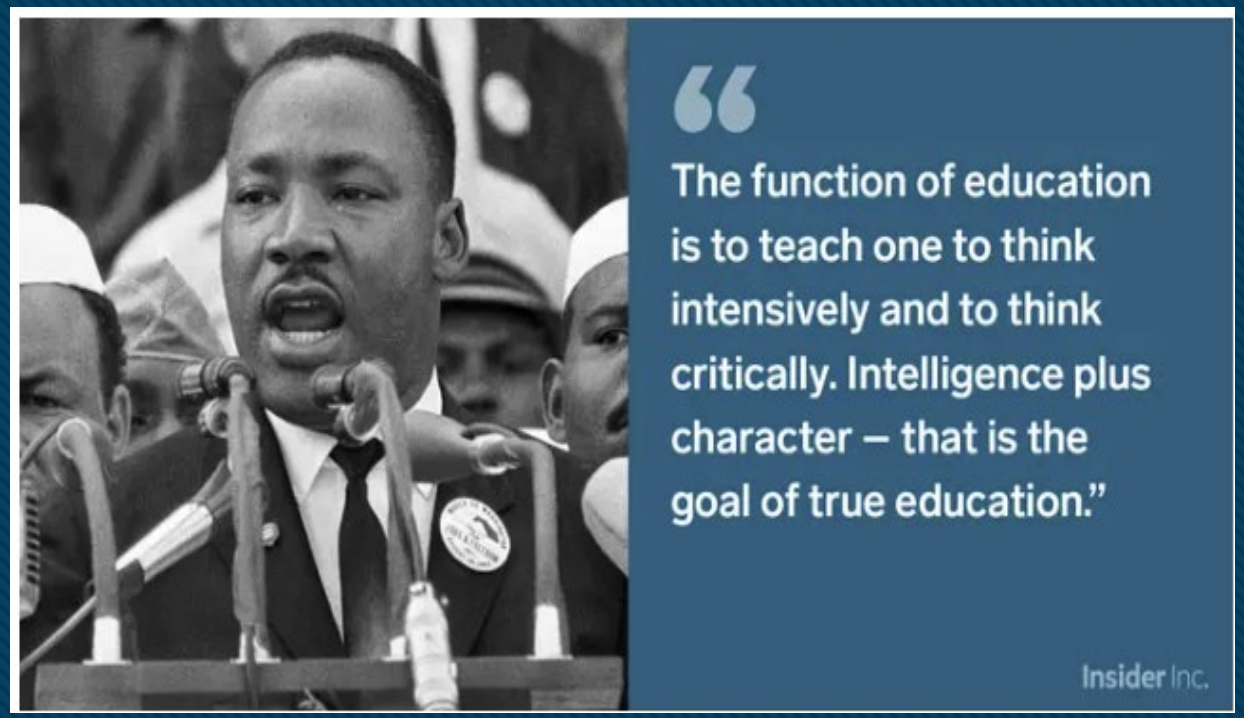
President's Spring 22 Flex Presentation

By Nathaniel Jones III, Ph.D., MBA

January 21, 2022

Welcome


“
The function of education is to teach one to think intensively and to think critically. Intelligence plus character – that is the goal of true education.”
Insider Inc.

If you can’t fly, then **run**.
If you can’t run, then **walk.**
If you can’t walk, then **crawl**,
but by all means, **keep moving.**
- Martin Luther King Jr.

New to CoA Family &New Roles & Future Hiring

- SAS Counselor- **Ms. Nadeesha Dias** – Started: 11/15/2021
- Project Manager- EOPS/CARE/NEXTUP & CalWORKS **Louie Martirez y McFarland** - Started: 11/9/2021
- Network Support Services Specialist **Mr. Saurav Pudasaini** - Started: 12/6/2021
- Executive Assistant to the Office of Instruction - **Ms. Marivic Lizardo** – Started: 12/18/2021
- Vice President of Administrative Services (VPAS) - **Mr. Augustine Gill –** Started: 1/3/2022
- Biology Tenure Track Instructor - **Dr. Edwin Ochong –** Started: 1/19/22
- Interim Dean of STEM - **Dr. Reza Majlesi -** Started - 1/3/2022
- Staff Services Specialist/President's Office - **Ms. Chungwai Chum –** Starts - 1/25/2022
- Workability III Coordinator - **Neelam Agarwal –** Started: 1/19/22
- Permanent Vice President of Instruction (VPI) - Recruitment will begin in early Spring 2022.
- Mathematics (Math) Tenure Track Instructor – Offer extended to selected candidate awaiting acceptance

