Citrus College
All Campus Strategic Planning Retreat

May 1, 2007

Getting Started

- Overview of the Agenda
- Table Resources
  - Roster and Agenda
  - Brainstorming Sheet
  - Strategic Planning Summary
  - Theme Summary (the lens and focal point for your strategic planning work this afternoon)
- Table Themes & Brief Introductions
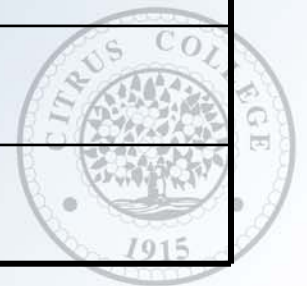 - Name, department/role, time at Citrus

Six Thematic Clusters for Our Strategic Planning Retreat

1. Institutional Commitment

2. Dialogue

3. Evaluation, Planning & Improvement

4. Institutional Integrity

5. Organization
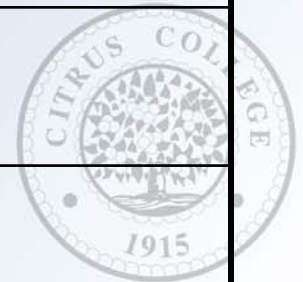
6. Student learning Outcomes

Strategic Planning Retreat: Brainstorming Summary

Key to Retain	Key to Change/Improve

Strategic Planning Worksheet

| KEY TO RETAIN	STRATEGIES	LEAD(S)
KEY TO CHANGE OR IMPROVE	STRATEGIES	LEAD(S)

Context and Purpose of the Survey and the Citrus College Planning Retreat

- To gather the opinions of all Citrus College constituency groups to learn their views about how well the college is doing in a wide variety of areas.
- To use that information and other related data to inform a strategic planning workshop to chart a course for the institution for the 2007-2008 academic year and beyond.
- To establish a new tradition for college-wide engagement, dialogue, assessment, and action planning at Citrus.
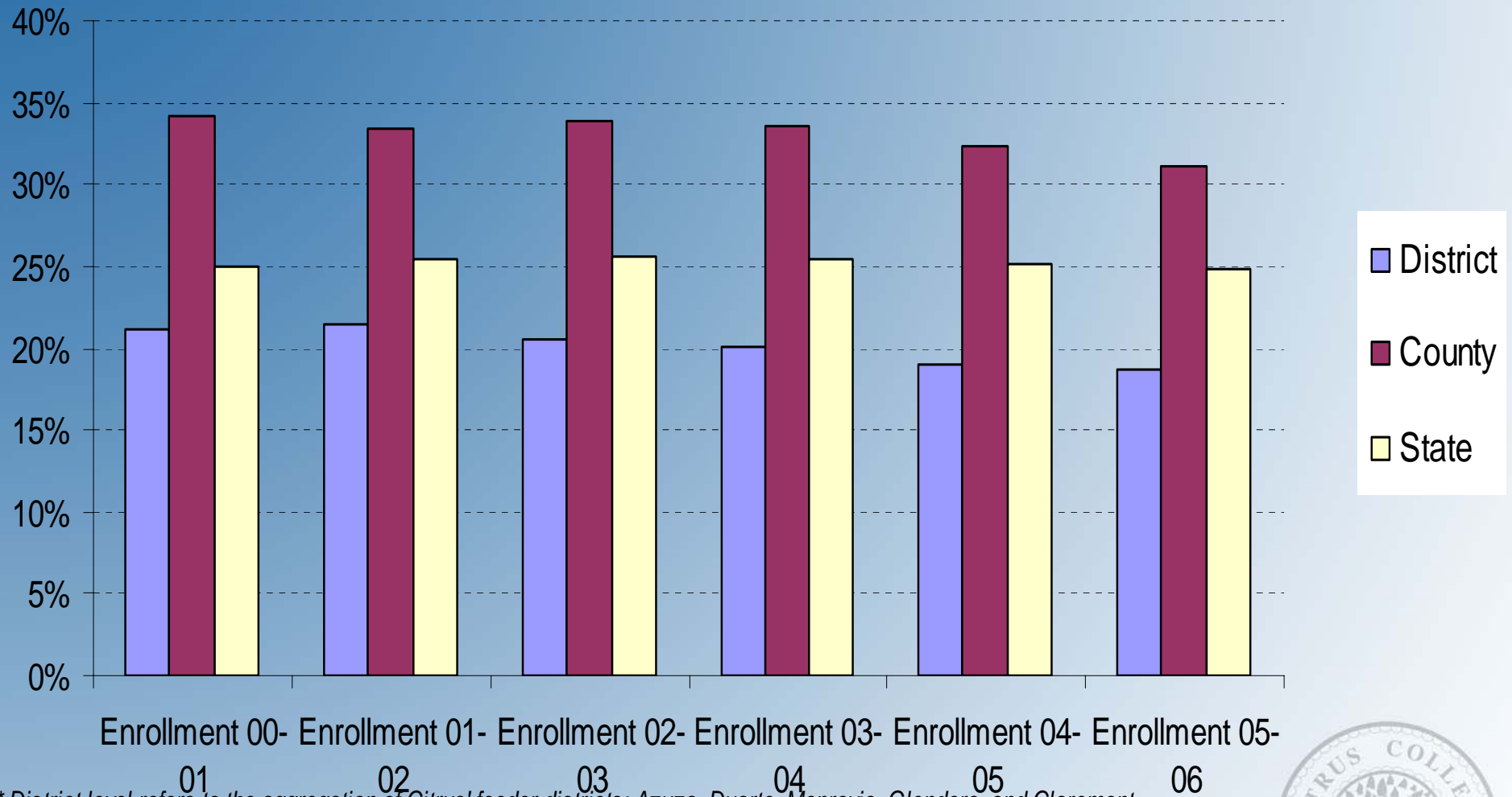
Why This Matters

