Capacity Café Results

Thank-you to everyone who participated in the ICAT and Capacity Cafe! Both were very informative! This newsletter will summarize the key take-aways from the Cafe, including Compton College's strengths and opportunities, along with actions we can take to improve equity and student success!

The Capacity Café was a three-hour virtual workshop designed to create an opportunity for faculty, classified staff, and administrators assess the ICAT survey results as a group. The Capacity Café cultivated awareness into action by helping to:

- Get insight into our institutional strengths and areas to strengthen
- Identify gaps in communications and perception, shared concerns, and priority actions
- Understand what "doing better" could look like
- Gain broad engagement of stakeholders
- Build our capacity for data-informed and student-centered efforts
- Develop a common language to discuss institutional issues and focus the conversation

The small group discussions at the café centered around the three of capacity areas in the ATD framework: *Data & Technology*, **Engagement & Communication**, *Teaching & Learning.* Participants rotated between breakout sessions, with each session representing a different capacity area. Breakout captains were assigned to each room and led three rounds of small group discussions. In each round, groups discussed strengths, areas for improvement, and action steps relevant to the capacity area. At the end of each round, groups shared their results in collective dialogue. The detailed notes from breakout captains are presented below. These notes represent a comprehensive accounting of direct feedback from participants, not necessarily opinions shared by the table captains or by all participants.

Our ICAT results indicated that the following capacities were areas of improvement for Compton College:

LEADERSHIP & VISION	DATA & TECHNOLOGY	EQUITY	ENGAGEMENT & COMMUNICATION	TEACHING & LEARNING	STRATEGY & PLANNING	POLICIES & PRACTICES
LEVEL 3	LEVEL 3	LEVEL 3	LEVEL 3	LEVEL 3	LEVEL 3	LEVEL 3
AVERAGE RATING	AVERAGE RATING	AVERAGE RATING	AVERAGE RATING	AVERAGE RATING	AVERAGE RATING	AVERAGE RATING
3.0	2.8	3.0	2.9	2.8	3.0	2.7

Participants were asked the following questions during each breakout session:

1. Where do we have strength in this capacity area? What is a recent success story(s) we can celebrate?

2. What needs to be strengthened to support students in this capacity area?

3. What items have high percentages of "don't know" responses that signal communication gaps and might impact the College's efforts?

4. What actions can the college take to improve to support students in this capacity area and bridge communication gaps?

Nearly 50 members of Compton College faculty, staff, and administration attended the Capacity Cafe on March 19, 2021. We spent 3 hours in small group discussions identifying our strengths, acknowledging our areas of opportunity, and brain-storming actions we can take at Compton College to improve equity and enhance our student success.

Celebrate our Strengths!

Data

- Compton College does a great job at revisiting target performance and goals.
- The data dashboards that IE provides
- Compton does a great job in being data forward and transparent with sharing data with the students, faculty, staff and the community.
  - c. Data is being shared with the whole campus, it is available and easily accessible. Campus members are willing to use data to inform their planning.
- Institutional Effectiveness provides updates and are timely and productive. Our college has been capturing student success and retention and disaggregating the data for quite some time. It allows us to know our weaknesses and know where we need to improve.
- We are more familiar with the data we have and we are actually using the data.

Engagement and Communication

- Dr. Curry does a great job reiterating these goals in the "Tartar Talks."

Professional Development

- We are doing well in Professional Development. Professional Development schedule weekly zoom meetings (every Friday).
- Training on accessibility, technology that is engaging. "Even if you are lost they are there to help".
- Providing Professional Development for faculty and staff is a strength..

Addressing Student Basic Needs

The District is taking all the steps to help students. Addressing student basic needs is a strength. Helping students by providing housing assistance, emergency grants, Wi-Fi hotspots, laptops, and headsets.