RETURN TO CAMPUS HIGHLIGHTS

Safety of All is our Priority

Informed by Science and Local Health Guidance

Vaccinations

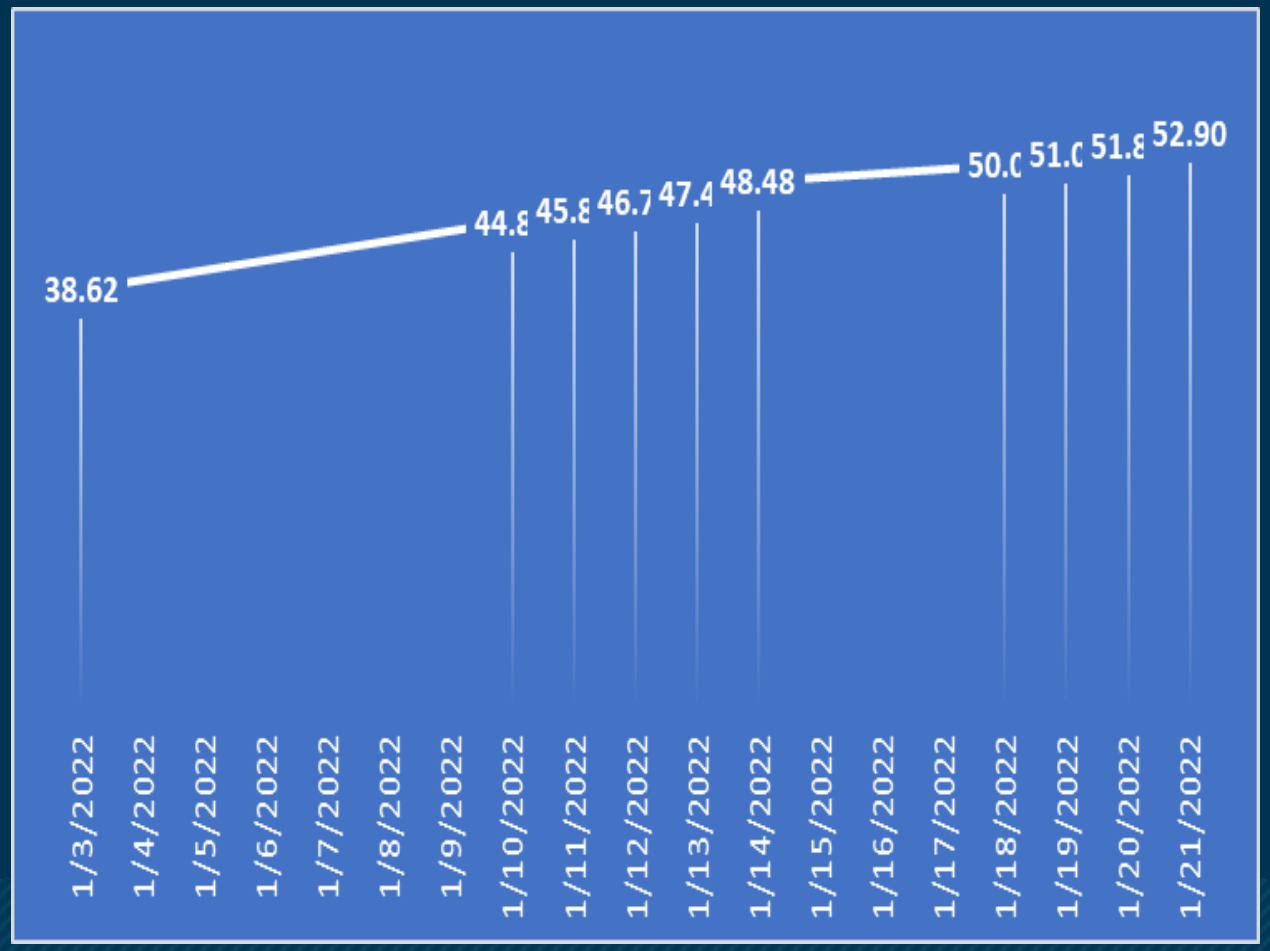
Masks

Facilities

SAFEPeralta

Spring 2022 Enrollment Update

Percentage of FTES Target by Date



- Enrollment decline still concerning, but the college and the district are working together to make improvements
- Engage daily in enrollment data analysis and strategies to improve enrollment
- Engage in continuous targeted marketing at the district and college level
- Work closely with chairs to combine sections, move to Late Start Classes and to pursue innovative solutions
- Compare data for different teaching modalities and make needed changes to improve enrollment
- Engage in direct communication with students

Spring 2022 Enrollment: Productivity & Marketing Strategies

- Video & Banners via Bay Area News Group (Dec 1 – Jan 31)
- Social Media & OTT via 25th Hour Communications (Dec 1 – Jan 31)
- House ads via Google Search (formerly known as AdWords) Ongoing
- Postcard to 260K households in our service area – to drop first week in January
- Email to prospective students who have applied via CCC Apply but not yet enrolled (Ongoing)
- COA Videos & Banners & YouTube ads via BANG (Dec 15 to Jan 31)

Guided Pathways

Guided Pathways: Planning, Implementation, Evaluation

Creating guided pathways requires managing and sustaining large-scale transformational change. The work begins with thorough planning, continues through consistent implementation, and depends on ongoing evaluation. **The goals are to improve rates of college completion, transfer, and attainment of jobs with value in the labor market — and to achieve equity in those outcomes.**

PLANNING

ESSENTIAL CONDITIONS

Make sure the following conditions are in place – prepared, mobilized, and adequately resourced – to support the college's large-scale transformational change:

- Strong change leadership throughout the institution
- Faculty and staff engagement
- Commitment to using data
- Capacity to use data
- Technology infrastructure
- Professional development
- Favorable policy (state, system, and institutional levels) and board support