The college and the region it serves are in a dynamic state of change in areas ranging from service area population growth and change, regional economic & campus development, teaching and learning modalities, and more.
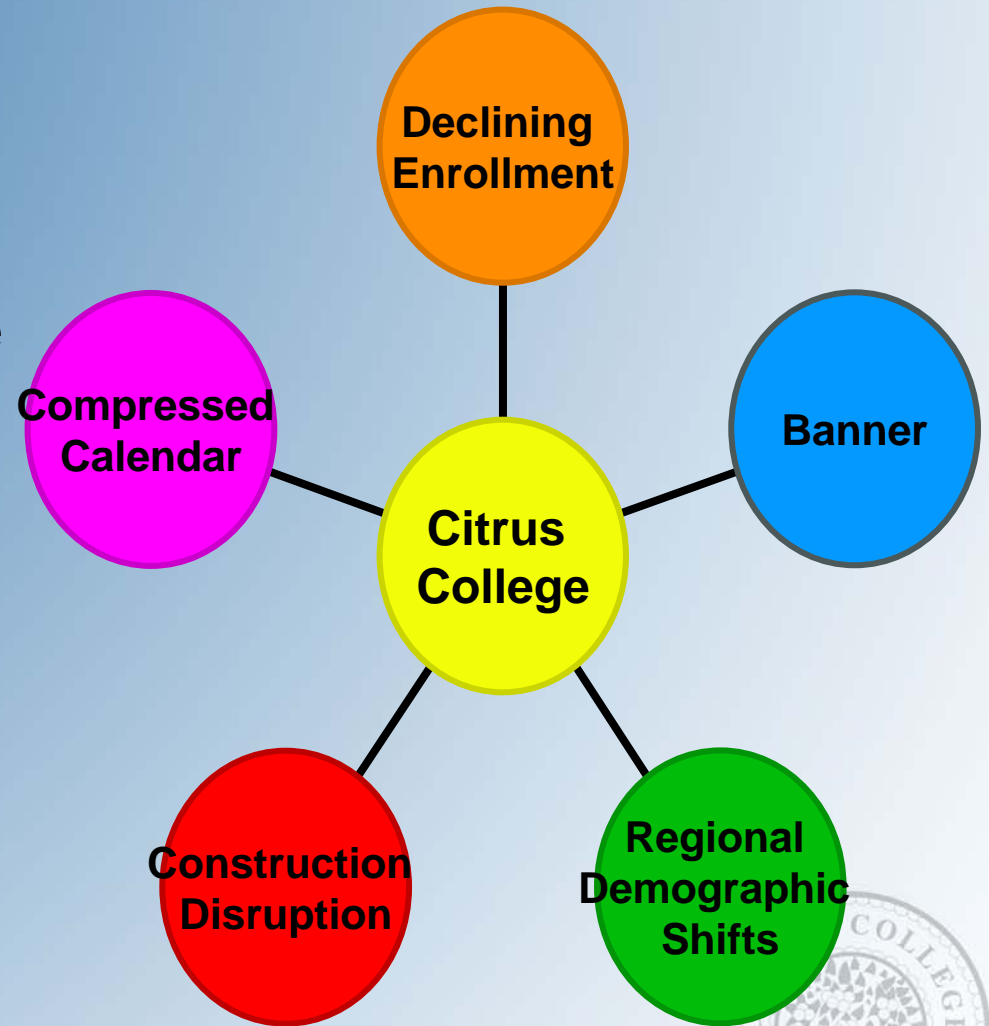
English Learner District*, County, and State Comparison

Legend: District, County, State

District level refers to the aggregation of Citrus' feeder districts: Azuza, Duarte, Monrovia, Glendora, and Claremont

Data Source: Educational Partnership Data 2007
http://www.ed-data.k12.ca.us/

Free/Reduced Lunch Comparison for District*, County, and State

Legend:
- District
- County
- State

| | Enrollment 00-01 | Enrollment 01-02 | Enrollment 02-03 | Enrollment 03-04 | Enrollment 04-05 | Enrollment 05-06 |

District level refers to the aggregation of Citrus' feeder districts: Azuza, Duarte, Monrovia, Glendora, and Claremont

