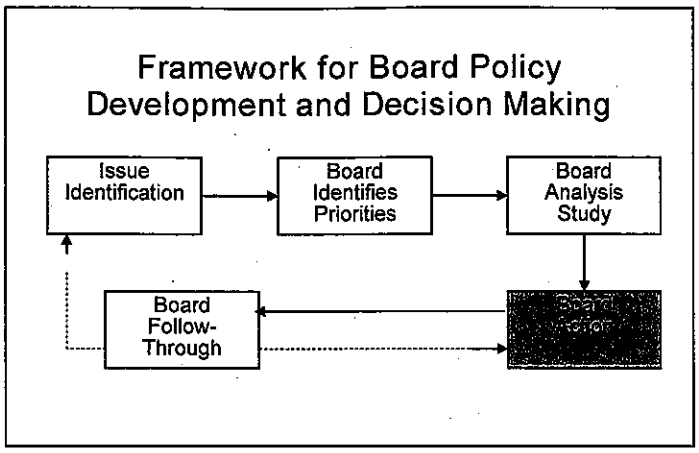
Iowa State Board of Education

Executive Summary

July 30, 2009



Agenda Item: Iowa Community Colleges Performance Indicators Report—2009

Iowa Goal: Individuals will pursue postsecondary education in order to drive economic success.

Equity Impact Statement: These indicators address services provided by community colleges that support open access, education, and programs to constituents.

Presenters:

Roger Utman, Ph.D., Administrator
Division of Community Colleges and Workforce Preparation

Vladimir Bassis
Management Information System Educational Program Consultant
Bureau of Community College Services

Thomas Schenk, Jr.
Institutional and Research Educational Program Consultant
Bureau of Community College Services

Attachments: 2

Recommendation: It is recommended that the State Board approve the community college performance indicators as presented. Acceptance of the baseline data as the fifth year progress report for the 2001-2005 community college statewide strategic plan is also requested.

Background: The second five-year (2006-2011) statewide community college strategic plan was approved by the State Board of Education in March 2006, with a directive to the Department of Education to work with the community colleges in the development of statewide performance measures aligned to the five goals. These performance measures would utilize and integrate the current set

of community college performance indicators and the existing data collected via the MIS (Management Information System).

In August 2006, the State Board of Education approved an initial set of performance measures for "Shaping the Future: The Statewide Community College Strategic Plan, 2006-2011." These performance indicators were developed through a joint effort of the Department of Education and the community colleges. The State Board of Education directed the Department to develop measures related to the transfer and economic success of community college students. In May 2009, the Performance Indicators Committee recommended to compact the Performance Indicators measures in order to reflect the most essential processes related to community college performance.

PERFORMANCE INDICATORS

Iowa Community Colleges
State Fiscal Year 2009

Presented to the State Board of Education

Thursday, July 30, 2009

Presenter: Vladimir Bassis
Management Information System Consultant
Division of Community Colleges and Workforce Preparation

COMMUNITY COLLEGES & WORKFORCE PREPARATION

History and Development

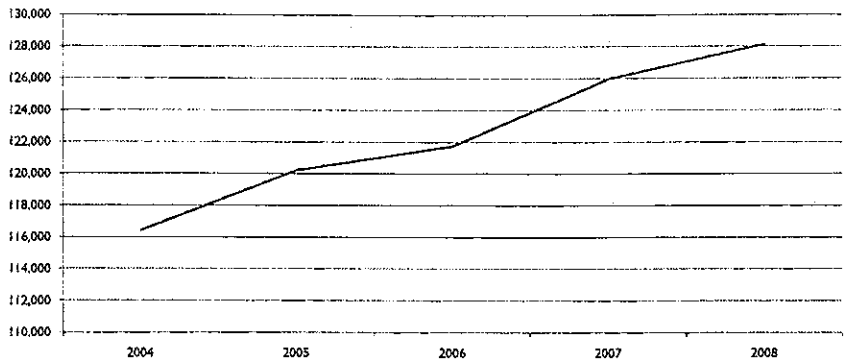
- 2001—"Shaping the Future: Five-Year Plan for the Community Colleges of Iowa" -- "develop a set of agreed-upon performance indicators common to all community colleges."
- 2002—A committee of 10 individuals is formed.
- 2003—The State Board of Education approved eight performance indicators.
- 2006—The performance indicators are expanded to align them more closely with the five goals of the strategic plan.
- 2007—Economic development data and awardees wages requested and received by the State Board of Education.
- 2008—Performance indicators reports are tailored for individual college usage and delivered to Iowa community colleges.
- 2009—Membership renewed and the work of Community College Performance Indicators Committee resumed, performance indicators report reshaped.