- Commitment to student success and equity

PREPARATION/AWARENESS

Understand where you are, prepare for change, and build awareness by:

- Engaging stakeholders and making the case for change
- Establishing a baseline for key performance indicators
- Building partnerships with K–12, universities, and employers
- Developing flowcharts of how students choose, enter, and complete programs
- Developing an implementation plan with roles and deadlines

SUSTAINABILITY

Commit to pathways for the long term and make sure they are implemented for all students by:

- Determining barriers to sustainability (state, system, and institutional levels)
- Redefining the roles of faculty, staff, and administrators as needed
- Identifying needs for professional development and technical assistance
- Revamping technology to support the redesigned student experience
- Reallocating resources as needed
- Continuing to engage key stakeholders, especially students
- Integrating pathways into hiring and evaluation practices

IMPLEMENTATION

CLARIFY THE PATHS

Map all programs to transfer and career and include these features:

- Detailed information on target career and transfer outcomes
- Course sequences, critical courses, embedded credentials, and progress milestones
- Math and other core coursework aligned to each program of study

HELP STUDENTS GET ON A PATH

Require these supports to make sure students get the best start:

- Use of multiple measures to assess students' needs
- First-year experiences to help students explore the field and choose a major
- Full program plans based on required career/transfer exploration
- Contextualized, integrated academic support to help students pass program gateway courses
- K–12 partnerships focused on career/college program exploration

HELP STUDENTS STAY ON THEIR PATH

Keep students on track with these supports:

- Ongoing, intrusive advising
- Systems for students to easily track their progress
- Systems/procedures to identify students at risk and provide needed supports
- A structure to redirect students who are not progressing in a program to a more viable path

ENSURE STUDENTS ARE LEARNING

Use these practices to assess and enrich student learning:

