



Monitoring Palomar's Strategic Plan
through Measures of
Institutional Effectiveness
May 2, 2008

Vision

Learning for Success

Mission

Palomar College is an educational leader committed to quality learning. We provide our community the knowledge, information, skills, and aesthetic appreciation necessary to live responsibly, effectively, and creatively in an interdependent and changing world.

**Institutional Effectiveness
Overview
List of Indicators**

Strategic Goal: Student Success

Student Progress and Achievement

1. Student Progress and Achievement Rate: Transfer/Degrees/Certificates (ARCC- AB1417)
2. Student Progress and Achievement Rate: 30+Units (ARCC-AB1417)
3. Annual Transfer Counts to CSU, UC, ISP/OOP
4. Annual Number of Transfer Prepared
5. Annual Count of Degrees and Certificates

Success after Palomar

1. Success After Palomar: Four Year University – CSU
2. Success After Palomar: Job Placement/Compensation

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1. Traditional First-time Freshman Persistence Rate: Fall to Spring and Fall to Fall
2. ARCC First-time Freshman Persistence Rate: Fall to Fall (ARCC-AB1417)

Access

1. District’s Fall Term Participation Rate

Strategic Goal: Teaching and Learning

Successful Course Completion

1. Transfer Course Completion Rates
2. Vocational Course Completion Rates (ARCC-AB1417)
3. Basic Skills Course Completion Rates (ARCC-AB1417)

Pre-Collegiate and ESL Improvement

0. *Basic Skills Course Completion Rate (see above)*
1. Basic Skills Improvement Rate (ARCC-AB1417)
2. ESL Improvement Rate (ARCC-AB1417)
3. Course Flow: Foundational to Transfer
4. Course Flow: AA degree applicable to Transfer

Student Engagement

1. Summary Results from Community College Survey of Student Engagement

Upcoming Measure

1. NonCredit Improvement Rate (ARCC AB1417)

Strategic Goal: Organizational and Professional Development

Organizational Communication

1. Employee Survey – Quantity and Quality of Information received regarding policies and procedures
2. Governance Self-Evaluation – Satisfaction with Structure

Faculty Obligation

1. Full-time Faculty Obligation FTEF: Actual compared to Obligation

Outstanding Measures

Training Assessment and Satisfaction – TBD

Strategic Goal: Resource Management

Enrollment Load and WSCH/FTEF

1. College-wide enrollment load rate
2. Weekly Student Contact Hours to Full-time Equivalent Faculty

Outstanding Measures

1. Alternative Funding: Grants

Strategic Goal: Facilities Improvement

Facilities Planning

1. Completion of Master Plan 2022

Outstanding Measures

1. Facilities Utilization

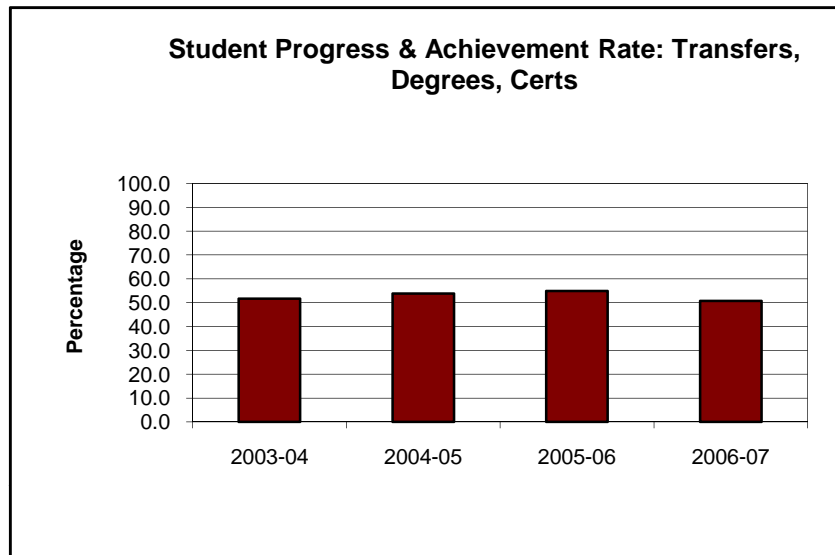
Strategic Goal: Student Success

Student Progress and Achievement

Student Progress and Achievement Rate: Transfer/Degrees/Certs (ARCC-AB1417)

Percentage of first-time Palomar College students who showed intent to complete and achieved any of the following outcomes within six years of entry into the CCC system: Transfer, Degree/Cert, Transfer Prepared, Transfer Directed.