2

COMMUNITY COLLEGES & WORKFORCE PREPARATION

1. Credit Enrollment in Annual Changes

Total Credit Enrollment: 128, 146
From FY 2007 to FY 2008: 1.68 % increase
2004—2008 Average Rate: 1.93% increase



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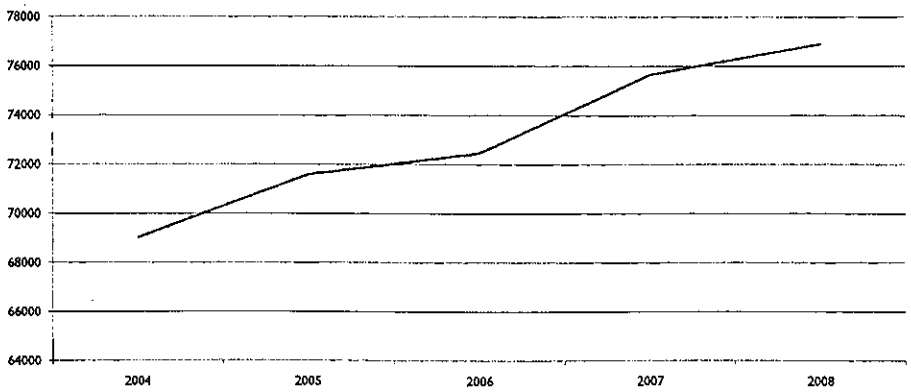
COMMUNITY COLLEGES & WORKFORCE PREPARATION

2. Arts and Sciences Enrollment

Total Arts and Sciences Enrollment: 76,896
From FY 2007 to FY 2008: 2.54 % increase
2004—2008 Average Rate: 2.02% increase



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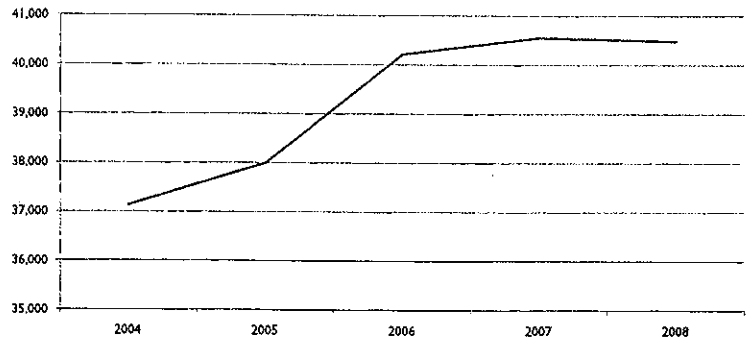
COMMUNITY COLLEGES & WORKFORCE PREPARATION

3. Career and Technical Enrollment

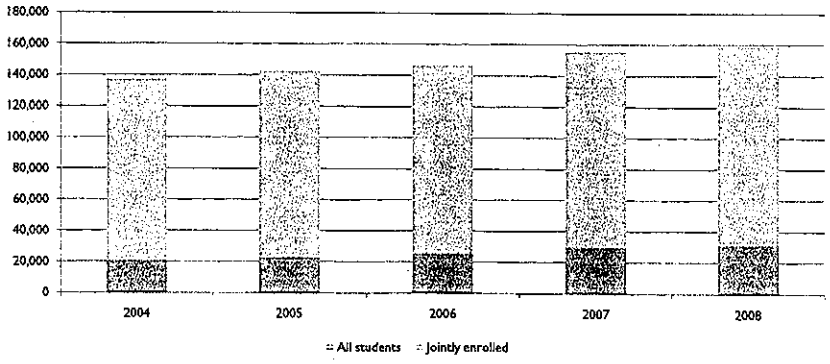
Total Career and Technical Enrollment: 40,500
From FY 2007 to FY 2008: 1.18 % decrease
2004—2008 Average Rate: 1.75% increase



5 COMMUNITY COLLEGES & WORKFORCE PREPARATION

4. Iowa Community College Joint Enrollment

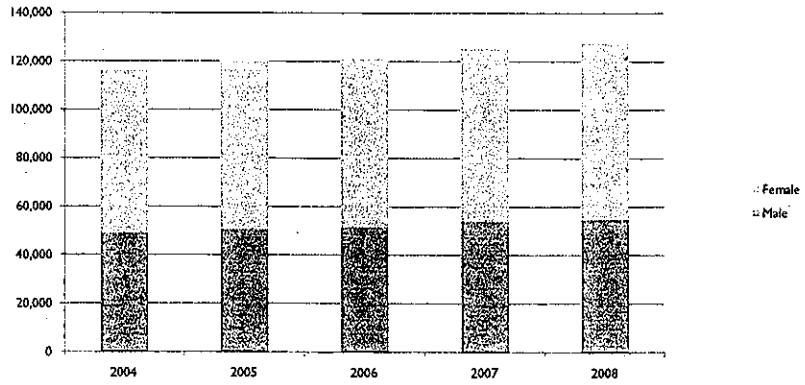
Total Iowa Community College Joint Enrollment: 31,450
From FY 2007 to FY 2008: 2.61% decrease
2004—2008 Average Rate: 8.4% increase



6 COMMUNITY COLLEGES & WORKFORCE PREPARATION

5. Enrollment by Gender

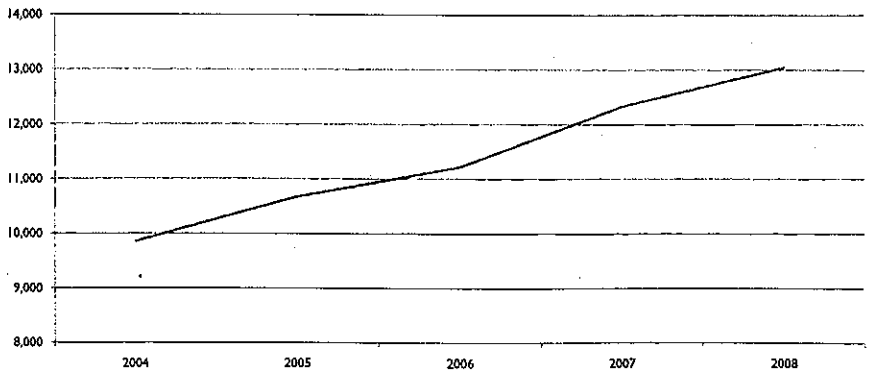
Iowa community colleges student enrollment demonstrates stable female/male ratio of 57/43 in sync with the nation-wide trends. The five year average ratio was 58/42.