- Program-specific learning outcomes
- Project-based, collaborative learning
- Applied learning experiences
- Inescapable student engagement
- Faculty-led improvement of teaching practices
- Systems/procedures for the college and students to track mastery of learning outcomes that lead to credentials, transfer, and/or employment

EARLY OUTCOMES

Measure key performance indicators, including:

- Number of college credits earned in first term
- Number of college credits earned in first year
- Completion of gateway math and English courses in the student's first year
- Number of college credits earned in the program of study in first year
- Persistence from term 1 to term 2
- Rates of college-level course completion in students' first academic year
- Equity in outcomes

Revisit conditions, sustainability, and implementation. Continuously improve pathways by building on elements that work and adjusting or discarding elements that are not serving all students well.

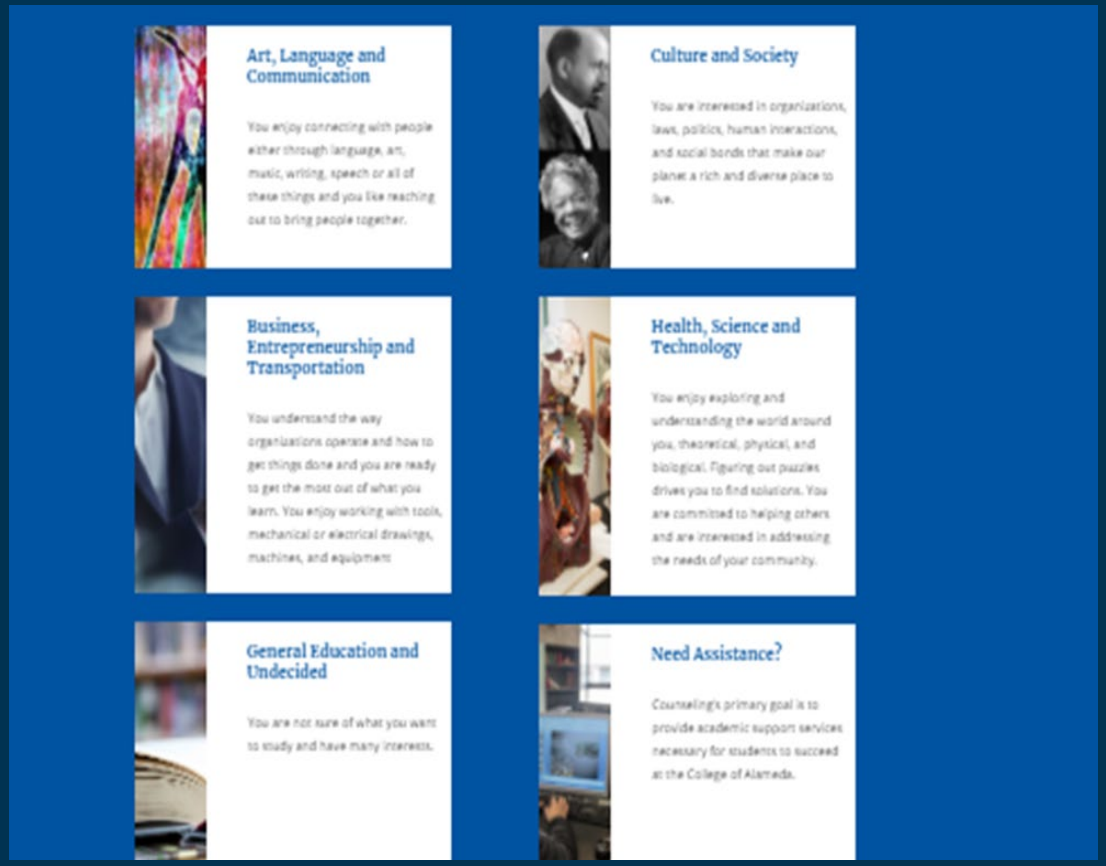
EVALUATION

Contributors to this model for Guided Pathways are: American Association of Community Colleges (AACC), Achieving the Dream (ATD), The Aspen Institute, Center for Community College Student Engagement (CCCSE), Community College Research Center (CCRC), Complete College America, The Charles A. Dana Center, Jobs for the Future (JFF), National Center for Inquiry and Improvement (NCII), and Public Agenda.

