

**31593**

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BOARD OF TRUSTEES  
COMMUNITY  
COLLEGE DISTRICT NO. 508  
SEPTEMBER 13, 2012**



**reinvention**



*Building the Foundation for Success*

To help our students meet the demands of a changing world, we must start anew, focusing on four critical goals

### Reinvention Goals

- Increase number of students earning college credentials of economic value
- Increase rate of transfer to bachelor's degree programs following CCC graduation
- Drastically improve outcomes for students requiring remediation
- Increase number and share of ABE/GED/ESL students who advance to and succeed in college-level courses

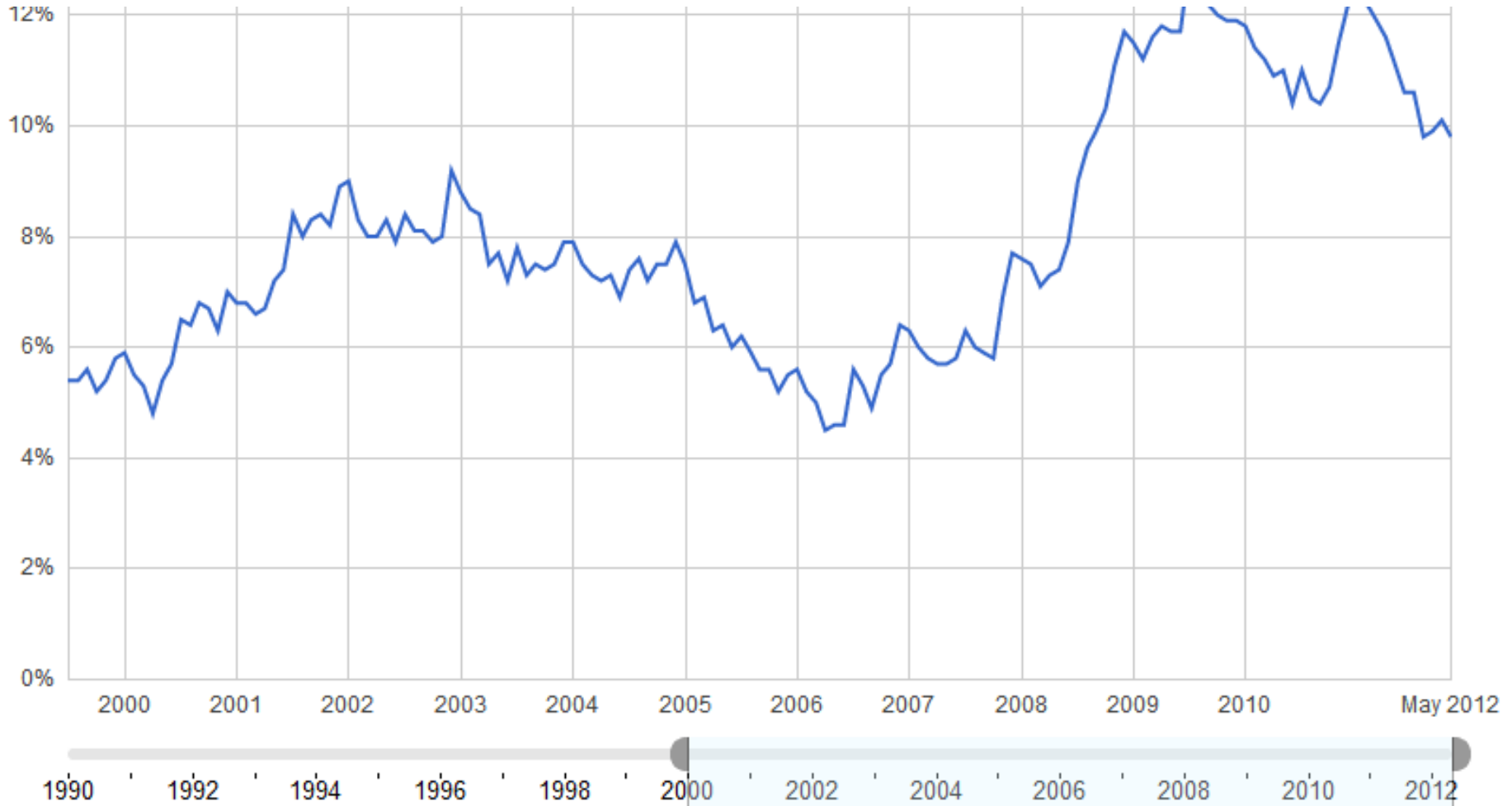
### Reinvention Vision

Drive greater degree attainment, job placement, and career advancement

**Ensure student success**

Become an economic engine for the City of Chicago

# Chicago area unemployment has significantly increased over the past 4 years

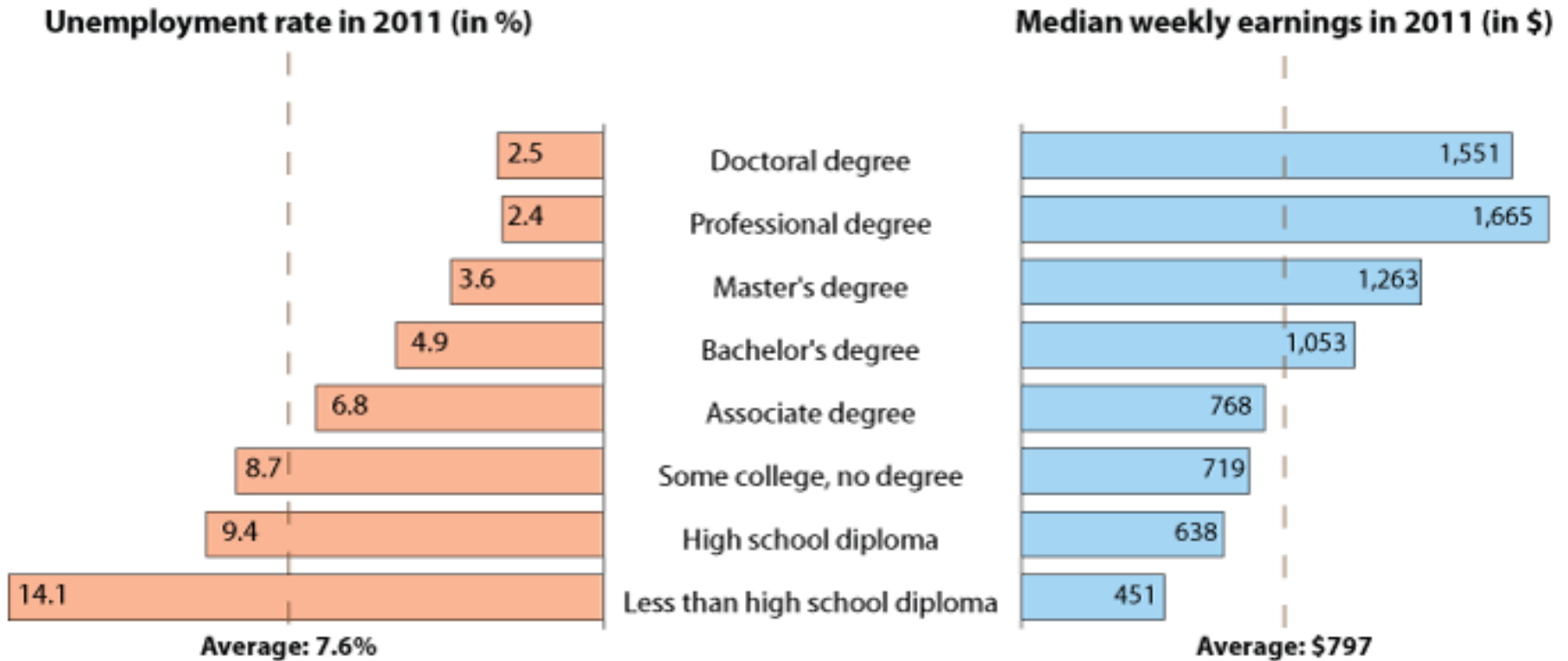


Source: Google Public Data Explorer, referencing U.S. Bureau of Labor Statistics

[http://www.google.com/publicdata/explore?ds=z1ebjpgk2654c1 &met\\_y=unemployment\\_rate&idim=city:PS170100&fdim\\_y=seasonality:U&dl=en&hl=en&q=unemployment+in+chicago#!ctype=l&strail=false&bcs=d&nselm=h&met\\_y=unemployment\\_rate&fdim\\_y=seasonality:U&scale\\_y=lin&ind\\_y=false&rdim=country&idim=city:PS170100&ifdim=country&tstart=947138400000&tend=1336280400000&hl=en\\_US&dl=en&ind=false](http://www.google.com/publicdata/explore?ds=z1ebjpgk2654c1&met_y=unemployment_rate&idim=city:PS170100&fdim_y=seasonality:U&dl=en&hl=en&q=unemployment+in+chicago#!ctype=l&strail=false&bcs=d&nselm=h&met_y=unemployment_rate&fdim_y=seasonality:U&scale_y=lin&ind_y=false&rdim=country&idim=city:PS170100&ifdim=country&tstart=947138400000&tend=1336280400000&hl=en_US&dl=en&ind=false)

# Post-high school education impacts individual outcomes

## Education Pays



Source: Bureau of Labor Statistics, Current Population Survey

**“27 percent of people with post-secondary licenses or certificates— credentials short of an associate’s degree—earn more than the average bachelor’s degree recipient.”** -Center on Education and the Workforce at Georgetown University



Time to Bachelor Degree Attainment  
for Students Who Started at the  
Community College  
Turning Dreams Into Reality



# Purpose

## Document

- Document baccalaureate degree attainment
- Document time to baccalaureate degree attainment

