



Coastal Bend COLLEGE



END OF YEAR SUMMARY

Alice
Beeville
Kingsville
Pleasanton

2023

Prepared March 2024

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A Message from the President



Academic and fiscal year 2023 saw Coastal Bend College continued with the three priorities of Strategic Plan 2025, which was created in the throes of the Covid pandemic. The priorities of the Strategic Plan are students, community, and resources.

Over the past fiscal year, the institution saw several objectives across all three priorities. From engaging the communities, we serve to improve academic outcomes. The past years planning generated some innovation, some creativity, and some typical items one would expect to see in planning—i.e., improved student learning outcomes, cultural enrichment opportunities, continued facilities maintenance and upgrades.

This past year, CBC has dedicated space to our cybersecurity program, the industrial mechanics program began in earnest, more scholarship money was made available through the CBC Foundation. Impressive new equipment with professional development has been launched under the Title III grant to assist faculty in delivery of increased quality online courses.

There has been an explosion in Continuing Education activity. The CDL training is up and running. The college also added an MRI and CT credential as post-graduation awards. Additionally, a second round of the Pleasanton Trades training was initiated with municipal and business partners in Pleasanton.

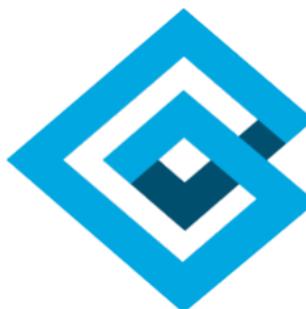
One important goal achieved for the college was receiving recognition as “A Great College to Work For”. The college was recognized in the following three categories: Shared Governance, Compensation and Benefits, and Confidence in Senior Leadership. This is a culmination of the efforts the college has engaged in over the course of the past few years. This is an indication that silos are slowly collapsing as the benefit of sharing experiences and learning from our mistakes. More importantly, this should result in a better work environment, better teams, and more student success.

-SUCCESS HAPPENS HERE

A handwritten signature in blue ink that reads "Justin Hoggard". The signature is fluid and cursive.

Justin Hoggard, E.d.D

Coastal Bend College President



Introduction

The Coastal Bend College Annual Summary Report for the 2022-2023 academic and planning year has been collected as a measure of outcomes and outputs used to inform planning efforts as a component of the institution's continuous improvement progress. These findings are used to establish the Annual Planning Priorities where the planning goals and objectives for each planning unit align with the institution's five-year strategic plan: Strategic Plan 2025.

By committing to data-informed continuous improvement, Coastal Bend College aligns resources and Strategic Plan 2025 to fulfill our mission of delivering superb educational and life enriching opportunities to students and the communities we serve in a responsible and strategic manner.

The data found herein is collected from several sources including: IPEDS, The Texas Higher Education Coordinating Board, and the Office of Institutional Effectiveness & Research. While this annual summary report provides pertinent data valuable to our stakeholders, it is not all-encompassing. This report is intended to serve as a consistent source of information for annual planning. The user is responsible for accurately interpreting and applying the information found herein appropriately. The Office of Institutional Effectiveness & Research proudly presents the Annual Summary Report for 2022 – 2023.

Coastal Bend College Leadership & Administration 2022-2023

Board of Trustees

Victor Gomez	Chair, 2010 – Present
Eloy Rodriguez	Vice Chair, 2020 – Present
Carroll W. Lohse	Secretary, 1999 – Present
Velma Elizalde	Trustee, 2022 - Present
Mercy Flynn	Trustee, 2020 – Present
Jeff Massengill	Trustee, 2014 – 2020, 2022 - Present
Jerry Sanchez	Trustee, 2021 – Present

College President

Dr. Justin Hoggard 2019 – Present

President's Cabinet

Dr. Patricia Rehak	Provost, CAO, IAL
Cedric Menchion	Vice President of Finance & Business Operations
Paul Cantrell	Executive Director of CBC Foundation
Vicente Garza	Director of Athletics
Dr. Michelle Lane	Executive Director of Institutional Effectiveness & Research
Dixie Lytle	Director of Human Resources

CBC Deans

Jarod Bleibdrey	Dean of Career and Technical Education
Loana Hernandez	Dean of Nursing & Allied Health
Dr. Kayla Devora-Jones	Dean of Transfer and General Education
Mark L. Secord	Dean of Student Services and Accessibility

CBC Directors

Candy Fuller	Director - Admissions/Registrar
Dr. Lisa Castaneda	Director – CBC Alice
Keenan Woods	Director – CBC Kingsville
Jennifer Blanton	Director – CBC Pleasanton
Laura Lynn Southerland	Director - Dental Hygiene Program
Mary Susie Gaitan	Director - Dual Enrollment
Nora Morales	Director - Financial Aid
Amador Ramirez	Director - Information Technology
Tammy Rands	Director – Library Services
Amanda Ramirez	Director – Marketing and Public Relations
Jacinto Colmenero	Director - Physical Plant
Virginia T. Wall	Director - Radiological Technology Program

Vision, Mission, Core Values, and The Five Cs of Coastal Bend College

Vision

Coastal Bend College is a leader in providing quality education for lifelong learning by dedicating its resources to promoting a learning-centered environment that empowers its students to attain their highest potential and become responsible members of the global community.

Mission

Coastal Bend College is a student-centered community college committed to delivering superb educational and life enriching opportunities to its students and the communities it serves.

