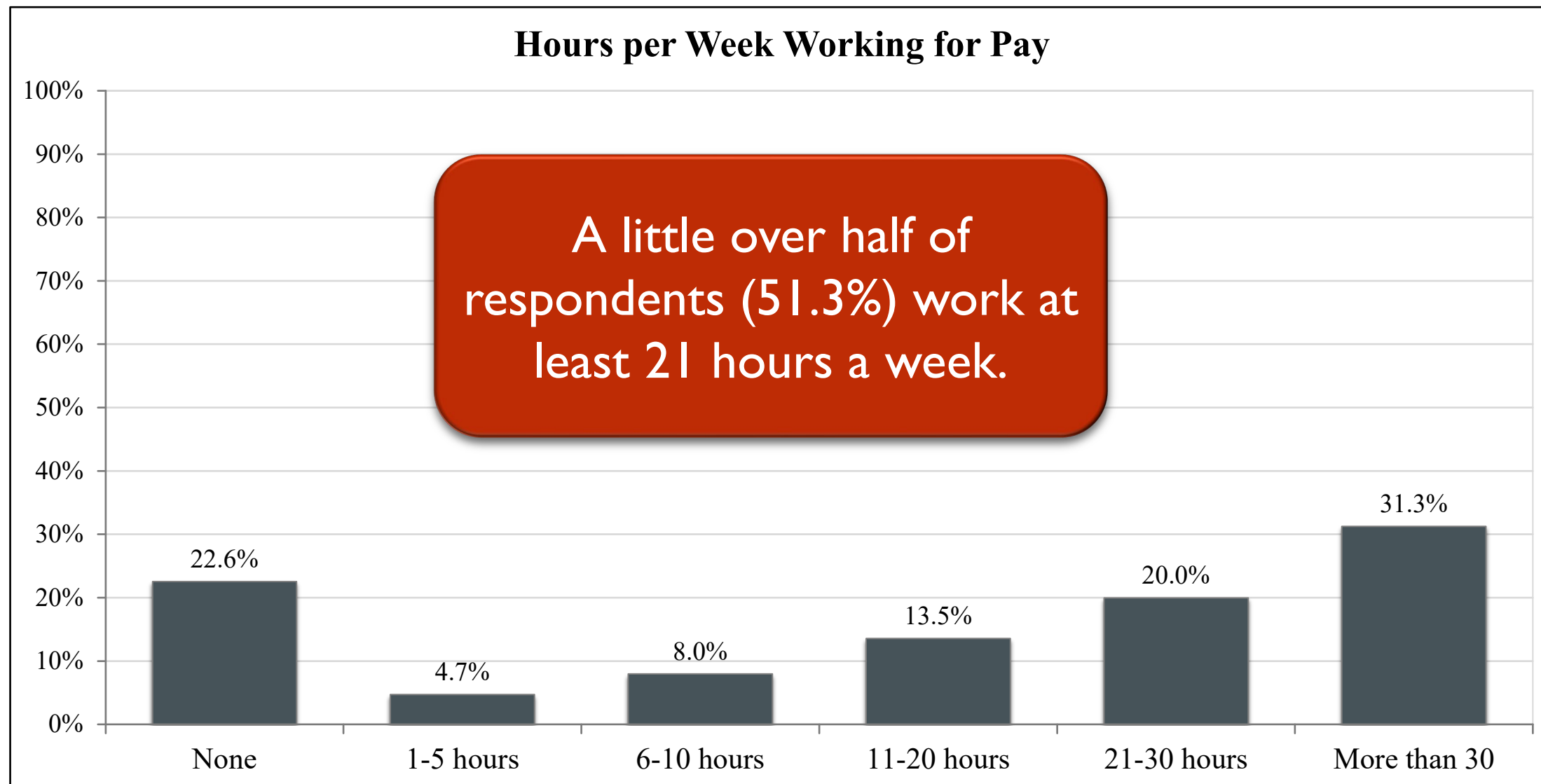


Fall 2023
N=20,139

Enrollment Status



STUDENT CHARACTERISTICS



STUDENT CHARACTERISTICS

| Reasons for Attending Palomar | Not a Goal | Is a Goal | Total |
|--|------------|-----------|--------|
| Complete a certificate program | 59.6% | 40.4% | 100.0% |
| Obtain an associate degree | 31.7% | 68.3% | 100.0% |
| Transfer to a 4-year college or university | 24.7% | 75.3% | 100.0% |
| Obtain or update job-related skills | 45.4% | 54.6% | 100.0% |
| Self-improvement/personal enjoyment | 35.9% | 64.1% | 100.0% |
| Change careers | 72.7% | 27.3% | 100.0% |

Source: CCSSE 2018

Students seek a completion goal!

- 75.3% transfer
- 68.3% associates

Part-time and Full-time
seek to complete!