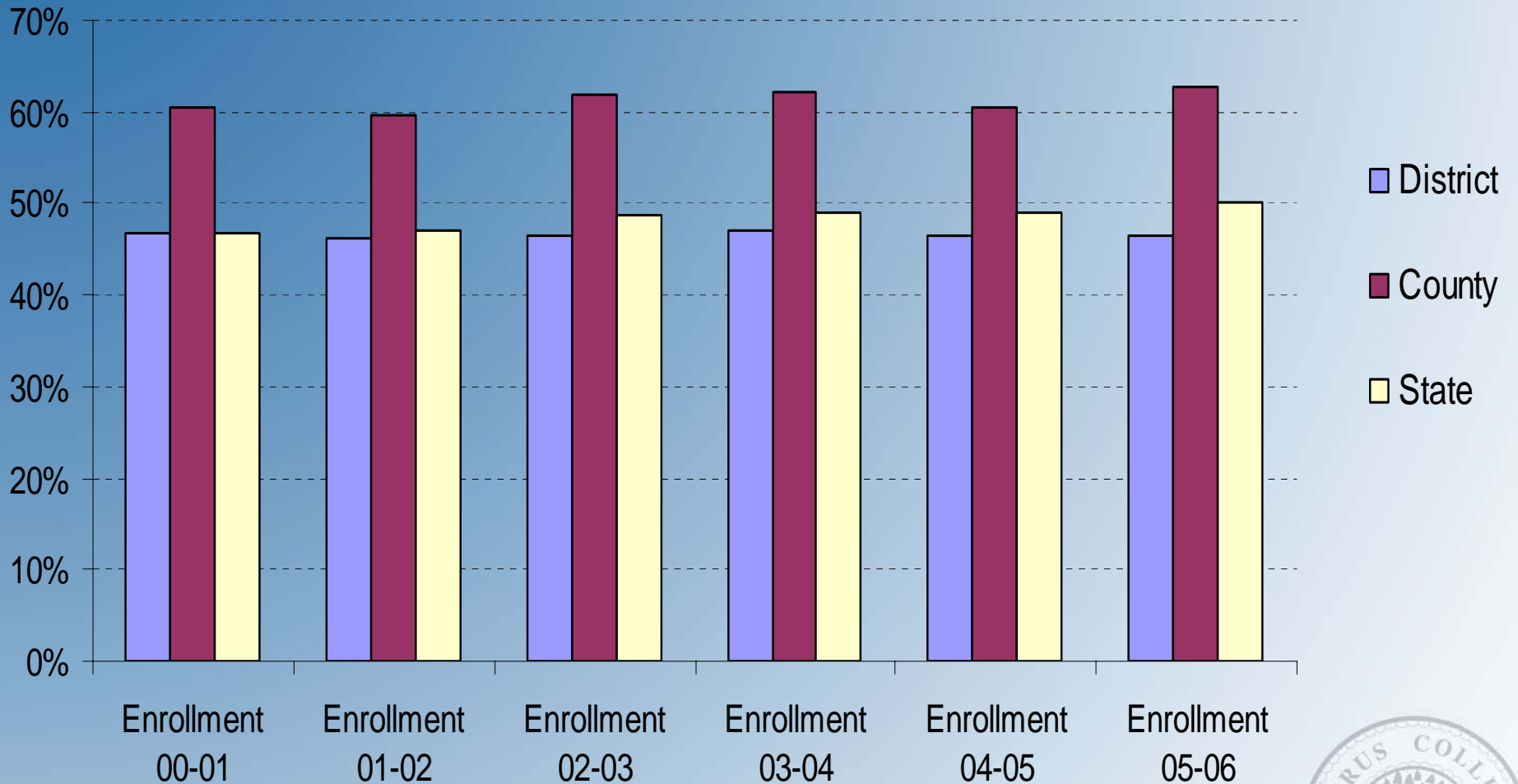Data Source: Educational Partnership Data 2007

http://www.ed-data.k12.ca.us/

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Citrus College

Comparison Between White and Hispanic Students at District*, County, and State Level