Core Values

Collaboration
Innovation

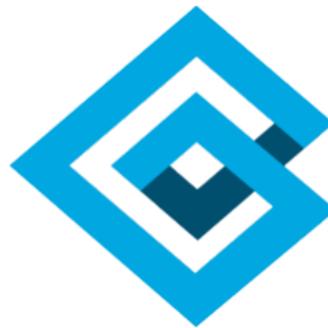
Communication
Integrity
Respect

Diversity
Leadership
Service

Excellence
Learning

The Five Cs of Coastal Bend College

Civility
Communication
Community
Cooperation
Collaboration



Coastal Bend College Strategic Planning Goals, Objectives, and Expected Outcomes for 2020-2025

Priority #1 - Student

Provide equitable opportunities for lifelong learning and training needs by empowering students through engaging quality instruction, enhancing supportive learning communities; and providing comprehensive student-centered services and programs to ensure students reach their aspirations.

Teaching and Learning

- Objective 1.1 Fully implement a pathways framework that supports a student from matriculation to graduation, transfer, or workforce entry.
- Objective 1.2 Ensure quality programming in all modes of instruction through the implementation of quality standards into programming.
- Objective 1.3 Develop a distance learning enhancement plan/program that addresses and includes delivery, processes, policies, procedures, and practices.

Student Services

- Objective 1.4 Develop and implement an integrated academic and financial advising plan.
- Objective 1.5 Establish comprehensive student services centers.

Expected Outcome

Achievement of this goal will result in successful coursework, increased retention, graduation and licensure rates, successful transfer and/or quality career placement, and reduction in hours to completion and student debt.

Objective Summary by Institutional Goal

Planning Year: 2022-2023

Goal: 1 Priority 1: Student

Planning Unit:	1 Admissions & Registrar	Unit Manager: Fuller, Candy
Objective ID	Objective	
328	Increase Enrollment of Non-Traditional Students by 5% from FY22 enrollment during FY23	
Planning Unit:	13 CBC-Alice	Unit Manager: Castaneda, Lisa
Objective ID	Objective	
269	FY23 Alice site will increase the number of outreach and community engagement activities by (3)	
270	Increase Fall '23 traditional and non-traditional student numbers within our service communities	
Planning Unit:	14 CBC-Kingsville	Unit Manager: Woods, Keenan
Objective ID	Objective	
275	Continue to recruit and target ideal tutor candidates in hopes to attain at minimum (1) tutor for each core content area by end of FY 2023	
278	Increase Fall '23 on-site dual enrollment, workforce, and traditional student numbers within our service communities (10 students) in FY '23.	
Planning Unit:	18 Club Sponsor	Unit Manager: Rea, Daniel
Objective ID	Objective	
370	Increase resources for RSO sponsors Provide online and face to face resources for RSO sponsors.	
Planning Unit:	37 Financial Aid	Unit Manager: Morales, Nora
Objective ID	Objective	
310	Increase enrollment of non-traditional students by 5% from the FY22 enrollment during FY23.	
Planning Unit:	49 Information Technology Services	Unit Manager: Ramirez, Amador
Objective ID	Objective	
330	Implement new Student Information System Portal during FY24.	
331	Implement new printer protocols during FY2023	
332	Evaluate Signage, Software Compatibility for FY2023	

Goal: 1.1 Pathways Framework

Planning Unit: Objective ID 339	67 Physical Plant Objective Increase satisfaction of students and employees during FY23. (Baseline)	Unit Manager: Colmenero, Jacinto
Planning Unit: Objective ID 3 292	15 CBC-Pleasanton Objective Educate community about Pleasanton offerings using strategic marketing efforts during FY23. For FY 23 to create a welcoming inviting and easily navigated atmosphere at the facility.	Unit Manager: Blanton, Jennifer
Planning Unit: Objective ID 373	150 Student Success Center Objective Strengthen Student Advising Develop a comprehensive advising program that provides personalized guidance and support to students throughout their experience at CBC (we use ASN/ATD/SP goals).	Unit Manager: Rea, Daniel
Planning Unit: Objective ID 299 300	22 Continuing Education & Workforce Development Objective Increase certificate options for community members and students for courses offered in-person by 10%. Increase the amount of students taking continuing education courses by 25%.	Unit Manager: Becknell, Braden
Planning Unit: Objective ID 285	26 Career and Technical Education Objective Pathways	Unit Manager: Bleibdrey, Jarod
Planning Unit: Objective ID 351	28 Student Services Objective Increase the retention/persistence, graduation and workforce placement rates of students by 10% over the next 3 years through enhanced student support services and career guidance programs.	Unit Manager: Devora-Jones, Kayla
Planning Unit: Objective ID 301	29 Dean, TGE Objective Conduct division meetings with content experts that will collaborate to agree on a standardized course content and instructional sequence	Unit Manager: Secord, Mark
Planning Unit: Objective ID 329	30 Dental Hygiene Objective Improve student learning. Improve student learning in the Dental Hygiene Program during FY23.	Unit Manager: Southerland, Lynn
Planning Unit: Objective ID 267 268	4 Athletics Objective Ongoing remodel existing softball facility for Spring '23 playing season Instill training seminars for needed areas.	Unit Manager: Garza, Vinnie
Planning Unit: Objective ID 330 331 332 333	49 Information Technology Services Objective Implement new Student Information System Portal during FY24. Implement new printer protocols during FY2023 Evaluate Signage, Software Compatibility for FY2023 Improve network connectivity throughout the District.	Unit Manager: Ramirez, Amador

Goal: 1.1 Pathways Framework continued

Planning Unit: 70 Professional Nursing Program **Unit Manager:** Cantu, Maria

Objective ID **Objective**

380

Transfer

Collaborate with one new 4-year institution to create articulation agreement for seamless transfer for our students.

