**COSUMNES RIVER COLLEGE**  
**2012-13 Desired Outcomes**

**GOAL A: STUDENT SUCCESS**

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<tr>
<th>GOAL</th>
<th>FINAL ACHIEVEMENT DETAIL</th>
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| 1. Enhance educational quality by extending our ability to offer excellent instructional programs and support services and more effectively supporting student success and timely goal completion through enhanced integration of instructional and student support programs.  
(Priority 1) | Student Success Data | 2009-10 | 2012-13 | Change | Relative Change* |
| | Certificates Awarded | 299 | 423 | 124 | 41.5% |
| | Degrees Awarded | 591 | 696 | 105 | 17.8% |
| | Fall Course Success Rates | 64.0 | 66.7 | 2.7 | 4.2% |
| | Fall-to-Spring Persistence Rates | 61.0 | 64.1 | 3.1 | 5.1% |

- AA-T and AS-T degrees continue to be developed and submitted to the State, with fifteen fully-approved and two in tech review/draft status.
- In 2011-12 transfers to the University of California and California State University increased by 49% and 51% respectively compared to 2009-10.
- Curriculum Committee reviewed and approved 579 courses and 73 degree/certificate programs.
- CRC’s Pharmacy Tech program received its initial accreditation for a full 6 years.
- The college offered 11 sections of the new English/Reading accelerated courses to support student completion.
- CRC Medical Assisting students scored higher on their certification exam (519) than the national average score (488). The percentage of first-time CRC takers to pass the exam (88%) was also higher than the national average (69%).
- Nineteen (19) fire internship graduates were hired by agencies in California during 2012-13.
- Course success rates for recent high school graduates have improved significantly as noted in table below:

<table>
<thead>
<tr>
<th>Recent High School Graduates</th>
<th>Fall 2009</th>
<th>Fall 2012</th>
<th>Change</th>
<th>Relative Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>GPA</td>
<td>2.37</td>
<td>2.45</td>
<td>0.08</td>
<td>3.4%</td>
</tr>
<tr>
<td>Course Success Rate</td>
<td>63.7</td>
<td>68.4</td>
<td>4.7</td>
<td>7.4%</td>
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*Relative change = Change/initial data point

**Partially Achieved**
GOAL A: STUDENT SUCCESS

2. Strengthen CRC’s ability to respond to the needs of our student population (first generation, basic skills, full-time students under the age of 25, veterans, underrepresented) by improving, expanding and enhancing student services by increasing awareness of support programs. (Priority 2)

- A Summer Bridge program, in cooperation with UC Davis area Transfer Initiative (SATI) provided a college transition, week-long orientation for 22 African American and Latino male students.
- Recent student performance data indicate the college’s work to address achievement gaps is producing positive results and/or maintaining recent improvements in several demographic groups:

<table>
<thead>
<tr>
<th>Annual Course Success Rates (Selected)</th>
<th>2009-10</th>
<th>2012-13</th>
<th>Change</th>
<th>Relative Change*</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Courses</td>
<td>64</td>
<td>66</td>
<td>2.0</td>
<td>3.1%</td>
</tr>
<tr>
<td>Basic Skills Courses</td>
<td>64</td>
<td>69</td>
<td>5.0</td>
<td>7.8%</td>
</tr>
<tr>
<td>Online Instructional Mode</td>
<td>56</td>
<td>60</td>
<td>4.0</td>
<td>7.1%</td>
</tr>
<tr>
<td>First Time Freshmen</td>
<td>56</td>
<td>60</td>
<td>4.0</td>
<td>7.1%</td>
</tr>
<tr>
<td>African American</td>
<td>50</td>
<td>53</td>
<td>3.0</td>
<td>6.0%</td>
</tr>
<tr>
<td>Males</td>
<td>61</td>
<td>65</td>
<td>4.0</td>
<td>6.6%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>61</td>
<td>63</td>
<td>2.0</td>
<td>3.3%</td>
</tr>
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*Relative change = Change/initial data point

- Events supporting students’ needs and success included the Native American Gathering, Black History Month, the Literary Series, Extreme Entrepreneurship Tour, Puente Family Night, Athletes’ Welcome Back and Veterans Resource Center Open House.
- A Veterans Resource Center was opened in Fall 2013 and the college executed an MOU with the Sacramento Veteran’s Center to provide onsite counseling and assistance.

