



A Plan for Student Success



CALHOUN
COMMUNITY
COLLEGE

Your Community. Your College. Your Future.

PLANNING COUNCIL

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Message from the President

At Calhoun Community College, our primary purpose is creating an environment that fosters student success. Whether a student is pursuing employment, planning to transfer to a four-year institution, enrolling in our Adult Education program, or taking a course or two for personal or professional development, we are committed to helping that student achieve his or her goal. We vigorously seek evidence that reveals problem areas needing improvement and identifies which strategies are producing positive results.

This Plan for Student Success is the second publication of data related to the Core Indicators of Student Success originally adopted by the College's Planning Council in Spring 2007. How do we know when a student is successful? When the data in these Core Indicators suggest improvement, we know we have established a supportive environment that encourages student success.

The Core Indicators of Student Success are:

- **Course Completion Rates**
- **Graduation Rates**
- **Raising Student Aspirations**
- **Student Satisfaction Rates**
- **Student Placement and Employment Rates**
- **Student Retention Rates**
- **Transitional/Developmental Student Success Rates**
- **General Education Outcome Achievement Rates**
- **Licensure and Certification Rates
(Programs/Students/Instructors)**
- **Community Responsiveness Rates**

The College is committed to following data related to these Core Indicators for at least the next two years. Academic Units and Administrative Offices are encouraged to monitor changes in the Core Indicators and develop goals, processes, and strategies which support positive change in the Indicators.

As our mission states, we are focused on "ensuring student success and promoting community development and cultural enrichment." The Plan for Student Success captures our progress in achieving that mission.

Core Indicator 1

SUCCESSFUL COURSE COMPLETION RATES

Benchmark: To meet or exceed the 90th percentile course retention and success rates in general education courses as determined by the Aggregate Data for 2009 National Community College Benchmark Project.

Strategies for improving successful course completion rates:

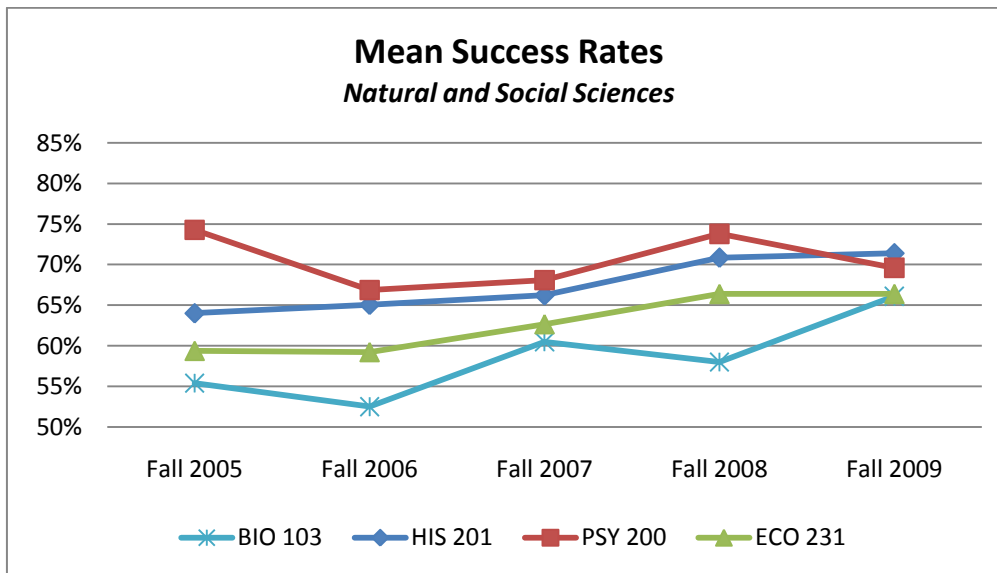
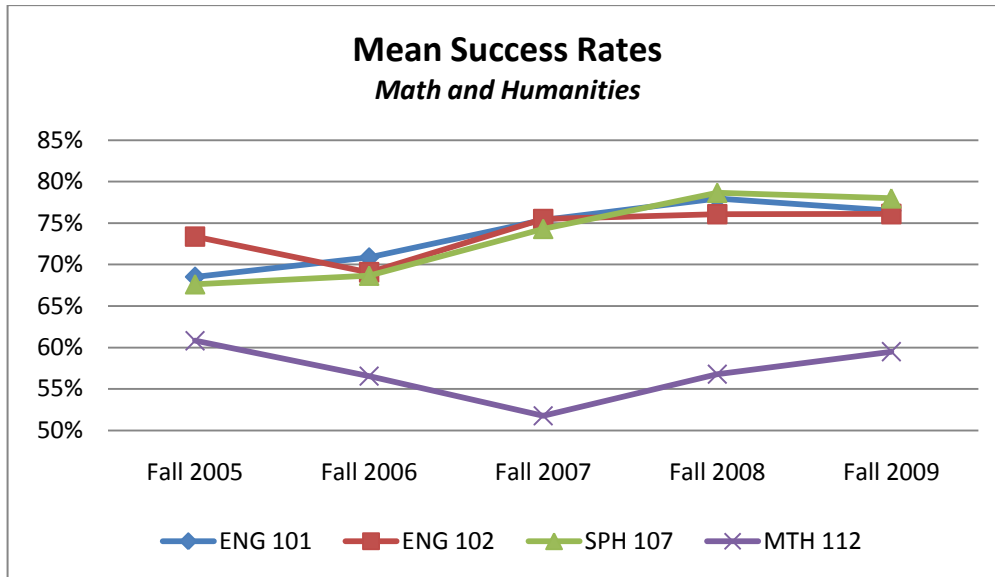
- Encourage Attendance
- Encourage Student Commitment
- Provide Quality Instruction

COURSE	2009 COURSE RETENTION GOAL	Fall 2009 CALHOUN COURSE RETENTION	BENCHMARK COMPARISON INDICATOR	2009 COURSE SUCCESS GOAL	Fall 2009 CALHOUN COURSE SUCCESS	BENCHMARK COMPARISON INDICATOR
Courses Included in the Benchmark Project						
ENG 101	94.1%	93.2%	↓	78.9%	76.5%	↓
ENG 102	91.9%	90.2%	↓	77.7%	76.1%	↓
SPH 107	94.8%	92.7%	↓	84.7%	78.0%	↓
MTH 112	91.3%	81.9%	↓	73.6%	59.5%	↓
For the following courses, the benchmark is based on institution-wide success rate for all credit courses (79.3%) and institution-wide retention rate for all credit courses (82.1%)						
BIO 103	82.1%	90.7%	↑	79.3%	66.1%	↓
HIS 201	82.1%	92.4%	↑	79.3%	71.4%	↓
PSY 200	82.1%	91.8%	↑	79.3%	69.6%	↓
SOC 200	82.1%	94.4%	↑	79.3%	76.9%	↓
ECO 231	82.1%	91.5%	↑	79.3%	66.4%	↓

Source: Calhoun grade distribution reports

Note: Retention rate is % completed (A,B,C,D,F,P, IP,I) of all grades (A,B,C,D,F,P,IP,I,W); Success rate is % successfully completed (A,B,C) of all Grades (A,B,C,D,F,I,IP,W)

Fall-to-Fall Trends in Core Indicator 1



2008-09 Actions Related to Successful Completion Rates

- Initiated FCconnect for electronic attendance taking
- Academic Deans reviewed course success rates each semester
- Monitored students in the ROADS program

Core Indicator 2

GRADUATION RATES

Benchmark 1: Calhoun's 2008 graduation rate of 10% will meet or exceed that of Alabama 2-year colleges of similar size in enrollment.