COMMUNITY COLLEGES & WORKFORCE PREPARATION

6. Enrollment by Race/Ethnicity

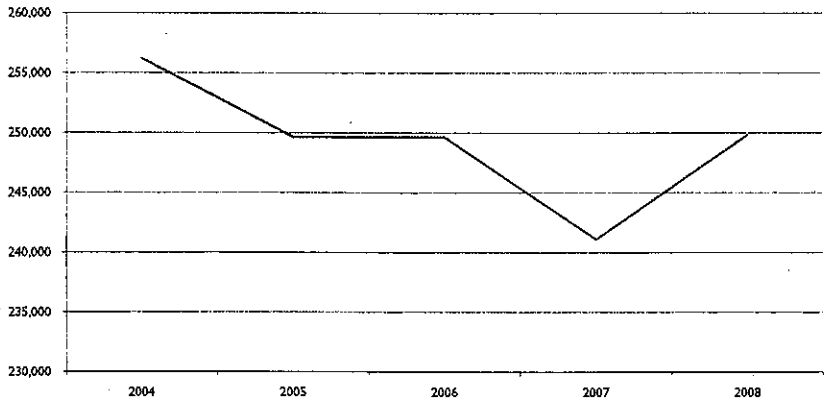
Students of Racial/Ethnic Minorities Enrollment: 31,450
From FY 2007 to FY 2008: 5.41% increase
Related to all Student Population: 10.93%
2004—2008 Average Rate: 5.75% increase



COMMUNITY COLLEGES & WORKFORCE PREPARATION

7. Students Enrolled in State Aid Eligible Non-Credit Courses

Total Student Enrollment in State Aid Eligible Non-Credit Courses: 249,891
From FY 2007 to FY 2008: 3.5% Increase
2004—2008 Average Rate: 0.5% Decrease



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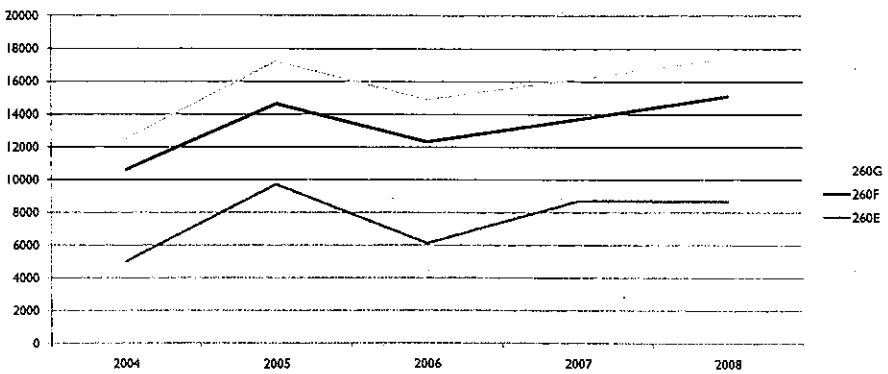
COMMUNITY COLLEGES & WORKFORCE PREPARATION

8. Iowa Department of Economic Development Incentives

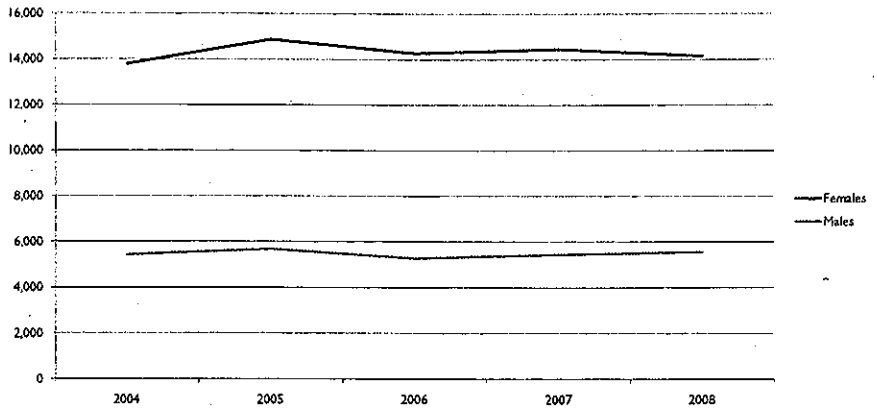
Total Participation in 260E, 260F and 260G Programs: 17,413
260E Participation: 8,698
260F Participation: 6,406
260G Participation: 2,309