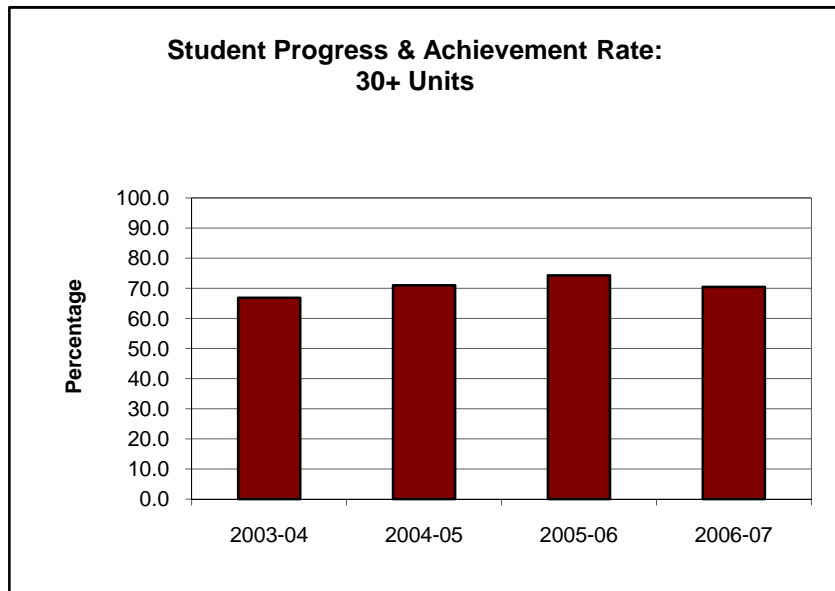
2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
NA	NA	NA	51.70	53.80	54.90	50.7



Student Progress and Achievement Rate: 30+ Units (ARCC-AB1417)

Percentage of first-time Palomar College students who showed intent to complete and earned 30+ units within six years of entry while in the CCC system.

2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
NA	NA	NA	66.8	71.0	74.3	70.5



Strategic Goal: Student Success

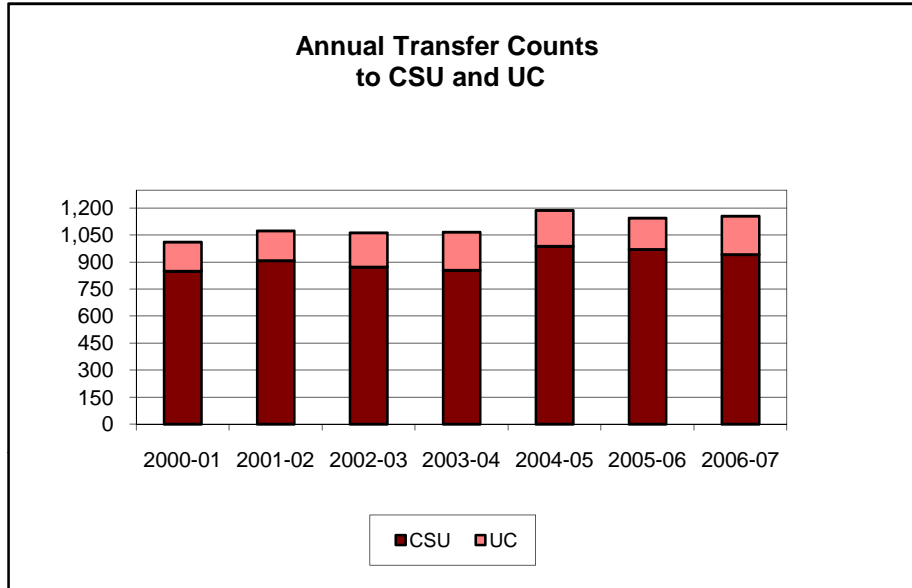
Student Progress and Achievement (continued)

Annual Transfer Counts

Annual count of Palomar transfers reported by transferred-in system.