Planning Unit: 71 Provost **Unit Manager:** Rehak, Patricia

Objective ID **Objective**

261

Begin the implementation of a systemic analysis and revision of all instructional programming/courses in FY 23 and concluding in FY 24. Consider the employment of an external consultant firm such as Symbiosis Educational Consultants to assist



Goal: 1.2 Quality Programming

Planning Unit:	14 CBC-Kingsville	Unit Manager: Woods, Keenan
Objective ID	Objective	
278	Increase Fall '23 on-site dual enrollment, workforce, and traditional student numbers within our service communities (10 students) in FY '23.	
Planning Unit:	18 Club Sponsor	Unit Manager: Rea, Daniel
Objective ID	Objective	
368	Improve RSO Sponsor Retention in FY23 Provide resources so that RSO sponsors will return to their role.	
Planning Unit:	202 Vocational Nursing Program	Unit Manager: Cantu, Maria
Objective ID	Objective	
381	Competency First attempt NCLEX-PN pass rates will increase by 5%.	
382	Retention The attrition rate in the vocational nursing program will decrease by 10% by the end of the academic year.	
Planning Unit:	22 Continuing Education & Workforce Development	Unit Manager: Becknell, Braden
Objective ID	Objective	
299	Increase certificate options for community members and students for courses offered in-person by 10%.	
Planning Unit:	26 Career and Technical Education	Unit Manager: Bleibdrey, Jarod
Objective ID	Objective	
286	Program Enhancement	
287	Effectiveness Evaluation	
Planning Unit:	27 Nursing & Allied Health	Unit Manager: Hernandez, Loana
Objective ID	Objective	
363	Accreditation 100% of allied health programs will maintain compliance with all accrediting bodies rules and regulations.	
Planning Unit:	29 Dean, TGE	Unit Manager: Secord, Mark
Objective ID	Objective	
301	Conduct division meetings with content experts that will collaborate to agree on a standardized course content and instructional sequence	

Goal: 1.2 Quality Programming continued

Planning Unit:	30 Dental Hygiene	Unit Manager: Southerland, Lynn
Objective ID	Objective	
327	Increase the pass-rate for the National Board of Dental Hygiene examination from last year's pass rate during FY23.	
329	Improve student learning. Improve student learning in the Dental Hygiene Program during FY23.	
Planning Unit:	4 Athletics	Unit Manager: Garza, Vinnie
Objective ID	Objective	
266	Expand development of sports program in FY '23	
267	Ongoing remodel existing softball facility for Spring '23 playing season	
268	Instill training seminars for needed areas.	
Planning Unit:	55 Library Services	Unit Manager: Rands, Tammy
Objective ID	Objective	
335	Analyze databases to align with updated curriculum and ACRL best practices.	
Planning Unit:	62 Nursing Aid Program	Unit Manager: Berryhill, Karen
Objective ID	Objective	
340	Increase pass rates from 78% to 85% in FY23	
Planning Unit:	67 Physical Plant	Unit Manager: Colmenero, Jacinto
Objective ID	Objective	
336	Identify academic and learning environment needs during FY23.	
Planning Unit:	70 Professional Nursing Program	Unit Manager: Cantu, Maria
Objective ID	Objective	
378	Competency First attempt NCLEX-RN pass rates will increase to 80% to retain compliance with the Texas Board of Nursing.	
379	Retention The attrition rate in the professional nursing program will decrease by 5% by the end of the academic year.	
Planning Unit:	71 Provost	Unit Manager: Rehak, Patricia
Objective ID	Objective	
261	Implementation of a systemic analysis and revision of all instructional programming/courses in FY 23 Begin the implementation of a systemic analysis and revision of all instructional programming/courses in FY 23 and concluding in FY 24. Consider the employment of an external consultant firm such as Symbiosis Educational Consultants to assist	
Planning Unit:	76 Radiology Program	Unit Manager: Wall, Virginia
Objective ID	Objective	
356	Increase registry examination pass rate by at least 20% to satisfy accreditation standards of 75% for five-year average.	

Goal: 1.3 Distance Learning Enhancement Plan

Planning Unit:	14 CBC-Kingsville	Unit Manager: Woods, Keenan
Objective ID	Objective	
278	Increase Fall '23 on-site dual enrollment, workforce, and traditional student numbers within our service communities (10 students) in FY '23.	
Planning Unit:	49 Information Technology Services	Unit Manager: Ramirez, Amador
Objective ID	Objective	
333	Improve network connectivity throughout the District.	
Planning Unit:	70 Professional Nursing Program	Unit Manager: Cantu, Maria
Objective ID	Objective	
379	Retention The attrition rate in the professional nursing program will decrease by 5% by the end of the academic year.	
Planning Unit:	71 Provost	Unit Manager: Rehak, Patricia
Objective ID	Objective	
262	Support the distance learning program office and work to fully implement Quality Matters.	

Goal: 1.4 Advising Plan

Planning Unit:	150 Student Success Center	Unit Manager: Rea, Daniel
Objective ID	Objective	
373	Strengthen Student Advising Develop a comprehensive advising program that provides personalized guidance and support to students throughout their experience at CBC (we use ASN/ATD/SP goals).	
374	Retention Plan Implement a comprehensive retention plan to ensure students are supported and provided the resources needed to remain enrolled at CBC.	
Planning Unit:	22 Continuing Education & Workforce Development	Unit Manager: Becknell, Braden
Objective ID	Objective	
300	Increase the amount of students taking continuing education courses by 25%.	
Planning Unit:	28 Student Services	Unit Manager: Devora-Jones, Kayla
Objective ID	Objective	
350	Increase contact hour and headcount enrollment of traditional students by 5% by the end of the current semester through targeted marketing and student engagement campaigns.	
355	Evaluate and improve the student experience by creating an ongoing feedback system that collects and processes student feedback in a timely manner by the end of the semester.	
Planning Unit:	33 Dual Credit	Unit Manager: Gaitan, Susie
Objective ID	Objective	
303	strategically schedule advising days with dual credit students to increase persistence by 2% Implement scheduled advising days with students to review progress, and challenges.	
Planning Unit:	71 Provost	Unit Manager: Rehak, Patricia
Objective ID	Objective	
263	Work with Student Services and Enrollment Services to develop an integrated academic and financial advising plan by FY 24	