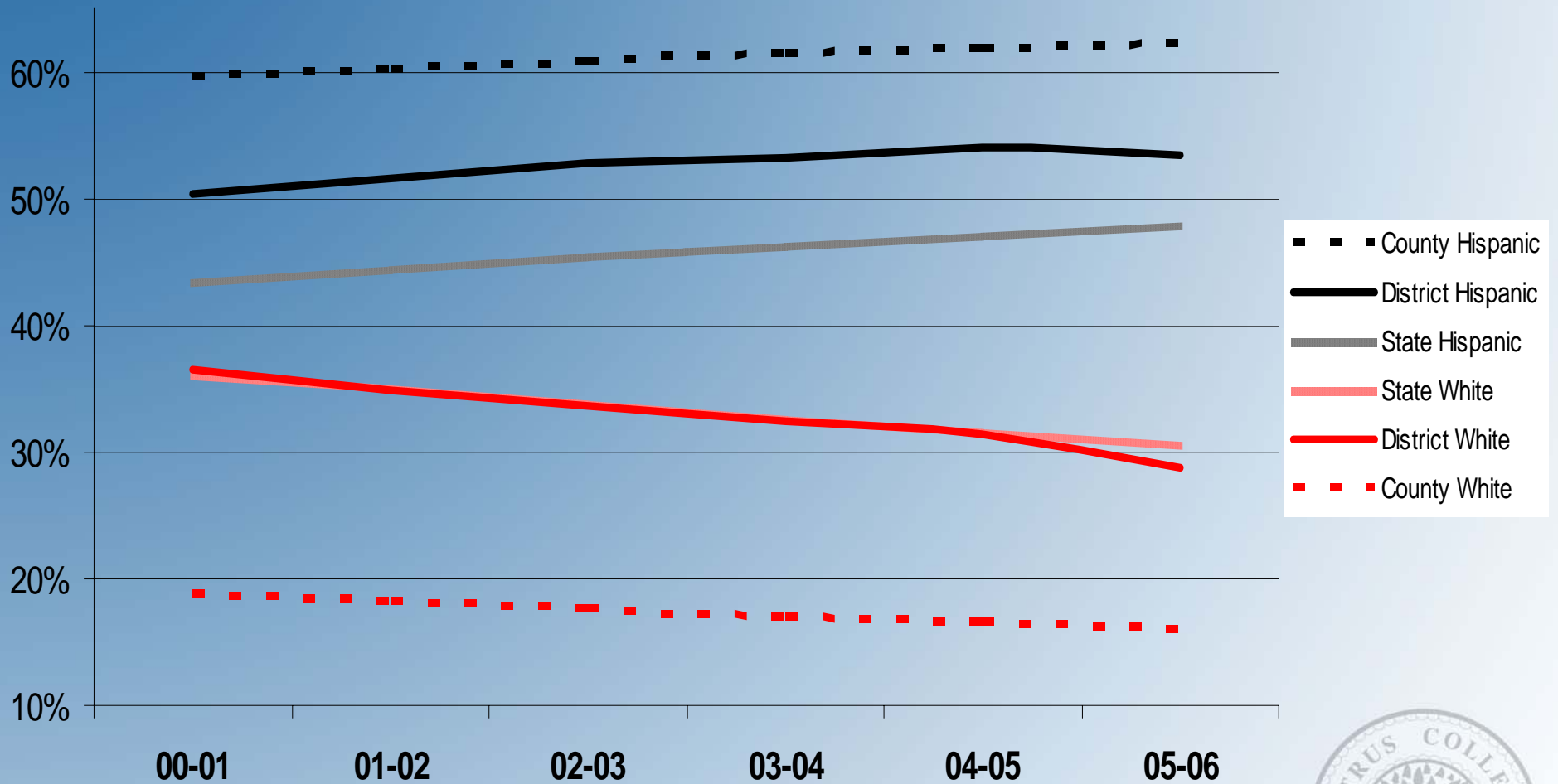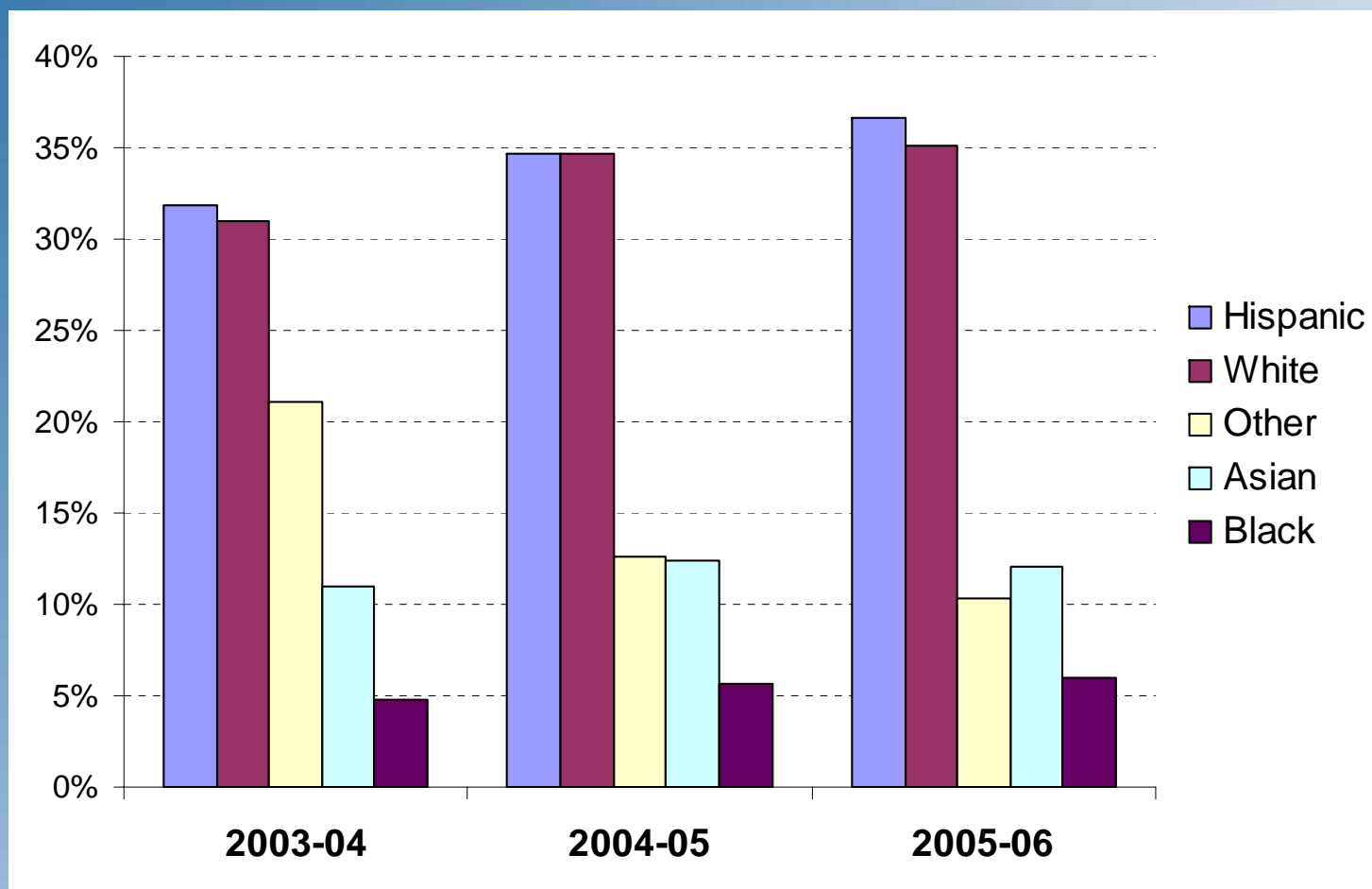* District level refers to the aggregation of Citrus' feeder districts: Azuza, Duarte, Monrovia, Glendora, and Claremont

Data Source: Educational Partnership Data 2007
http://www.ed-data.k12.ca.us/

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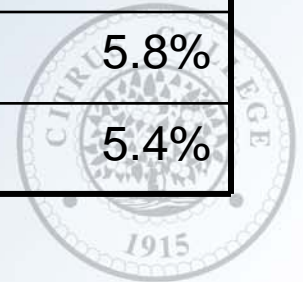# Citrus College Profile: Ethnicity of Students