System	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
California State Univ.	849	909	873	855	988	971	942
University of California	162	165	190	211	199	174	214
Private/Out of State *	NA	NA	NA	NA	824	744	NA

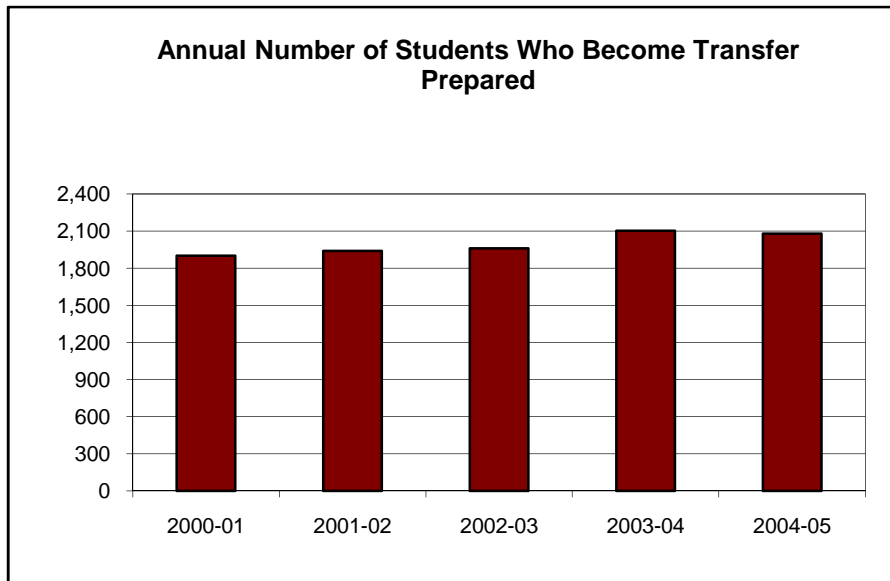
* Estimate based upon AB1417 methodology and match with National Student Clearinghouse.



Annual Number of Transfer Prepared

Annual number of students who become prepared to transfer (i.e., complete 56+ transfer units with GPA of 2.0 or above). Note: Old PFE measure. New measure to be updated for AB1417 that sets 60+ unit threshold.

2000-01	2001-02	2002-03	2003-04	2004-05	2005-06
1,900	1,939	1,960	2,102	2,080	NA



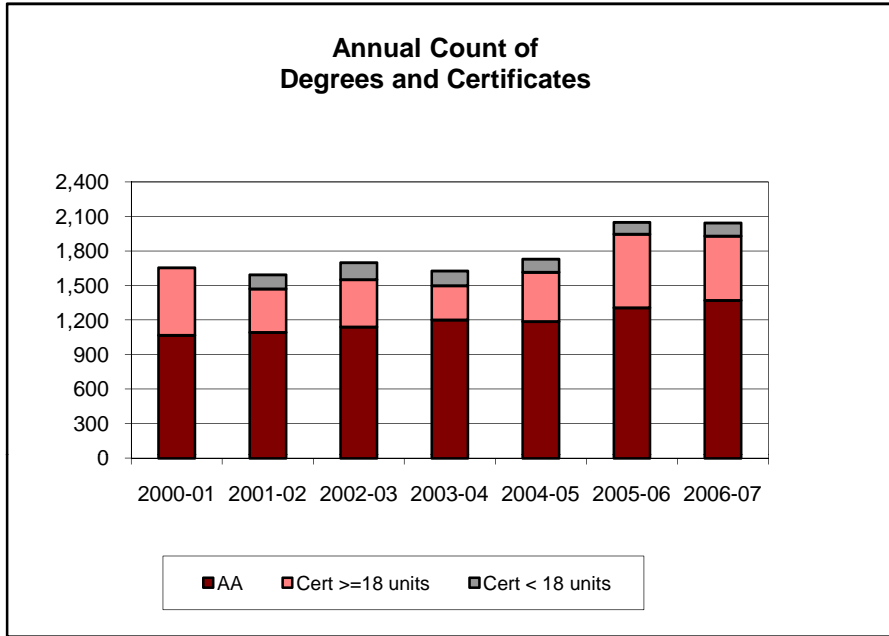
Strategic Goal: Student Success

Student Progress and Achievement (continued)

Degrees and Certificates

Annual number of degrees and certificates awarded.