COMMUNITY COLLEGES & WORKFORCE PREPARATION

9. Credit Student Awards, Totals, and by Gender

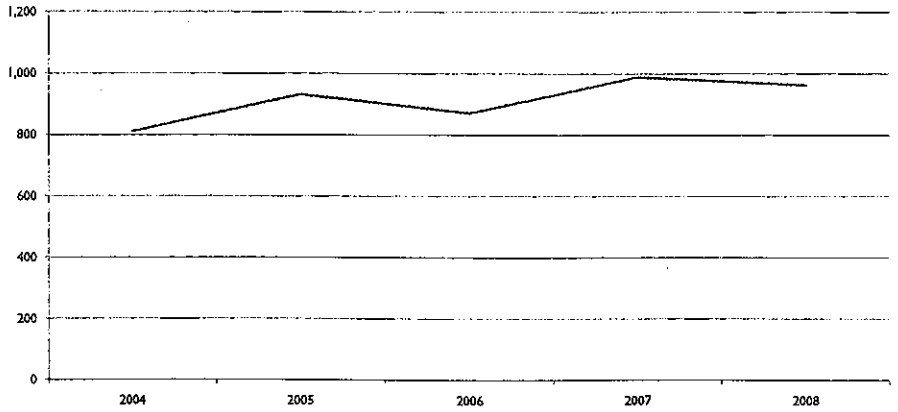
Total Number of Awards: 14, 166
From 2007 to 2008: 2.11% decrease
2004 to 2008 Average Rate: 0.52% increase



COMMUNITY COLLEGES & WORKFORCE PREPARATION

10. Racial/Ethnic Minority Student Awards

Total Number of Awards: 962
From 2007 to 2008: 2.73% decrease
2004 to 2008 Average Rate: 3.5% increase



COMMUNITY COLLEGES & WORKFORCE PREPARATION

11. Student Success Rate

- Total number of successful students, 2005 cohort: 5,433
- Success rate, 2005 cohort: 52.4%
- Total number of successful students, 2006 cohort: 4,869
- Success rate, 2005 cohort: 52.7%

COMMUNITY COLLEGES & WORKFORCE PREPARATION

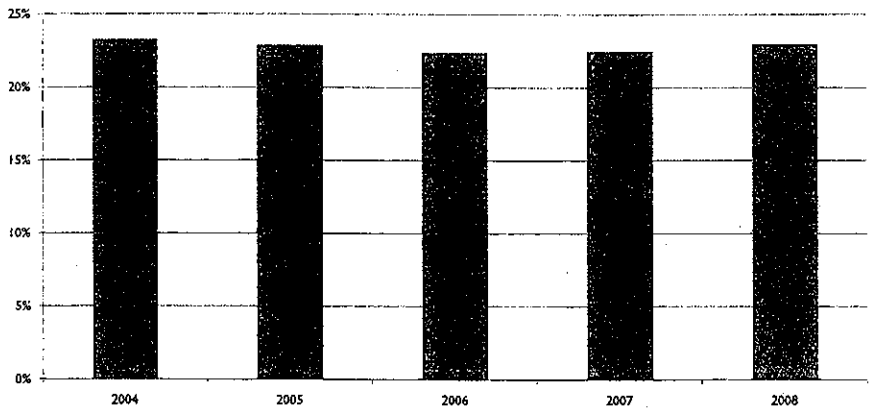
12. Economic Impact of Iowa Community Colleges

- Median annual wage of Iowa community college graduates, 2002 cohort: $26,308
- Median annual wage of Iowa community college graduates, 2006 cohort: $24,632

COMMUNITY COLLEGES & WORKFORCE PREPARATION

13. Iowa Community College Penetration Rate

Total Number of Students: 23.04%
From 2007 to 2008: 0.49% increase
2004 to 2008 Average: 22.86%



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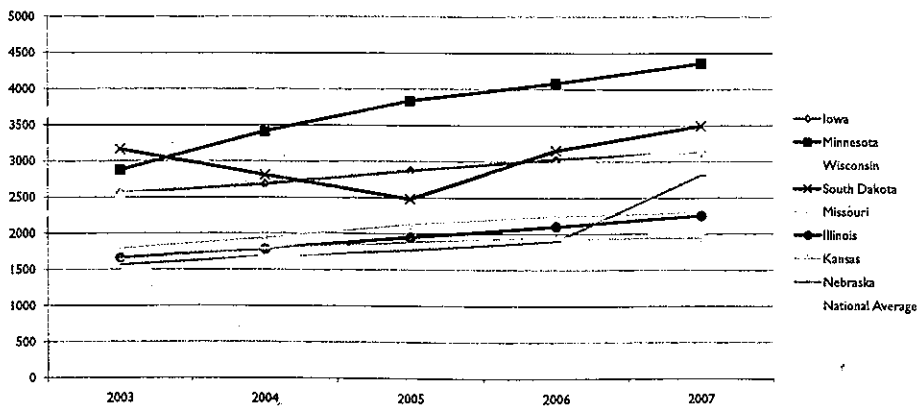
COMMUNITY COLLEGES & WORKFORCE PREPARATION