Benchmark 2: To meet or exceed the national graduation rate for associate-degree students as determined by the National Center for Educational Statistics.

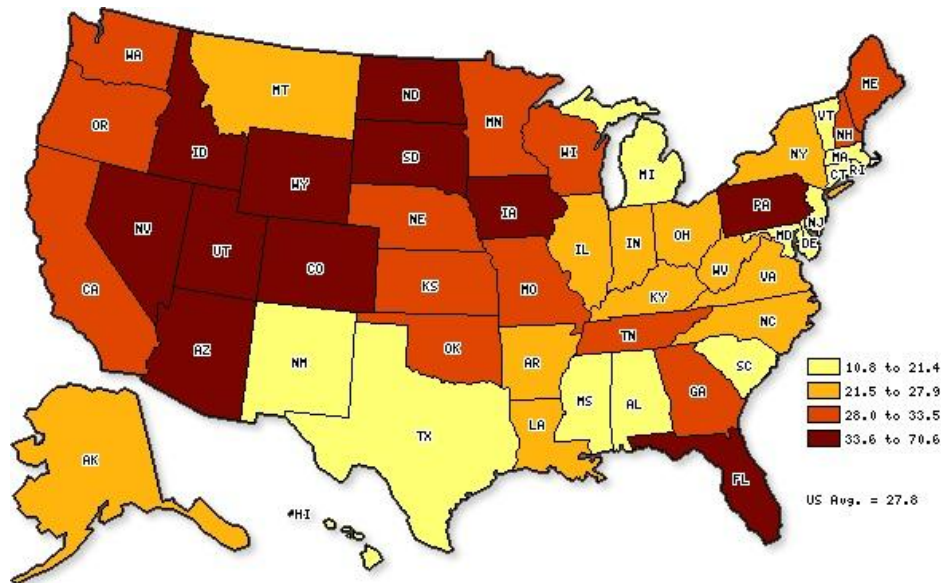
Strategies for improving graduation rates:

- Advise Students to Graduate
- Provide Schedule that Allows Timely Graduation
- Retain Students Course-to-Course and Within Courses

Institution	Fall 2009 Enrollment	2008 Graduation Rate	2008 Calhoun Graduation Rate	Benchmark Comparison Indicator
Calhoun Community College	11,181	10%	10%	NA
Jefferson State Community College	8,387	9%	10%	↑
Gadsden State Community College	6,814	20%	10%	↓
Wallace State Hanceville	6,281	26%	10%	↓
Shelton State	5,675	10%	10%	↔
Southern Union Community College	5,113	14%	10%	↓

Source: Graduation rates reported in IPEDS; Graduation rate determined by tracking full-time, degree- or certificate-seeking students for 150% of "normal time" to complete the program.

Three-Year Graduation Rates for Associate Students - 2007



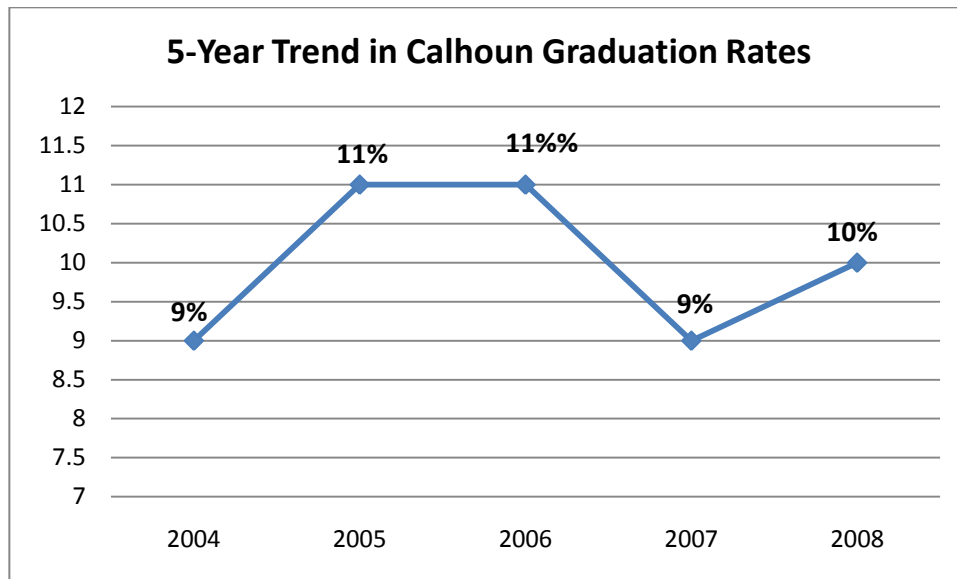
Source: NCES, IPEDS Graduation Rate Survey

CALHOUN GRADUATION RATE COMPARED TO NATIONAL GRADUATION RATE

Calhoun 2008 Graduation Rate	National Average Graduation Rate	Benchmark Comparison Indicator
10%	27.8%	↓

Source: NCES

Year-to-Year Trends in Core Indicator 2



Source: IPEDS

2008-09 Actions Related to Graduation Rates

- Increased marketing of graduation
- Reduced application for graduation fee to \$20
- Advisors stressed importance of graduation during advising sessions

Core Indicator 3

RAISING STUDENT ASPIRATIONS

Benchmark 1: To meet or exceed the CCSSE “other large community college” cohort means for item stating, “This College contributed to your knowledge, skills, and personal development in developing clearer career goals.”

Benchmark 2: To achieve 90% or higher agreement on internal college surveys related to increasing aspirations.

Strategies for improving student aspirations:

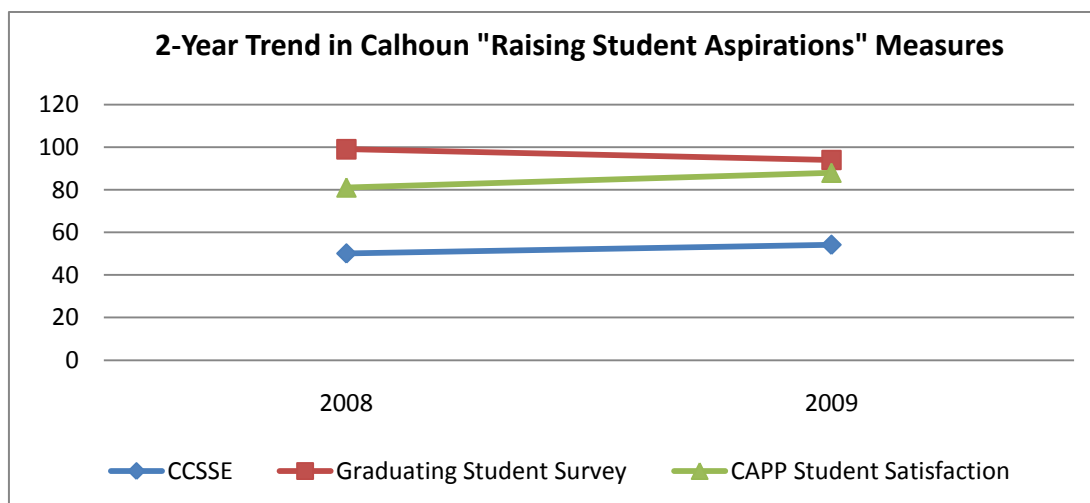
- Helping Students Recognize their Capabilities
- Providing Motivational Opportunities
- Increasing Student and Faculty Awareness of Career Pathways