Award	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
AA	1,070	1,094	1,140	1,202	1,189	1,309	1,371
Certificates >=18 units*	586	379	413	299	427	639	559
Certificates <18 units	NA	123	148	127	115	103	116
Total Awards	1,656	1,596	1,701	1,628	1,731	2,051	2,046

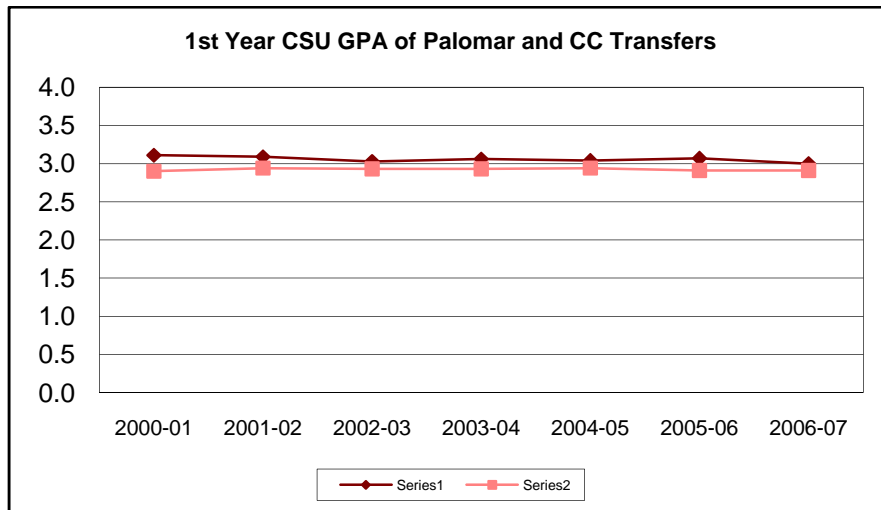


Student Success After Palomar

Success after Palomar - Success at Four Year Universities - CSU

First Year CSU GPA of Palomar Transfers compared to all Community College Transfers.

	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
Palomar Transfers GPA	3.11	3.09	3.03	3.06	3.04	3.07	3.00
All CC Transfers GPA	2.90	2.94	2.93	2.93	2.94	2.91	2.91



Strategic Goal: Student Success

Student Success After Palomar (continued)

Success After Palomar - Job Placement (Voc Ed Students)

Biennial interview of Voc. Ed students who earned an AA degree or Certificate at Palomar.

	1999-00*	2001-02	2002-03	2004-05	2005-06	2006-07	2007-08
% Working Full-time	70%	NA	60%	NA	65.7%	NA	updating
Educ. Related to Job	85%	NA	81%	NA	84.8%	NA	updating
Median Salary	\$35,000	NA	\$40,000	NA	\$50,000	NA	updating

* First survey completed with 1999-00 grads.

Persistence

Traditional First-time Freshman Persistence Rate

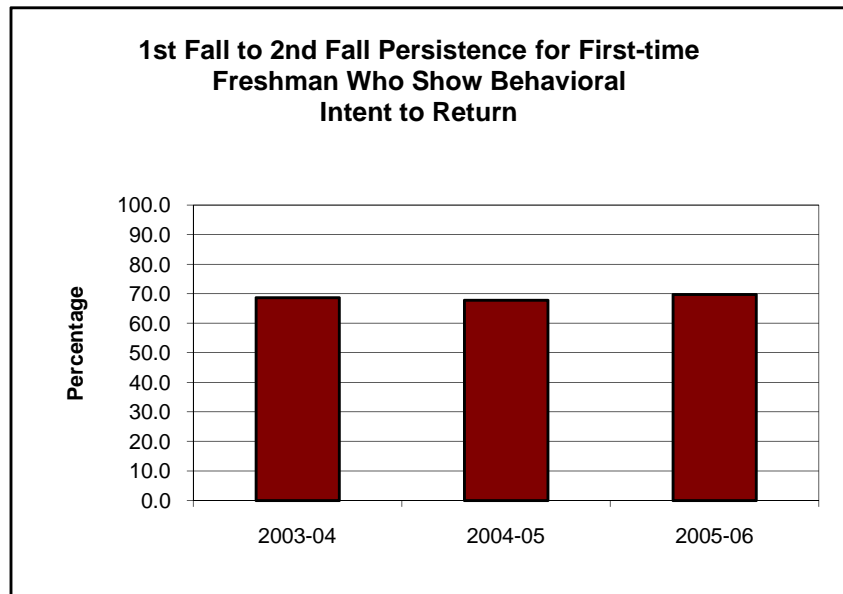
Semester to semester (at Palomar) continuation rate for ALL first-time freshman.