FEB. 17

- CAGP 2.0 Institute
- GP Planning Meeting – December 8, 2021
- High priority – key to student retention, success, health and wellbeing

Guided Pathways-Field of Studies & GP Leads



Highlight of Governor's Proposed 22-23 Budget

Figure 2: Majority of new Proposition 98 funding for 2022-23 represents one-time investments (dollars in millions).

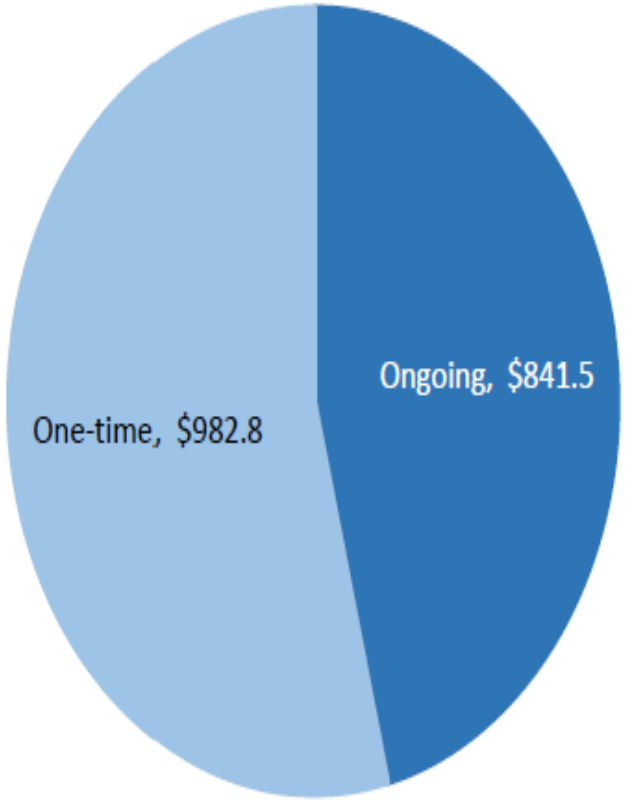


Figure 3: Proposed new ongoing investments for 2022-23 include COLAs and PT faculty health insurance (dollars in millions).