Partially Achieved
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| 3. Enhance the student experience by improving support for learning outside the classroom through increased access to and awareness of welcoming spaces and engagement activities. | - Four hundred and fifty four (454) students, representing 23 majors, participated in and successfully completed the Work Experience Education and Internship program for the 2012-13 school year.  
- Twenty-four (24) business, government, and community representatives have served as mentors to Puente Program students.  
- A Fall Internship Fair provided students the opportunity to talk with over 120 representatives from 44 different local/regional employers.  
- A Spring Internship Fair jointly sponsored by Senator Steinberg’s Office attracted 70 employers and 500+ students.  
- Solar Suitcase training for 40 at-risk middle and high school students was conducted with solar suitcases then sent to Haiti and Africa.  
- The Extreme Entrepreneurship Tour, co-sponsored with the State Chancellor’s Office, attracted over 250 students for presentations on business basics and entrepreneurial opportunities.  
- CRC Foundation provided mini-grants to support renowned guest artists in music, student participation in the Phi Theta Kappa convention, and the Martin Luther King, Jr., “Day of Service.”  
- During the 2012-13 academic year, CRC ENACTUS (formerly SIFE) planned and executed eight projects in the Elk Grove and South Sacramento communities, including food drives for the Elk Grove Food Bank and restoration of Grace House for the homeless.  
- A total of almost $10,000 was expended to support 12 cultural events on campus. Total reported attendance exceeded 5,150, an increase of more than 33% compared to the previous year. Events included Earth Week, Cinco de Mayo and Women’s History Week. |

*Achieved*
## COSUMNES RIVER COLLEGE
### 2012-13 Desired Outcomes

**GOAL B: TEACHING AND LEARNING EFFECTIVENESS**

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| 4. Improve student learning by expanding and strengthening support for teaching and learning excellence through the provision of activities and resources that support instruction. (Priority 5) | - The Fall CASSL Colloquium on Critical Thinking was attended by over 50 LRCCD faculty and the follow-up Spring Institute was attended by 40 LRCCD employees.  
- Almost 400 employees attended one or more of the twenty-one (21) Fall and nineteen (19) Spring Flex workshops. Workshops were in the areas of Teaching and Learning Effectiveness, Technology, Organization Effectiveness, Personal Health, Wellness and Safety, and Diversity and Cultural Competence.  
- One hundred fifty-seven (157) professional development activities were offered during the 2012-2013 academic year, including topics such as: Culturally Relevant Pedagogy, Student Engagement, and Bringing Science to Life.  
- Dr. Melinda Mechur Karp from the Community College Research Center (CCRC) was the Fall 2012 convocation keynote speaker and discussed best practices in supporting student success.  
- Spring convocation provided opportunities for faculty to take on the role of students and to observe several of their peers deliver a lecture in their subject matter.  
- CRC OneBook Program sponsored 15 presentations, dialogues, shout-outs, and other cross-discipline learning activities to support instructional excellence.  
- CRC, in conjunction with CSUS Center for Professional and Practical Ethics, hosted the 7th Annual Ethics Symposium. The symposium focused on the Ethics of Biology and Medicine and over 100 CRC students attended, primarily Science and Health Care majors.  
- The RTVF department conducted the first all live broadcast of two CRC state championship basketball games on cable TV.  
- The CRC Connection was awarded a General Excellence award, and three journalism students received individual awards.  
- CRC student Ramandeep Mann was named to the Phi Theta Kappa All-Academic First Team and was selected as Bronze Scholar on Coca-Cola’s 2013 Community College Academic Team. Ailsa Menezes was named to Phi Theta Kappa All-Academic Second Team. |

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| 5. Expand CRC’s role as an innovative educational and community center by supporting the assessment and improvement of teaching and learning through expanded understanding and utilization of assessment processes and best teaching practices. | - The Learning Outcomes Dialog Subcommittee successfully launched the college’s new Course Assessment Reporting Process.  
- In 2012-13 course assessment reports were submitted for 215 sections of 113 different courses in a variety of disciplines. In addition, 11 Activity Assessment Reports were submitted by 10 Student Services departments.  
- Received 70 program assessment plans from 41 different college programs. More than 40% of these reports indicated a need to modify teaching techniques and approximately 20% of those reporting indicated a need for curricular changes.  
- As a result of the college’s utilization of assessment and best teaching practices, the college has seen improvements in several long term outcomes, as illustrated in the table below:  

<table>
<thead>
<tr>
<th>Transfer Velocity</th>
<th>2004-05 Cohort</th>
<th>2006-07 Cohort</th>
<th>Change</th>
<th>Relative Change*</th>
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<tbody>
<tr>
<td>After Six Years</td>
<td>35.26</td>
<td>39.03</td>
<td>3.77</td>
<td>10.69%</td>
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<tr>
<td>Completion of 30 units</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>After Six Years</td>
<td>64.80</td>
<td>67.40</td>
<td>2.60</td>
<td>4.01%</td>
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*Relative change = Change/initial data point |

- Self-Study Planning Agenda items were completed related to assessing evaluation mechanisms and program assessment processes.  
- The newly-required ACCJC Student Learning Outcomes (SLO) Status Report was submitted in October.  
- Workshops and presentations on Best Teaching Practices were offered to faculty focused on educational technologies, video-production and usage, storytelling as a teaching technique, and service learning.  