- 70% of part-time students
- 80% of full-time students

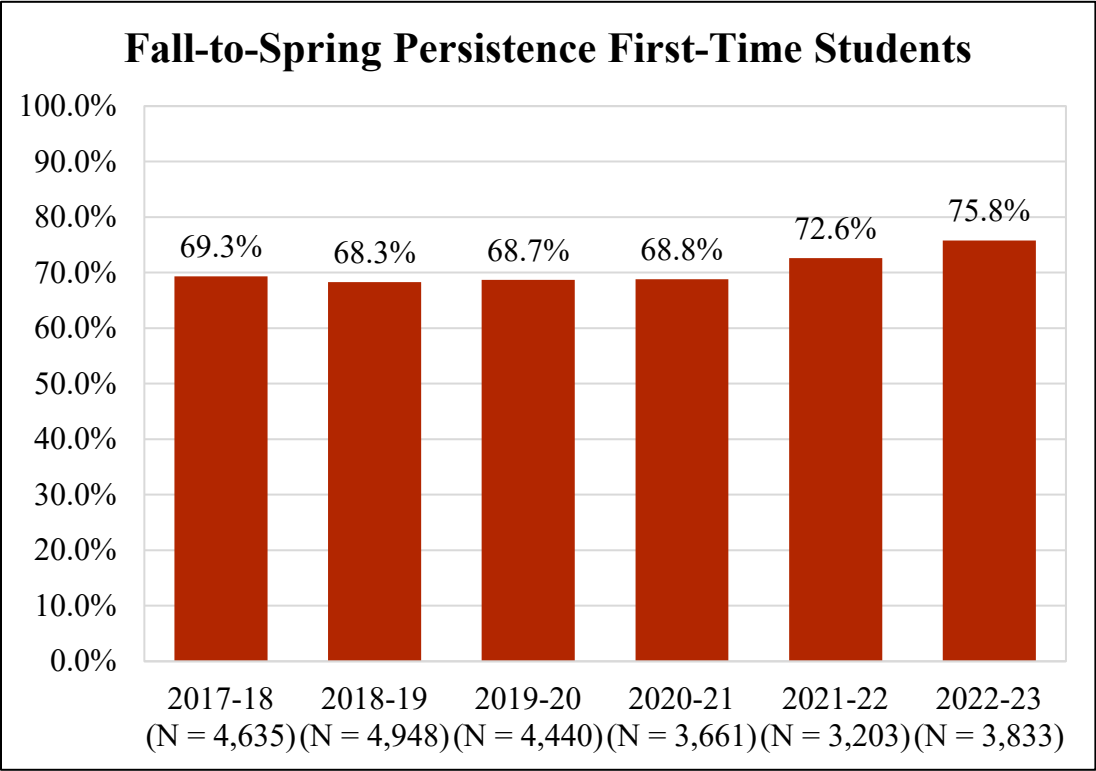
HIGHLIGHTS AND IMPLICATIONS

- In Fall 2023, Palomar served more than 20,000 students
- Our student demographics mirror what we observed pre-pandemic. The percentage of students who identify as Hispanic / Latino/a/e continues to grow.
- Majority of our students (regardless of enrollment status) express interest in a completion goal.
- Most students attend part-time, and they work.
- Implications:
 - Implement our equity plan to support students throughout the student journey.
 - Address needs of part-time students (flexible scheduling, services).