14. Tuition and Fees

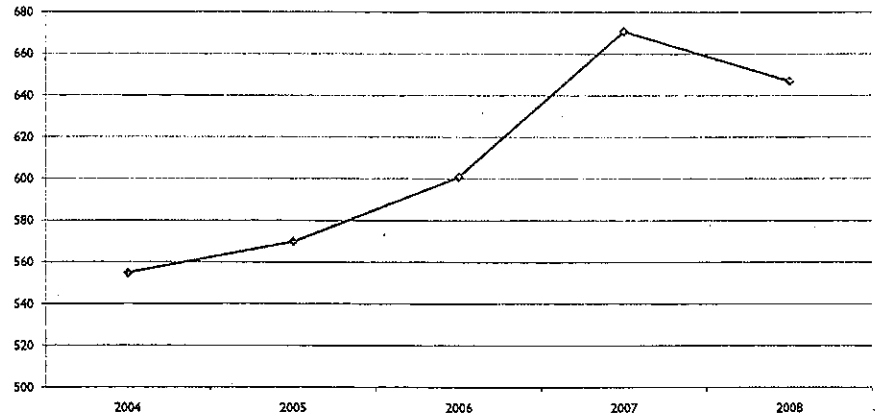
Iowa Average Rate, 2003-2007: 4.2% increase
Surrounding States Average Rate, 2003-2007: 5.9% increase
Nation-wide Average Rate, 2003-2007: 6.4% increase



COMMUNITY COLLEGES & WORKFORCE PREPARATION

15. Employees Race and Ethnicity

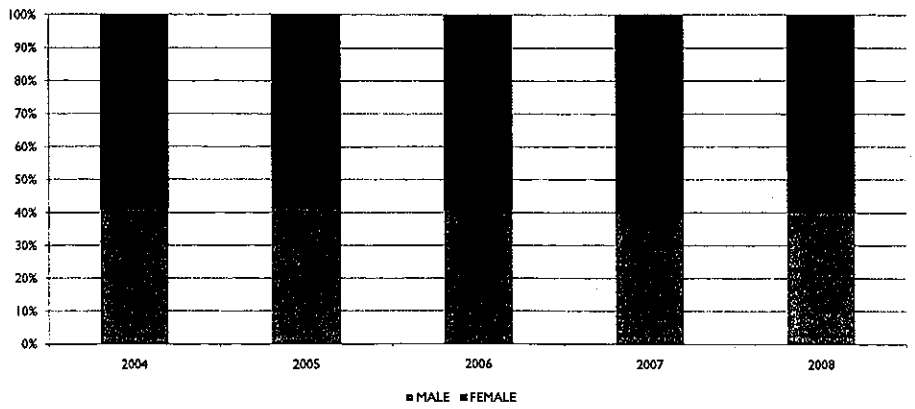
Percent of Employees of Minority Race/Ethnicity: 5.5%
From 2007 to 2008: 0.4% decrease
2004 to 2008 Average: 5.4%



COMMUNITY COLLEGES & WORKFORCE PREPARATION

16. Employees by Gender

Employees Male/Female Proportion: 40/60
From 2004 to 2008 Average: 41/59



COMMUNITY COLLEGES & WORKFORCE PREPARATION

Effectiveness and Efficiency for Achieving the System Mission and Goals

- Standard, customized and "on-demand" reports and data summaries.
- Accreditation process has been redesigned to more efficiently and effectively align with current regional and local standards.
- Biannual MIS (Management Information System) SWAT Team meetings to review and recommend changes/enhancements on the community college MIS.
- Field involved in reporting decision-making process.
- Utilization of the secondary student identification number matching system.
- Technical programs (AS-28) data base compiled.
- Continuous expansion and streamlining of the community college MIS without additional burden for colleges.
- User-friendly, more informative reporting formats.
- Improvement of timeliness for reporting, proactive approach.

COMMUNITY COLLEGES & WORKFORCE PREPARATION

PERFORMANCE INDICATORS

REPORT

2002

COMMUNITY COLLEGES &
WORKFORCE PREPARATION

Helping Communities Meet the Learning Needs of All Their Children and Adults

About this Report:

The Iowa State Board of Education approved the set of performance indicators to monitor progress within the five-year plan framework developed by the Community College Performance Indicators Task Force. The measures abide by the guiding principles of the performance indicators, and whenever possible attempt to use existing community college performance indicators.

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The Vision
The community colleges of Iowa will excel in meeting the individual learning and diverse community needs of Iowa, in preparing the 21st century workforce, and in growing Iowa and its economy.

The Mission
The mission of the community colleges of Iowa in the 21st century is to provide exemplary educational and community services to meet the needs and enhance the lives of Iowans.

The Values
Overarching Value: The right of all Iowans to achieve their full potential through quality education.

1. Access and Opportunity
2. Responsiveness
3. Collaborative Relationships
4. Communities and Civic Responsibility
5. Local Control and Shared Responsibility

The Role and Scope
The community colleges of Iowa offer a wide range of programs and services designed to meet the educational, economic, and community needs of Iowa's citizens.

1. College Credit Programs
2. Continuing Education Programs
3. Services and Programs for High School Students and Teachers
4. Developmental Education Programs
5. Adult Education Programs
6. Student Development Programs and Services
7. Economic Development Programs

Guiding Principles

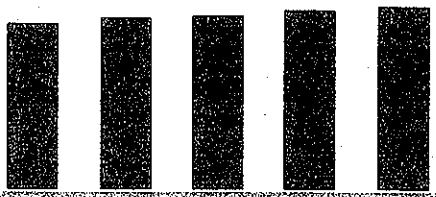
- Performance indicators should primarily provide a basis to report and to advocate for student learning needs.
- The set of performance indicators should be simple and few.
- Performance indicators will be utilized to summarize the community colleges' statewide performance; their goal is to provide baseline information on the system as a whole.
- Performance indicators will encompass the comprehensive nature of the community college mission.
- Performance indicators will be consistent with other statewide accountability and performance measures and their determination.
- Performance indicators will build on existing data and will not place additional data burden on community colleges.