Student Advising & Support Services

- CRM Advise/Early Alert System has been great for tracking student progress and success in the classroom. It has been useful in implementing interventions.
- CRM Advise, it is perfect, no but huge stride of progress. In the first year of full faculty usage.
- Students are provided with resources such as tutoring.
- Student Success Center offers a variety of services to help support students such as accessibility assistance and various accomodations.
- Compton College does great with offering resources to dual enrollment students.
- We have a variety of transfer partners to provide students with program maps (i.e. CSUDH ,Charles Drew University starting with HS at CUSD, LMU, Pomona College, Palisades Media Group partnership)

Faculty

One Humanities faculty bought books for dual enrollment and loaned them to students, as the high school was taking too long to buy them – over a winter session.

Resilience and grit. Faculty who are willing to do what needs to be done to ensure our students are learning.

- Faculty are creative and work around obstacles.
- Faculty are willing to spend the time to learn more, so they could be more effective in the classroom.
- Some faculty are also mini-experts on certain topics and are willing to share with their peers or teach their peers what they know.
- Faculty go above and beyond when it comes with allowing students to make up work/late assignments to help students complete. Professors are willing to give their extra time.
- The number of people who have received their certification to be DE certified. That work and effort that was expended to pivot to remote learning, was impressive.
- 24/7 chat/phone support for Canvas.

More highlighted feedback regarding our **STRENGTHS**

(Data & Technology) Lauren has provided great data which helps to examine the student experience.

(Teaching & Learning) Shout out to faculty to work in this remote environment

(Engagement & Communication) Dr Curry shares information in campus emails, in addition to ensuring it is promoted on the Compton College website. (Dr. Curry, if you see this, I personally enjoy and appreciate everything you include int the President/CEO emails- Carlos☺)
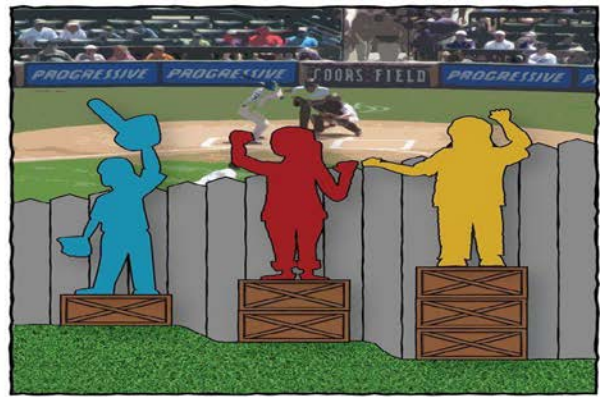
(Data & Technology) The new laptops that faculty received are very helpful.

(Engagement & Communication) The kudos in CRM Advise keeps students excited to know they are doing well and has been huge. Kudos enabled a student to keep track of their grades and keeps them engaged.

(Teaching & Learning) Shout out to counselors for getting things done.
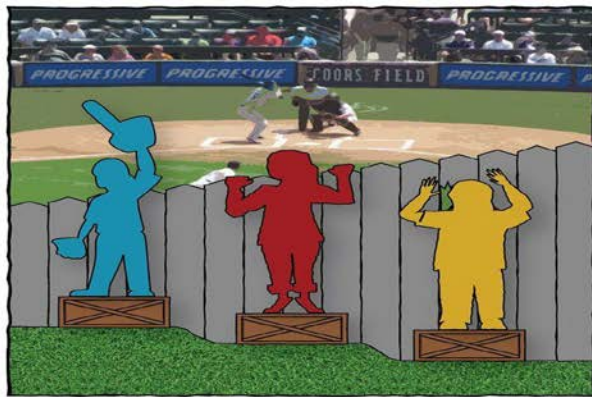
Opportunities for Growth

Data

- Using data superficially due to lack of comfort with data, or where data shows something that they do not like, so there is some resistance.
- Work through disappointing data – help campus members go through the grief stages when it comes to negative data.
- We focus a lot on transfer, but we could also track data around certificates earned.