	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
% 1st Fall to 1st Spring	61.0%	58.0%	57.8%	63.8%	66.9%	64.6%	66.2%
% 1st Fall to 2nd Fall	41.4%	47.9%	43.4%	51.1%	51.5%	50.3%	49.9%

First-time Freshman Persistence Rate (ARCC-AB1417 Progress & Achievement Measure)

Percentage of first-time students with min. of six units earned in a Fall term who returned and enrolled in the subsequent Fall term anywhere in the CCC system.

	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
	NA	NA	NA	68.7	67.9	69.8	NA



Access

District Fall Term Credit Participation Rate

Students per 1,000 Adults

	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
	NA	47	45	43	42	41	42

Strategic Goal: Teaching and Learning

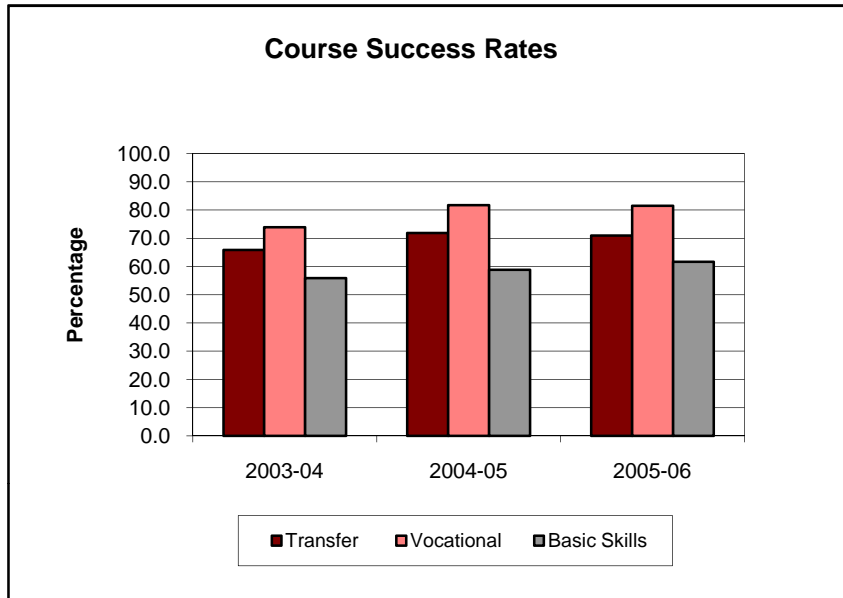
Successful Course Completion

Successful Course Completion Rates

Annual percentage of valid grades that are A, B, C, or CR.

Course Type	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
Transfer Courses	69.0	65.5	66.9	65.9	71.9	71.0	70.8
Vocational Courses*	NA	NA	NA	73.9	81.8	81.5	81.5
Basic Skills Courses*	NA	NA	NA	55.9	58.8	61.7	59.4

* (ARCC-AB1417 Measure)

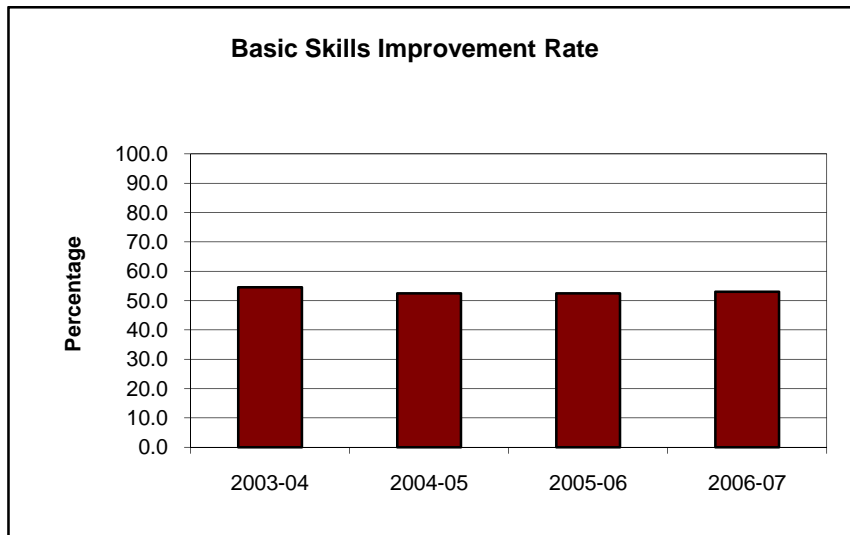


Pre-Collegiate and ESL Improvement

Basic Skills and ESL Improvement Rate (ARCC AB1417 Measure)

Percentage of students who successfully complete one credit basic skills course in a term who successfully complete a higher level course in the same discipline within two years of taking the first basic skills course.