Data source: ARCC report, 2007. "Asian" included Asian and Filipino; "Other" included Native American, Other Non-White, Pacific Islander, and Unknown/Decline to State.
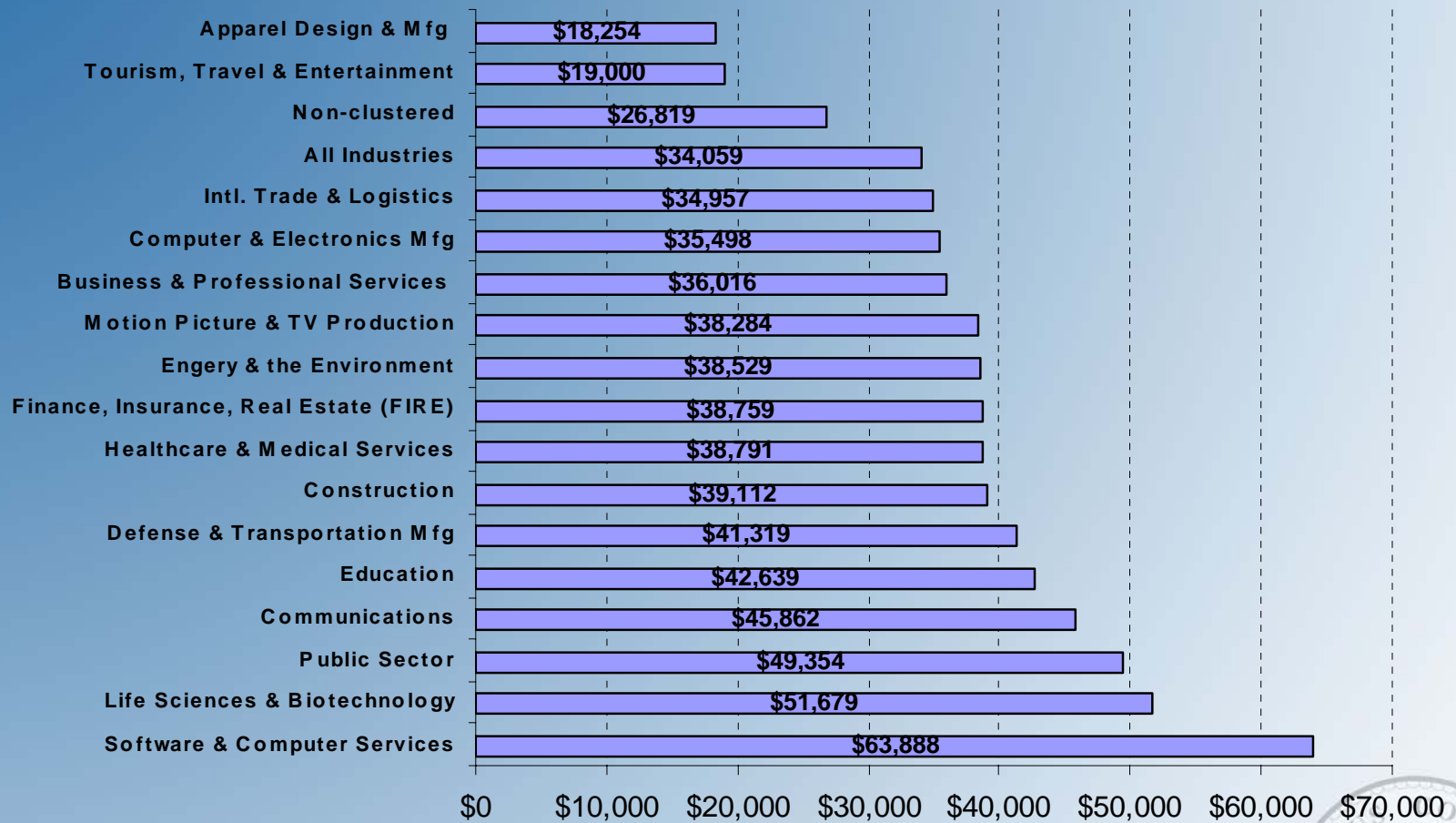
Expected Employment Growth for Los Angeles County: 2005- 2012

(Godbe Research: Conducted for the Los Angeles and Orange County Community College Consortium, August 2006)

| Industry Cluster	Percentage Growth for LA County
Software and Computer Services	31.9%
Tourism, Travel, & Entertainment	13.4%
Life Sciences & Biotechnology	12.5%
Motion Picture and TV Production	10.7%
Business & Professional Management Services	8.7%
Construction	7.6%
Defense & Transportation Manufacturing	6.5%
Education	5.8%
All Industries	5.4%

Median Wage in LA County and Orange County

| Industry	Median Wage
Apparel Design & Mfg	$18,254
Tourism, Travel & Entertainment	$19,000
Non-clustered	$26,819
All Industries	$34,059
Intl. Trade & Logistics	$34,957
Computer & Electronics Mfg	$35,498
Business & Professional Services	$36,016
Motion Picture & TV Production	$38,284
Engery & the Environment	$38,529
Finance, Insurance, Real Estate (FIRE)	$38,759
Healthcare & Medical Services	$38,791
Construction	$39,112
Defense & Transportation Mfg	$41,319
Education	$42,639
Communications	$45,862
Public Sector	$49,354
Life Sciences & Biotechnology	$51,679
Software & Computer Services	$63,888

Godbe Research: Conducted for the Los Angeles and Orange County
Community College Consortium, August 2006