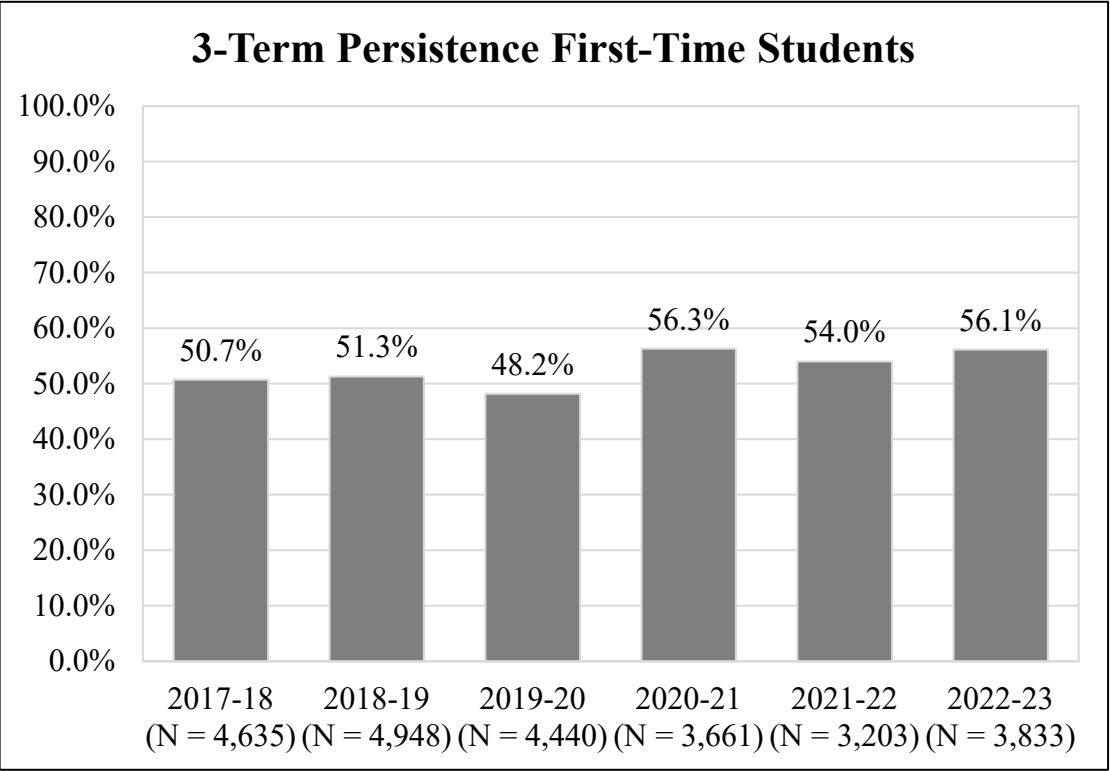
OUR STUDENTS:
STUDENT
PROGRESS AND
ACHIEVEMENT

FIRST-TIME STUDENT PERSISTENCE



Source: MIS Submissions to CCCCCO

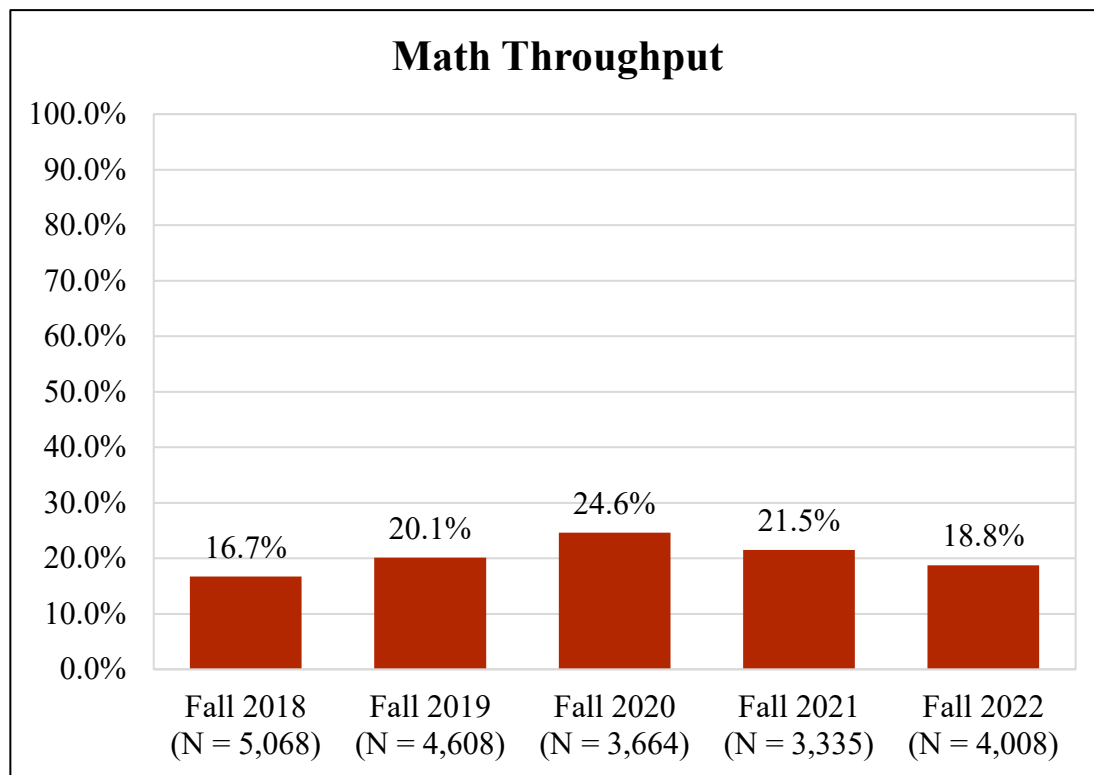
Ist to 2nd semester



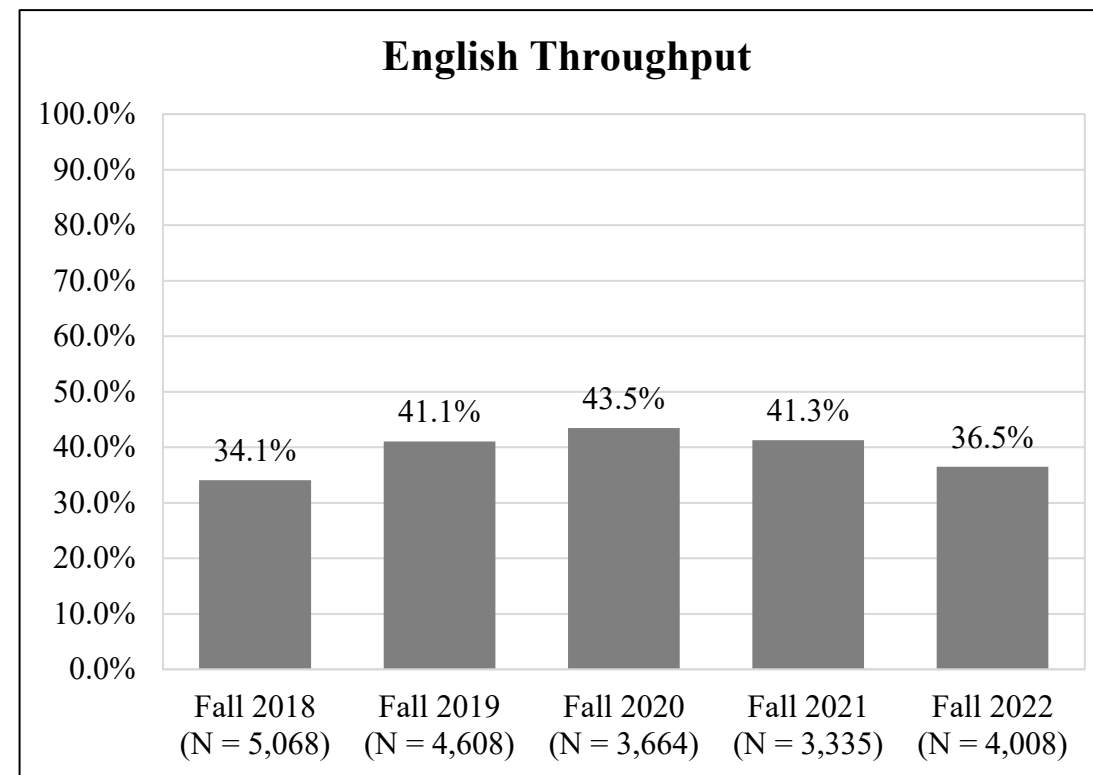
Source: MIS Submissions to CCCCCO

Ist to 2nd year

TRANSFER LEVEL MATH AND ENGLISH THROUGHPUT