## Identify

- Identify factors that promote baccalaureate degree attainment

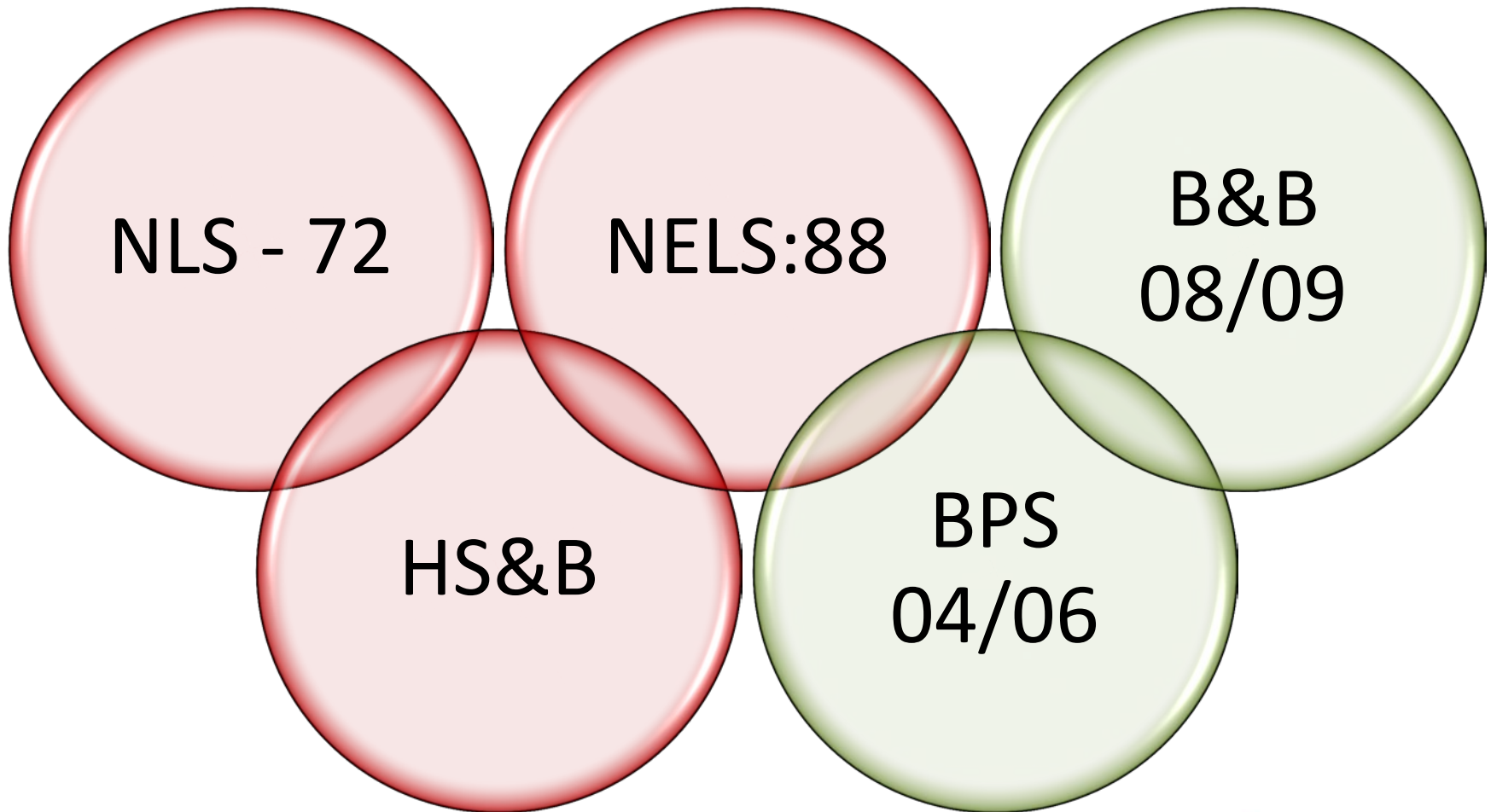
## Develop

- Develop strategies to:
  - increase baccalaureate degree attainment
  - Reduce the time to baccalaureate degree attainment

Promote  
Student  
Success

# **THE COMMUNITY COLLEGE AND BACCALAUREATE DEGREE ATTAINMENT**

# 5 major national studies to date on post-secondary education





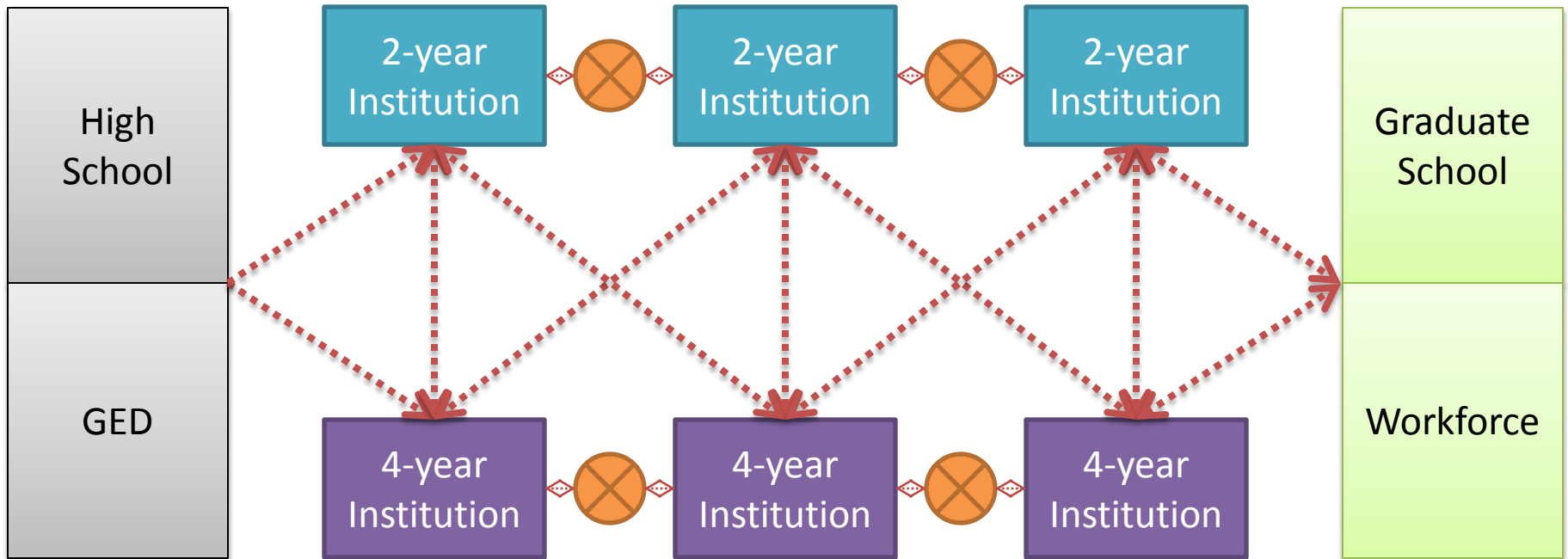
# CCC's 10 year retrospective study is unique among these national studies

- CCCs study is the only study that:
  - 10 year tracking period
  - Uses institutional data to track academic background
  - Tracks community college credential attainment
  - Tracks transfer to 4-year institutions
  - Tracks baccalaureate (B.A., B.Sc., etc.) attainment over a 10 year period
    - The longest tracking period to date was 6 years