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| 6. Strengthen CRC’s role as an educational leader by enhancing collaboration with business, educational and community partners. | - CRC and SCC MESA Programs collaborated on a Business Case Study Challenge project, resulting in a four-student joint team receiving first place at the annual Statewide MESA Conference.  
- CRC’s 5th ShareFair, an event to help students learn and observe the impacts of volunteerism and philanthropy, hosted 25 community organizations and collected food, supplies, clothing, books and other items to address community needs.  
- Referrals were made and community agency support was brought to the campus (Turning Point) which expanded mental health services for students.  
- The Career Transitions program continued to work in support of the 28 courses that are articulated with ten area high schools; 119 students received credit.  
- Continued to support the ACE Mentor Programs in middle schools, CTE workshops in middle and high schools and conducted resume-building boot camps for HCIT certificate earners.  
- Collaborated with the regional Building Industry Association to host a Building Inspection Technology (BIT) Career Night. |

*Achieved*
## COSUMNES RIVER COLLEGE
### 2012-13 Desired Outcomes

**GOAL C: ACCESS AND GROWTH**

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| 7. Extend CRC’s role as an open access, student-centered, comprehensive community college by ensuring access to quality programs that meet the needs of our diverse students and community we serve through scheduling and enrollment management. *(Priority 3)* | - CRC received State approval for ten additional transfer degrees (TMC) bringing the total to 15 (11 A.A.-T and 4 A.S.-T.)
- The college continued to offer courses in the Elk Grove community at Cosumnes Oaks High School, with 18 sections and 533 students enrolled during the fall and 19 sections and 551 enrollments during the Spring 2013 semester.
- Faculty, staff and students participated in a day-long Program Planning Summit focused on the development of enrollment management principles to guide effective scheduling of course offerings; The Principles and Values document was approved by the college in the spring.
- Interventions through the Back-on-Track Program reduced the number of students moving to 2nd probation and dismissal.
- The college received a total of 512 student petitions for graduation or certificates after spring workshops, and awarded 770 degrees at its commencement ceremony. |
| 8. Expand CRC’s role as an innovative education and community center by developing an integrated and coordinated communication and outreach strategy including enhanced articulation efforts, and assessment of the impact of enrollment management and Title 5 changes, and branding. | - CRC courses continue to be articulated with local high schools for career/technical programs, including four new courses articulated in Fall 2012 in Engineering Design, Advanced Media, and Radio Production.
- Designed and published CRC’s second annual report “Charting Our Course” as an outreach/accountability tool for internal and external distribution.
- Identified faculty lead to develop entrepreneurship curriculum and to help with forming the Center for Entrepreneurship and Innovation, partially funded by the Chancellor’s Circle.
- Articulation was completed in Architectural Design Program with Cosumnes Oaks and Franklin High Schools.
- Successfully implemented Title 5 changes related to repeatability, course withdrawals, and enrollment priorities.
- 58 students enrolled into GED classes. Thirty-eight students tested at CRC with 19 students (50%) completing all five tests and earning a GED certificate. Five students who earned their certificate have now applied for financial aid for Fall 2013. |

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| 9. Support exemplary educational programs and exceptional student services by improving and expanding facilities and technological resources by assessing and further implementing educational technologies and space modifications to support program quality and growth. | - CRC opened and dedicated new instructional facilities, including the Northeast Technical Buildings, the renovated CRC stadium facility, new athletic fields, and the joint CRC-RT parking structure.  
- The bid for construction of the Art Gallery was awarded in July.  
- CVPA began the acquisition process for upgrades to the television studio, radio lab and Black Box Theatre.  
- The ACCJC Distance Education Substantive Change proposal was drafted for submission to the Commission in early fall. |

Partially Achieved
## COSUMNES RIVER COLLEGE
2012-13 Desired Outcomes

### GOAL D: COMMUNITY, ECONOMIC, AND WORKFORCE DEVELOPMENT

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| 10. Improve CRC’s ability to contribute to the cultural, social and economic well-being of the region by expanding our understanding of community needs as a result of enhanced dialog with the community. | - CRC sponsored the Sacramento-Yolo Banquet for more than 250 students, education and employers to support Career Technical Education programs in the region.  
- The college’s Third Annual Native American Gathering expanded students’ understanding of indigenous peoples through music, art, historical presentations, and cultural exhibits.  
- The Associated Students sponsored a “Rock the Vote” forum and Political Science faculty presented the first Presidential Debate to encourage public awareness and participation in the election process.  
- The college strengthened connections with the Emeriti Association to offer veteran’s scholarships and support to military veteran students.  
- The Planning and Research office facilitated a partnership between the college and Florin High School (FHS) in pursuit of a grant to help FHS implement the Common Core Standards. |