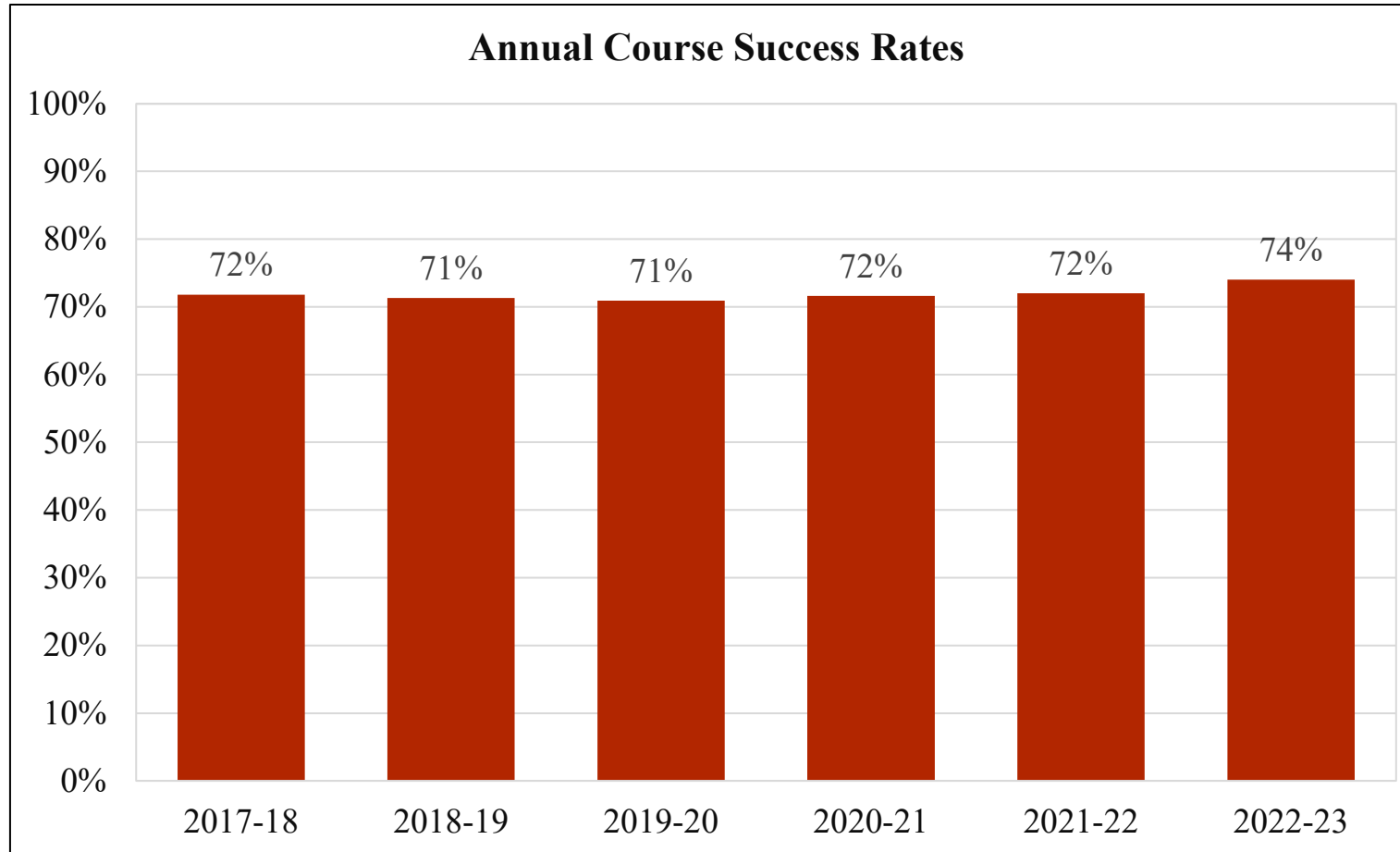
Source: MIS Submissions to CCCCCO



Source: MIS Submissions to CCCCCO

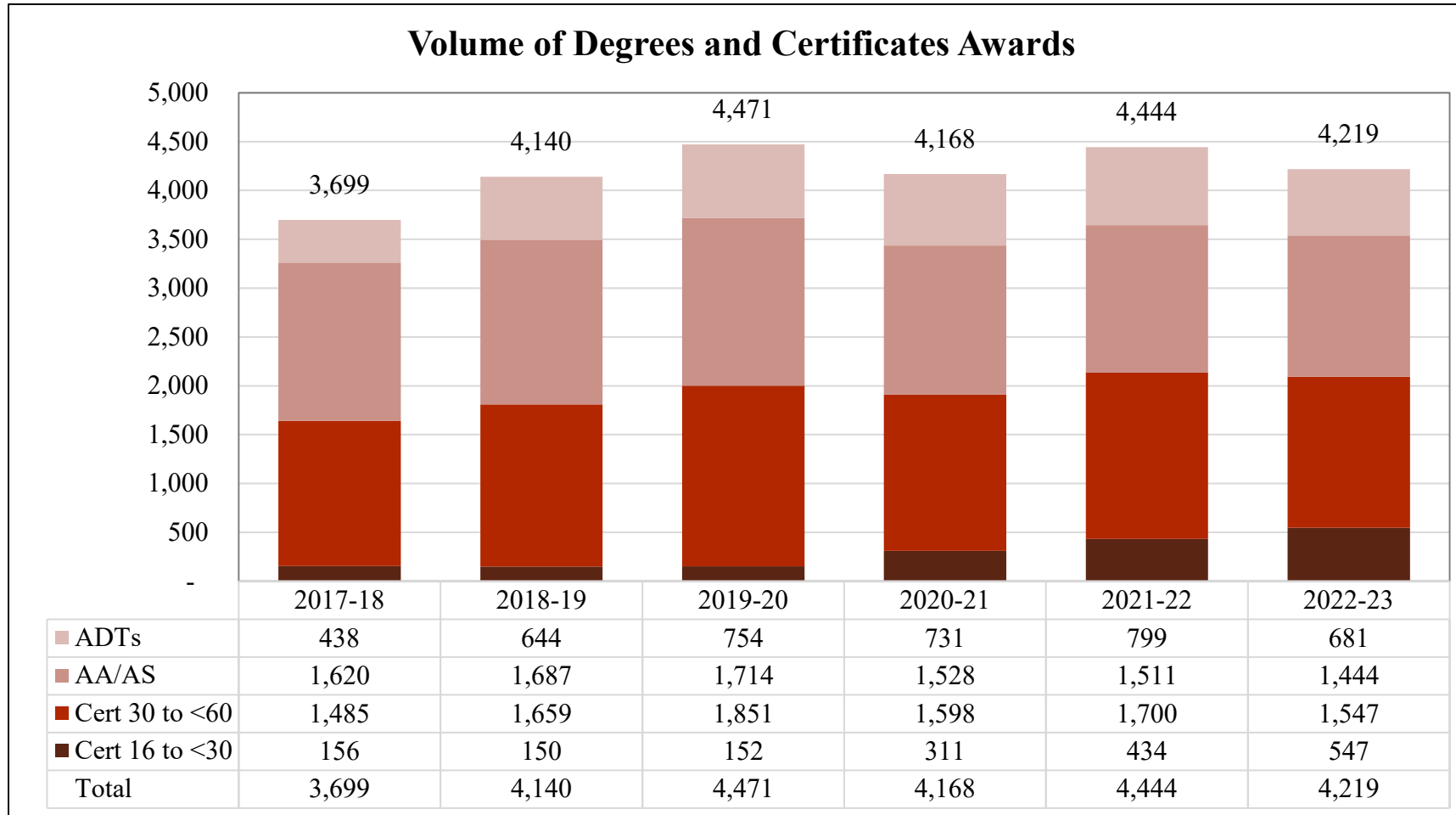
Note. Throughput is defined in numerous ways! For this slide, throughput is the number or proportion of students who completed transfer-level math or English in their first academic year of credit enrollment within the district.