# Commonly Perceived Post-Secondary Path to Completion



# The Reality: There Are Multiple Paths to Completion, Creating Challenges For Students to Complete

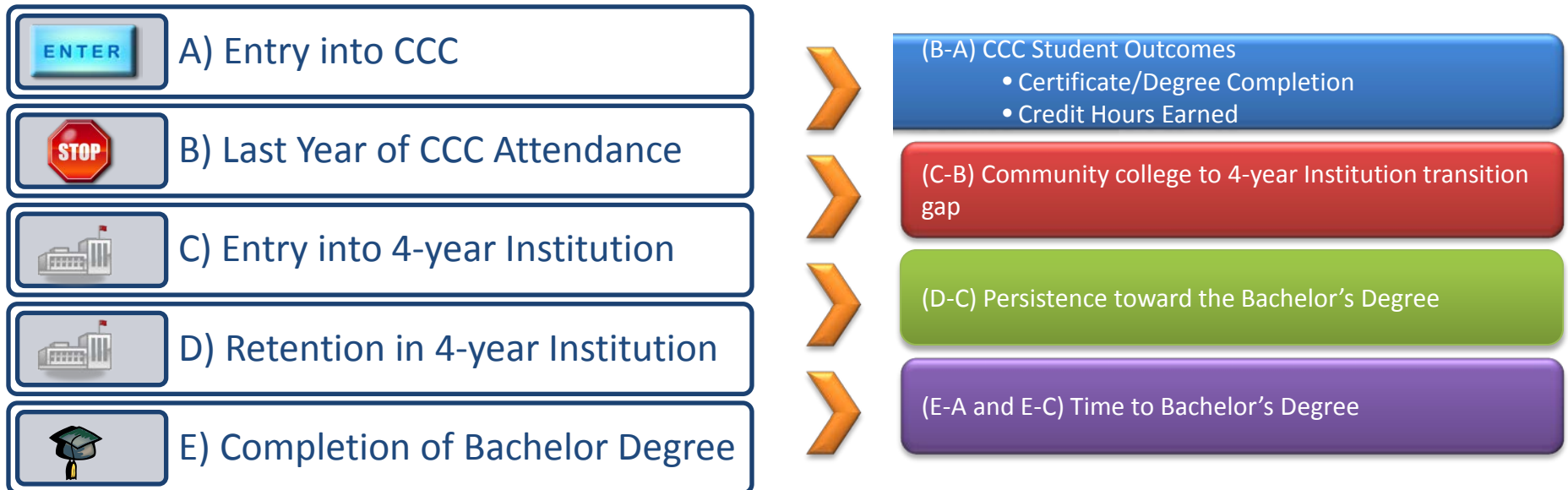


Secondary Education

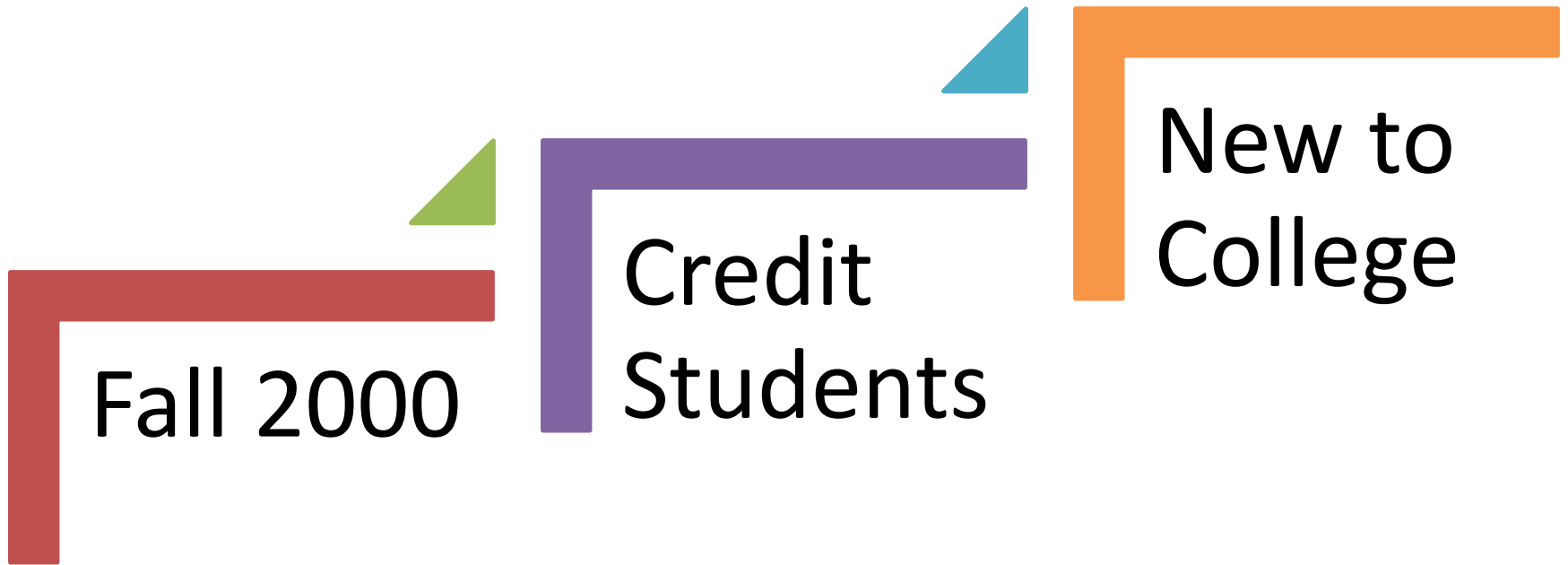
Post-secondary Education

Post-graduate/Workforce

# Research Design: To tackle the challenge of multiple pathways CCC took a 10 year retrospective approach, looking back from 2000-2010



# Cohort Selection

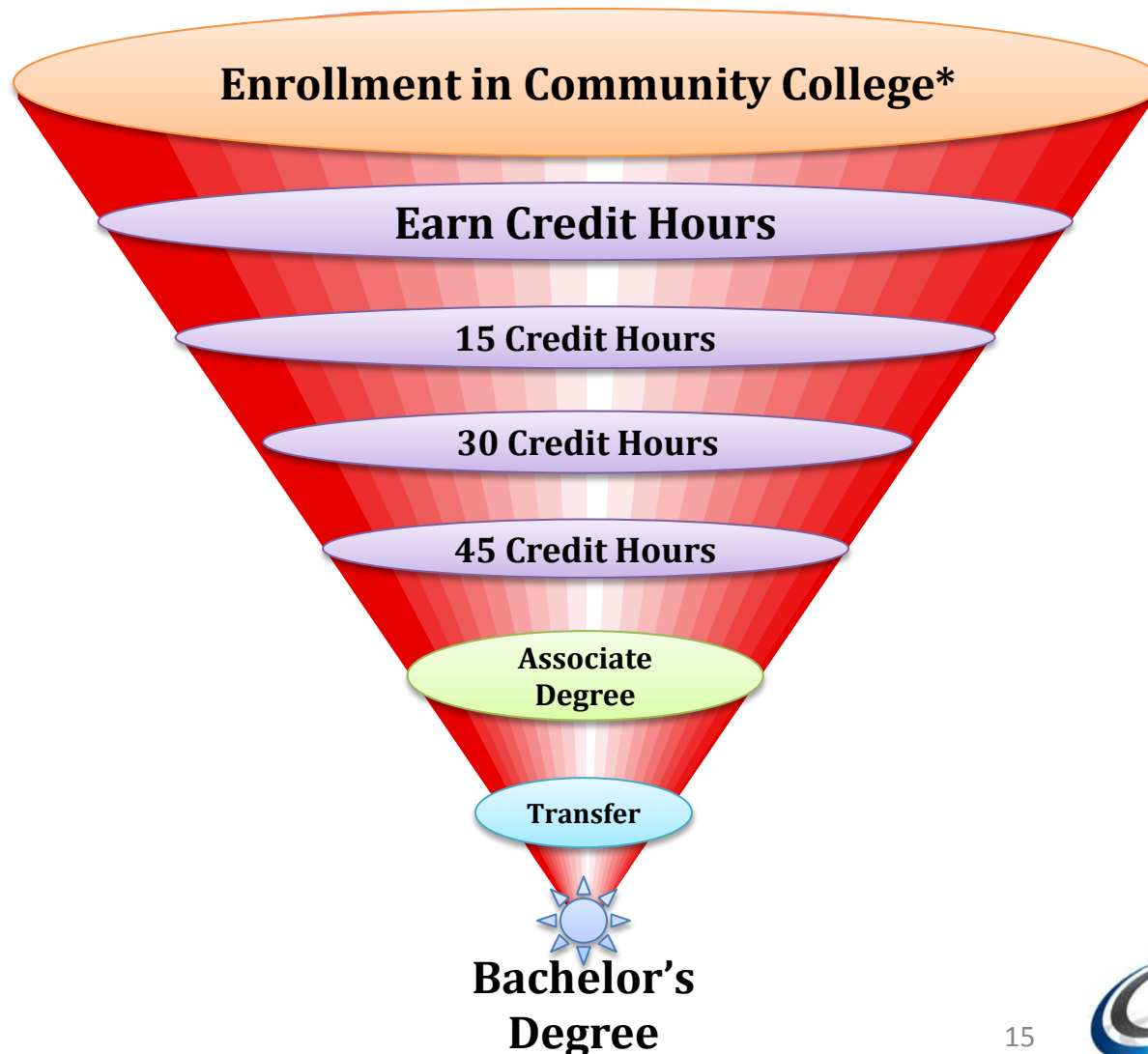


**7,416 Students**

# Exclude Students with Prior College Experience

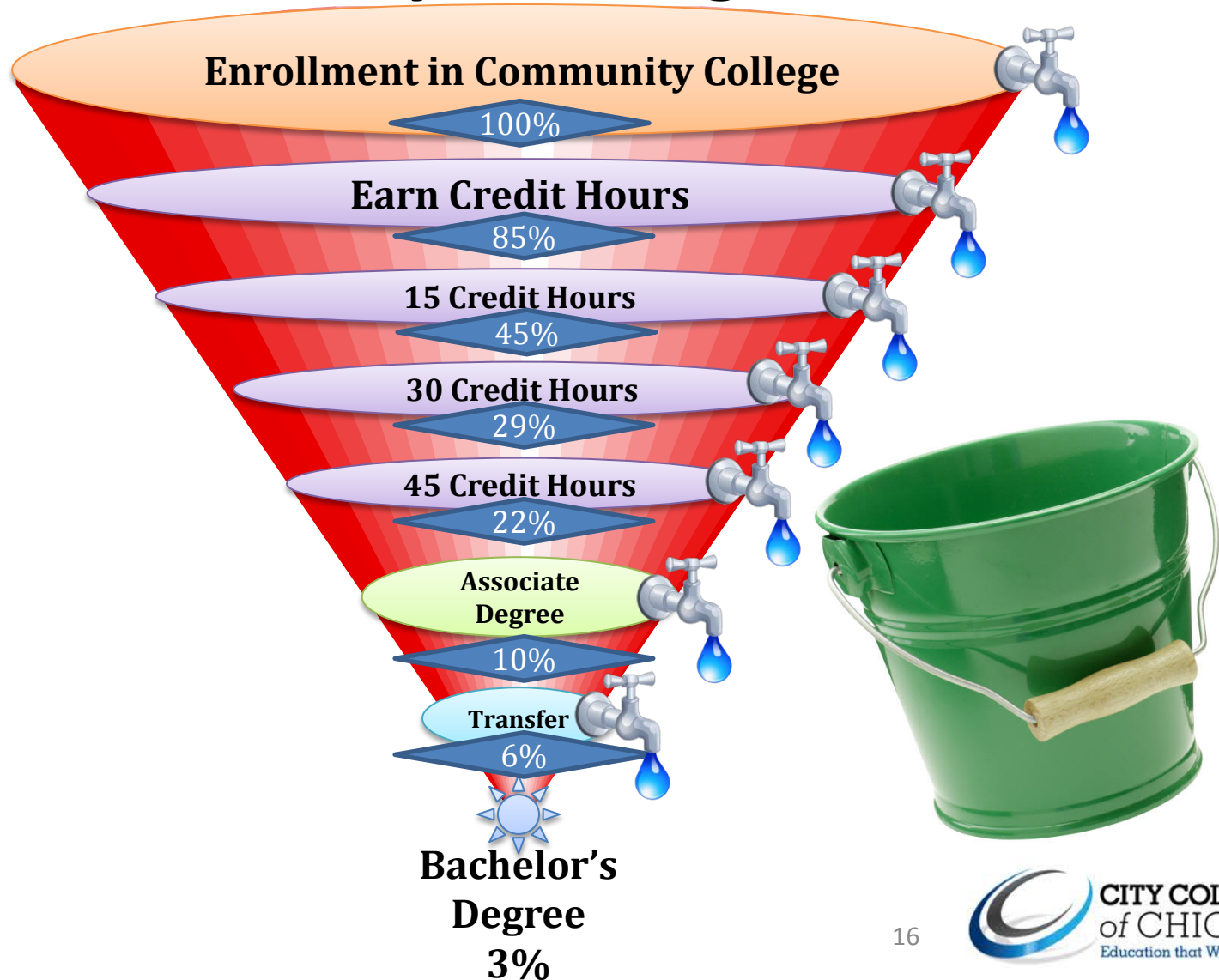
	Total New to Credit Students in Fall 2000	Students with Prior College Experience at a 4-year institution	Students with Prior Award from a 4-year Institution	Total New Students with No Prior College Experience at a 4-year institution
National Student Clearinghouse Match	8,734	1,318	277	<b>7,416</b>