Goal: 1.5 Comprehensive Student Services Centers

Planning Unit:	1 Admissions & Registrar	Unit Manager: Fuller, Candy
Objective ID	Objective	
328	Increase Enrollment of Non-Traditional Students by 5% from FY22 enrollment during FY23	
Planning Unit:	14 CBC-Kingsville	Unit Manager: Woods, Keenan
Objective ID	Objective	
275	Continue to recruit and target ideal tutor candidates in hopes to attain at minimum (1) tutor for each core content area by end of FY 2023	
278	Increase Fall '23 on-site dual enrollment, workforce, and traditional student numbers within our service communities (10 students) in FY '23.	
Planning Unit:	150 Student Success Center	Unit Manager: Rea, Daniel
Objective ID	Objective	
374	Retention Plan Implement a comprehensive retention plan to ensure students are supported and provided the resources needed to remain enrolled at CBC.	
375	Improve Tutoring Experience Continue to develop a comprehensive tutoring program to supplement and enhance classroom instruction and assist student success.	
Planning Unit:	18 Club Sponsor	Unit Manager: Rea, Daniel
Objective ID	Objective	
368	Improve RSO Sponsor Retention in FY23 Provide resources so that RSO sponsors will return to their role.	
369	Increase recruitment of RSO in FY23 Encourage faculty and students to start new or existing clubs.	
370	Increase resources for RSO sponsors Provide online and face to face resources for RSO sponsors.	
Planning Unit:	28 Student Services	Unit Manager: Devora-Jones, Kayla
Objective ID	Objective	
350	Increase contact hour and headcount enrollment of traditional students by 5% by the end of the current semester through targeted marketing and student engagement campaigns.	
353	Increase awareness of opportunities for student learning outside the classroom by the end of the semester through regular promotion activities and collaboration with external partners.	
354	Increase the satisfaction rate of student support services by 3% each year.	
355	Evaluate and improve the student experience by creating an ongoing feedback system that collects and processes student feedback in a timely manner by the end of the semester.	

Goal: 1.5 Comprehensive Student Services Centers continued

Planning Unit: 37 Financial Aid **Unit Manager:** Morales, Nora

Objective ID **Objective**
310 Increase enrollment of non-traditional students by 5% from the FY22 enrollment during FY23.

Planning Unit: 4 Athletics **Unit Manager:** Garza, Vinnie

Objective ID **Objective**
268 Instill training seminars for needed areas.

Planning Unit: 81 Student Clubs and Activities **Unit Manager:** Rea, Daniel

Objective ID **Objective**
372 Promote Student Engagement
Create an environment at all CBC locations that promote and encourage student engagement through co-curricular activities and involvement in RSOs.

Planning Unit: 82 Student Development **Unit Manager:** Rea, Daniel

Objective ID **Objective**
376 Student Development
Increase student participation and satisfaction for Student Success Workshops and onboarding process.

Student Achievement

Coastal Bend College identifies, evaluates, and publishes goals and outcomes for student achievement appropriate to the institution's mission, nature of the student it serves, and the types of programs offered. CBC is a comprehensive medium sized designated Hispanic Serving community college and is legislated to primarily serve "their local taxing districts and service areas in Texas" and offer "vocational, technical, and academic courses for certification or associate degrees. Continuing education, remedial and compensatory education consistent with open-admission policies, and programs of counseling and guidance" are to be offered as well (*TX Ed Code Title 3 Subtitle G Chapter 130 Subchapter A Sec. 130.011*). It is the mission of Coastal Bend College to deliver "superb educational and life-enriching opportunities to its students and the communities it serves" (*CBC Mission*).

Goals and Outcomes

Coastal Bend College, in alignment with the Texas 60x30TX Strategic Plan for Higher Education and with CBC Strategic Goals, has identified retention, persistence, completion/graduation (course, certificate and degree) and licensure goals as indicators of student achievement. Multiple criteria are used to evaluate levels of student achievement including the IPEDS Graduation Rate (150% standard time) indicator.

Thresholds

Thresholds have been determined for each criterion. If student achievement falls below the predetermined threshold CBC will deploy action plans to improve student performance. These thresholds are determined based on a variety of factors, including the use of benchmarking with similar peer institutions, national benchmarks, and previous institutional performance.

Targets/Goals

Targets and goals are set for retention, persistence, completion (course, certificate and degree) that align with CBC strategic and institutional planning, regional planning and Texas 60x30TX Strategic Plan.

Student Profile



The typical CBC student in 2023 is a part-time female Hispanic student, not on Pell, with an average age of 22 (~77% of students are 21 and under). Most students are dual credit students and out of district. An estimated 59% of students take less than 6 hours with approximately 52% taking less than 12 hours.

Only an estimated 15% of our service area high school graduates enroll in CBC after graduation.

The typical CBC student is more likely to graduate with a technical degree/certificate than an academic degree. The majority of those are in Welding certificates and Health Occupations. Approximately 32% of degree/certificate seeking cohort will finish in 3 years and 38% of the cohort will have graduated in 6 years.