ANNUAL COURSE SUCCESS RATES



Source: MIS Submissions to CCCCCO

DEGREES AND CERTIFICATES*

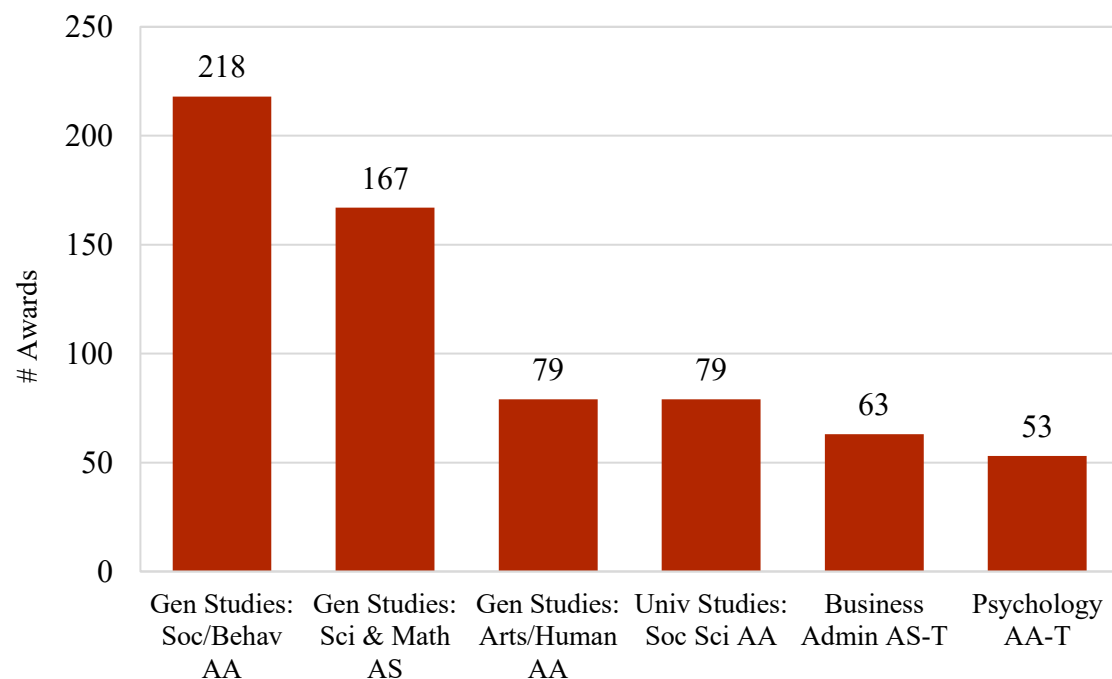


Source: California Community College Chancellor's Office.

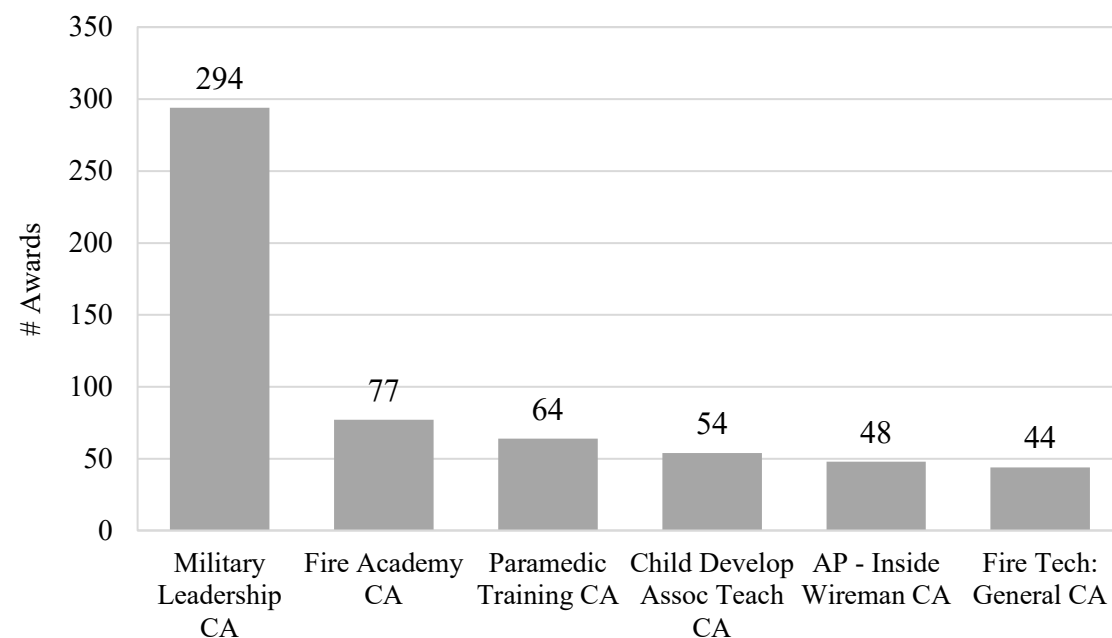
*Volume includes multiple degree and certificate earners.

TOP AA/AS DEGREES & CERTIFICATES OF ACHIEVEMENT (2022-23)

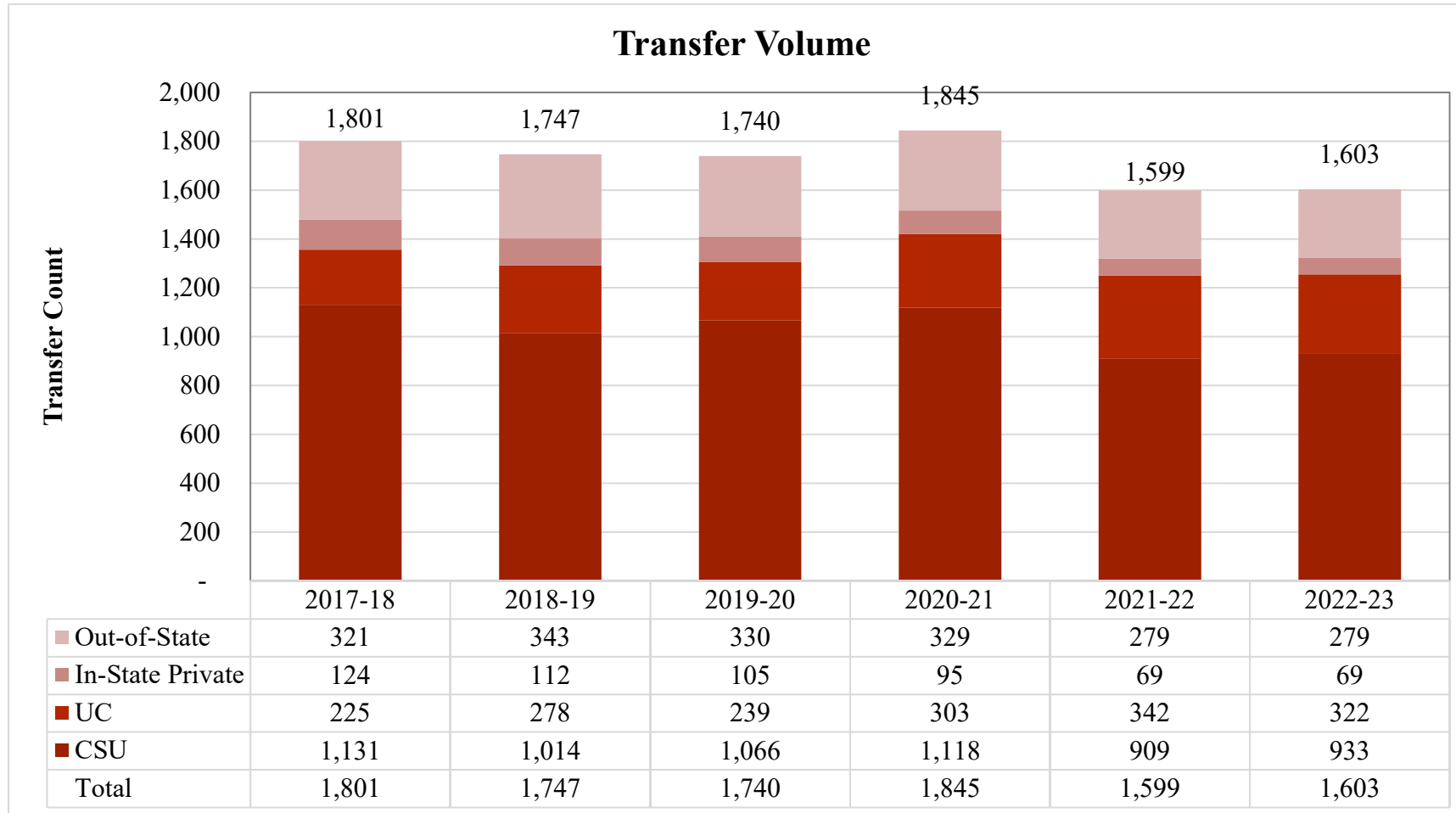
Top Six AA/AS Degrees (2022-23)