**Partially Achieved**

| 11. Expand CRC’s role as an educational and community center by improving our responsiveness to community needs through the expansion of reciprocal relationships and collaborative efforts. | - The college conducted multiple campaigns to collect and provide needed resources for the Elk Grove Food Bank, WEAVE, Chicks in Crisis and Habitat for Humanity.  
- In cooperation the Elk Grove EDC, the college hosted a “Momentum” event designed to attract investment and jobs to the region.  
- Expanded health services through partnerships with community agencies to begin in Fall 2013.  
- The college hosted a well-attended and uplifting ceremony celebrating the RT receipt of Federal full funding for the south line. |

**Achieved**
## COSUMNES RIVER COLLEGE
2012-13 Desired Outcomes

### GOAL D: COMMUNITY, ECONOMIC, AND WORKFORCE DEVELOPMENT

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</table>
| 12. Improve the effectiveness of programs and services by expanding capacity through resource development efforts by establishing partnerships to support existing and developing programs. | • Resources for veterans’ scholarships and instructional program support were donated by CRC Emeriti Association members and CRC faculty/staff.  
• DMS accreditation visit is scheduled for Fall 2013 due to comprehensive work of an on-loan Sutter program coordinator. The first DMS student cohort completed the program.  
• Grant/sponsorship applications were written and submitted to Kaiser Permanente, Sutter Health and Sam’s Club to support CRC OneBook, signature event fundraising, the ENACTUS Club, and economic/development efforts.  
• The CRC Alumni Association obtained and gave away gifts to all students who participated in the May 2013 commencement ceremony. |

*Partially Achieved*
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<tr>
<th>Goal</th>
<th>Final Achievement Detail</th>
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| 13. Further CRC’s culture by ensuring that our values are reflected through our processes and practices by continuing a high standard of respect for students, colleagues and the environment. | • The CRC Classified Senate was recognized as a Model Classified Senate by California Community College’s Classified Senate (4CS).  
• Worked with FM to design and pilot programs to utilize smart grid technology to automate scheduling of HVAC systems.  
• The Professional Development Committee sponsored a variety of workshops, including Wellness, Cultural Competency, Sexual Harassment Prevention, and Equity in the Workplace.  
• Professor Debra Sharkey and the Student Sustainability Club were recognized for their efforts in educating the campus and sustainable projects benefiting the college and community.  
• The CRC Bookstore sold graduation gowns made from recycled materials to students, displaying the CRC value for sustainable practices and receiving recycling rebates in return. |
| 14. Promote continued excellence amidst rapid growth and increasing complexity by strengthening organizational processes and communication through the assessment and modifications of processes, further integration of the College’s planning processes, and expanded utilization of data-driven decision-making. | • Developed an initial draft of CRC’s first Integrated Planning Manual.  
• PrOF strengthened to respond to the College’s Planning Committee’s assessment, to strengthen the utilization of assessment data, and to create a standardized packet of data for non-instructional programs.  
• The Planning and Research Office disseminated over 20 key reports to constituency groups to support data analysis and inform decision making, including ARCC data, Completion by Design, and longitudinal degree/certificate completion reports.  
• The College Budget and ITMB Committees reviewed and modified their processes to strengthen the link between planning priorities and resources distribution.  
• Completed a mapping document that illustrates the linkages between the College’s Mission Statement, Strategic Plan, Shared Governance Committees and College-wide outcomes.  
• Prepared and implemented staffing and operational plans at Elk Grove Center.  
• Developed and implemented a Facilities Utilization process to ensure optimal use of expanding facilities. |
**COSUMNES RIVER COLLEGE**  
**2012-13 Desired Outcomes**

**GOAL E: ORGANIZATIONAL EFFECTIVENESS**

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| 15. Improve our ability to serve students by enhancing efficiency and employee satisfaction as a result of improved cooperation, collaboration and collegiality among CRC employee groups.  
(Priority 4) | - More than 200 workshops were scheduled during the 2012-13 academic year to facilitate dialog among CRC employees.  
- The Shared Governance Committee has been convened to review and make recommendations on committee structures/charges, communication tools and college participation.  
- The first draft of a CRC Shared Governance manual was completed and submitted for constituency review.  
- A broad constituency leaders group has been established to enhance communication and foster informed dialogue of College/District, State and Federal initiatives.  
- An inaugural Shared Governance Welcome Back/Appreciation Luncheon was held in early September to thank committee leaders for their efforts and to provide overview of the 2012-13 college goals.  
- The CDC’s first Read-A-Thon resulted in CRC employees reading 542 books to children over a period of 100 days.  |

*Partially Achieved*