Enrollment

	2019-2020 <i>Baseline Year</i>	2020-2021	2021-2022	2022-2023
Fall Enrollment	4818	4105	3927	3959
Enrolled in Dual Credit	54.6%	51.5%	53.4%	56.5%
Enrolled in Dev Ed.	5.0%	6.2%	8.2%	12.8%



Course Completion

	<i>FTF = Face to Face INT = Internet</i>	<i>Distinct Students</i>	<i>Courses</i>	<i>Completions</i>	<i>Completions %</i>	<i>Successful Completions</i>	<i>Successful Completions %</i>	<i>GRAD ES D-F</i>	<i>Grades D-F %</i>	<i>GRAD ES Q-I-W-M</i>	<i>Grades Q-I-W-M %</i>
2018-19	FTF	4304	14311	12573	87.86%	11794	82.41%	1784	12.47%	1187	8.29%
	INT	3745	9848	7607	77.24%	7097	72.07%	1841	18.69%	952	9.67%
	Hybrid	424	711	598	84.11%	556	78.20%	120	16.88%	36	5.06%
	ITV	1068	1976	1473	74.54%	1342	67.91%	449	22.72%	186	9.41%
	Total	6,042	26846	22251	82.88%	20789	77.44%	4194	15.62%	2361	8.79%
2019-20	FTF	4480	12389	10822	87.35%	10343	83.49%	1331	10.74%	905	7.30%
	INT	4296	12073	9589	79.43%	9021	74.72%	2075	17.19%	995	8.24%
	Hybrid	1393	2505	2125	84.83%	1996	79.68%	375	14.97%	148	5.91%
	ITV	979	1607	1252	77.91%	1171	72.87%	322	20.04%	128	7.97%
	Total	6,639	28574	23788	83.25%	22531	78.85%	4103	14.36%	2176	7.62%

Source: Office of Institutional Effectiveness & Research
Program Review Outputs Data

<i>FTF = Face to Face INT = Internet</i>	<i>Student Count</i>		<i>Course Completion</i>		<i>Successful Course Completions</i>		<i>Grades D-F</i>		<i>Grades Q-I-W-M</i>	
	<i>Distinct</i>	<i>Duplicated</i>	<i>Count</i>	<i>%</i>	<i>Count</i>	<i>%</i>	<i>Count</i>	<i>%</i>	<i>Count</i>	<i>%</i>

2020-2021	FTF	2795	9156	201	18.92%	5121	24.67%	598	12.96%	885	16.31%
	INT	5147	33794	1002	77.06%	13978	67.34%	3707	80.36%	4325	79.72%
	hybrid	868	2763	121	8.72%	1723	8.30%	294	6.37%	224	4.13%
	ITV	79	169	6	.46%	51	.25%	11	.24%	3	.06%
	Total	6108	45640	1329	80.56%	20757	67.40%	4613	14.98%	5425	17.62%
2021-2022	FTF	2893	12021	7014	49.36%	6775	34.93%	614	15.49%	964	17.80%
	INT	5102	31075	13509	80.33%	12485	64.37%	3305	83.38%	4426	81.71%
	Hybrid	243	652	357	3.73%	339	1.75%	60	1.51%	67	1.24%
	ITV	84	183	74	1.13%	64	.33%	31	.78%	6	.11%
	Total	5902	44837	20662	82.68%	19395	67.80%	3964	13.78%	5417	18.82%
2022-2023	FTF	2796	13169	7841	48.20%	7562	38.25%	752	18.38%	994	16.06%
	INT	5169	33612	12797	80.23%	11821	59.79%	3291	80.43%	5136	82.97%
	Hybrid	339	902	498	5.43%	477	2.41%	60	1.47%	66	1.07%
	ITV	101	199	75	1.15%	65	.33%	36	.88%	18	.29%
	Total	5953	47547	21048	86.59%	19772	83.55%	4093	33.98%	6191	22.05%

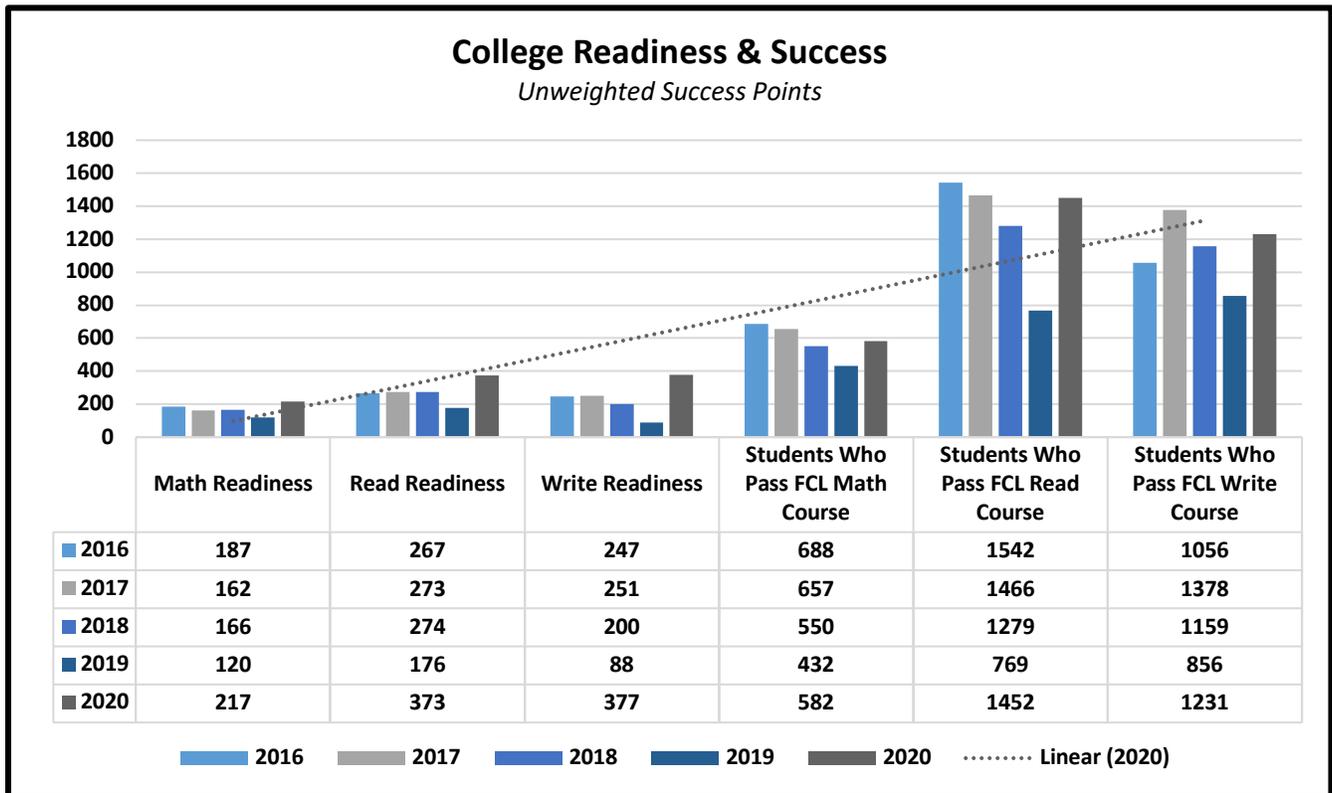
Source: Office of Institutional Effectiveness & Research
Course Completions Data