Engagement & Communication

- Becoming comfortable with failure – acknowledging that it is a part of the process
- Making the disaggregated student data use the norm among different departments.
- Strengthen local partnerships.
- We need more collaboration and shared funding with local K-12 programs.
- Promoting the services by Outreach beyond student services to make sure faculty and other departments know what is going on.
- Expanding method of sharing to go beyond email.
- Are we reaching out to employers that are going to hire our students?
- Make job placement knowledge more visible. Collaboration between CTE and SRC /F.I.S.T. for example because employers are looking for specific students.
- The CTE area for job placement needs to be highlighted (program mapper will help with this).

- We need to be transparent with students on the level of education they need to meet their career goals.
- Students also need to be aware of the earning potential based on educational goal.
- Make faculty and students aware of program opportunities and resources being provided at Compton.

Professional Development

- How do we get access to the data reports that we need to do our work better? Need more transparency on the refresh cycle (old copiers, scanners needed, new computers, etc.)
- Help people work through the "now what" once they see the data.

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Student needs

- Students are a little lost in navigating website.
- With the separation of El Camino, we lost some programs, but we are still offering a few classes in those areas.
- Students need to be provided with more hands-on experiences and career exploration workshops.
- Students need to know that paths do change and giving them the support to find the right major/career path.

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Proposed Actions

Data

- Provide training for students, faculty, and staff
- Ensure students have technology needed to access online courses and services
- Enhanced video training for advisors and students to clarify paths
- Track students who moved to a four-year institution and obtaining baccalaureate degree.
- Provide labor market data to be used by GPDs for recruitment, major selection, etc.
- Share CRM Advise and Student Equity data.
- Finding more ways to have our students more clearly assigned in dual enrollment through generated reports from Argos/CRM...maybe starts with Banner?
- Obtain persistence and success of parents with children.

Communication

- Work in CTE is extensive and the services/offerings are strong but need ways to expand to students more. Working with business/industry partners to let them know students are interested and successful. Need to bridge more and promote so others are aware.
- Let the stakeholders know of the services that is being done in community outreach beyond just high school area of recruitment

- Host focus groups (e.g., direct feedback from services that are being rendered)
- Continue to expand the Compton College brand
- Make these engagements fun! For example, a softball game could ensue, etc.
- Offer public dashboards that are visible to our partner schools and local constituents.
- Going back to the basics – posting important data that we want to highlight on our main homepage. Physical posters of things we want highlight once we are back in person. "*Do you know*" - highlighting something about the work we are doing each month – focusing on data.
- Integrate students on more committees.
- Consider having students on hiring committees.
- President Curry is on the LA Centennial, radio interviews, Washington Post, ABC news, etc. Having additional radio presence.
- Tartar Talks is great, but smaller forums to increase interactions would be great.
- Advertise on bus stop signs, freeway signs, post cards to community
- Have food trucks and offer farmers market to create community engagement.
- Get the Board of Trustees involved in the community; addressing local trends, advocating for the college.
- Perhaps campus campaigns or promote on social media platforms that do not require larger time commitments.

Student Support
- A chat bot would be meaningful that will help students.
- Offer digital literacy information for students.
- Have an active alumni association to assist with recruitment efforts.
- Ensure students understand how and why we collect and use their data.
- Tailor programs to needs of community based on program labor market data.
- Maybe we need to look at bringing back some of those programs or at least revisit the offerings we lost when our partnership ended with El Camino.
- Provide opportunities for students to do internships after they earn an AA in their field of study
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Professional Development

- Learn how to understand the data being shared.
- Provide training as to how to interpret data and what it means.

- Learn how to use and apply data in our roles.
- Reminding the campus what data dashboards we have and what is in each dashboard and how to use them for their work and to make improvements.
- Common set of standards for communications that go out to students (and faculty & staff.

Compton College ACTION ITEMS
• Virtual ATD Coaches' Visit
• Compton College 2024 Teaching & Learning Action Plans

A very special thanks to Lauren Sosenko for administering the ICAT and to our ATD Implementation Team for assisting with the Capacity Café. Additional thanks to all facilitators and notetakers.