

College of Marin

Quarterly Progress Report February 2020

Education Master Plan 2019-2025 Strategic Plan 2019-2022

Introduction

Academic year 2019-2020 is the first year of College of Marin’s first three-year cycle of strategic planning for the *Educational Master Plan 2019-2025* (EMP). The strategic plan uses primarily quantitative performance indicators, baselines, and targets to gauge improvement and determine if objectives are met.

This report is based on the Educational Planning Committee’s (EPC) progress tracking in December 2019, January 2020, and February 2020. Champions for each EMP goal provided written and oral reports to the EPC and self-evaluations of progress. The EPC then also evaluated the progress on each objective based on those reports. Color coding is used to rate the extent to which activities designed to achieve the objective were implemented: red (no progress), yellow (substantial progress) or green (objective is achieved).

In this report, the ratings are organized by EMP Focus Area. Each EMP goal is shown with performance indicator data and a link to the full progress report if available; the 3-year objectives are shown with the activity progress indicator (red, yellow, green).

Full progress reports on individual EMP goals can be found on the [EMP Progress Tracking Tool](#) as well.

College Systems:

CS Goal 1: The fiscal integrity and wellbeing of the District is maintained in a manner that is prudent, responsive, sustainable, and transparent.

CS Goal 1 Performance Indicator

Reserve will be at 12% and bond rating maintained.

2019-2020: 9.5%

[Full CS Goal 1 Progress Report and EPC feedback](#)

Objective CS 1.1	Reserve is maintained in accordance with BP/AP 6251.	
Objective CS 1.2	Adequately maintain the District’s credit/bond ratings with Standard and Poor’s and Moody’s associated with all bond types – revenue, lease revenue, general obligation, certificate of participation, and others.	
Objective CS 1.3	Expand institutional grant-writing capacity to increase external funding and resources to strengthen institutional programs, facilities, and services in support of College programs and services.	

Progress on Objectives



No Progress



Substantial Progress



Objective achieved

CS Goal 2: All facilities are conducive to 21st century teaching and learning and are maintained in a high functioning, safe, clean, and environmentally sustainable manner, aligned with the Measure B schedule.

CS Goal 2 Performance Indicator: Data compiled from Measure B quarterly reports, maintenance reports, and Facilities Master Plan 2016–2021 implementation demonstrate all classrooms and facilities meet standards for 21st century teaching and learning and environmental sustainability.

2019-2020: See narratives in CS Goal 2 Progress Report

[Full CS Goal 2 Progress Report and EPC feedback](#)

Objective CS 2.1	Ensure efficient use of bond funds and complete all capital projects on both campuses on schedule and in alignment with other COM plans.	
Objective CS 2.2	An up-to-date and viable Facilities Master Plan is maintained.	
Objective CS 2.3	Adequately maintain all College properties and facilities with environmental sustainability in mind that supports the mission of the College.	

CS Goal 3: Plan, design, facilitate and provide logistics for the creation of workforce housing for the purpose of recruiting and retaining district employees including staff, faculty, and administrators in a sustainable manner.

CS Goal 3 Performance Indicator

Ninety percent of employees entering workforce housing anticipate continuing to work for COM for more than five years. Source: Survey of employees selected to participate in workforce housing.

2019-2020: N/A

[Full CS Goal 3 Progress Report and EPC feedback](#)

		Progress
Objective CS 3.1	Plan and design a facility to house District employees at the Indian Valley Campus.	
Objective CS 3.2	Develop the board policies, administrative procedures, and associated collective bargaining related to employee housing	



CS Goal 5: Increase campus safety, awareness, and training at all locations to prepare employees and students in case of emergencies.

CS Goal 5 Performance Indicator: One-hundred percent of full-time faculty, staff, and administrators have participated in safety and/or emergency training by 2025.

2019-2020: N/A

[Full CS Goal 5 Progress Report and EPC feedback](#)

Objective CS 5.1	Improve and expand the use of training methodologies for campus safety, awareness and emergency preparedness.	
Objective CS 5.2	Improve and expand college emergency alert systems.	

Indian Valley Campus

IVC Goal 2: Ensure that the new facilities at IVC are integrated into all other campus planning so that they serve educational, student support, and community needs.

IVC Goal 2 Performance Indicator: Facilities are completed by year three and integrated into all other campus planning.

2019-2020: N/A

[Full IVC Goal 2 Progress Report and EPC feedback](#)

Objective IVC 2.1	Collaborate with the work teams for College Systems Objectives 2.1, 2.2, and 2.3 to ensure that new facilities – the Student Center (Building 12) and classroom space (Building 17) - are integrated into all other campus planning to ensure that they serve educational, student support, and/or community needs.	
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Instructional Programs

IP Goal 6: Improve completion of transfer-level math and English courses within a one-year timeframe through changes to curriculum and teaching/learning practices.

IP Goal 6 Performance Indicator: Degree/transfer seeking students completing both transfer-level math and transfer-level English within the first year increases by eight percentage points by 2025. Baseline is 9.6%; target is 17.6%. Source: SSM Launchboard.

2019-2020:

Number and Percentage of Students Completing Transfer-level Math and English in the First Year

	2015-16	2016-17	2017-18	2018-19
	Baseline			Performance
# of students	38	49	43	55
% of first-year cohort	9.0	10.4	9.4	10.3

Source: Chancellor's Office Management Information System. Baseline data is from the CO SSM Student Success Launchboard; performance data calculated from COM's MIS data.

Progress on Objectives  No Progress  Substantial Progress  Objective achieved

[Full IP Goal 6 Progress Report and EPC feedback](#)

Objective IP 6.1	Given AB 705 implementation, maintain current success rate in gateway (first semester transfer level) math and English courses with higher numbers of students	
Objective IP 6.2	Given AB 705 implementation, maintain current success rates in content courses which utilize English/Math skills.	

Note: EPC supported self-rating of no-progress for IP 6.2 because Champions reported so early in the Year 1 cycle; EPC's overall evaluation is that this objective is on track to be achieved.

Equity

EQ Goal 2: Hire, support, and retain equity-minded employees reflective of the diversity of the student body and expect all College employees to approach their work with equity-mindedness.

EQ Goal 2 Performance Indicator 1: Faculty and staff demographics more closely match the demographics of students and/or implementation of equal employment opportunity (EEO) practices.

EQ Goal 2 Performance Indicator 2: Aggregate data from employee evaluations and/or program reviews indicate improvement in equity-minded practices.

Percent of COM Students, Administrators, Faculty and Classified Staff by Race/Ethnicity
AY 2015-16 through Fall 2019



Source: California Community Colleges Chancellor's Office Data Mart

Note: Student percentages include both credit and noncredit students. Employee data is from the fall semester each year, and student data includes all students in the academic year.

[Full EQ Goal 2 Progress Report and FPC feedback](#)

Objective EQ 2.1	All aspects of hiring processes prioritize the hiring of equity-minded employees who understand and take ownership of racial equity gaps at the College.	●
Objective EQ 2.2	All new employee services and programs utilize an equity-minded approach to employee support and retention.	●
Objective EQ 2.3	Evaluation tools and processes are equity-minded.	●

Progress on Objectives



No Progress



Substantial Progress



Objective achieved

Note: EPC supported self-rating of no-progress for EQ 2.2 because Champions reported so early in the Year 1 cycle; EPC's overall evaluation is that this objective is on track to be achieved.