# Bachelor Degree Attainment



\*New to Credit

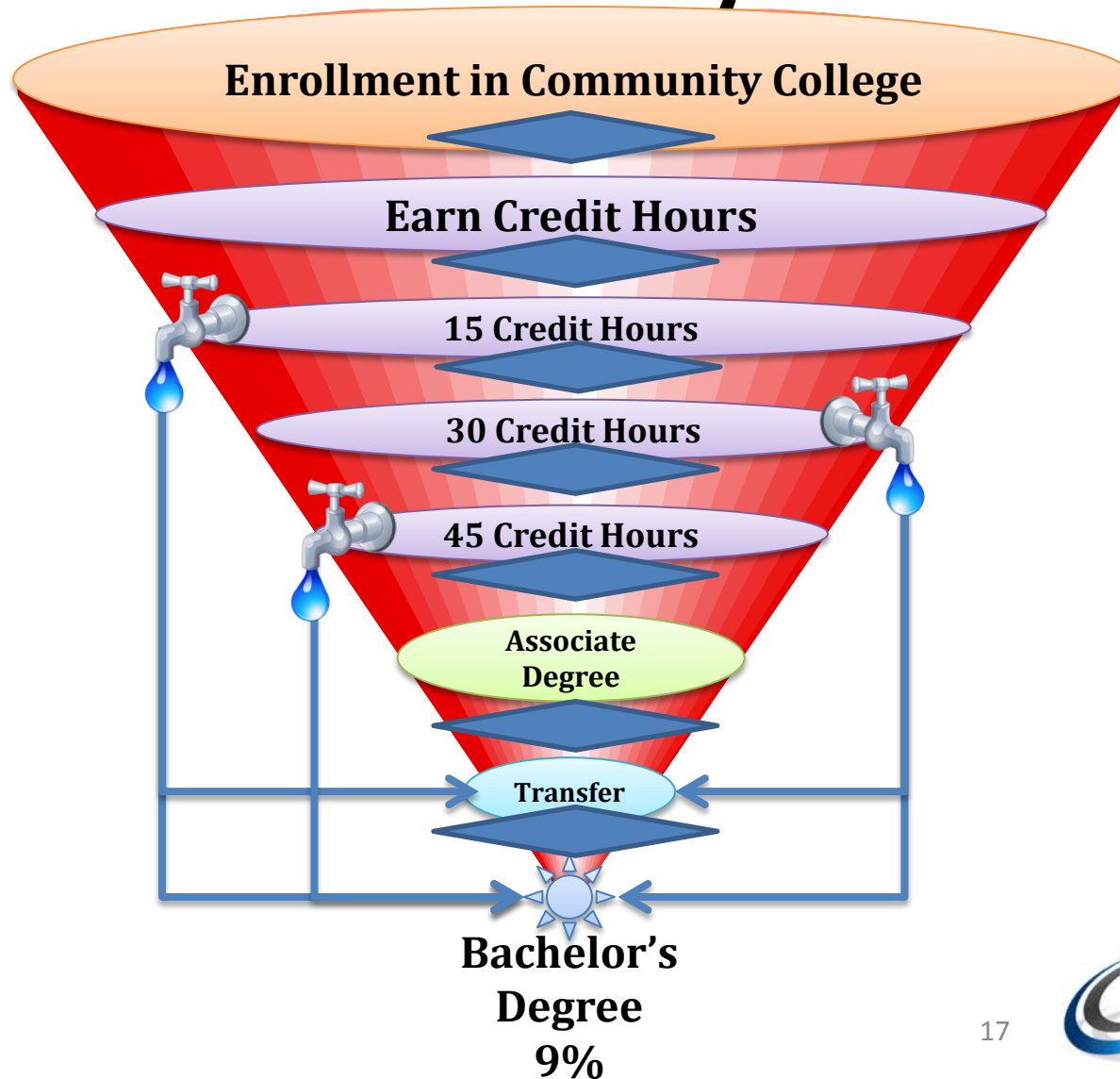
# Bachelor Degree Attainment, Linear Pathway Tracking 2000-2011



\*New to Credit

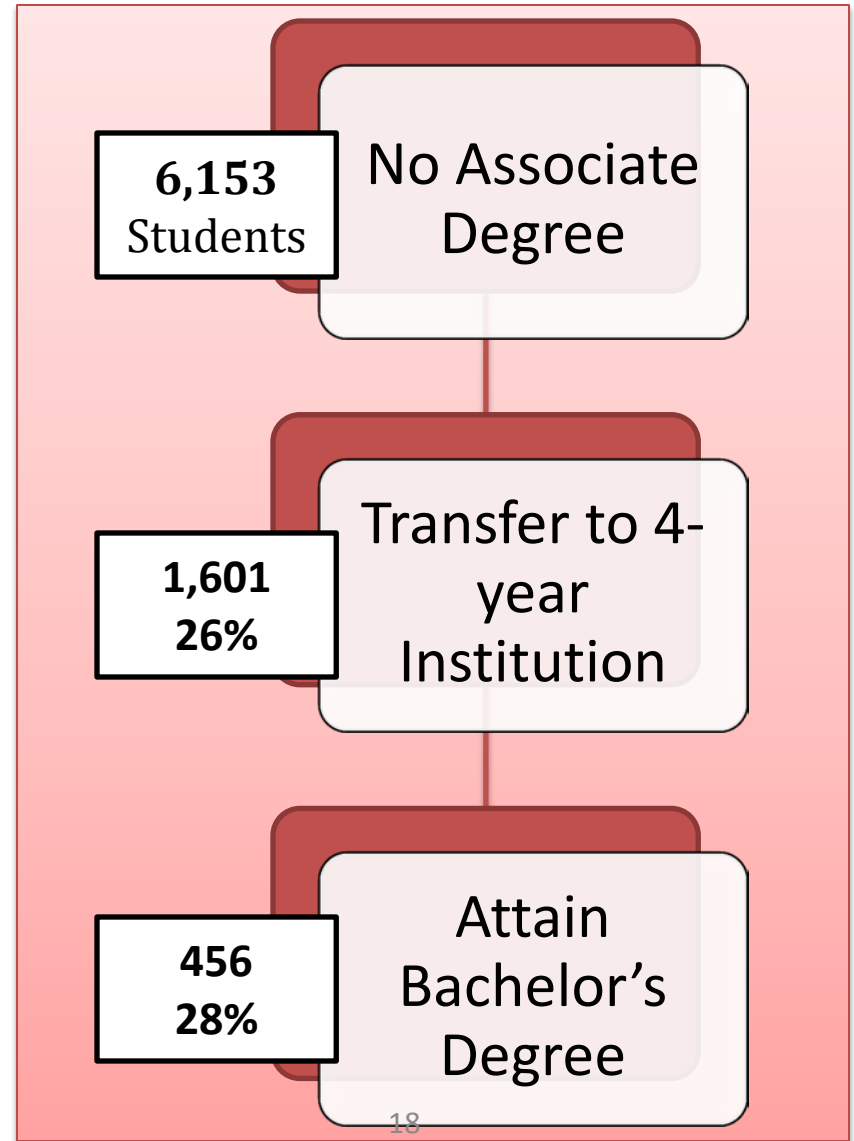
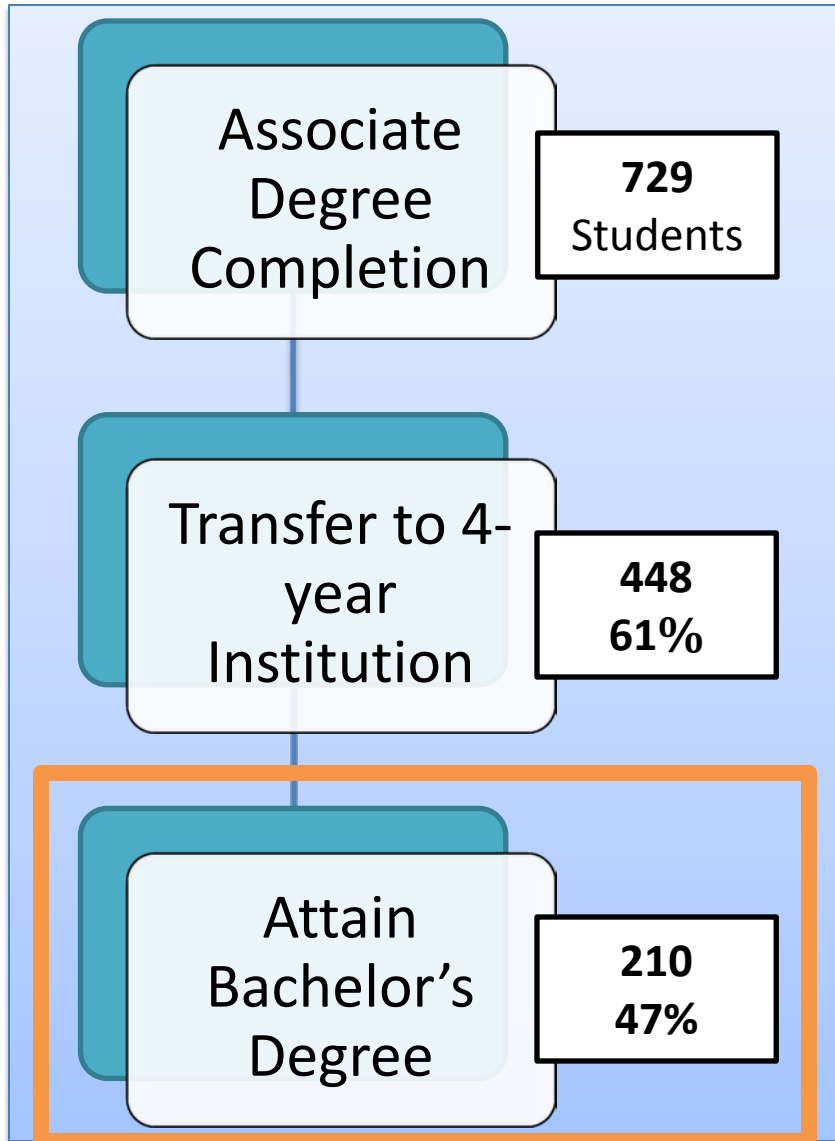