College Readiness & Success

Prepared Students Completing a College Level Course

College level course completion (Grade A, B, C) including pre-matriculation credit. Baseline data is Fall 2011 Cohort for Fall 2014 reporting period.

CBC's target is to reach 31.7% in Math, 84.4% in Reading, and 63.2% in Writing for students who MEET the TSI requirement.



Cohort	<i>Mathematics</i>			<i>Reading</i>			<i>Writing</i>		
	Target	Actual	Threshold Indicator	Target	Actual	Threshold Indicator	Target	Actual	Threshold Indicator
<i>Baseline</i>	25.7%	56.4%		78.4%	83%		40.4%	68.8%	
<i>FY2014</i>	26.7%	68.2%		79.4%	85.7%		41.4%	71.4%	
<i>FY2016</i>	27.7%	67.7%		80.4%	86%		42.4%	77.2%	
<i>FY2017</i>	28.7%	67.3%		81.4%	87.2%		43.4%	74.6%	
<i>FY2018</i>	29.7%	66.7%		82.4%	73.4%		44.4%	81.6%	
<i>FY2019</i>	30.7%	71.4%		83.4%	93%		45.4%	77.8%	

Source: THECB Accountability System

<http://www.thigheredaccountability.org/acctpublic/>

*State data not available for 2020 as of 3/28/2024

Underprepared Students Completing a College Level Course

College level course completion (Grade A, B, C) including pre-matriculation credit. Baseline data is Fall2009 Cohort for Fall 2014 reporting period.

CBC's target is to reach 23.9% in Math, 61.2% in Reading, and in 39.9% in Writing for students that did NOT MEET the TSI requirement.

Cohort	<i>Mathematics</i>			<i>Reading</i>			<i>Writing</i>		
	Target	Actual	Threshold Indicator	Target	Actual	Threshold Indicator	Target	Actual	Threshold Indicator
<i>Baseline</i> FY2014	17.9%	17.8%		55.2%	50.8%		33.9%	34%	
FY2015	18.9%	21.3%		56.2%	51.1%		34.9%	38.7%	
FY2016	19.9%	17%		57.2%	46.8%		35.9%	37.4%	
FY2017	20.9%	21.8%		58.2%	55.8%		36.9%	42.4%	
FY2018	21.9%	21.3%		59.2%	45.6%		37.9%	45.4%	
FY2019	22.9%	34.3%		60.2%	62.7%		38.9%	65.2%	