Name of the Survey	Item	Question	2009 Calhoun Score		Benchmark Comparison Indicator
CAPP Student Satisfaction	10	The orientation class provided me with useful guidance about my college career goals.”	88%		↓
Graduating Student Survey	3	“Calhoun helped me reach my goal.”	94%		↑
CCSSE	12n	“This college contributed to your knowledge, skills, and personal development in developing clearer career goals” (student responds either “quite a bit” or “very much”)	<u>Calhoun</u> 54.2%	<u>CCSSE</u> 55.4%	↓

Source: Calhoun Internal Surveys (CAPP and Graduating Student Survey) and National Survey (CCSSE)

Note: CCSSE comparison group based on “other large college” cohort

Year-to-Year Trends in Core Indicator 3



2008-09 Actions Related to Increasing Student Aspirations

- Monitored students through ROADS, Emerging Scholars, Upward Bound, etc.
- Hosted “On the Road to Student Success” with nationally recognized Dennis Rahiim Watson

Core Indicator 4

STUDENT SATISFACTION RATES

Benchmark 1: To achieve 90% satisfaction or higher on the CAPP student satisfaction items.

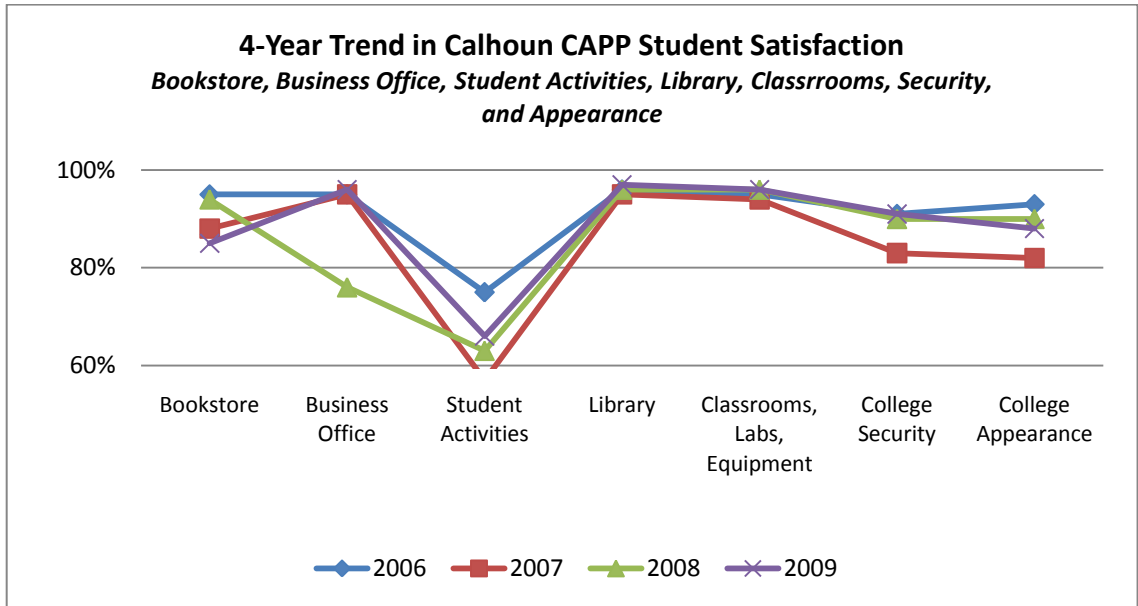
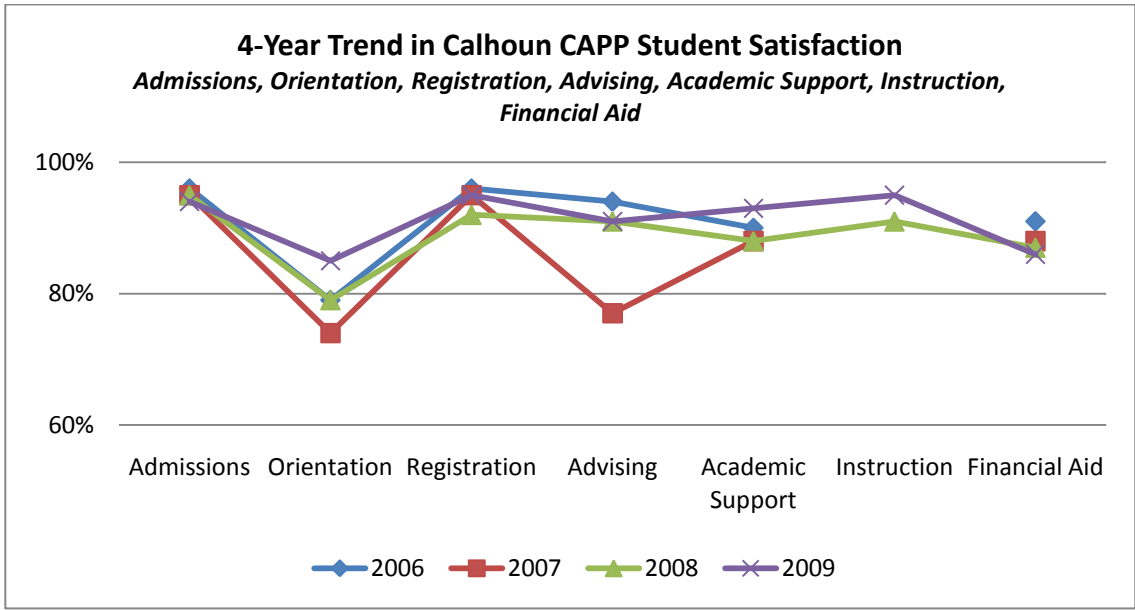
Benchmark 2: To meet or exceed the CCSSE “other large college” cohort national mean for satisfaction items.