	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
Basic Skills	NA	NA	54.5	52.4	52.5	53.0
ESL	NA	NA	NA	50.5	47.2	36.9



Strategic Goal: Teaching and Learning

Flow Through Course Sequences

Flow through Course Sequences: Foundational to Transfer

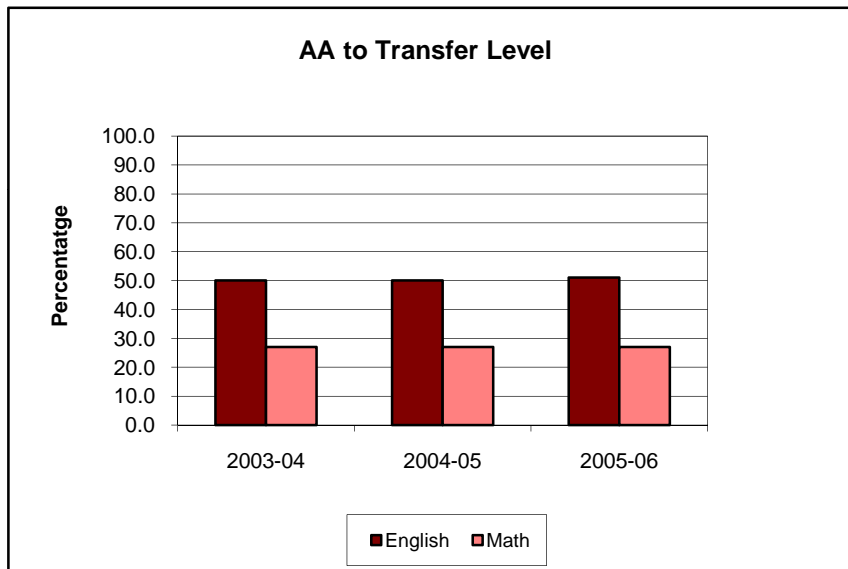
Percentage of students who start out at and attempt a foundational skills course in English or math who successfully complete a transfer level English or math course within four years.

Course Sequence	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
Eng 10 to Eng 100	NA	NA	NA	28.0	27.0	26.0	26.0
Math 10/15 - Math 100+	NA	NA	NA	10.0	7.0	7.0	7.0

Flow through Course Sequences: AA to Transfer

Percentage of students who start out at and attempt an AA level course in English or math who successfully complete a transfer level English or math course within four years.

Course Sequence	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
Eng 50 to Eng 100	NA	NA	NA	50.0	50.0	51.0	50.0
Math 50-99 to Math 100+	NA	NA	NA	27.0	27.0	27.0	25.0



Student Engagement

Community College Survey of Student Engagement

National student survey administered by Palomar every three to four years. The survey assesses how students engage with college faculty and staff, with other students, and with the subject matter being learned.

	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
Administered		X				X

Upcoming Measures

NonCredit Improvement Rate (ARCC AB1417 Measure) - Preliminary this year

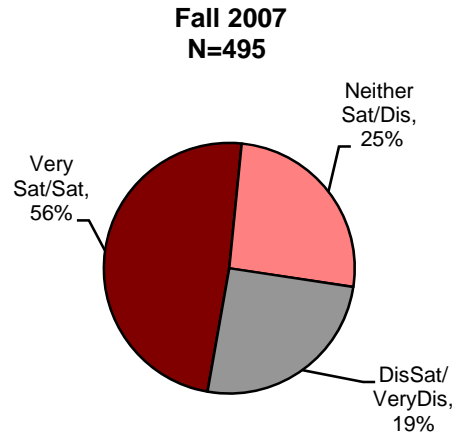
Strategic Goal: Organizational and Professional Development