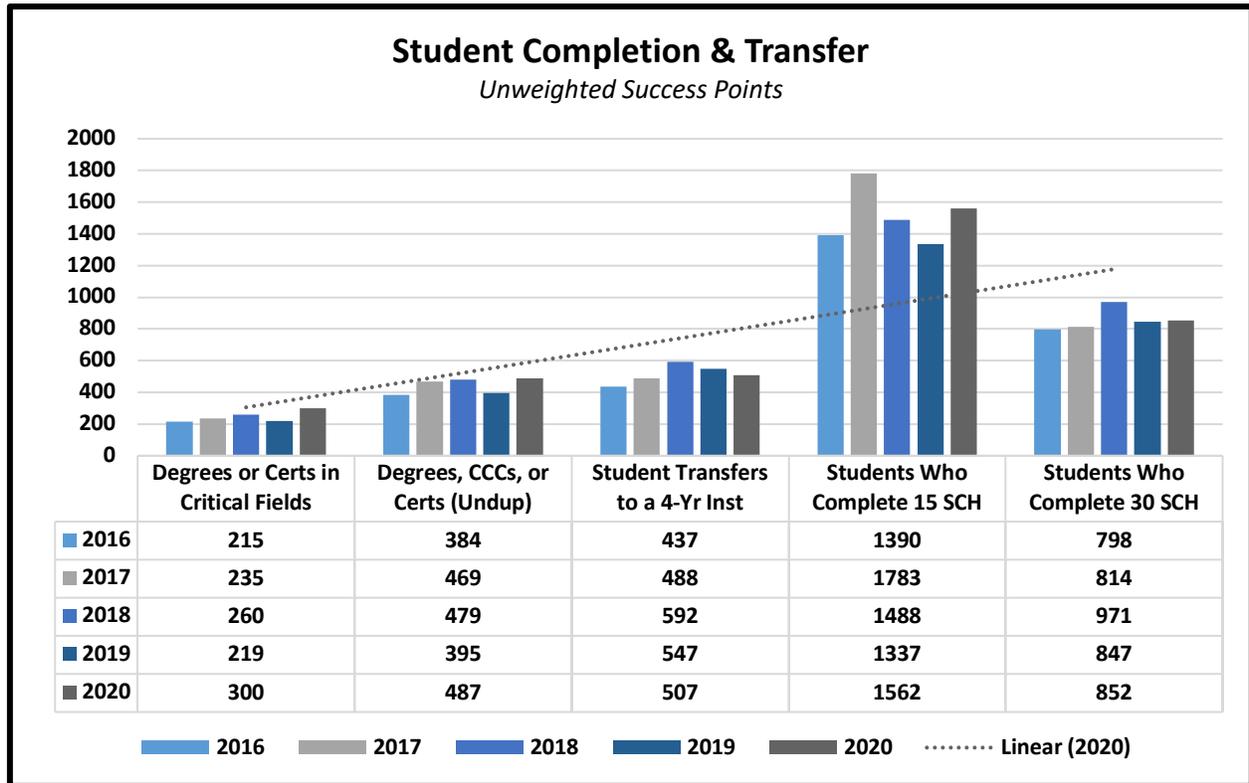
Source: THECB Accountability System

<http://www.txhigheredaccountability.org/acctpublic/>

**State data not available for 2020 as of 3/28/2024*



Student Completion & Transfer



Source: THECB Accountability System
<http://www.txhigheredaccountability.org/acctpublic/>

Core Completers and Occupational Skills Awards

<i>Awards</i>	<i>FY19</i>	<i>FY20</i>	<i>FY21</i>	<i>FY22</i>	<i>FY23</i>
Core Completers	203	219	215	271	248
Occupational Skills Awards	259	335	154	160	0

Source: The Office of Institutional Effectiveness & Research
Graduate Data

Licensure Pass Rate

Goal = Excellence (Vision 2020: CBC will offer a quality educational experience for all students; CBC will provide comprehensive student services to increase overall student success.).

Threshold for Licensure Rate Goals: When targets are not met or fall below baseline action plans are developed and implemented.

	Cosmetology			Radiologic Technology			Dental Hygiene		
	TARGET	ACTUAL	Threshold Indicator	TARGET	ACTUAL	Threshold Indicator	TARGET	ACTUAL	Threshold Indicator
<i>FY2012 Baseline</i>	n/a	81%		n/a	81%		n/a	100%	
<i>FY2014</i>	91.5%	91%		91.5%	97%		95%	100%	
<i>FY2015</i>	91.5%	80%		95%	92%		99%	75%	
<i>FY2016</i>	91.5%	84%		95%	90%		99%	100%	
<i>FY2017</i>	91.5%	81%		95%	89%		99%	100%	
<i>FY2018</i>	91.5%	85%		95%	96%		99%	100%	
<i>FY2019</i>	91.5%	79%		95%	100%		99%	100%	
<i>FY2020</i>	91.5%	89%		95%	76%		99%	98%	
<i>FY2021</i>	91.5%	88%		95%	89%		99%	89%	
<i>FY2022</i>	91.5%	91%		95%	80%		99%	96%	

	Vocational Nursing			Registered Nursing			Certified Nursing Assistance		
	TARGET	ACTUAL	Threshold Indicator	TARGET	ACTUAL	Threshold Indicator	TARGET	ACTUAL	Threshold Indicator
<i>FY2012 Baseline</i>	n/a	81%		n/a	94%			-	
<i>FY2014</i>	91.5%	91%		91.5%	81%			-	
<i>FY2015</i>	91.5%	80%		95%	94%			84%	
<i>FY2016</i>	91.5%	84%		95%	85%			-	
<i>FY2017</i>	91.5%	81%		95%	84%			98%	
<i>FY2018</i>	91.5%	85%		95%	80%			-	
<i>FY2019</i>	91.5%	79%		95%	90%			-	
<i>FY2020</i>	91.5%	74%		95%	82%			75%	
<i>FY2021</i>	91.5%	95%		95%	95%			-	
<i>FY2022</i>	91.5%	87%		95%	92%			98%	

Source: THECB Annual Licensure Report

<http://www.txhighereddata.org/index.cfm?objectid=3BF71040-9E7D-11EB-8A820050560100>

Persistence

Threshold for Participation Goals: When targets are not met or fall below baseline action plans are developed and implemented.

Graduation/Persistence Rate (6 years)

Graduation/Persistence Rates. First-time, full-time, credential-seeking, undergraduates who have graduated or are still enrolled. **CBC target by year 2020 is 53.4%.**

Graduation/Persistence Rates utilizing baseline data from Fall 2008 Cohort (FY 2014) of 42.7%.