# Bachelor Degree Attainment, Multilinear Pathway 2000-2011



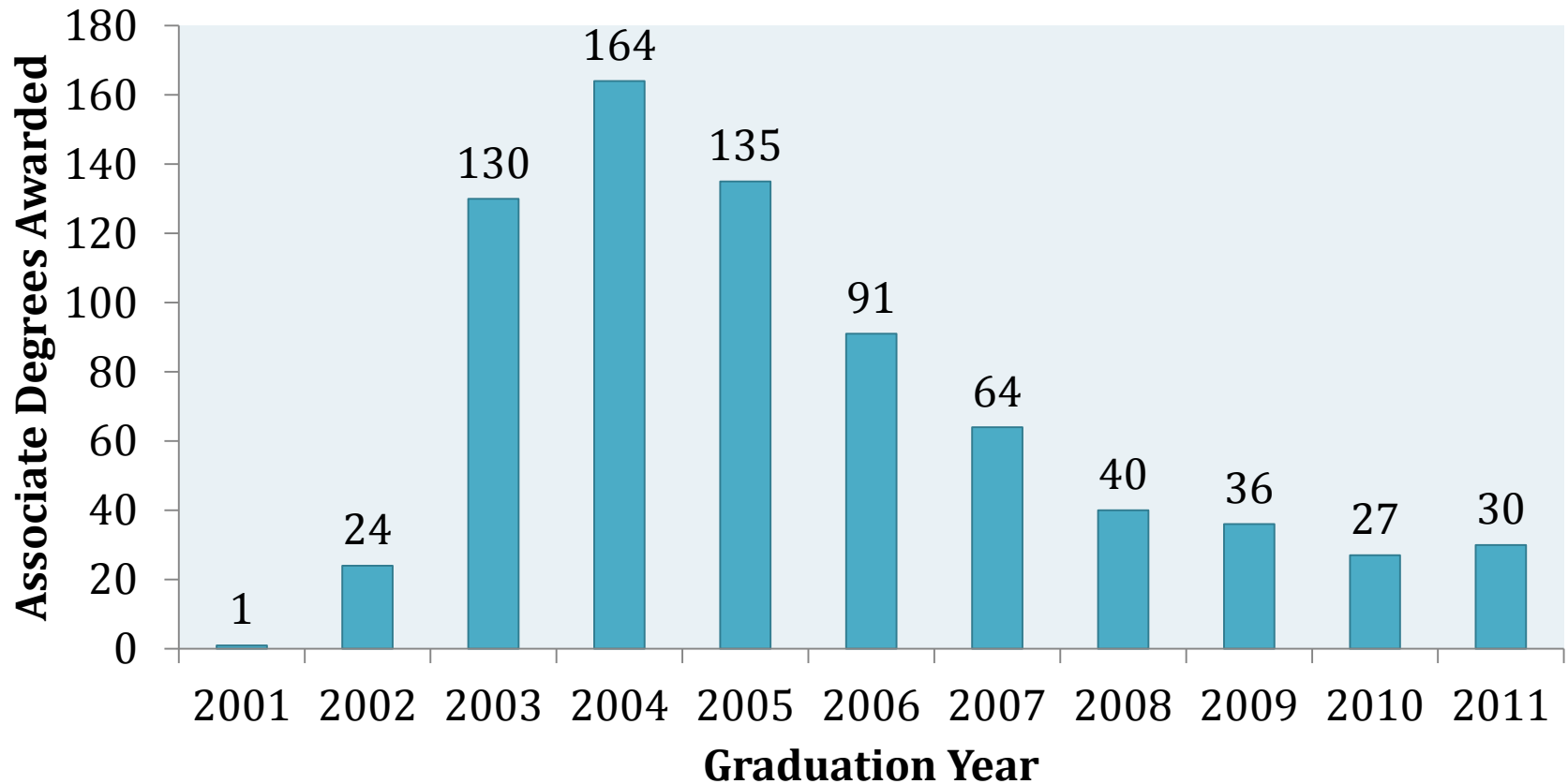
\*New to Credit

# Two Paths to the Bachelor Degree



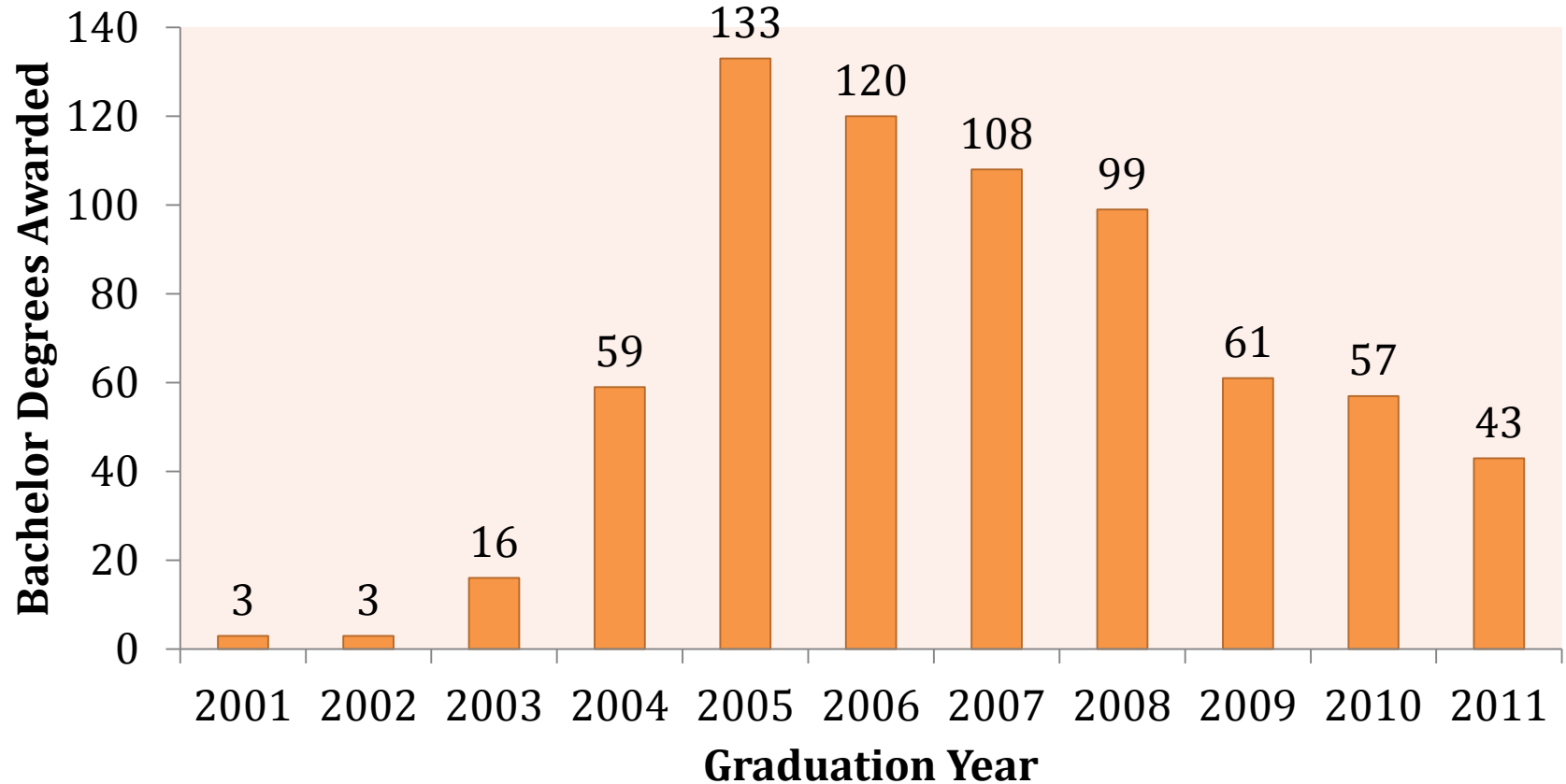
# Distribution of Associate Degree Attainment By Year, 2001-2011