Top Six Certificates of Achievement in 2022-23 (excludes IGETC & CSU Breadth)



TRANSFER



Sources:

CSU = California State University Analytic Studies; UC = University of California Information Center; In-State Private/Out of State = California Community College Chancellor's Office.

TOP TRANSFER DESTINATIONS AND MAJOR (2022-23)

■ Top CSU Transfer Institutions

- CSUSM = 583
- SDSU = 137

■ Top CSU Majors

- Business-Management
- Social Sciences
- Psychology
- Education
- Information Sciences

■ Top UC Transfer Institutions

- UCSD = 192
- UCLA = 119

■ Top UC Majors

- Biology, General
- Sociology
- Psychology, General;
- Communications and Media Studies
- Computer Science

HIGHLIGHTS AND IMPLICATIONS

- Close to 44% of first-time students do not return to Palomar for their second year. This is not new. **Persistence is key moving forward.**
- Dip in completion of transfer level math and English.
- Observed slight decreases in Degrees and Certificates, likely related to pandemic
- Observed decreases in Transfers. This is in alignment with decreases seen statewide.

ACCOUNTABILITY – HIGHLIGHTING ACCJC INSTITUTION-SET STANDARDS

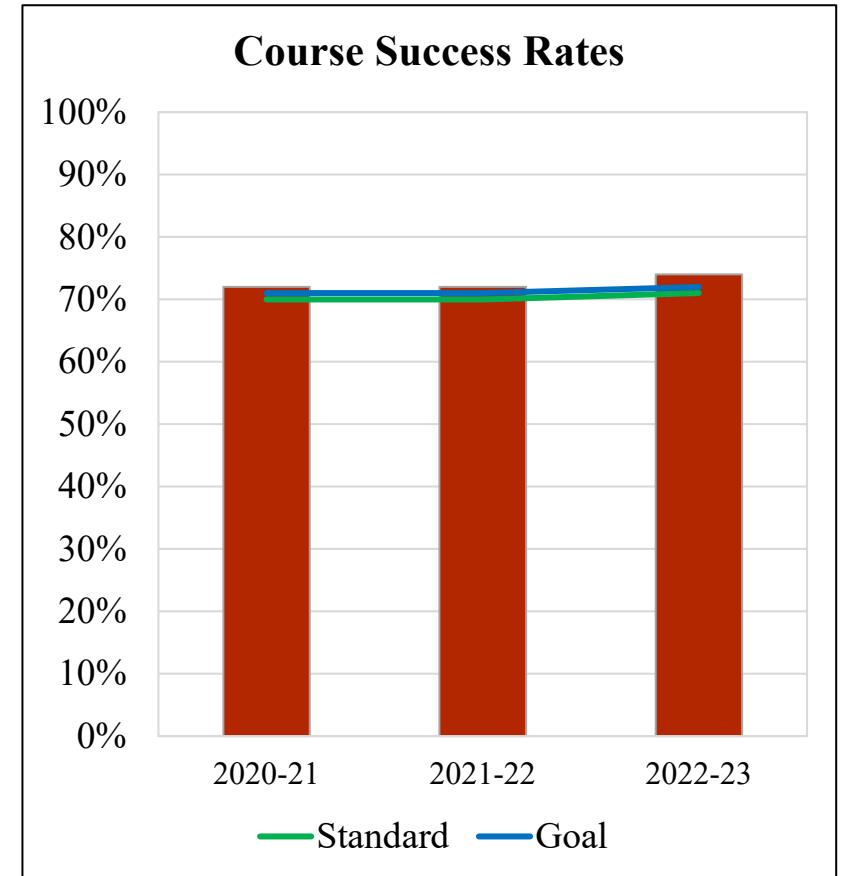


INSTITUTION-SET STANDARDS AND STRETCH GOALS

- What are they?
 - Institution-set Standard – Floor – What we do not want to go below.
 - Institution-set Stretch Goal – Goal – What we strive to meet.
- Our Standards
 - Course Success Rate
 - Degrees
 - Certificates (16+)
 - Transfer