Strategic Goals — The community colleges of Iowa will:

1. provide high-quality, comprehensive educational programs and services accessible to all Iowans;
2. develop high-skilled workers to meet the demands of Iowa's economy;
3. maximize financial and human resources to assure provision of comprehensive community college services to Iowans and to allow Iowa to compete on a national and international level;
4. demonstrate effectiveness and efficiency for achieving the system mission and goals; and
5. recruit, enroll, and retain to completion or graduation persons of underrepresented groups and recruit and retain persons from minority racial/ethnic groups in faculty and administrative roles.

1 Unduplicated Enrollment

128,146



Goals: 1, 2
The Annual Condition of Iowa's Community Colleges 2008, Table 3-1

2 Arts & Sciences Enrollment

76,896

Goals: 1, 2
The Annual Condition of Iowa's Community Colleges 2008, Table 3-3—3-7

3 Career and Technical Enrollment

40,500

Goals: 1, 2
The Annual Condition of Iowa's Community Colleges 2008, Table 3-3—3-7

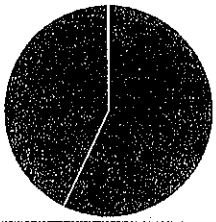
4 Joint Enrollment

31,450

Goal: 1
The Annual Condition of Iowa's Community Colleges 2008, Table 5-1

5 Enrollment by Gender

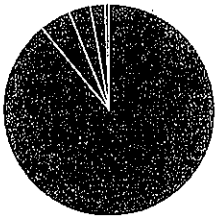
Male	Female
55,006	72,965



Goal: 1, 5
The Annual Condition of Iowa's Community Colleges 2008, Table 3-13

6 Enrollment by Race/Ethnicity

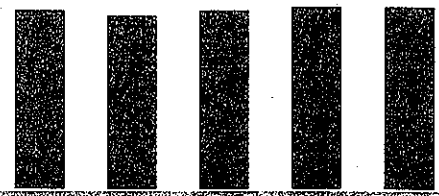
White	Black	Hispanic	Asian	Amer. Indian
106,342	5,704	3,974	2,616	749



Goals: 1, 5
The Annual Condition of Iowa's Community Colleges 2008, Table 3-1

7 Eligible Noncredit Enrollment

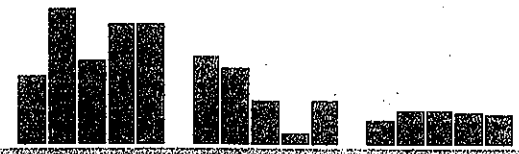
256,275



Goal: 2
Iowa Department of Education, Bureau of Community College Services

8 Economic Development Enrollment

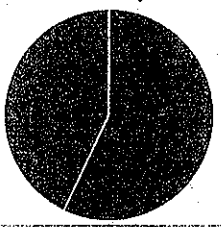
260E	260F	260G
8,698	6,406	2,309



Goal: 2
The Annual Condition of Iowa's Community Colleges 2008, Table 10-1—10-3

9 Awards by Gender

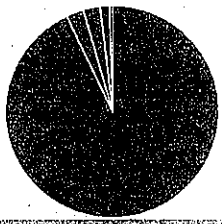
Male	Female
5,559	8,607



Goals: 1, 5
The Annual Condition of Iowa's Community Colleges 2008, Table 6-3

10 Awards by Race/Ethnicity

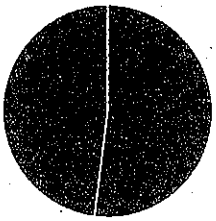
White	Black	Hispanic	Asian	Amer. Indian
12,666	359	348	185	70



Goals: 1, 5
The Annual Condition of Iowa's Community Colleges 2008, Table 16-5

11 Success Rate

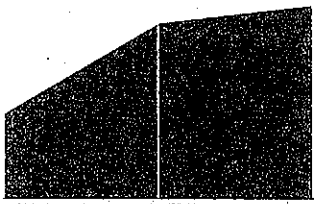
52.7%



Goal: 1
The Annual Condition of Iowa's Community Colleges Report 2008, Table 12

12 Median Graduate Wage

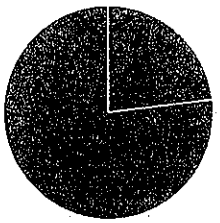
$24,632



Goal: 2
Iowa Department of Education & Iowa Workforce Development, forthcoming

13 Penetration Rate

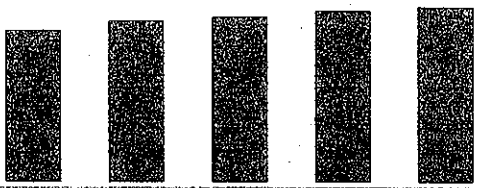
23.0%



Goals: 2
Iowa Department of Education, Bureau of Community College Services

14 Average Tuition

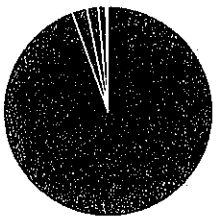
3,227



Goals: 3
The Annual Condition of Iowa's Community Colleges 2008, Table 13-7

15 Employees by Race/Ethnicity

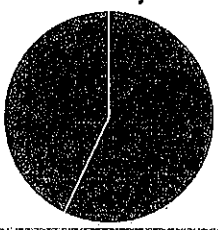
White	Black	Hispanic	Asian	Amer. Indian
11,033	271	204	171	31