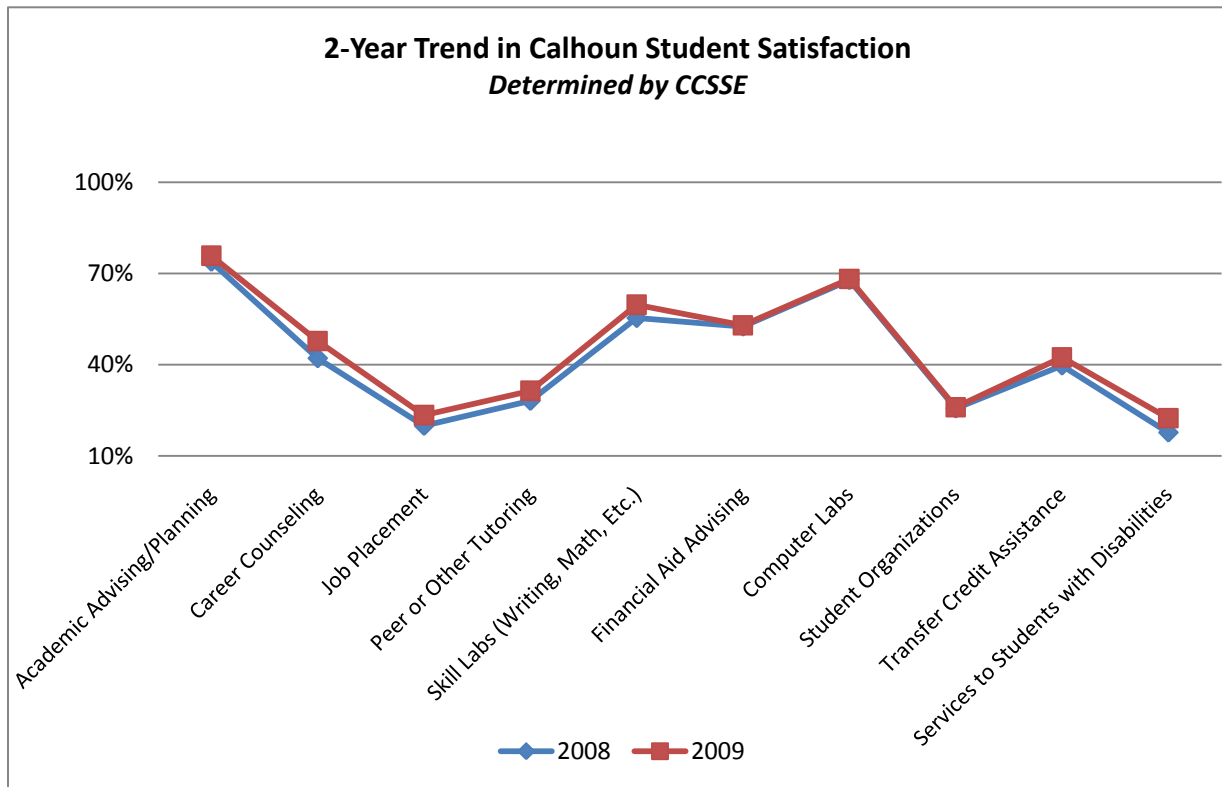
Strategies for improving student satisfaction:

- Providing Quality Instruction
- Addressing Student Concerns and Communicating Action to Students
- Communicating with Students Respectfully and Professionally

Item	Question	2009 Calhoun Score	Benchmark Comparison Indicator	
CAPP Student Satisfaction Survey				
7	Overall, I am satisfied with the admissions process.	94%	↑	
16	Overall, orientation was a valuable experience for me.	85%	↓	
26	Overall, I am satisfied with the registration process.	95%	↑	
33	Overall, I am satisfied with the advising process.	91%	↑	
39	Overall, I am satisfied with the college labs and academic support.	83%	↓	
43	Overall, I am satisfied with the quality of instruction.	95%	↑	
50	Overall, I am satisfied with the financial aid application process.	86%	↓	
59	Overall, I am satisfied with the book store.	85%	↓	
67	Overall, I am satisfied with the services of the Business Office.	96%	↑	
73	Overall, I am satisfied with out-of-class activities.	66%	↓	
88	Overall, the Library's electronic information access (Internet, Virtual Libraries) meets student needs.	97%	↑	
102	Overall, I am satisfied with the quality of the equipment for learning.	96%	↑	
108	Overall, I feel safe while I am at the college.	91%	↑	
116	Overall, I am satisfied with the maintenance of the college.	91%	↑	
117	Overall, I am satisfied with the appearance of the college.	88%	↓	
CCSSE Survey				
	<i>Somewhat or Very Satisfied with</i>	Calhoun	CCSSE	
13a2	Academic Advising/Planning	75.8%	70.3%	↑
13b2	Career Counseling	47.8%	44.7	↑
13c2	Job Placement	23.4	21.8	↑
13d2	Peer or Other Tutoring	31.4	39.9	↓
13e2	Skill Labs (Writing, Math, Etc.)	59.7	49.4	↑
13g2	Financial Aid Advising	52.9	47.1	↑
13h2	Computer Labs	68.2	70.8	↓
13i2	Student Organizations	26	27.6	↓
13j2	Transfer Credit Assistance	42.4	37.8	↑
13k2	Services to Students with Disabilities	22.4	17.2	↑

Year-to-Year Trends in Core Indicator 4





Note: CCSSE administered in 2008 and 2009 only

2008-09 Actions Related to Increasing Student Satisfaction

- President met in open forum with students to solicit input on two occasions—one in Huntsville and one in Decatur—in September 2008
- Enrollment Management Task Force conducted focus groups in February 2009 including 66 students
- Conducted Student Satisfaction Survey and CCSSE Surveys
- Provided Customer Service cards to solicit input from students

Core Indicator 5

TRANSFER SUCCESS RATES

Benchmark: To meet or exceed the state average in percent of transfer students achieving GPA of either 2.0 or 3.0 after completing 60+ semester credit hours at a two-year institution in the Alabama Community College System.

Strategies for improving transfer success rates:

- Advising Students with an Educational Plan, Career Choices, and STARS
- Encourage Student Commitment

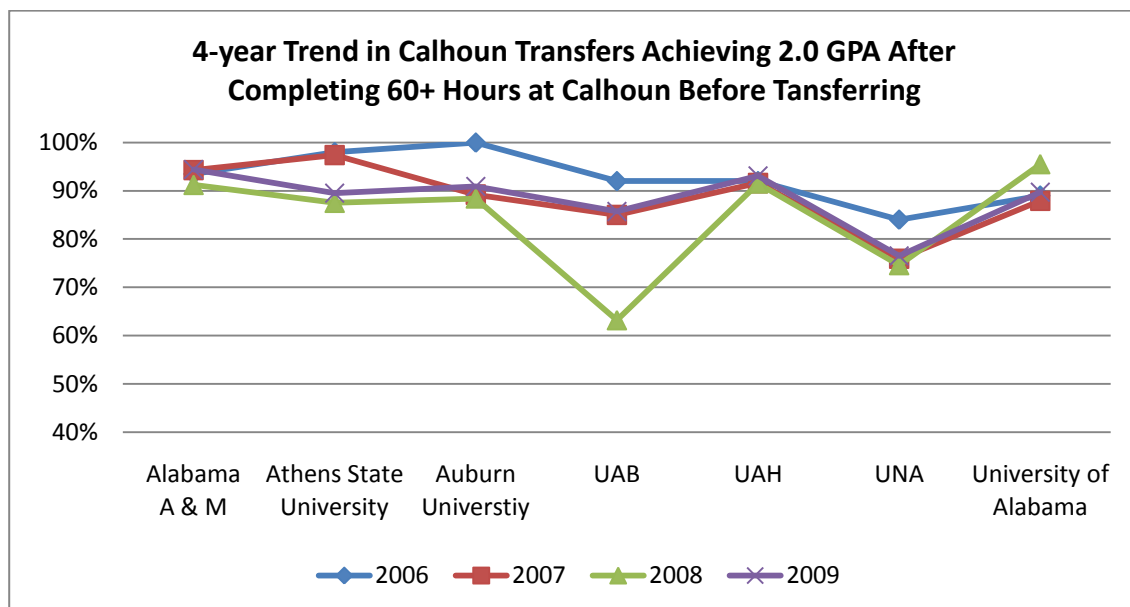
Transfer Institution	Number Transferring	% Earning 2.0 GPA or higher	2008 State Average %	Benchmark Comparison Indicator	% Earning 3.0 GPA or higher	2008 State Average %	Benchmark Comparison Indicator
Alabama A&M	36	94%	92%	↑	58%	50.6%	↑
Athens State	95	89%	92%	↓	75%	50.6%	↑
Auburn	55	91%	92%	↓	35%	50.6%	↓
U of A	68	90%	92%	↓	32%	50.6%	↓
UAB	28	86%	92%	↓	43%	50.6%	↓
UAH	335	93%	92%	↑	47%	50.6%	↓
UNA	81	77%	92%	↓	43%	50.6%	↓