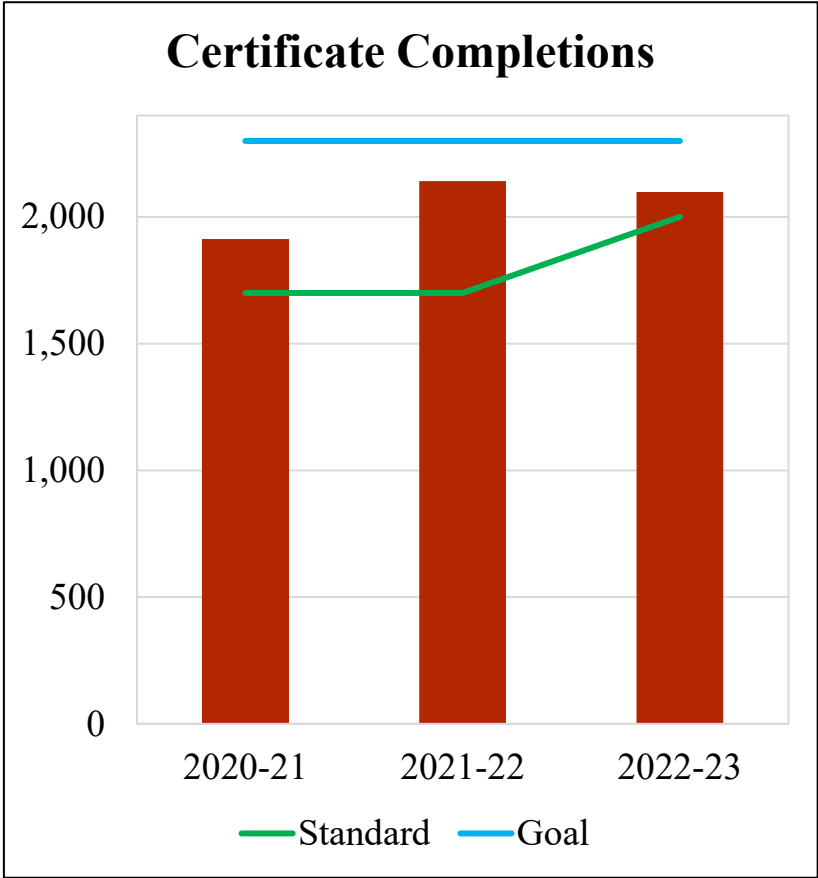
COURSE SUCCESS RATES

| Standard/Goal/Performance | 2020-21 | 2021-22 | 2022-23 |
|---------------------------|---------|---------|---------|
| Institution-Set Standard | 70% | 70% | 71% |
| Stretch Goal | 71% | 71% | 72% |
| Actual | 72% | 72% | 74% |
| Achieve Standard | ↑ | ↑ | ↑ |



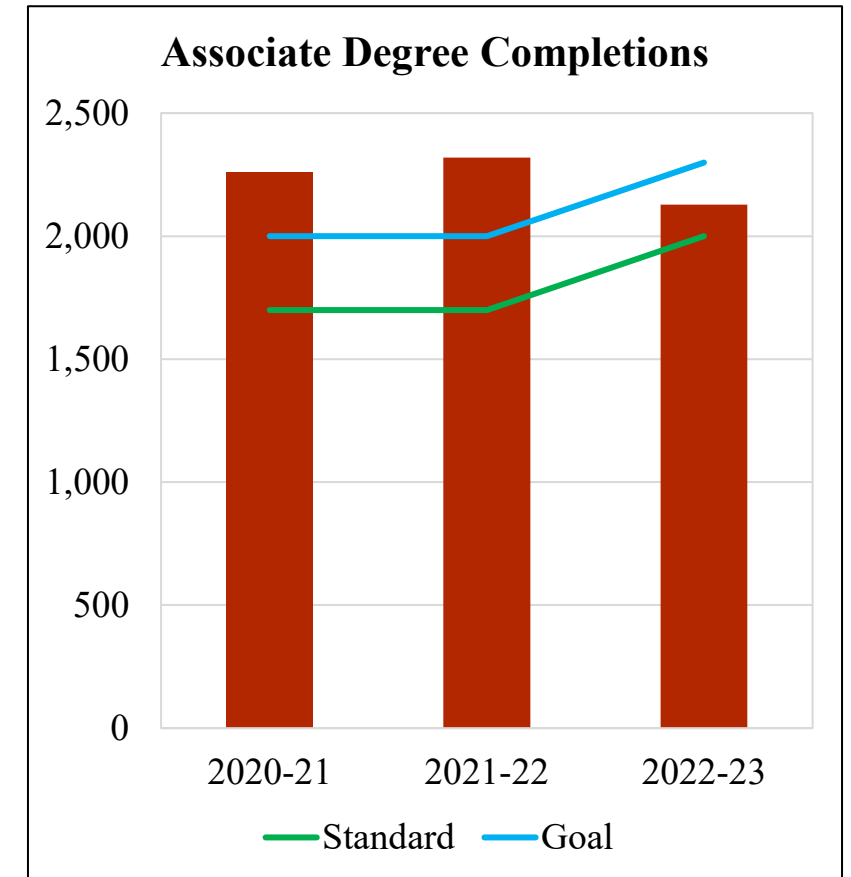
CERTIFICATE COMPLETIONS

| Standard/Goal/Performance | 2020-21 | 2021-22 | 2022-23 |
|---------------------------|---------|---------|---------|
| Institution-Set Standard | 1,700 | 1,700 | 2,000 |
| Stretch Goal | 2,300 | 2,300 | 2,300 |
| Actual | 1,913 | 2,141 | 2,098 |
| Achieve Standard | ↑ | ↑ | ↑ |



