



Merritt College

2021 ISER Summary

Standard I - Mission, Academic Quality, &
Institutional Effectiveness

Standard I.A. - Mission



The **mission** of **Merritt College** is to enhance the quality of life in the communities we serve by helping students to attain knowledge, master skills, and develop the appreciation, attitudes and values needed to succeed and participate responsibly in a democratic society and a global economy.

Mission Statement



- Our most current Mission Statement (as of 2/21) was originally approved by the Peralta Board of Trustees in 2014
- Merritt's programs and services are aligned with the Mission

HOW DO WE KNOW?

- Program Review & Annual Program Updates (APU)
- Assessment - Program Level Outcomes & Service Area Outcomes

Mission Statement

- We use data to determine if we are effectively accomplishing our mission
- The mission guides decision making, planning, and resource allocation
- Alignment to our mission is the PRIMARY CRITERION for approval of courses and programs

HOW DO WE ENSURE THIS? VALIDATION!

- SLOAC Program Review/APU Validation
- Curriculum APU Validation/Compliance

Our new APU Template



The President & VPI worked with us this year to create an updated APU Template:

[A quick tour of the new APU Template](#)

I.B. - Academic Quality & Institutional Effectiveness



- We have collegial dialogues regarding equity, student outcomes and achievement
- We work towards continuous improvement in student success

EVIDENCE:

- Flex/Professional Day Discussions and Trainings
- Fall and Spring Summits
- Assessment at every level (SLOs, SAOs, PLOs, AUOs, and ILOs)
- Minutes from Discipline, Program, Service Area, and Participatory Governance Meetings

I.B. - Academic Quality & Institutional Effectiveness



2017-2019 Integrated Plan - Unified Goals

1. Improve access to college for underserved populations.
2. Increase English as a Second Language (ESL) and Basic Skills Math and English course completion rates.
3. Reduce the achievement gap by increasing persistence and completion at the course and program level.
4. Increase transfer rate through targeted transfer readiness strategies.
5. Support and sustain quality instruction and services to increase access and success.

I.B. - Merritt College Student Equity Plan Goals 2019-2022

Metric	Baseline	Goal	Equity Change
Transferred to a Four-Year Institution	763	908	+19%
Attained the Vision Goal Completion Definition	339	381	+12.39%
Completed Both Transfer-Level Math and English Within the District in the First Year	51	172	+237.25%
Retained from Fall to Spring at the Same College	3067	3588	+16.99%
Enrolled in the Same Community College	5386	6301	+16.99%

Emphasis on Assessment


Standard I.B.2 states:

“The institution defines and assesses student learning outcomes for all instructional programs and student and learning support services.”

- Speaks to the importance of regular and continuous assessment; and
- APU Validation of Assessment

Merritt Establishes ISS appropriate for Mission



Student Achievement Metric	Institution-Set Standard
Course Completion	66%
Persistence	n/a
Certificate Completion	222
Degree Completion	322
Transfer	187
Licensure Exam Pass Rates	70%
Employment Rates for CTE Students	Macro-region employment rates per program

Data and Processes used to support student learning and achievement



- Program Review (3-year cycle) - Assessment, Goals, Resources
- Microsoft Power BI data - Using disaggregated data
- [Integrated Planning and Budgeting Model](#) (Annual Cycle)
- Improvement plan - Disaggregated Data - Use it and Make it public

Regular evaluation of policies & practices towards academic quality and mission accomplishment

- Merritt placed on probation by ACCJC in 2015, following the submission of its ISER. There were 8 District and nine College recommendations.
- To assist in its response to these recommendations, Merritt requested a Partnership Resource Team (PRT) through the Institutional Effectiveness Partnership Initiative (IEPI). The PRT visited the College in fall 2015 and spring 2016 to appraise its operational effectiveness,
- Merritt received \$200,000 Innovation and Effectiveness Grant to support improvement of institutional effectiveness in the areas of integrated planning, outcomes assessment, institution-set standards, and collegial communication and engagement.
- This resulted in a series of evaluations/surveys (see next page)

Merritt practices continual evaluation/improvement



DATE of Survey/Evaluation	Resulting Improvements
<p>SPRING '16: “Assessment of College Processes and Institutional Effectiveness” survey</p>	<p>Cycle of evaluation, integrated planning and budgeting, program and service implementation, and re-evaluation</p>
<p>2017: College Planning and Research Officer administered the Community College Survey of Student Engagement</p>	<p>5 Benchmarks: (1) Active and collaborative learning (2) Student effort; (4) Student-faculty interaction (3) Academic challenge (5) Support for learners</p>
<p>2018/2019: Ruffalo Noel Levitz Student Satisfaction Inventory (SSI) and Institutional Priorities Survey (IPS)</p>	<p>Determination of institutional strengths and challenges, & identification of performance gaps</p>
<p>SP '20: College Director of Research and Planning conducted an evaluation of institutional processes</p>	<p>Evaluation results were presented at the Spring Planning Summit on May 1, 2020</p>

Standard I.C. Institutional Integrity



- Merritt provides clear and accurate information to students, personnel and the public [[Catalog](#) & Website] - p. 88
- We have both Board and College Procedures concerning Honesty, Responsibility and Integrity p. 94
- Demonstrate a commitment to high quality education and that student achievement and learning are paramount

Merritt College Core Values



- **Student Success** – We provide challenging and rigorous learning experiences that support the academic and personal success of our students.
- **Caring Spirit** – We genuinely care about every member of our campus community.
- **Teamwork and Inclusion** – We encourage everyone to participate in college governance and assume responsibility for acting on our shared commitment to provide exceptional learning experiences.
- **Campus Climate** – We strive to create a student-centered learning environment that leads to student retention, persistence and success.
- **Diversity** – We honor and respect the different backgrounds, experiences, languages, values and cultures of everyone at the college.