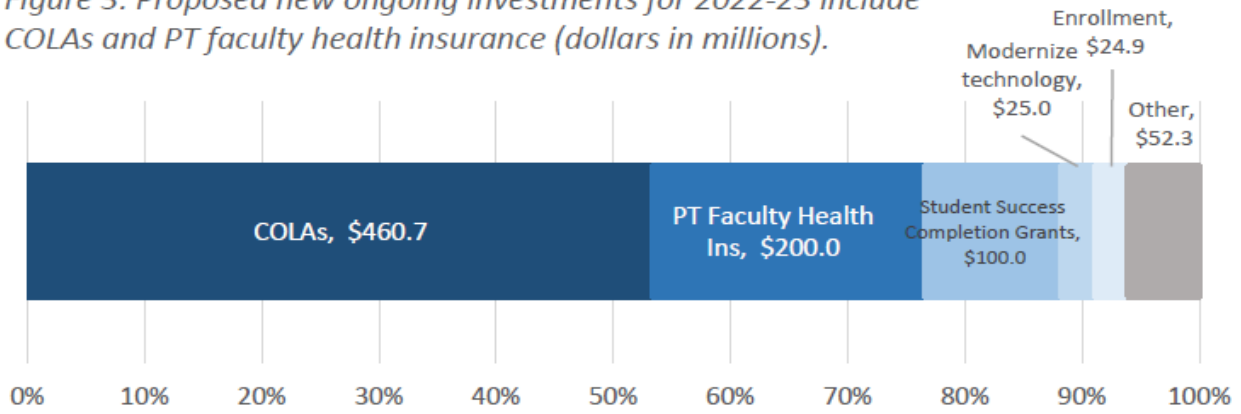
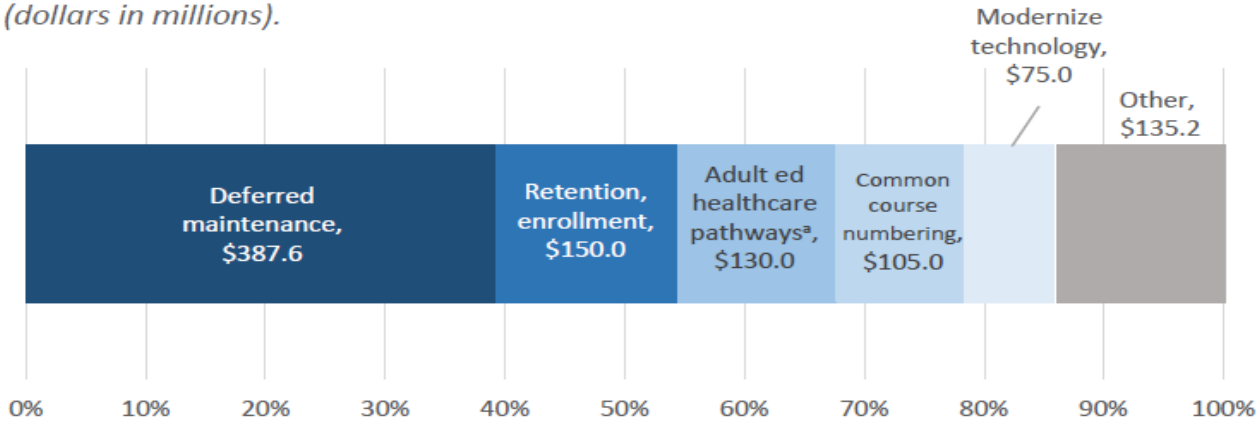


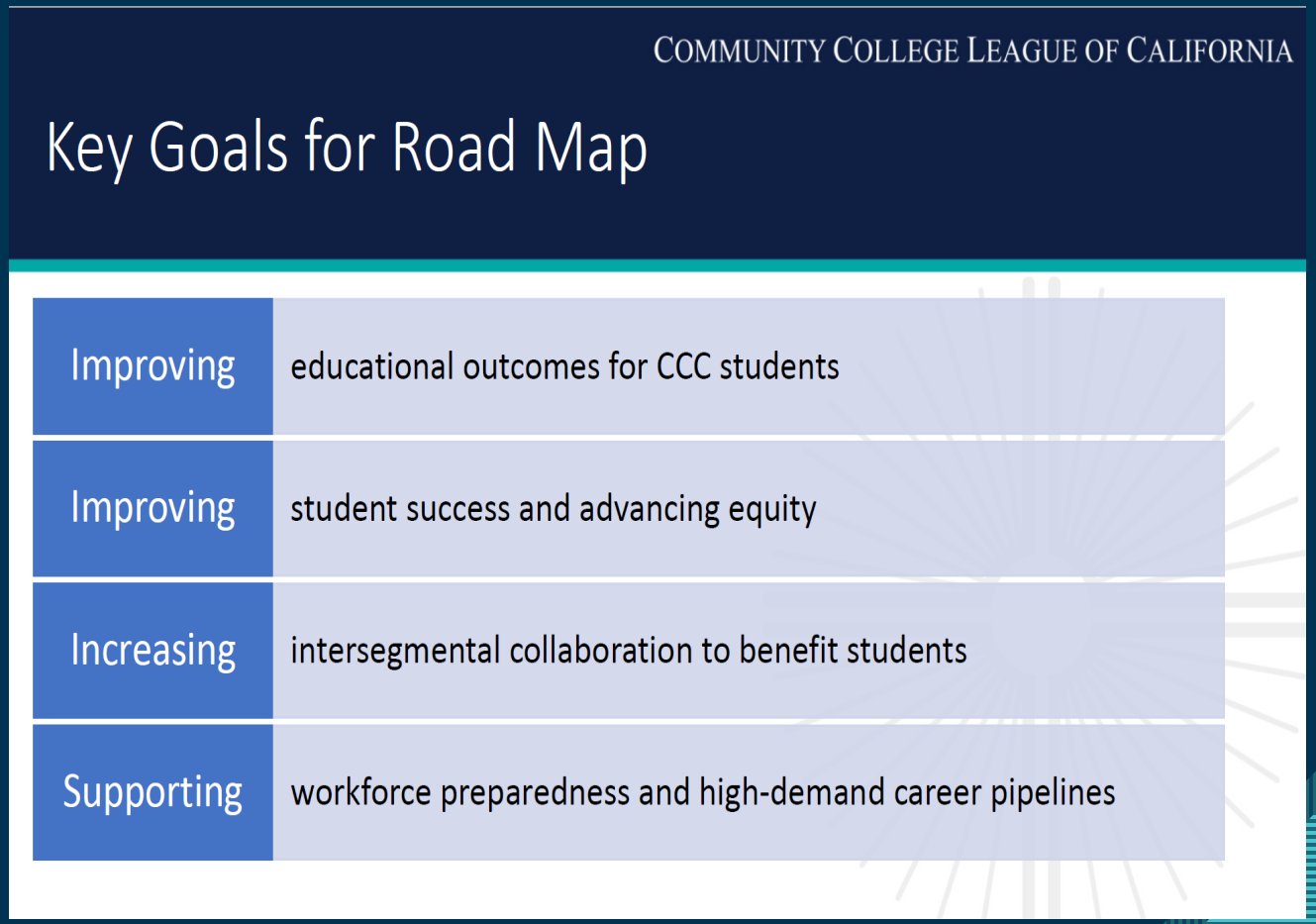
Figure 4: Proposed one-time investments for 2022-23 of $983 million include deferred maintenance and retention/enrollment strategies (dollars in millions).