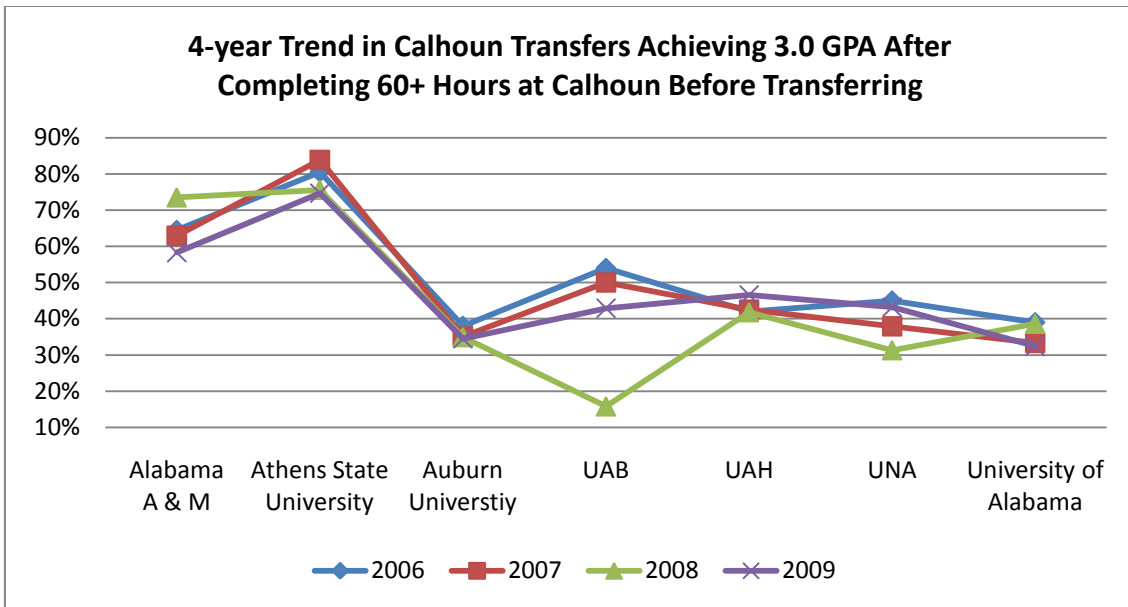
Source: CAPP 2009 Profile

Note: Data based on the percent of students earning 60 or more semester credit hours at Calhoun, transferring to a state university, and achieving a 2.0 or better GPA after attempting 30 or more semester credit hours. At least 10 students must have transferred to the four-year institution to be included in the data set.

Note: Statewide 2009 data unavailable at publication time; benchmark represents statewide average for 2008

Fall-to-Fall Trends in Core Indicator 5





2008-09 Actions Related to Successful Transfer Rates

- Partnered with the University of Alabama to hire a grant-funded transfer advisor
- Hosted various four-year institutions on campus throughout the year
- Conducted the annual “Articulation Day” in February 2009

Core Indicator 6

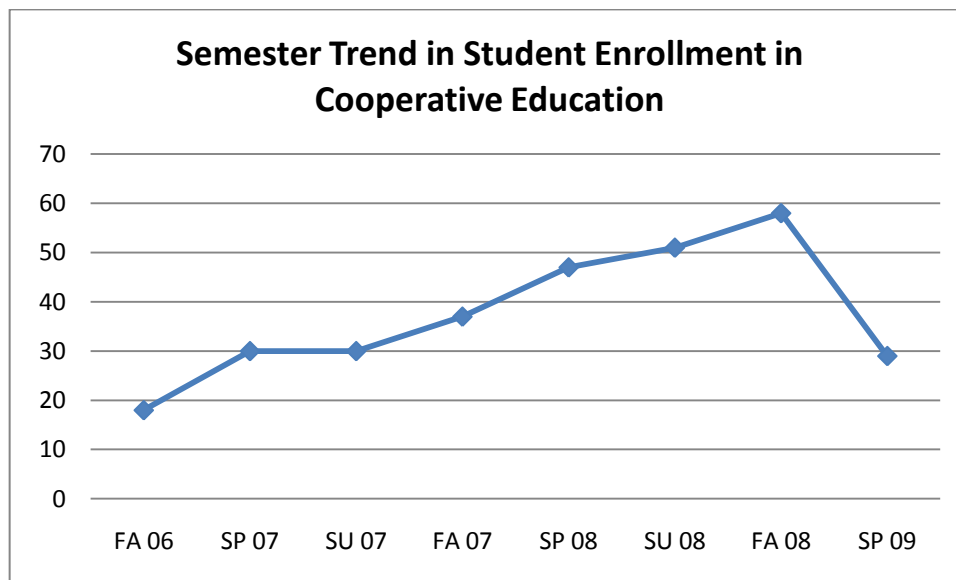
STUDENT PLACEMENT AND EMPLOYMENT RATES

Strategies for improving placement and employment rates:

- Providing Real-World Experience through Practicum, Internships, Service Learning, and Cooperative Education
- Providing Job Placement Services

NUMBER OF CALHOUN STUDENTS ENROLLED IN COOPERATIVE EDUCATION	
Semester	Number of Students
Fall 2006	18
Spring 2007	30
Summer 2007	30
Fall 2007	37
Spring 2008	47
Summer 2008	51
Fall 2008	58
Spring 2009	29

Semester-to-Semester Trends in Core Indicator 6



2008-09 Actions Related to Student Placement and Employment Rates

- Constructed a Career Services website allowing employers to post job openings
- Hosted Career Fair in Spring 2009

Core Indicator 7

STUDENT RETENTION RATES

Benchmark: To meet or exceed the 90th percentile fall-to-fall retention of first-time students as reported in the Aggregate Data for 2009 National Community College Benchmark Project.

