



College of the Canyons Institutional Effectiveness & Inclusive Excellence (IE)²

A Sub-Committee of the College Planning Team

Mission, Vision, & Theoretical Framework

Mission: Develop and articulate the institutional approach to fostering an equity-minded, learning-centered and inclusive community for all students, faculty and staff. To fulfill its mission the Institutional Effectiveness and Inclusive Excellence Steering Committee will facilitate streamlined processes, improved communication and improved collaboration through its regular, coordination meetings between student government, academic senate, student equity, S4S (basic skills), non-credit, student success and support program, and other groups as applicable (e.g., grant funded projects).

Vision: The Institutional Effectiveness and Inclusive Excellence Steering Committee is dedicated to leveraging resources, both fiscal and human, equity and inclusion as catalysts for institutional effectiveness and student success, which are aligned with the College's institutional mission to be an institution of excellence and its strategic goal for student support to "...provide student support to facilitate equitable student success and maximize opportunity for all students."

Theoretical Framework: The Learning-and-Effectiveness Paradigm focuses on Inclusion, Integration, and Engagement and aims to explore how identity-group difference affect relationships among individuals and the way work gets done, while looking for ways to remove barriers that block constituents from using the full range of their competencies.

Goals

- Establish a framework to direct the Institutional Effectiveness and Inclusive Excellence plan.
- Increase collaboration among constituents on activities designed to improve student outcomes.
- Develop a common understanding of the areas where efforts are needed to improve student outcomes.
- Foster a culture of inclusive excellence among staff, faculty, and administrators.
- Institute accountability measures, evaluate progress, and celebrate successes.

Interaction with the Following Constituencies

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|-----------------------------|------------------|--------------------|
| • HR/ Prof. Development | • SSSP | • Title V |
| • Student Learning Outcomes | • Basic Skills | • Classified staff |
| • Non-credit | • Student Gov't | • Program Review |
| • Curriculum Committee | • Equity | • Academic Senate |
| • Performance Indicators | • Budget Council | • And many more |

Committee Innovations Include:

- Tri-chair leadership from Student Services, Academic Affairs, and Institutional Research
- Improved communication, collaboration & integrated planning
- Improved coordination of research, evaluation and development of CCCCCO plans

- Common inventory of activities supporting COC's student outcome and institutional goals
- Streamlined processes through utilization of a common solution form
- Ongoing review of progress on indicators relative to goals, establishment of new goals, review of strategies for achieving goals within Equity, S4S, SSSP and other efforts, as well as discussion of unmet needs and ways to meet those needs
- Meetings and workgroups three times per semester with additional work group meetings
- Assistance with review of proposed projects
- The (IE)² committee provides a forum for coordination of student success activities around common data and institution-set standards.

2015/16 Activities Included

- Presented data to increase campus-wide interest and result in more inclusive discussions on how to improving outcomes for equity, basic skills, noncredit.
- Sample Research and Evaluation Plan and Logic Model
- Developed Operating procedures
- Developed a common evaluation template for all projects
- Hold a standing agenda item at the College Planning Team meetings
- Agreed to focus on activities, programs and services that can help improve student completion called the "Canyons Completes" initiative
- Held a June Planning Retreat where the committee generated ideas for "Canyons Completes" using the Loss & Momentum Point Framework Prompts
- Reinstated the Graduate Exit survey (now called the Completion Exit Survey)

2016/17 Activities Included

- Defined "Canyons Completes" - *"Canyons Completes" will advance completion of degrees, certificates, and skills building courses for students through new and improved instruction, programs, processes, and services.*
- Assessed our strengths and opportunities for improvement within the Loss Momentum Framework.
- Held two professional development sessions with Dr. Rob Johnstone to discuss Guided Pathways.
- Revised the Completion Exit Survey and added a point-of-service collection at the Grad Fair. Total surveys received in summer 2017 were 649. This is nearly double the number received in 2016 (N=327).
- Applied and were 1 of 20 colleges accepted into the California Guided Pathways project.
- Held a Guided Pathways Retreat with department chairs.
- Reviewed and revised goals for Institution-Set Standards and IEPI indicators with two reviews by each constituent group (CPT, Academic Senate and Classified Senate).
- Narrowed down the list of activities we wanted to pursue within the "Canyons Completes" umbrella to 7 major areas of focus at the June retreat.

(IE)² Summer Planning Retreat – June 2017

2017/18-2019/20 activities will focus on development and implementation of work plans to address 7 major areas of focus. Activities designed to increase student completion include:

- **Implement Peer Check-ins** (phone calls to students)— examples include phone calls to applicants who apply but don't register, "At Risk" students, students registered in the Fall and didn't come back in the Spring.
- **Re-Engineer Early Alert Program** - combined outreach program to students for behavioral/emotional/academic needs
- **Increase Career Exploration** – including presenting students with career clusters to help them make more informed major choices, workshops, outreach to students with educational goal of Liberal Arts & Sciences, etc.
- **Develop and Expand Guided Pathways** – helping students get on a path, stay on a path and reach their educational goals.
- **Develop Equity Minded Practitioners** professional development for faculty and staff, including addressing **implicit bias** and helping faculty and staff develop a **college mindset** that supports Canyons Completes.
- **Enhance Noncredit program**– aligned with the Innovation and Effectiveness Plan developed through the College's Partnership Resource Team process.
- **Improve communication to students** (electronic, in-person and print) – notification of important dates, deadlines and other important information to help students throughout their time at College of the Canyons (e.g., drop dates, petition to graduate, etc.)