Goals: 5
The Annual Condition of Iowa's Community Colleges 2008, Table 3-1

16 Employees by Gender

Male	Female
5,051	7,567



Goals: 5
The Annual Condition of Iowa's Community Colleges 2008, Table 16-29

History of Performance Indicators

The 2001 strategic plan, "Shaping the Future: Five-Year Plan for the Community Colleges of Iowa," included an initiative to "develop a set of agreed-upon performance indicators common to all community colleges." A Community College Performance Indicators Task Force was formed, which was coordinated by the administrator of the Division of Community Colleges and Workforce Preparation. Membership was comprised of community college presidents, a community college trustee, the IACCT (Iowa Association of Community College Trustees) executive director, chief academic officers, reporting officers, and representatives from the Departments of Education, Workforce Development, Economic Development, and the Iowa College Student Aid Commission.

Recommendations were made to the Department of Education after review by the Iowa Association of Community College Presidents (IACCP) and the IACCT. In November 2003, the State Board of Education approved the following eight performance indicators to be collected on an annual basis:

1. Participation in credit career and technical education programs.
2. Participation in credit arts and sciences programs.
3. Total participation in non-credit programs.
4. The proportion of the state's adult population (18-64 years of age) enrolled in a community college course.
5. The number of credit student awards.
6. The number of basic skills certificates issued.
7. The number of high school equivalency diplomas (GED) awarded.
8. The proportion of high school credentials awarded by Iowa community colleges.

The State Board of Education also directed the Department of Education to continue its work with the task force and to continue the investigation of indicators related to economic development, persistence, and student success after leaving the community college, as well as quantifiable goals for each performance indicator.

In spring 2006, the Community College Performance Indicator's Task Force re-examined the existing eight performance indicators and moved to expand and more closely align them with the five goals of the strategic plan. A draft version of the new performance indicators was presented to the State Board of Education in July 2006. These indicators will continue to be reviewed and revised.

The State Board accepted the proposed indicators recommended by the Department of Education. The State Board requested that the department develop additional measures to quantify the success of the community college transfer and career preparation (through successful job entry and retention) functions. A major research project was conducted by Iowa State University in order to identify students who transferred and to track their career success. For the new cohort of community college students, the department released a new indicator of student success. The success rate indicator utilizes a combination of transfer and graduation rates.

As of 2008, both economic impact and success rate studies were conducted by the department, with utilization of an administrative records match between the community college MIS (Management Information System), the National Student Clearinghouse, and Iowa Workforce Development's unemployment insurance records.

In May 2009, the Community College Performance Indicators Task Force recommended compacting the report to reflect the most essential areas of Iowa community colleges activities. The comprehensive Community College Performance Indicators Report is submitted annually to the State Board.

Performance Indicators

Wherever data are available, the numbers and ratios for performance indicators are presented as current, compared to the preceding year, and as an average for the latest five years.

1. Year-end credit unduplicated headcount enrollment during fiscal year 2008 was 128,146. It has increased 1.7 percent from 2007. The five year average enrollment rate has increased 1.9 percent from fiscal year 2004 to fiscal year 2008.

2. Arts and sciences programs include credit courses in college parallel/liberal general studies/college transfer, which are transferable to four-year institutions for completion of a baccalaureate degree. Arts and sciences enrollment was 76,896 during fiscal year 2008. It has increased by 2.5 percent from fiscal year 2007. The five-year average rate has increased by two percent between fiscal year 2004 and fiscal year 2008.

3. Career and technical education programs (CTE) are designed to provide the specific skills and knowledge essential for successful entry into a specific or related occupation, requiring less than a baccalaureate degree. CTE enrollment has decreased by 0.18 percent from fiscal year 2007 to 40,500 students. The five-year average CTE enrollment rate demonstrates an increase by 1.8 percent between fiscal year 2004 and fiscal year 2008.

4. Joint enrollment counts high school students who are also enrolled in a community college course. Joint enrollment during fiscal year 2008 was 31,450, decreasing by 2.6 percent from fiscal year 2007. The five-year average rate demonstrates an increase of 8.4 percent between fiscal year 2004 and fiscal year 2008. Proportionally to the total student numbers, the jointly enrolled student population is becoming larger. During fiscal year 2007, jointly enrolled students accounted for 23.89 percent of the population. During fiscal year 2008, that proportion had grown to 24.5 percent.

5. Iowa community colleges enrollment has remained rather consistent over the last five years with roughly 42 percent male and 58 percent female. Nationally, public community colleges have an identical gender makeup of 42 percent male and 58 percent female. During fiscal year 2008, the proportion has changed—43 percent male and 57 percent female.