ARCC-Student Progress & Achievement: Degree/Certificate/Transfer
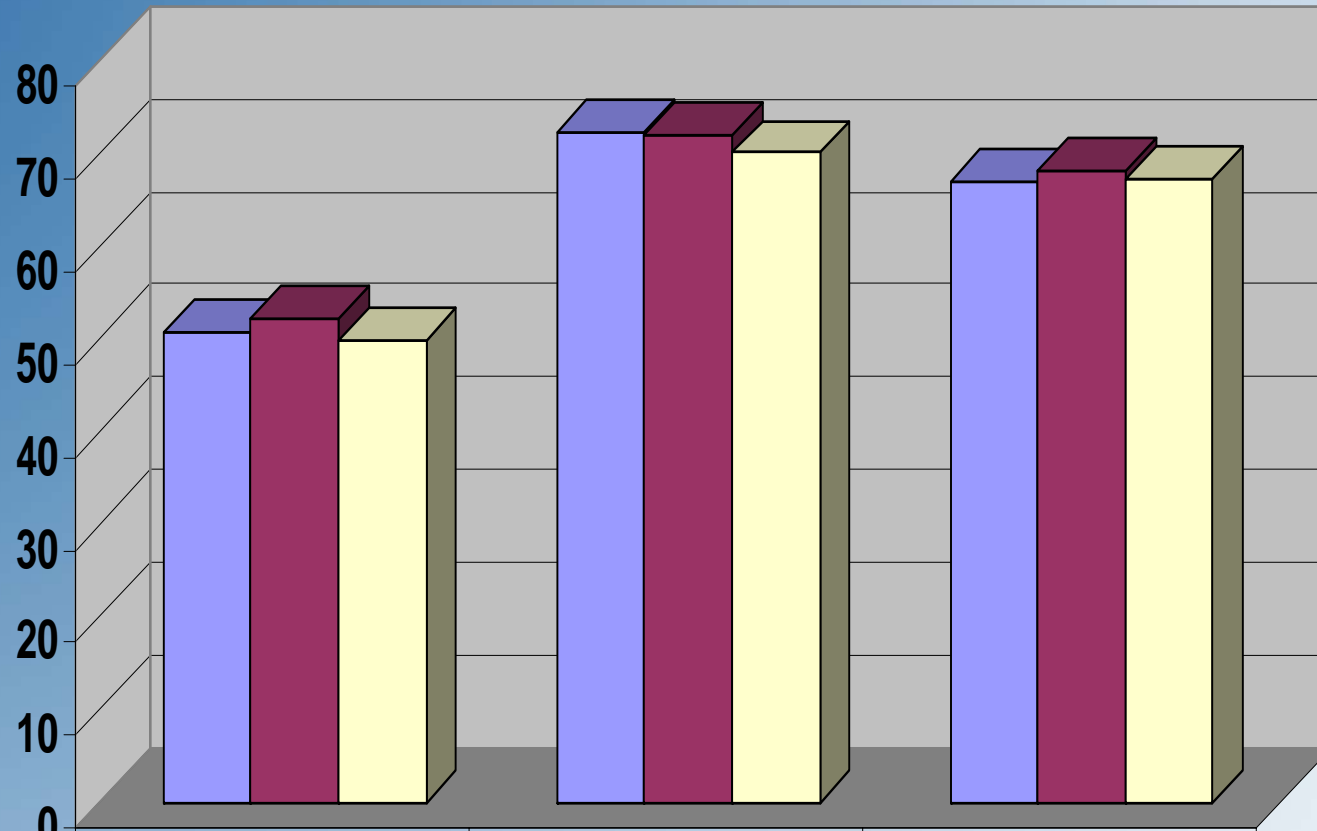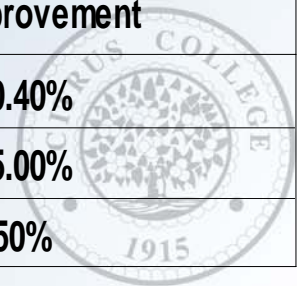