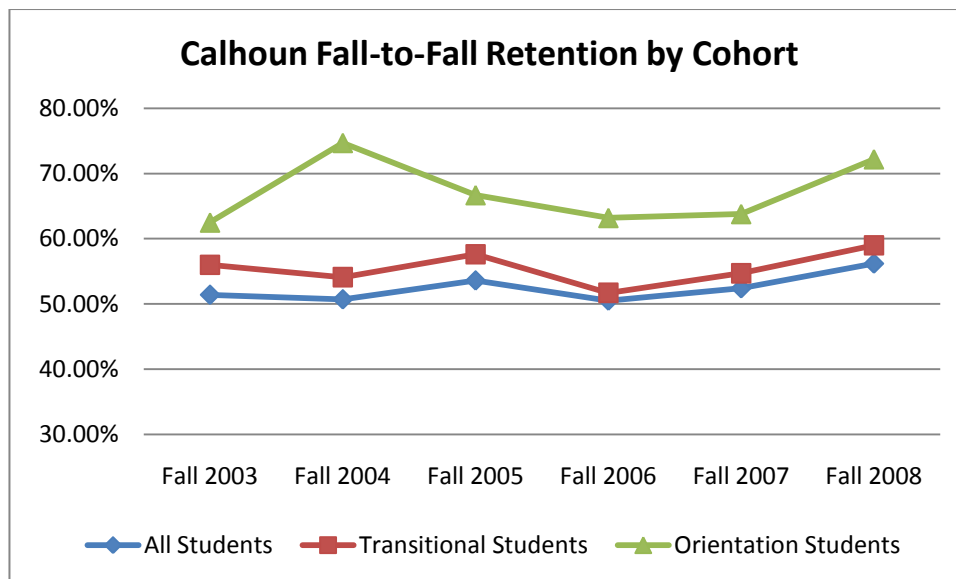
Strategies for improving retention rates:

- Providing Scheduling, Advising, Registration Processes that Encourage Attendance
- Requiring Student Attendance
- Providing Early Intervention for “At Risk” Students

Retention Fall 07-to-Fall 08	Benchmark Goal	Benchmark Comparison Indicator
55%	55%	↔

Source: Calhoun Retention Rate as Reported in IPEDS

Fall-to-Fall Trends in Core Indicator 7



Source: Calhoun MOSS Database for All Students, Orientation Students, and Transitional Students

Note: Calhoun began requiring ORI 101 in fall 2005—prior to that, few students enrolled in ORI 101.

2008-09 Actions Related to Retention Rates

- Created a Retention Task Force
- Hosted customized CCSSE workshop to study Calhoun data related to retention

Core Indicator 8

TRANSITIONAL STUDENT SUCCESS RATES

Benchmark: To meet or exceed the 90th percentile score in transitional math, writing, and reading courses as reported in the Aggregate Data for 2009 National Community College Benchmark Project.

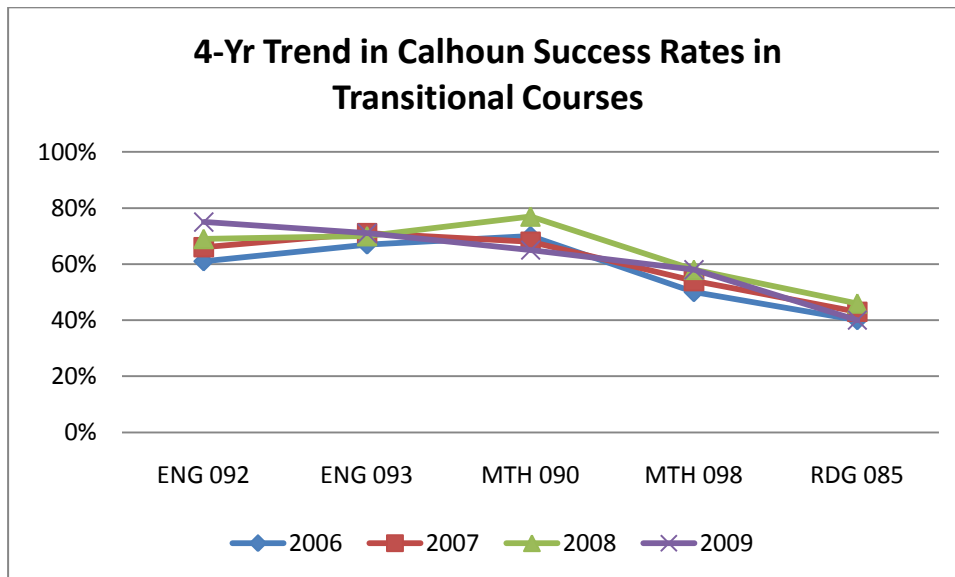
Strategies for improving transitional success rates:

- Providing Accurate Placement and Advising
- Training Instructors to Work with Transitional Students
- Providing Student Support Services
- Eliminating Barriers

Course	Fall 2009 Success Rate	Benchmark Goal	Benchmark Comparison Indicator
ENG 092	74.52%	66.39%	↑
ENG 093	71.12%	75.51%	↓
RDG 085	39.58%	79.21%	↓
MTH 090	65.17%	66.39%	↓
MTH 098	58.26%	66.39%	↓

Source: Calhoun Grade Distribution Reports; Success is defined as making a grade of "C" or better

Fall-to-Fall Trends in Core Indicator 8



2008-09 Actions Related to Transitional Student Success Rates

- Monitored grade distributions in transitional courses
- Initiated study of learning communities for possible application to transitional courses

Core Indicator 9

GENERAL EDUCATION OUTCOME ACHIEVEMENT RATES

Benchmark 1: To meet or exceed national mean score on the Collegiate Assessment of Academic Proficiency (CAAP).

Benchmark 2: To meet or exceed the national mean score on the Community College Survey of Student Engagement (CCSSE) for items related to Learning Outcomes.

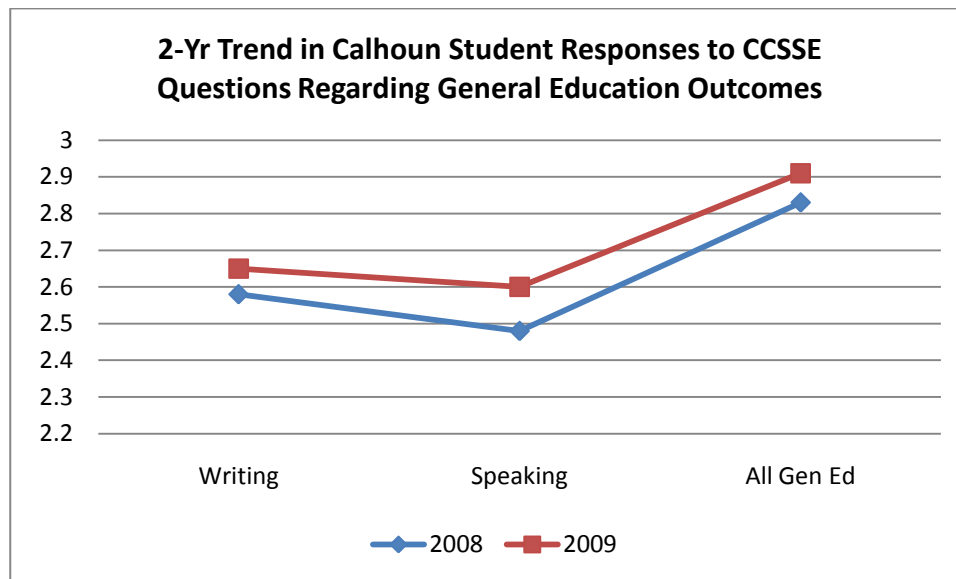
Strategies for improving general education outcome achievement rates:

- Standardizing Syllabi to Include General Education Component
- Integrating General Education across the Curriculum
- Educating all about General Education Learning Outcomes

General Education Outcome	Type of Assessment	2009 Calhoun Score	Benchmark Goal	Benchmark Comparison Indicator
Critical Thinking	CAAP	59.7 (Possible 80)	60.9	↓
	CCSSE (Item 12e)	2.77 (Possible 4)	2.87	↓
Quantitative Reasoning	CAAP (Mathematics)	57.6 (Possible 80)	56.2	↑
	CCSSE (Item 12f)	2.69 (Possible 4)	2.58	↑
Scientific Reasoning	CAAP	58.0 (Possible 80)	59.2	↓
Computer and Information Literacy	CCSSE (Item 12g)	2.73 (Possible 4)	2.69	↑
Communication	CAAP	3.0 (Possible 6)	3.0 (Possible 6)	↔
	CCSSE (Item 12c/writing)	2.65 (Possible 4)	2.69	↓
	CCSSE (Item 12d/speaking)	2.60 (Possible 4)	2.60	↔
Cultural Diversity	CCSSE (Item 12k)	2.24 (Possible 4)	2.40	↓
All Gen Ed	CCSSE	2.91 (Possible 4)	2.95	↓

Notes: CAAP and CCSSE benchmark scores are from most recent assessment; CCSSE benchmark based on cohort for "other large colleges"; common departmental exams are also administered

Fall-to-Fall Trends in Core Indicator 9



Note: Two components of the CAAP assessment are administered annually beginning 2007; 2-yr trends for CAAP will be available after 2010 CAAP administration.

2008-09 Actions Related to General Education Outcome Achievement Rates

- Conducted the Writing Assessment and Mathematical Reasoning CAAP Tests
- Common departmental assessments also administered in BIO, ENG, HIS, ECO, PSY, MTH, and CIS

Core Indicator 10

LICENSURE AND CERTIFICATION RATES

Benchmark 1: To meet or exceed state and national NCLEX passage rates

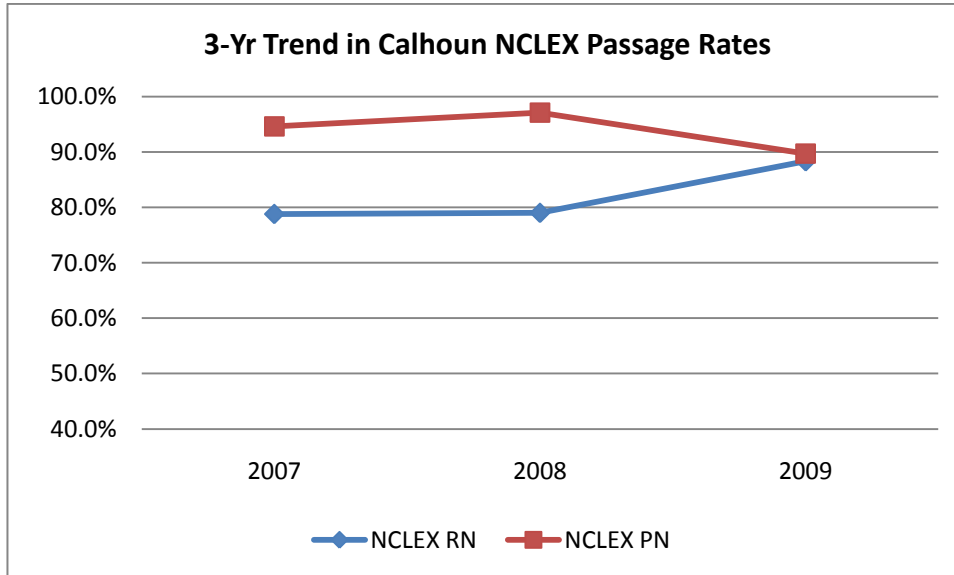
Benchmark 2: To attain program accreditations where possible

Strategies for improving licensure and certification rates:

- Encouraging Students to Complete Programs
- Providing Quality Instruction that Prepares Students for Licensure
- Advising Students of Value of Licensure

Type of Exam	2009 Calhoun Passage Rate	2009 National Passage Rate	Benchmark Comparison Indicator	2009 Alabama Average Passage Rate	Benchmark Comparison Indicator
NCLEX RN	88.3%	88.2%	↑	89.6%	↓
PN	89.7%	85.2%	↑	94.8%	↓

Year-to-Year Trends in Core Indicator 10



Current Accreditations Supporting Core Indicator 10

PROGRAM	ACCREDITING AGENCY	DEGREE LEVEL	REAFFIRMATION DATE
Nursing (ADN)	National League of Nursing	AAS	2012
EMT (Paramedic)	CAAHEP	AAS	2014
Surgical Technology	CAAHEP	Certificate	2010
Accounting	ACBSP	AS	2015
Business	ACBSP	AS	2015
CIS/Microcomputers	ACBSP	AS	2015
Programming/Networking	ACBSP	AS/AAS	2015
Business Administration	ACBSP	AAS	2015
Accounting Technology	ACBSP	AAS	2015
Management	ACBSP	AAS	2015
Real Estate	ACBSP	AAS	2015
Office Administration	ACBSP	AAS	2015
Machine Tool Technology	NIMS	AAS	2009
Design Drafting	ADDA	AAS	2009
Air Conditioning and Refrigeration	HVAC Excellence	AAS	2014
Dental Assisting	ADA	AAS	2015
Clinical Lab Technology	NAACLS	AAS	2009
Massage Therapy	ABMT (state)	Certificate	2009
Physical Therapist Assistant	CAPTE	AAS	2009

2008-09 Actions Related to Licensure and Certification Rates

- Included accreditation and licensing fees in budget planning
- Actively pursued new program certifications
- Completed the reaccreditation process for Machine Tool Technology, Design Drafting, Clinical Lab Technology, Massage Therapy, and Physical Therapist Assistant. Physical Therapist Assistant program awarded candidacy status.