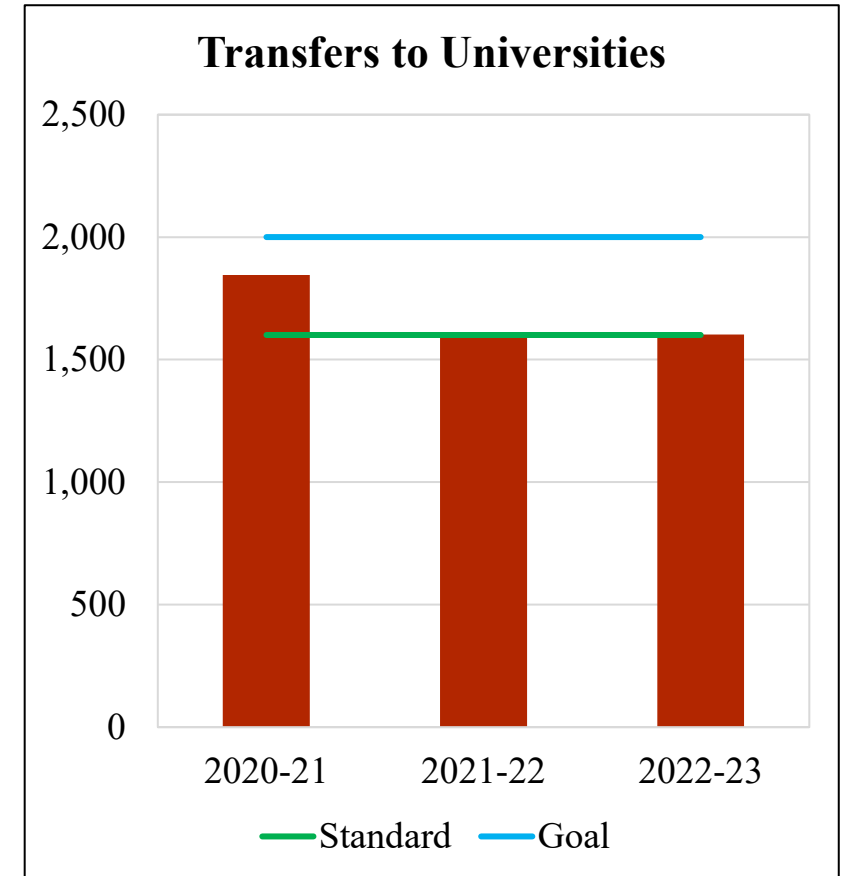
ASSOCIATE DEGREE COMPLETIONS

| Standard/Goal/Performance | 2020-2021 | 2021-2022 | 2022-23 |
|---------------------------|-----------|-----------|---------|
| Institution-Set Standard | 1,600 | 1,600 | 2,000 |
| Stretch Goal | 2,000 | 2,000 | 2,300 |
| Actual | 2,260 | 2,319 | 2,128 |
| Achieve Standard | ↑ | ↑ | ↑ |



TRANSFERS TO UNIVERSITIES

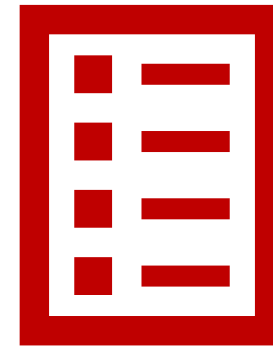
| Standard/Goal/Performance | 2020-21 | 2021-22 | 2022-23 |
|---------------------------|---------|---------|---------|
| Institution-Set Standard | 1,600 | 1,600 | 1,600 |
| Stretch Goal | 2,000 | 2,000 | 2,000 |
| Actual | 1,845 | 1,599 | 1,603 |
| Achieve Standard | ↑ | ↔ | ↑ |



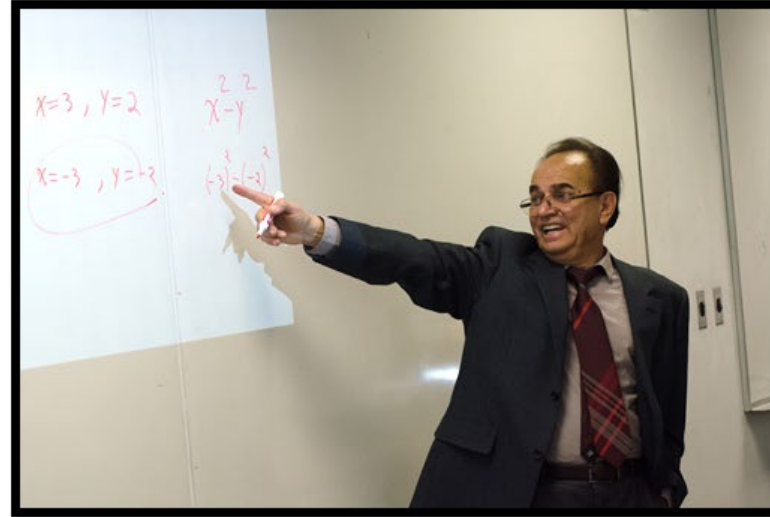
DISAGGREGATING OUR DATA



Course Success Rates



Completion



OUR PEOPLE: STAFF DEMOGRAPHICS

STAFF DEMOGRAPHIC PROFILE – FALL 2023

| | Ed and Class Admin | Full-time Faculty | Part-time Faculty | Classified/ CAST | Student |
|---------------------------------|--------------------|-------------------|-------------------|------------------|---------------|
| Total Employees/Students | 59 | 289 | 602 | 368 | 19,684 |
| Gender* | | | | | |
| Female | 54.2% | 54.3% | 45.8% | 57.3% | 46.1% |
| Male | 45.8% | 45.7% | 54.4% | 42.7% | 51.6% |
| Non-Binary | N/A | N/A | N/A | N/A | 0.8% |
| Race/Ethnicity | | | | | |
| American Indian/Alaska Native | 1.7% | 1.4% | 1.0% | - | 0.5% |
| Asian (inc. Filipino) | 5.1% | 8.7% | 6.8% | 7.9% | 6.7% |
| Black/African American | 3.4% | 4.2% | 3.0% | 3.0% | 2.9% |
| Hispanic/Latino/a | 23.7% | 15.6% | 15.3% | 41.8% | 50.9% |
| Pacific Islander | 1.7% | 0.0% | 0.8% | 0.3% | 0.4% |
| White | 54.2% | 61.2% | 59.8% | 38.6% | 31.6% |
| Multi-Ethnic | 0.0% | 3.1% | 1.5% | 2.2% | 5.8% |
| Unknown | 10.2% | 5.9% | 11.8% | 6.3% | 1.2% |

Sources. MIS Submissions to CCCCCO

Note. Categories regarding ethnicity are based on California Community College Chancellor's Office categories.

*Non-Binary not collected for Faculty/Staff; Non-Binary data for students is likely undercount as college just began collecting this information.



INTEGRATING INSTITUTIONAL EFFECTIVENESS WITH VISION PLAN 2035

DATA AND IMPLICATIONS FOR STANDARDS PLANNING



- Outreach and enrollment!
- Persistence and Completion! Ensure success throughout the student journey and for our student groups of focus (new groups of focus, equity groups).
- Strengthen relationships and partnerships (education, business, and community).
- Establish role and identity of the education centers.
- Confirm role of distance education.
- Support for faculty, staff, and administration throughout their employment journey.

VISION PLAN 2035 – EDUCATIONAL VISION PLAN

- Prioritized objectives and created an implementation plan through 2025.
- Next Steps
 - Integrate Metrics for Tracking
 - Integrate Resource Allocations

EQUITY PLAN/DISPROPORTIONATE IMPACT DATA UPDATE

- Received data from the Chancellor's office
- Five metrics
 - Successful Enrollment*
 - Retention
 - Completion of Transfer Level-Math and English
 - Degree/Certificate Completion
 - Transfer
- Updated the data and will be sharing with campus community
- Provide an update to the Board



THANK YOU!