	Progress	Units	Persistence
98/99-03/04	50.9	72.6	67.3
99/00-04/05	52.4	72.3	68.4
00/01-05/06	50.1	70.3	67.5
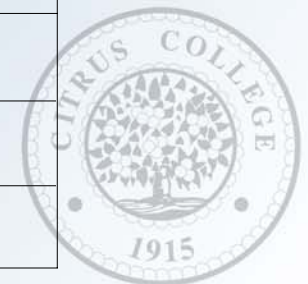
ARCC: Student Progress & Achievement- Occupational and Basic Skills
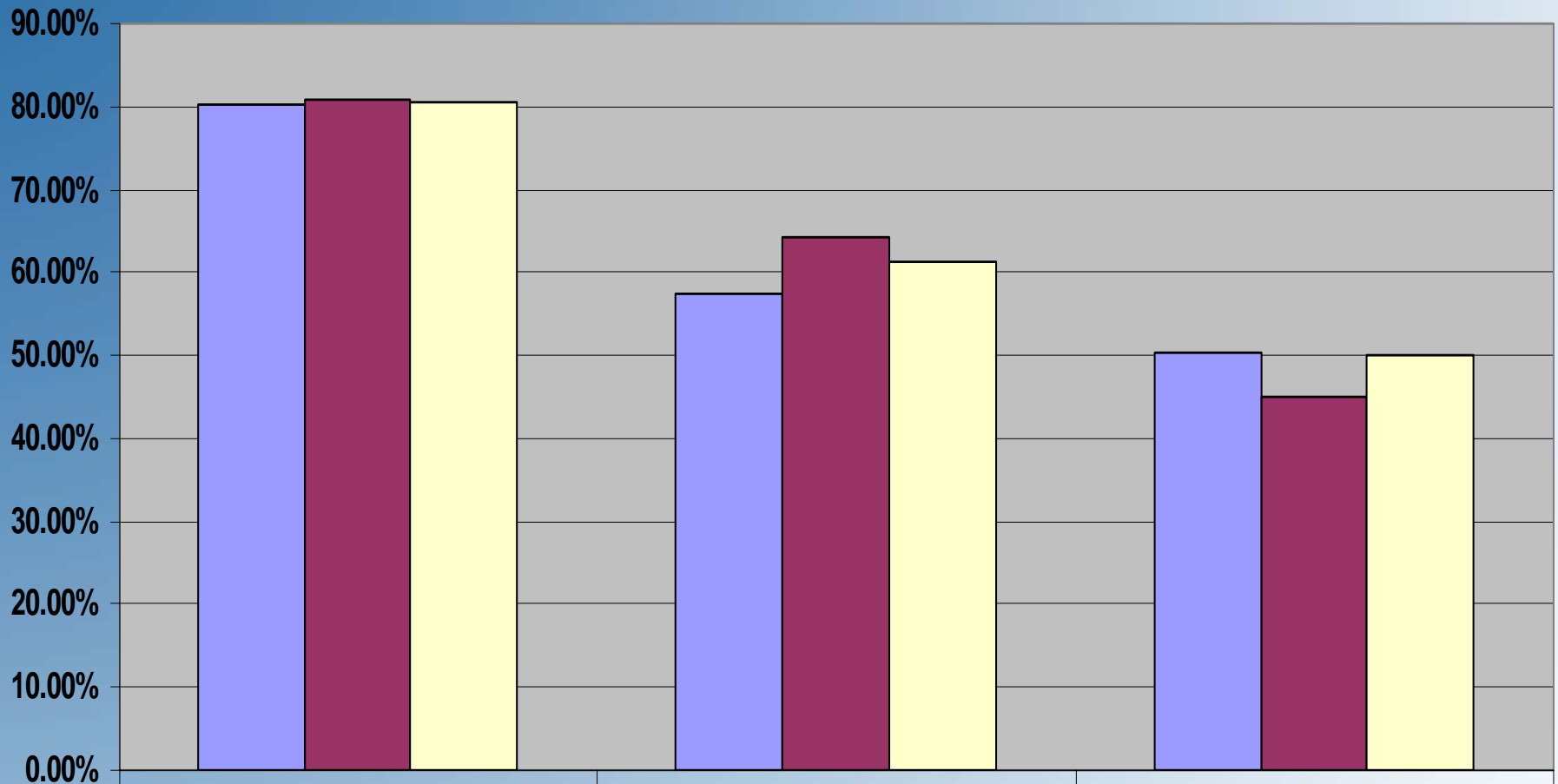
|	SCCR	SBSCR	BS Improvement
98/99-03/04	80.10%	57.50%	50.40%
99/00-04/05	80.70%	64.10%	45.00%
00/01-05/06	80.40%	61%	50%

# Community College Student Survey of Engagement (CCSSE) RESULTS Spring 2006

| ABOVE AVERAGE	BELOW AVERAGE	NOT STATISTICALLY SIGNIFICANT BUT NEEDS ATTENTION
Job Placement Assistance	Students' perception of how often they use critical thinking skills	Use of active and collaborative learning
Satisfaction with Job Placement Assistance	Use of Student Support Services	Helping students cope with non-academic responsibilities
Satisfaction with Child Care	Use of computing and information technology for class	
Skipping Class	Family support for attending this college	
	Understanding people of other cultures	
	Contributing to the welfare of their community	

Citrus College Spring 2007 All-Employee Survey Participation by Constituency
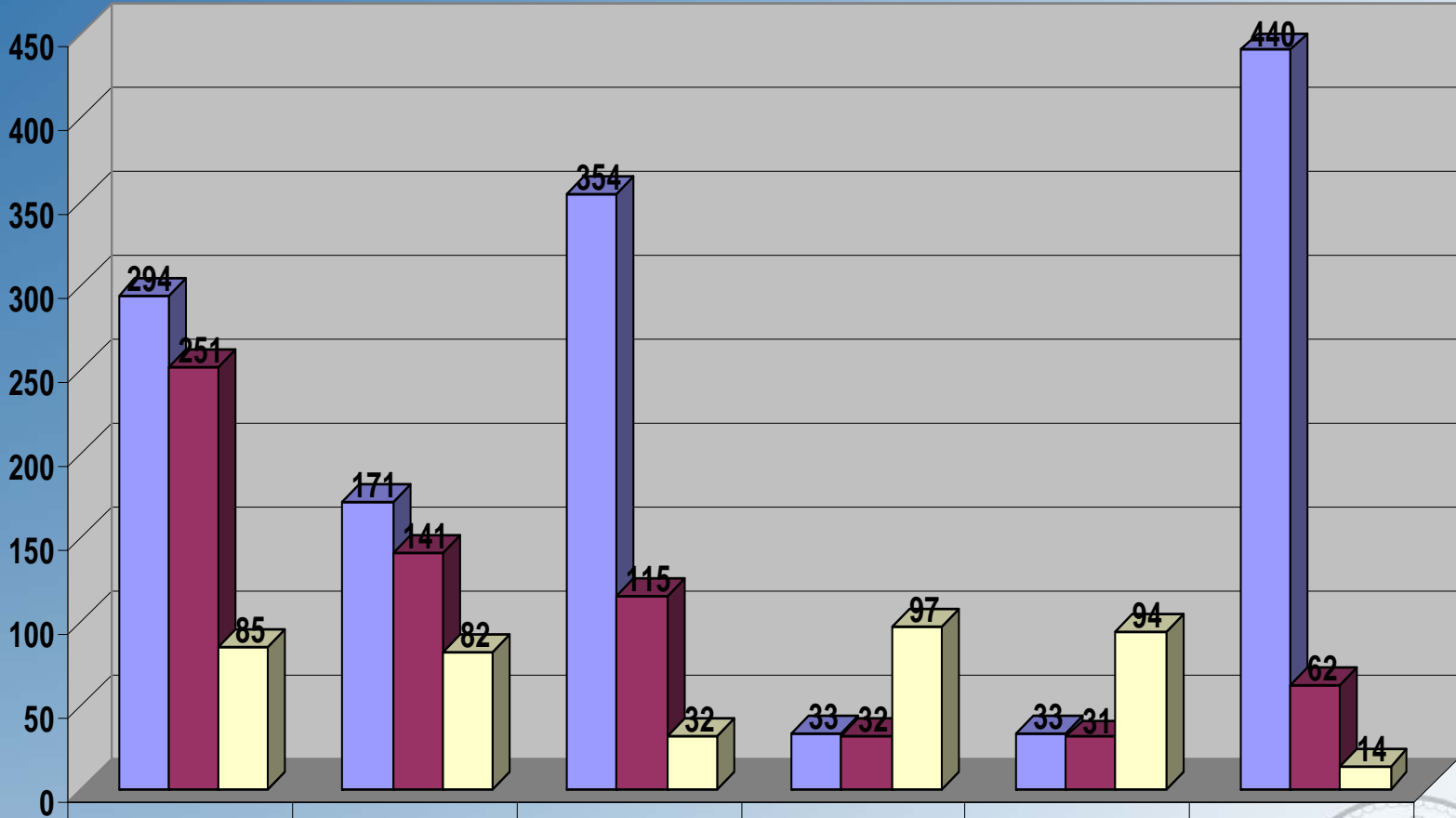