Average Time to degree: 5.4 years

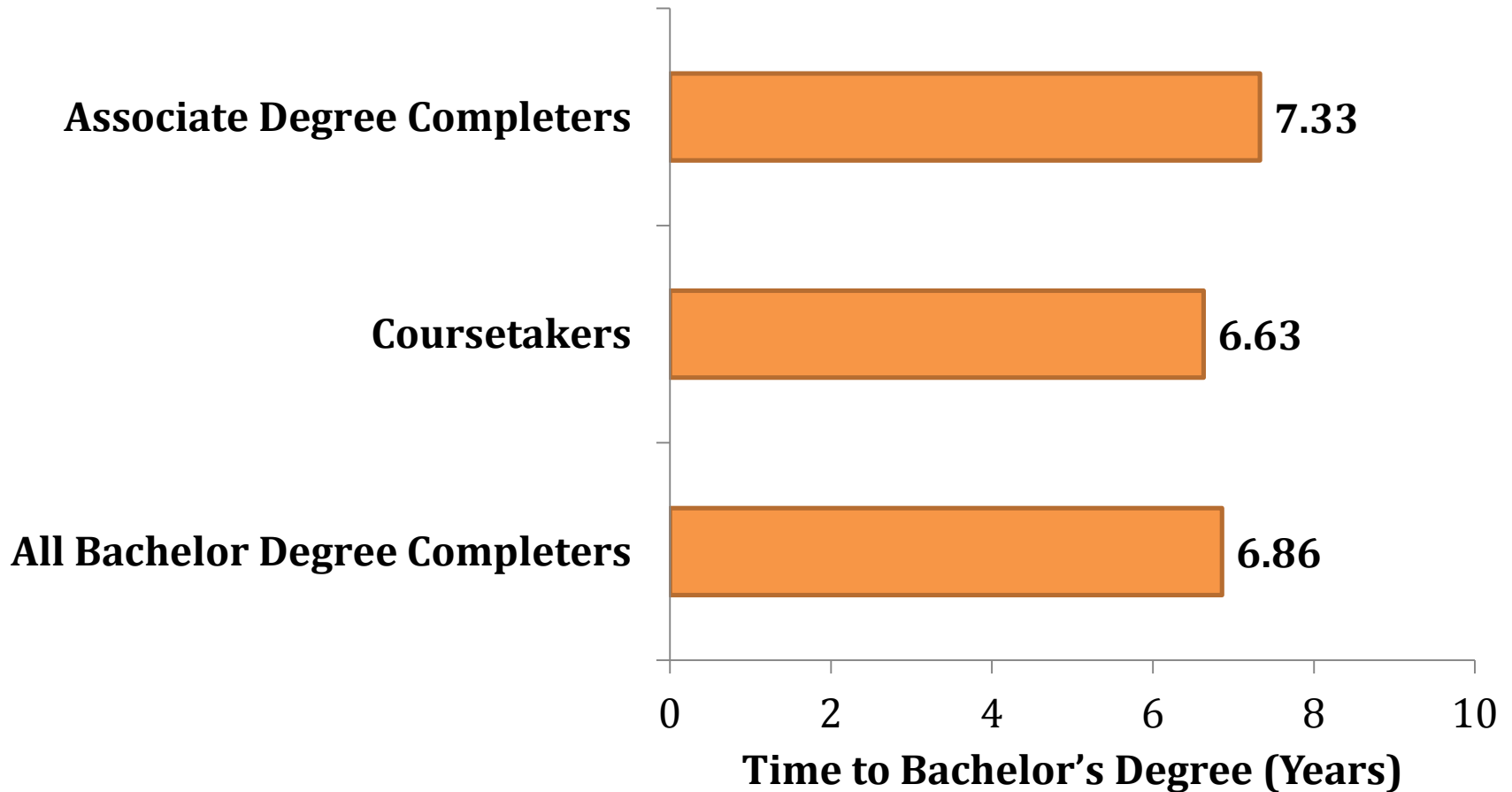


# Distribution of Bachelor Degree Attainment by Year, 2001-2011

Average Time to degree: 7.3 years



# Time to Bachelor Degree Attainment (Years), 2001 – 2011



# The Impact Of College Readiness



College Ready in 3 Subjects: N = 392

**24.7%** Earned a Bachelor's Degree  
In an Average of **6.2 years**

**10.9%** Earned a Bachelor's Degree  
In an Average of **7.3 years**

College Ready in 2 Subjects: N = 1,780

**9.5%** Earned a Bachelor's Degree  
In an Average of **7.4 years**

College Ready in 1 Subject: N = 1,501

Not College Ready (0 Subjects): N = 1,453

**5.0%** Earned a Bachelor's degree  
In an Average of **7.7 years**

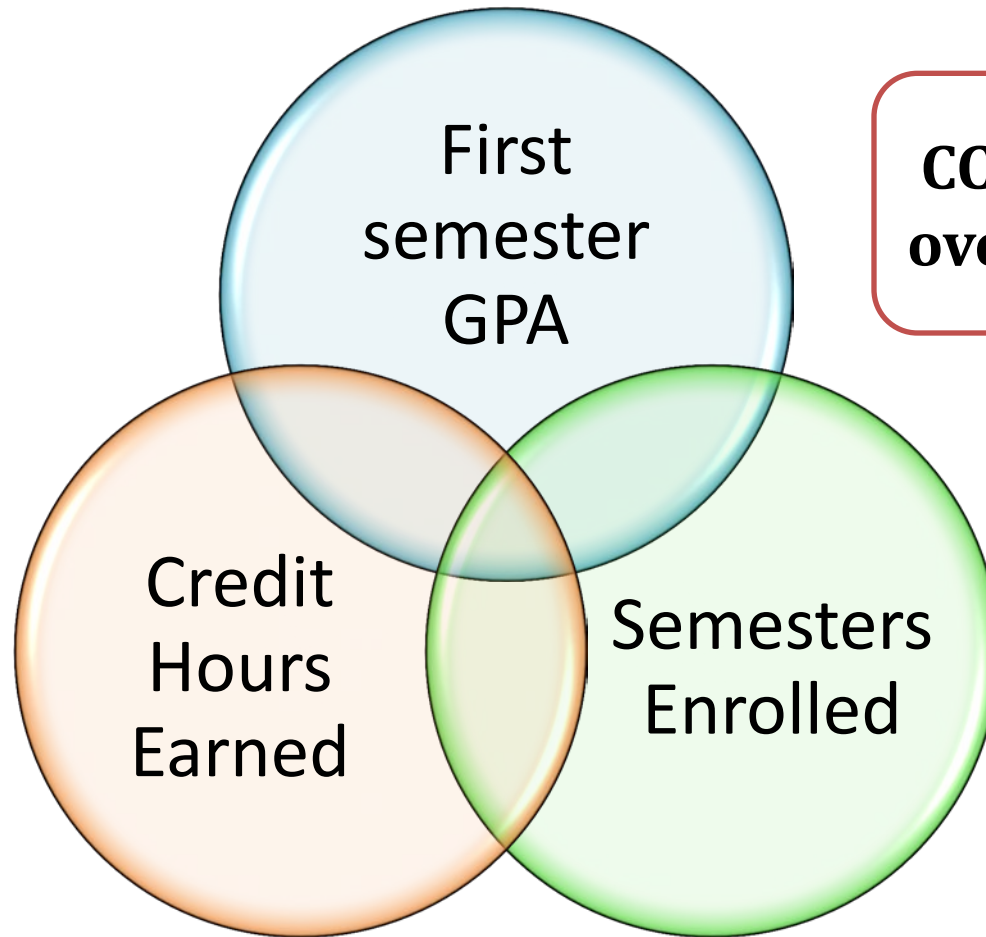


# Time to Bachelor Degree Attainment

## Most Significant Variables

Variable	Finding
First Semester GPA***	Students with high 1 <sup>st</sup> semester GPAs are nearly twice as likely as those with lower GPAs to obtain a Bachelor's degree in a shorter amount of time
Semesters Enrolled***	Students enrolling in fewer semesters increase their odds of obtaining a Bachelor's Degree by nearly 30%
Credit Hours Earned***	Each credit hour earned increases the likelihood of obtaining a Bachelor's Degree in a shorter amount of time by 2%

# Significant Variables Impacting Both Bachelor Degree Attainment and Time to Bachelor's Degree



**CCC has control over these areas**



# Summary of Findings:

## Solid Academic Foundation Promotes Baccalaureate Attainment



Importance of Associate Degree and Credit Hours Completion

- **Associate Degree and Credit Hour Completion increases the likelihood of Bachelor Degree Attainment**



Associate Degree Completion Slightly Lengthens Time to Bachelor's Degree-**But it Doubles the Success Rate for Students in Achieving the Bachelor's Degree**

- The length of time needed to complete an Associate Degree results in longer path to the Bachelor's Degree compared to take a "shortcut" and transfer to a 4-year institution without an associate degree

# Several key dynamics

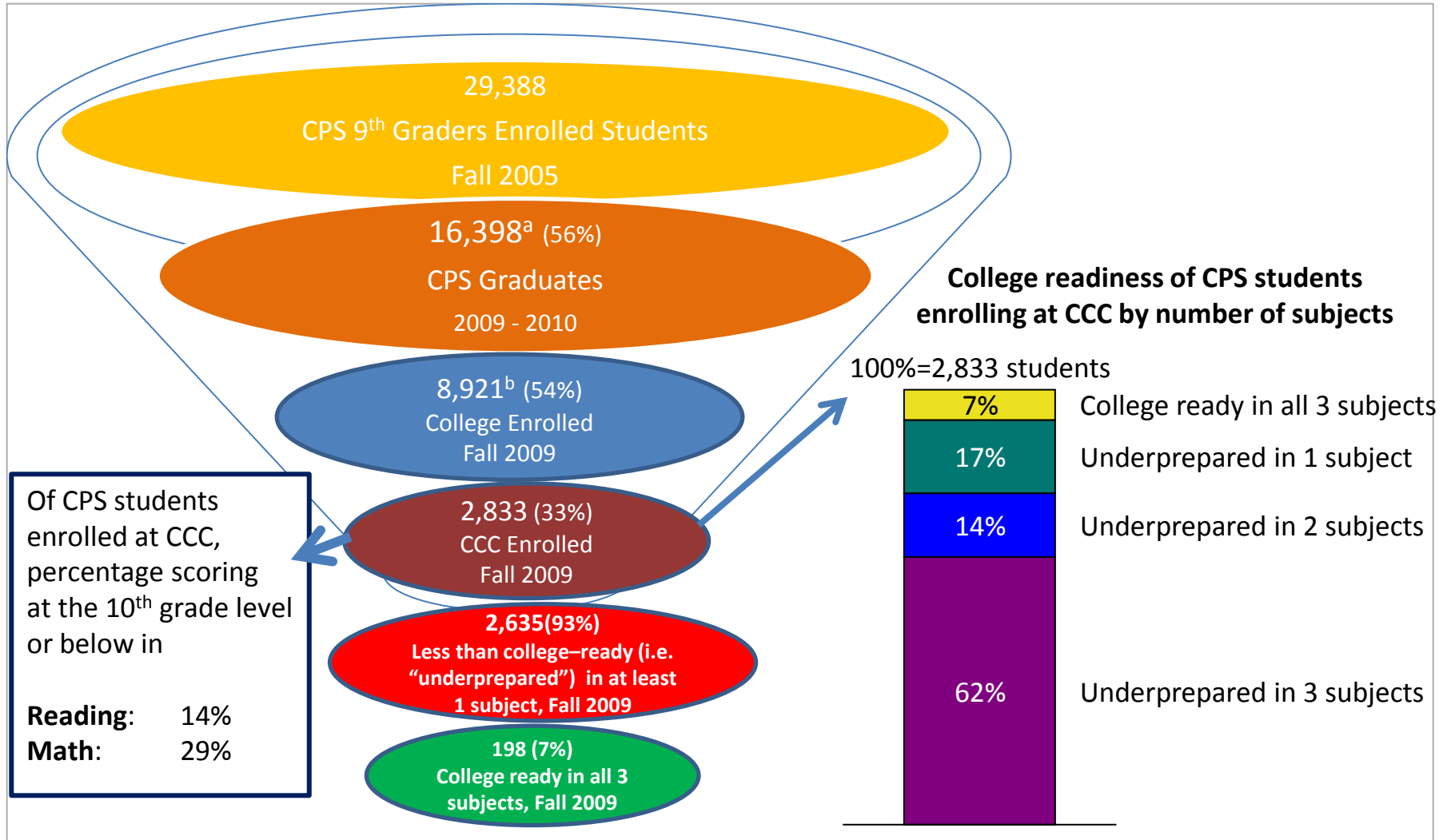
## Lack of Preparation

- Students come unprepared for college level work
- Students transfer to the 4-year institution without a good foundation

## Value of Associate Degree

- The vast majority of students (76%) transfer to a 4-year institution without the Associate Degree
- This demonstrates that students do not understand the value of the Associate Degree, and CCC could do more to make the value clearer through articulation

Remediation needs of CPS grads at CCC are significant: Over 90% are underprepared in at least 1 subject; 30% score at 10<sup>th</sup> grade or below in math



Source: Chicago Public Schools, City Colleges People Soft Data

Notes:

(a) Based on a 5-year cohort graduation rate

(b) Estimated figure based on trend data reported by CPS

(c) Remediation subjects include Math, Reading, and English/Writing; "underprepared" according to scores on COMPASS test

# Is Valencia comparable to CCC from a developmental education perspective? More than 90% of our incoming credit students need remediation from any source, CPS or otherwise

Regardless of the high school attended, most incoming students need remediation ...