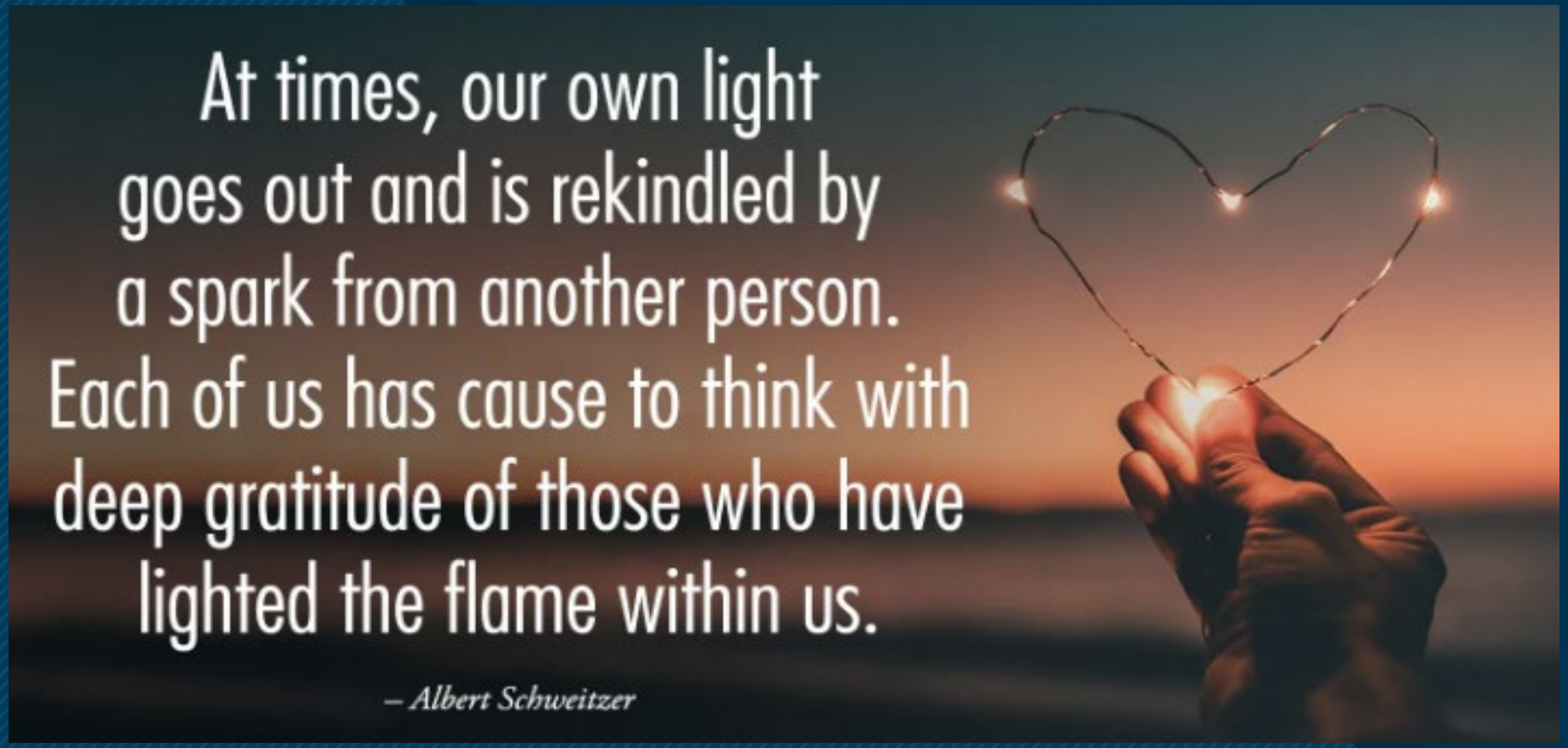


Highlight of Governor's Proposed 22-23 Budget

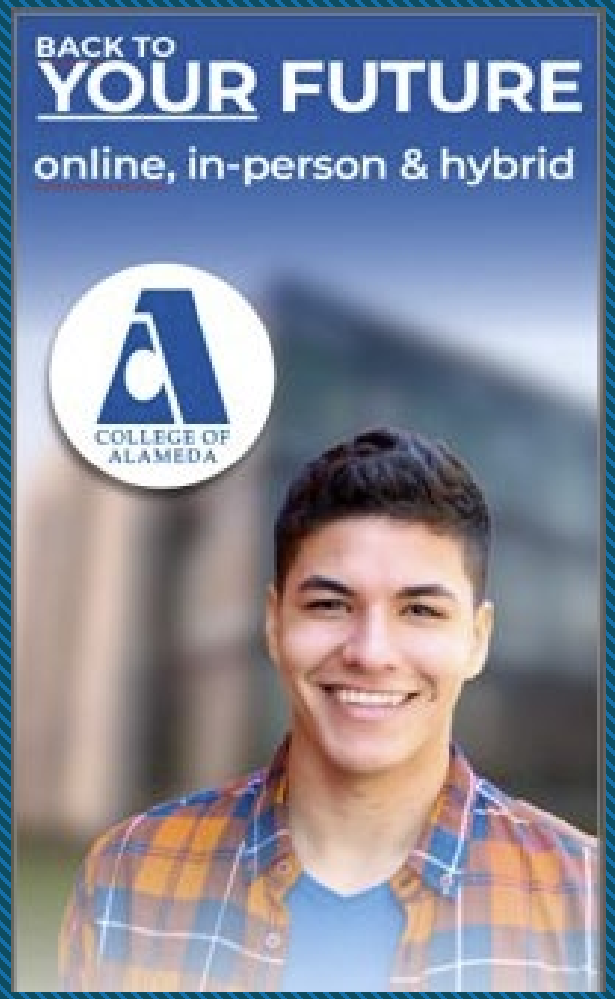
Other Proposals

- Pension Obligations Buy Down
- SCFF & Hold Harmless Changes
- Higher Education Compact & Roadmap – Achieve 70% postsecondary degree/certificate attainment among working-age Californians by 2030





COLLEGE OF ALAMEDA


BACK TO
YOUR FUTURE
online, in-person & hybrid
COLLEGE OF ALAMEDA

Thank You!