	Classified	FT Faculty	PT Faculty	Con/Spvsr	Mgt	StuWk
Tot Number	294	171	354	33	33	440
Number Part	251	141	115	32	31	62
Percent	85	82	32	97	94	14
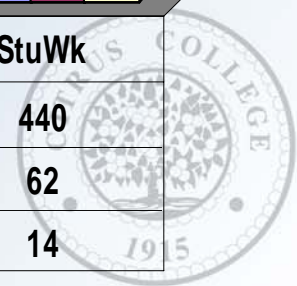
Survey Item: Top Ten Areas of Dissatisfaction	Percent Disagreeing or Strongly Disagreeing
There is adequate parking on campus.	47.6%
The campus lighting is adequate on walkways and in parking lots.	41.9%
Citrus encourages all employees' participation in the decision-making process.	34.4%
Employees have adequate opportunities to participate in the development of financial plans and budgets.	34.3%
I have adequate opportunity for input on facility construction and remodeling for my area.	30.9%
The employee evaluation process is effective.	28.8%
College budget decisions are based upon input from all college constituencies.	28.8%
The opinions of employees are given appropriate weight in matters of institutional importance.	26.6%
I have access to information about crime and accident prevention.	26.6%
Citrus provides sufficient opportunities for promotion.	25.9%
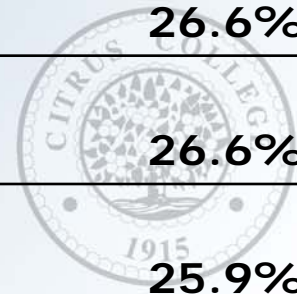
Survey Item: Top Ten Areas of Satisfaction	Percent Agreeing or Strongly Agreeing
I am aware of and support the college mission.	93.3%
My area seeks to provide excellent service to students.	92.0%
I feel safe on campus.	90.9%
The campus is equally supportive of all genders.	89.9%
I know where to refer students to various support services on campus such as Financial Aid and DSPS.	89.7%
Citrus College actively works toward fulfilling its vision and mission.	89.0%
The campus is equally supportive of all racial/ethnic groups.	87.5%
Citrus provides a high quality learning experience for students.	87.4%
I am satisfied with my current assignment.	86.6%
The college deals with students in a fair and ethical way.	86.6%
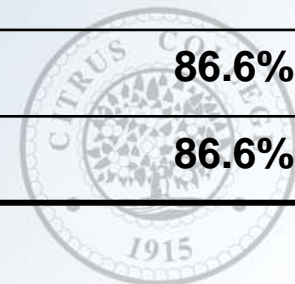
The Top Five Things About Working at Citrus: All Groups

1. Nice people and dedicated employees
2. The opportunity to work with students
3. Nice environment and welcoming culture
4. Good manager and supervisor
5. The work I do and flexibility

Top Five Things to Change or Improve: All Groups

1. Facility, lighting and the mail service
2. Communication
3. Management
4. Parking
5. Human Resources and hiring

Identifying What Works and Embracing Change through Dialogue

- What are the key assets in my area that are already in place at Citrus and need to be **retained**?
  - Areas of high satisfaction
  - Best things about Citrus
  - Your college experience and knowledge
- What areas for **change** and improvement that need to be addressed right away?
  - Areas of low satisfaction
  - Things about Citrus that could be improved
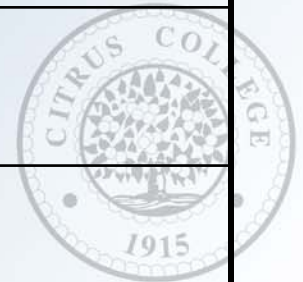 - Your college experience and knowledge

Strategic Planning Retreat: Brainstorming Summary
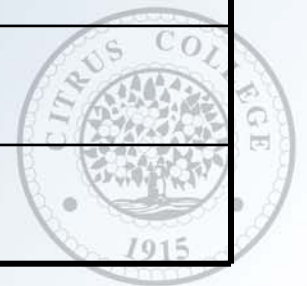
Key to Retain	Key to Change/Improve

Strategic Planning Worksheet

KEY TO RETAIN	STRATEGIES	LEAD(S)
KEY TO CHANGE OR IMPROVE	STRATEGIES	LEAD(S)

Framework for Group Reports

- Three minutes per group
- Entire summary sheet will be incorporated into the retreat proceedings
- Key priority area to retain (with a sample strategy and lead)
- Key priority area to change or improve (with a sample strategy and lead)