Remediation need by source<sup>1</sup>  
Percent

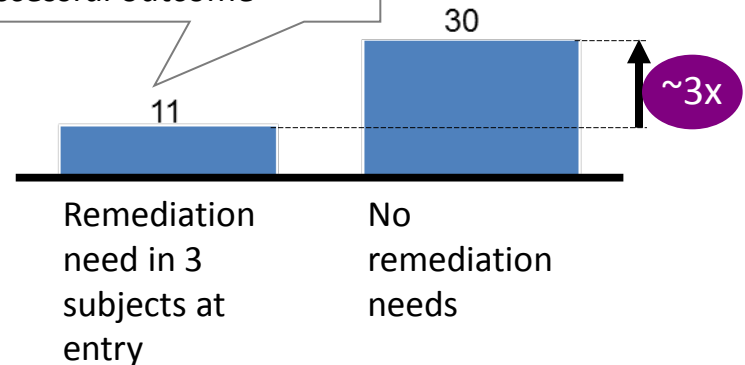


All students with high school degree or equivalent, excludes adult ed. students

...and the more remediation students need, the less likely they are to succeed

Percentage of students attaining a credential or transferring

Students who need significant remediation have a 1 in 10 chance of reaching a successful outcome

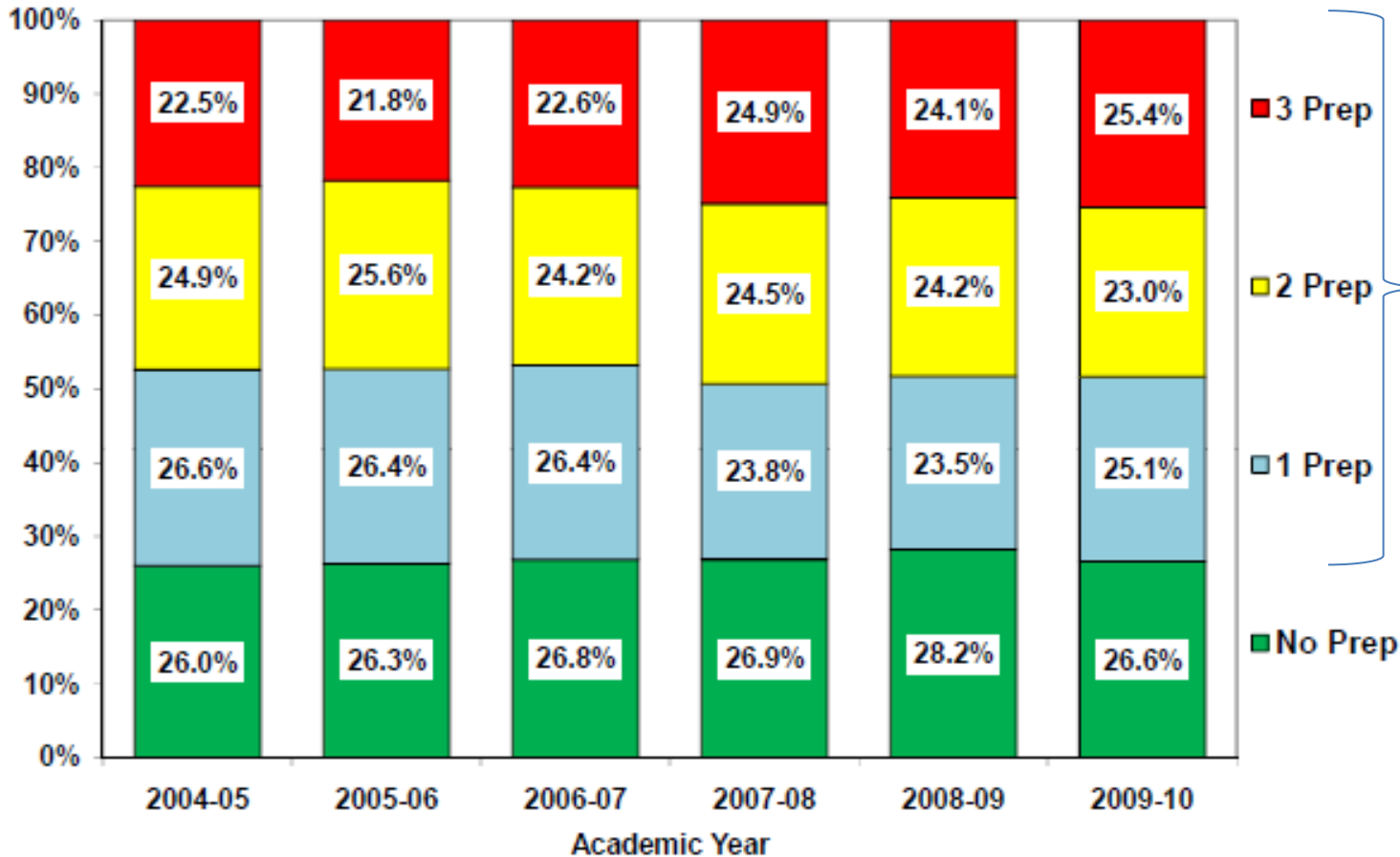


Northern Virginia Community college is attempting to boost their remediation success rate by 20% by 2015. What should CCC's goal be?

<sup>1</sup> Includes 8,019 2007 CCC cohort students with available high school information who passed all three placement tests or indicated a remediation need on at least one placement test

Is Valencia comparable to CCC from a developmental education perspective? About 75% of Valencia students over the past several years require some form of developmental education

**Student Mix by College Prep Level**  
**FTIC Degree-Seeking Students**



~75% of Valencia students need College Prep, i.e., developmental education, vs. 90% of CCC students

Valencia IPEDS graduation rates have gradually increased 8% over a 8 year time period

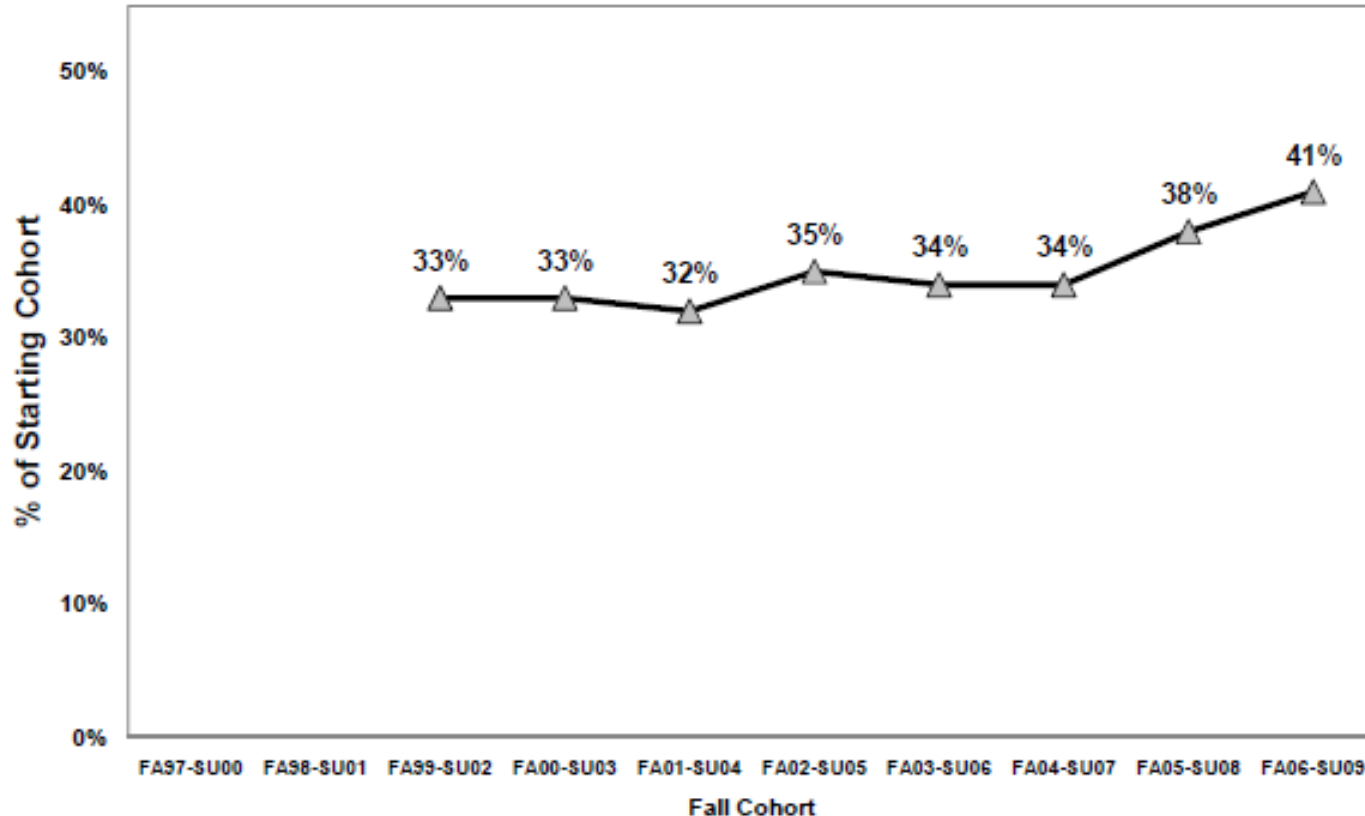
Previous view

Goal One: Build Pathways

Objective 1.2 –  
Persistence

## IPEDS Graduation Rates

Degree + Certificate Completers within 150% of Program Length



IPEDS Completions  
AA

Valencia Institutional Research  
Printed: 7/1/2010  
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IPEDS Grad

Source: Valencia College Strategic Indicators Report, May 6, 2011.