Core Indicator 11

RESPONSIVENESS TO COMMUNITY NEEDS

Strategies for improving responsiveness to community needs:

- Conduct Periodic Needs Assessment in the College's Service Area
- Institute Environmental Scanning of Employment and Socioeconomic Data Regarding Trends in the College's Service Area
- Monitor Requests for Business and Industry Services

FALL ENROLLMENT TRENDS IN NON-CREDIT EDUCATION

Fall 2006	Fall 2007	Fall 2008	3-Yr Fall Average	Fall 2008 % of Change
1088	1535	1461	1361	+7.3%

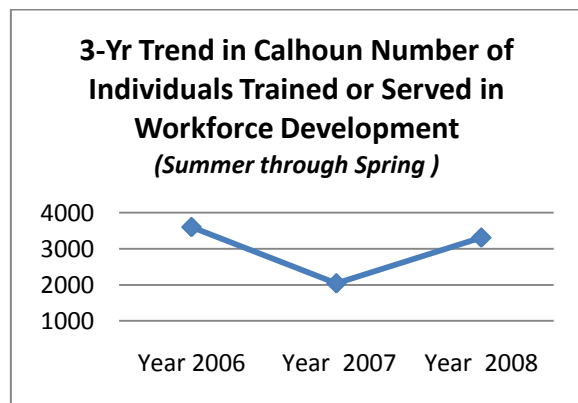
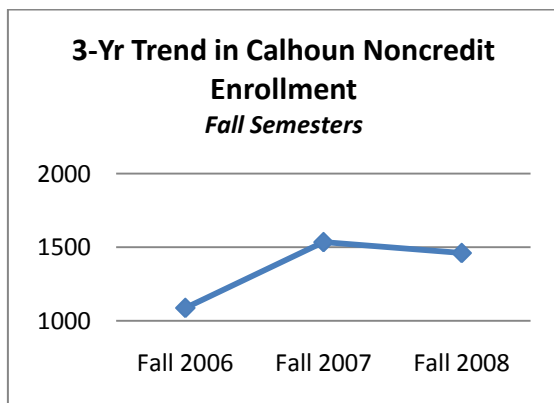
Source: 2009 CAPP Report

TRENDS IN WORKFORCE DEVELOPMENT ACTIVITY (Summer through Spring)

Data Element	2006	2007	2008
Number of Individuals Served or Trained	3602	2038	3309
Number of Organizations Served	46	40	87
% Indicating Satisfaction with Services	93.7%	100%	94.4%

Source: 2009 CAPP Report

Fall-to-Fall Trends in Core Indicator 11



2008-09 Actions Related to Meeting the Needs of the Community

- Became a member of Global Corporate College
- Established mobile training lab to deliver on-site workforce training

Additional Measure Provided for Use in QEP Topic Selection

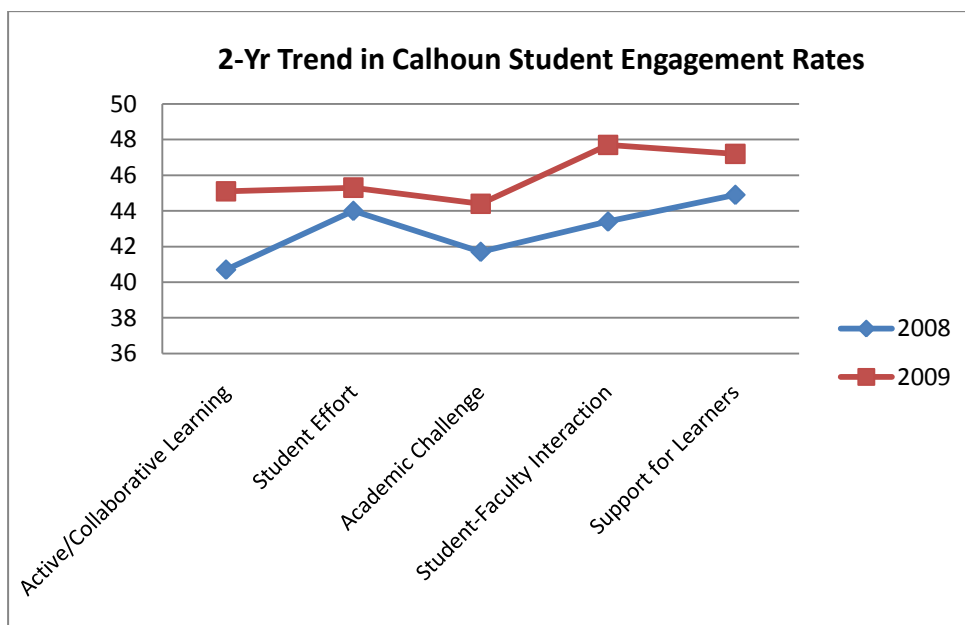
STUDENT ENGAGEMENT RATES

Benchmark 1: To meet or exceed the “other large community college” cohort benchmark scores in the CCSSE categories for effective educational practice.

Engagement Category	2009 Calhoun Score	Benchmark Goal	Benchmark Comparison Indicator
Active and Collaborative Learning	45.1	49.2	↓
Student Effort	45.3	49.5	↓
Academic Challenge	44.4	49.6	↓
Student-Faculty Interaction	47.7	49.5	↓
Support for Learners	47.2	49.5	↓

Note: Scores in this table are provided as decile scores for the five benchmarks of effective educational practice; deciles are percentile scores that divide the frequency of the benchmark scores into ten equal groups.

Fall-to-Fall Trends in Student Engagement Rates



Note: CCSSE administered in 2008 and 2009 only

2008-09 Actions Related to Increasing Student Engagement Rates

- Conducted Customized CCSSE Workshop Spring 2009
- Used CCSSE Data to Form the Retention Task Force

TERMS AND DEFINITIONS

TERM	SOURCE	DEFINITION
Community College Benchmark Project	Sample reports published on various college websites	The National Community College Benchmark Project (NCCBP) provides community colleges with comparative data from peer institutions. Subscribers provide benchmark data on a range of learning outcomes and institutional processes. Aggregate data based on participation of over 200 community colleges.
CCSSE – Community College Survey of Student Engagement	Calhoun Results – CCSSE administered to representative sample of Calhoun students each Spring	The CCSSE’s survey instrument asks students about their college experiences and results are reported to allow comparative data with peer institutions.
IPEDS–Integrated Postsecondary Education Data System	nces.ed.gov/ipeds	A system of interrelated surveys conducted annually by the U.S. Department’s National Center for Education Statistics (NCES). IPEDS gathers information from every college, university, and technical and vocational institution that participates in the federal student financial aid programs.
Core Indicator	Calhoun’s Plan for Student Success	One of 11 items Calhoun’s Planning Council adopted to provide a indication of success for Calhoun students
Successful Completion Rate	Calhoun’s Plan for Student Success	Percent of students who complete a course with a grade of A, B, or C when compared to all students receiving grades of A,B,C,D,F,I,IP, and W
Retention Rate	IPEDS	The percentage of first-time degree/certificate seeking students from the previous fall who either re-enrolled or successfully completed their program by the current fall.
National Center for Educational Statistics—NCES	Nces.ed.gov	Collects, analyzes and makes available data related to education in the U.S. and other nations.
CCSSE Cohort— Other Large Community Colleges	CCSSE	CCSSE defines the cohort for other large colleges as those with enrollments between 8,000 and 14,999 students
Transfer Success Rates	CAPP—College Accountability and Performance Profile; conducted annually by Alabama Dept. of Postsecondary Education	Based on the percentage of students who earn 60 or more semester credit hours at Calhoun, transfer to a state university, and achieve at least a 2.0 or 3.0 GPA after attempting 30 or more semester credit hours at the university; at least 10 students must transfer to the university from Calhoun to be included in the transfer cohort
Graduation Rate	IPEDS	This rate is calculated as the total number of completers within 150% of normal time divided by the revised adjusted cohort.