6. During fiscal year 2008, Iowa community colleges enrolled 13,043 students of minority racial/ethnic groups, or 10.9 percent of the student population. This number presents a

5.4 percent growth of racial/ethnic minority student population from fiscal year 2007. The five-year average demonstrates a 5.8 percent rate of growth of racial/ethnic minority student population between fiscal year 2004 and fiscal year 2008.

7. Student enrollment in state aid general eligible non-credit courses was 249,891 during fiscal year 2008, an increase by 3.5 percent from fiscal year 2007. The five-year average rate, however, demonstrates a decrease of 0.5 percent between fiscal year 2004 and fiscal year 2008.

8. During fiscal year 2008, Iowa community colleges trained 17,413 students through Iowa Department of Economic Development (IDED) initiatives, a 20.4 percent increase compared to fiscal year 2007. The IDED initiatives encompass several programs. Iowa Industrial New Jobs Training Programs (260E) assist businesses that are creating new positions or new jobs in the state of Iowa. The community college district in which the new or expanding business is located issues training certificates (bonds) to pay for the training costs. In 2008, 8,698 individuals were trained by community colleges. Iowa Jobs Training Programs (260F) foster growth and competitiveness of Iowa's business and industry by building workforce skills and expertise. Customized training programs are developed for current employees. Last year 6,406 individuals were trained. Accelerated Career Education programs. (ACE 260G) supports the development or expansion of educational programs that address critical workforce needs. It has three components: infrastructure, program job credits, and student aid. Community colleges sponsored 2,309 jobs last year.

9. The award rate was calculated by using the students who enrolled at a full-time capacity (24 credit hours), and for the first-time during a given fiscal year, are included in a cohort of students who are tracked through the MIS system to determine if they receive an Iowa community college award within a three-year period. In the 2005 cohort, 37.9 percent received their awards, a decrease from 38.8 percent for the 2004 cohort. The four-year average award rate has decreased by 1.2 percent. In the 2005 cohort, the males award rate was 36.73 percent; and the females award rate was 40.5 percent. Compared to 2004, it is an increase of 0.8 percent for males, and a decrease of 0.6 percent for females. The four-year average for males was 37.4 percent, and for females the four-year average award rate was 40.5 percent.

10. For the 2005 cohort, the award rates for racial/ethnic minorities was 21.9 percent, an increase from 20.1 percent in 2004; the four-year average award rate for the racial minorities was 21.9 percent. The award rate for white students was 40 percent in 2005, 41.2 percent in 2004, and 41.07 percent for the four-year average award rate.

11. The Iowa community college student success rate was 52.7 percent in fiscal year 2008. The success rate is the measure that follows a cohort of first-time, full-time students over a three year period. A student is counted as a "success" if she either graduates or transfers to a four-year institution within three years.

12. A study conducted by Iowa State University's Office of Community College Research and Policy for the Department of Education, tracked wages of the fiscal year 2002 cohort of community college students. The research found that the median annual wage of Iowa community college graduates—adjusted to 2008 dollars—a year after graduation was $26,308. The Department of Education conducted similar research for the fiscal year 2006 cohort. The median annual wage of Iowa community college graduates was $24,632 a year after graduation.

13. The percentage of the state's population of students, 18 to 64 years of age enrolled in a community college course, has increased to 23.04 percent in fiscal year 2008 compared to 22.55 percent in fiscal year 2007. The five-year average was 22.86 percent from fiscal year 2004 to fiscal year 2008.

14. According to *The Chronicle of Higher Education, Almanac Issue*, the annual average full-time resident tuition for Iowa's community colleges has increased 3.4 percent from 2006, to $3,139 in 2007. Though the average tuition in surrounding states was $2,903, those states increased tuition 9.5 percent from 2006 to 2007. The nationwide average tuition was $2,017 in 2007, a 4.07 percent increase from 2006. The five-year average rates demonstrate a 4.2 percent tuition increase in Iowa, a 5.9 percent tuition increase in surrounding states, and a 6.4 percent tuition increase nationwide between 2003 and 2007.

15. The Iowa community colleges employees' racial/ethnic background is predominantly white: during fiscal year 2008, racial/ethnic minority employees represented only 5.5 percent of all employees. This percentage has decreased from 5.9 in fiscal year 2007. The five-year average was 5.4 percent between fiscal year 2004 and fiscal year 2008.

16. Iowa community colleges have remained rather consistent over the last five years with approximately 41 percent male and 59 percent female employees; during fiscal year 2008, however, this proportion shifted to 40 percent male and 60 percent female employees.

During the past year, the community college MIS reporting system was utilized to generate a number of reports and data summaries. The state community college accreditation process has been redesigned to more efficiently and effectively align with current regional and local standards. Some of these changes have been affected by the emergence of the AQIP (Academic Quality Improvement Program) accreditation model. The Department of Education initiated a biannual MIS SWAT Team meetings to review and recommend changes/ enhancements on the community college MIS, including new and revised data elements and their definitions. Additionally, all changes proposed by the MIS SWAT Team have been discussed and confirmed with the statewide involvement of the MIS community college enrollment reporting officers. During fiscal year 2008, the department started the utilization of the secondary student identification number matching system, to allow for continuous tracking of K-12 students into the Iowa community college system. The department also developed a technical programs application (AS-28) data base that allows for a cross-reference analysis with the MIS data and helps streamlining program approval process.