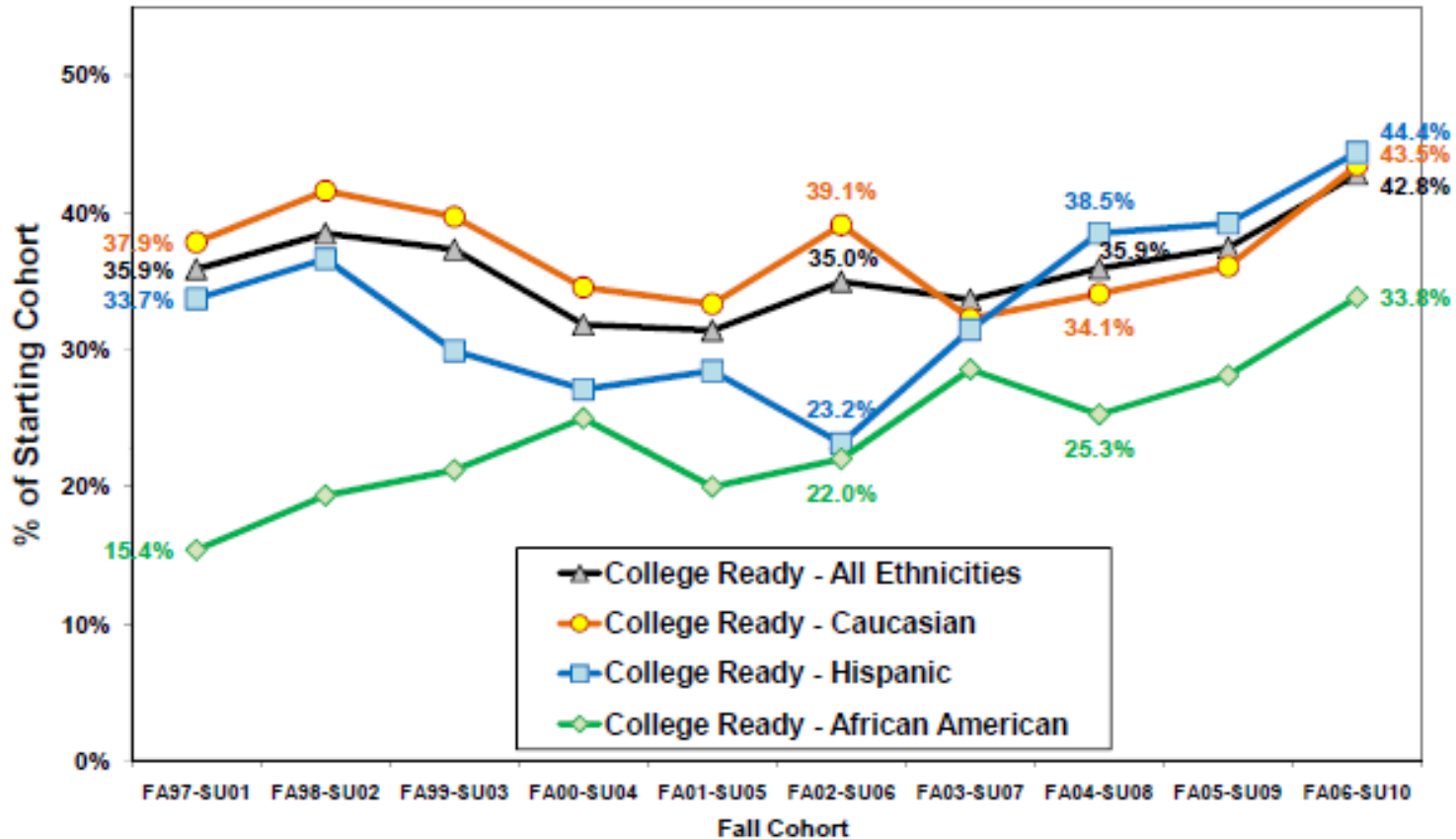
<http://valenciacollege.edu/IR/documents/StrategicIndicatorsReport.pdf>

Valencia 4 year graduation rates for college ready students are slightly higher than their IPEDS rates

Goal One: Build Pathways

Objective 1.2 – Persistence

## Graduation Rates for College-Ready Students Fall Cohorts over 4 Years for FTIC Degree-Seekers



Source: IR Warehouse  
(DD SAS)

Valencia Institutional Research  
Printed: 8/13/2010

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CR Grad In 4

Source: Valencia College Strategic Indicators Report, May 6, 2011.

<http://valenciacollege.edu/IR/documents/StrategicIndicatorsReport.pdf>

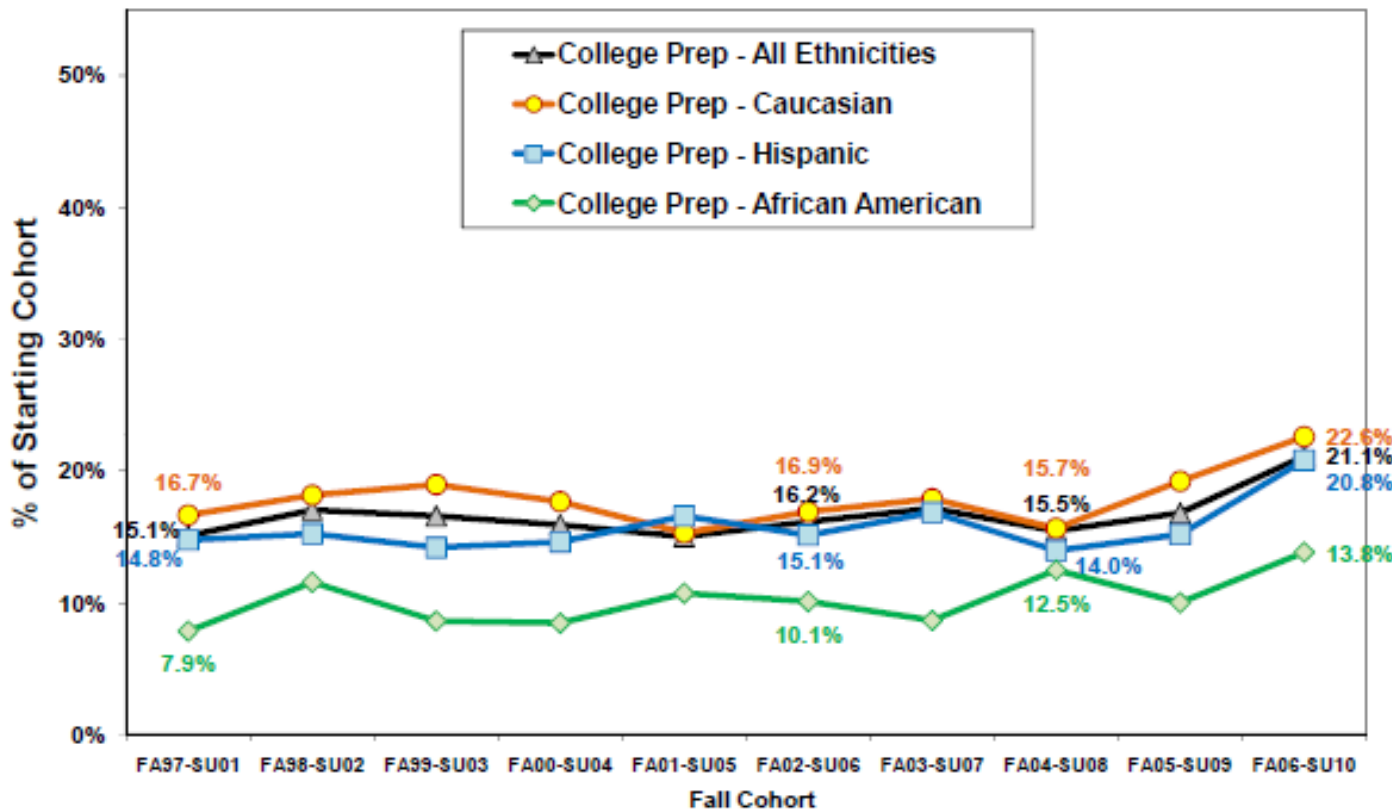
Valencia 4 year graduation rates for college-prep (development education students) are higher than CCC's dev. ed 10 year grad rates

Previous View

Goal One: Build Pathways

Objective 1.2 – Persistence

## Graduation Rates for College-Prep Students Fall Cohorts over 4 Years for FTIC Degree-Seekers



Average Grad. Rate for College Prep (Dev. Ed.) Students of all Ethnicities in 4 years: 21.1%

Source: IR Warehouse (DD SAS)

Valencia Institutional Research  
Printed: 8/13/2010  
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CP Grad In 4

Source: Valencia College Strategic Indicators Report, May 6, 2011.

<http://valenciacollege.edu/IR/documents/StrategicIndicatorsReport.pdf>





# Reinvention Initiatives Implemented by CCC to Enhance Student Success Related to this Study

## Readiness

- 📖 Level UP summer bridge program for CPS seniors (pilot conducted during Summer 2011)
- 📖 CPS partnerships (Expanding dual credit/dual enrollment and creating 9-14 high schools (for IT), aligning curriculum)

## Adult Education

- 📖 Expansion of Gateways to City Colleges program including GED College Prep program to introduce students to college programs and student services
- 📖 Expansion of Bridges program for adult education students looking for a job
- 📖 Expansion of off-campus instruction in neighborhoods with high-need for ESL and GED courses.

## Occupational

- 📖 College to Careers initiative including targeted pathways, industry partners and feeder bridge programs
- 📖 Lead industry partners established for TDL and Healthcare
- 📖 Faculty-led development of a new CIS curriculum

## Transfer

- 📖 The Transfer Academy
  - 📖 Summer bridge programs
  - 📖 Learning communities
  - 📖 Structured pathways established with fewer options, block scheduling
  - 📖 Clear articulation to 4-year institutions that guarantee junior status for all students

## Student Services

- 📖 Additional college advisors hired to cut student to advisor ratio in half
- 📖 Early alert and appointment management being implemented
- 📖 Registration process enhancements resulting in significant increase in student satisfaction
- 📖 Wellness Centers being established at all seven colleges

## Efficiency & Effectiveness

- 📖 Centers for Teaching and Learning
- 📖 Tenure and credential guidelines revisions
- 📖 Performance management system to enable goal setting and more targeted professional development
- 📖 Business Intelligence system to enable broader access to data on students

A large, stylized graphic in a vibrant green color, consisting of several overlapping, curved, brushstroke-like lines that form a shape reminiscent of a lowercase 'e' or a swirl. The word 'reinvention' is centered within this graphic.

# reinvention

*Building the Foundation for Success*