Organizational Communication

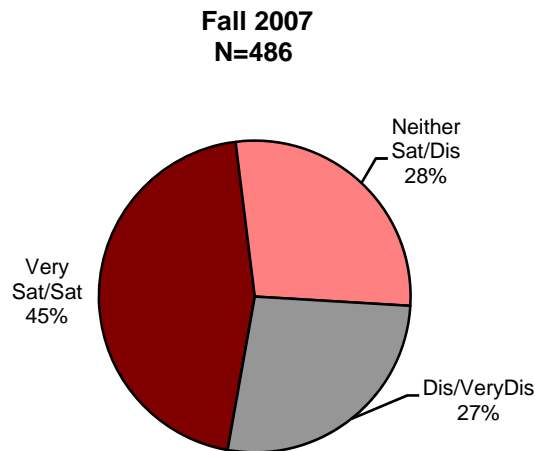
Fall 2007 Employee Survey

Communication survey developed by marketing and administered by IR&P in Fall 2004 to assess perceived quantity and quality of communication at Palomar.

"The quantity of information I receive regarding policies and procedures is good."



"The quality of information I receive regarding policies and procedures is good."



Spring 2007 Governance Self-Evaluation

Annual Self-Evaluation completed by planning councils: SPC, IPC, SSPC, HRSPC, ASPC.

"The governance structure provides an opportunity for each campus constituency to identify and articulate its views on campus-wide issues."

N=32

Response	%
Strongly Agree/Agree	80%
Strongly Disagree/Disagree	20%

To be updated by Fall 2008

Strategic Goal: Organizational and Professional Development

Faculty Obligation

Full-time Faculty Obligation

Number of full-time faculty required by system office based on Palomar's growth in credit FTES.

	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
Actual	305.1	303.2	291.1	281.0	285.1	294.5	295.7
CCCO Obligation	252.8	257.8	277.8	275.9	282.8	285.8	286.8
<i>Difference</i>	52.3	45.4	13.3	5.1	2.3	8.7	8.9

Outstanding Measures

Training Assessment and Satisfaction - TBD

Strategic Goals: Resource Management and Facilities Improvement

Enrollment Load

Enrollment Load

Percentage enrollment compared to class maximum

Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
NA	NA	NA	84	75	76	77

Weekly Student Contact Hours per Full-time Equivalent Faculty

WSCH per FTEF

Weekly student contact hours per full-time equivalent faculty

Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
474	475	480	467	449	449	454

Facilities Planning

Education and Facilities Master Plan

Comprehensive planning document that includes the educational master plan and facilities plan. The plan establishes the programs (and expected growth of the programs) and needed facilities to meet the needs of our students over the next twenty years.

Status: COMPLETED!

Outstanding Measures

Facilities Utilization - TBD

Alternative Funding - Grants - TBD

SOURCE PAGE

Strategic Goal: Student Success

Sources:

- ARCC-AB1417 Measures - California Community Colleges Chancellor's Office
- CSU/UC Transfers - California Department of Education
- CSU Success After Transfer - CSU Office of Analytic Studies
- All other measures: Palomar College Office of Institutional Research and Planning

Strategic Goal: Teaching and Learning

Sources:

- ARCC-AB1417 Measures - California Community Colleges Chancellor's Office
- Student Engagement - Community College Survey of Student Engagement for Palomar College
- All other measures: Palomar College Office of Institutional Research and Planning

Strategic Goal: Organizational and Professional Development

Sources:

- Fall 2004 Employee Communications Survey- Developed by Communications Department; Administered through the Office of Institutional Research and Planning
- 2006-07 Annual Planning Council Self Evaluation - Administered through the Office of Institutional Research and Planning
- Faculty Obligation: Office of Institutional Research and Planning; Calculated per California *Code of Regulations; Title 5: Education; Sections 53309 - Rules for Calculating Full-time Equivalent Faculty (FTEF) Attributable to Full-time Faculty*

Strategic Goals: Resource Management and Facilities Improvement

Sources:

- Enrollment Load: Obtained through Standard Enrollment Load Report at Census
- WSCH per FTEF - Annual WSCH per FTEF - Office of Institutional Research and Planning Reports published in July of each year. Generation of WSCH based on Annual CCFS-320 report.
- Master Plan 2022. <http://www.palomar.edu/masterplan/>