Cohort	Graduation/ Persistence Target Rate	Actual	Threshold Indicator
<i>Fall 2008 Cohort (FY2014)</i>	47.4%	42.7%	
<i>Fall 2009 Cohort (FY2015)</i>	48.4%	42.1%	
<i>Fall 2010 Cohort (FY2016)</i>	49.4%	39.1%	
<i>Fall 2011 Cohort (FY2017)</i>	50.4%	41.8%	
<i>Fall 2012 Cohort (FY2018)</i>	51.4%	51.5%	
<i>Fall 2013 Cohort (FY2019)</i>	52.4%	45.1%	
<i>Fall 2014 Cohort (FY2020)</i>	53.4%	44.4%	
<i>Fall 2015 Cohort (FY2021)</i>	54.4%	44.0%	
<i>Fall 2016 Cohort (FY2022)</i>	55.4%	42.8%	

Source: THECB Accountability System
<http://www.txhigheredaccountability.org/acctpublic/>



Completion/Graduation Rates

Threshold for Participation Goals: When targets are not met or fall below baseline action plans are developed and implemented.

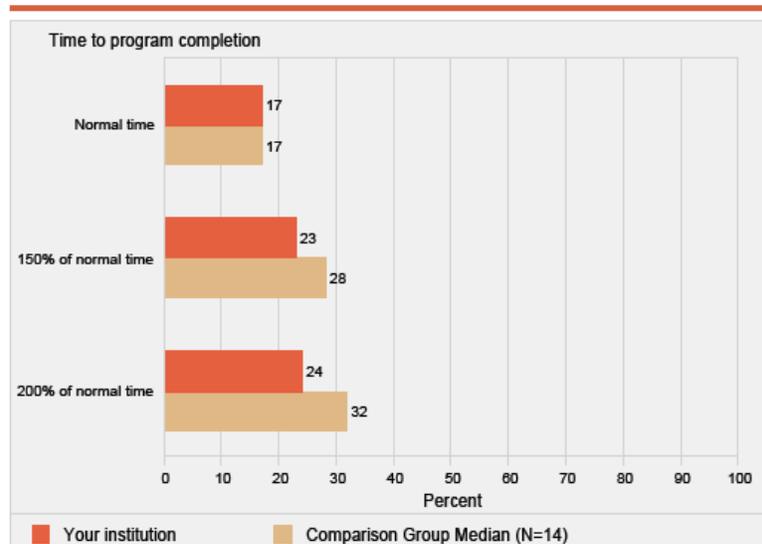
IPEDS Graduation Rate (150% standard time)

Graduation rates of full-time, first-time degree/certificate-seeking undergraduates 150% of normal time to completion (Target Rate = 28.3%)

Year (Cohort)	Coastal Bend College	Texas Peer Group
2015 (2010 Cohort)	11%	18%
2016 (2011 Cohort)	24%	17%
2017 (2012 Cohort)	25%	18%
2018 (2013 Cohort)	24%	22%
2019 (2014 Cohort)	24%	22%
2020 (2015 Cohort)	25%	25%
2021 (2016 Cohort)	23%	28%
2022 (2017 Cohort)	24%	
2023 (2018 Cohort)	27%	

*Source: National Center for Education Statistics, IPEDS data
<http://nces.ed.gov/ipeds/datacenter/institutionprofile.aspx?unitid=223320>*

Figure 14. Graduation rates of full-time, first-time degree/certificate-seeking undergraduate students within normal time, and 150% and 200% of normal time to program completion: 2017 cohort



NOTE: The 150% graduation rate is the Student Right-to-Know (SRK) rates; the Normal time and 200% rates are calculated using the same methodology. For details, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, 200% Graduation Rates survey component.

3/4/6 Graduation Rates

First-time, full-time entering, credential-seeking, undergraduates who have graduated.

CBC target by year 2020 for 3 years is 28.3%, for 4 years is 34.2%, and for 6 years is 46.4%.

	3 Yr Target	3 Yr Actual	Thres hold	4 Year Target	4 Year Actual	Thres hold	6 Year Target	6 Year Actual	Thres hold	Indic
Baseline										
<i>Fall 2008 Cohort (FY2014)</i>	22.3%	22.3%		28.2%	26.3%		40.4%	36.1%		
<i>Fall 2009 Cohort (FY2015)</i>	23.3%	31.2%		29.2%	27.2%		41.4%	33.8%		
<i>Fall 2010 Cohort (FY2016)</i>	24.3%	28.5%		30.2%	36.3%		42.4%	33.3%		
<i>Fall 2011 Cohort (FY2017)</i>	25.3%	27.3%		31.2%	32.4%		43.4%	34.9%		
<i>Fall 2012 Cohort (FY2018)</i>	26.3%	25.9%		32.2%	33.5%		44.4%	45.6%		
<i>Fall 2013 Cohort (FY2019)</i>	27.3%	27.2%		33.2%	30.8%		45.4%	40.3%		
<i>Fall 2014 Cohort (FY2020)</i>	28.3%	24.8%		34.2%	31.4%		46.4%	39.8%		
<i>Fall 2015 Cohort (FY2021)</i>	29.3%	26.9%		35.2%	28.5%		47.4%	39.2%		
<i>Fall 2016 Cohort* (FY2022)</i>	30.3%	27.2%		36.2%	31.4%		48.4%	37.1%		
<i>Fall 2017 Cohort* (FY2023)</i>	31.3%	24.8%		37.2%	28.5%		49.4%	NA		

Source: THECB Accountability System

<http://www.txhigheredaccountability.org/acctpublic/>

Programs & Associated Certificates: 2022-2023

<i>Measures</i>	2019-20	2020-21	2021-22	2022-23
<i>Transcript Processed</i>	7,802	7,423	7096	6679
<i>Drop Slip Processed</i>	764	683	786	1046
<i>Applications Received/Processed</i>	5,097	4585	4673	5290
<i>Graduation Applications Processed</i>	1,559	844	868	914

2022-2023 Award Totals

Total Level I Certificates	103
Total Level II Certificates	30
Total Fundamentals Certificates	8
Total Marketable Skills Certificates	81
Total Occupational Skills Award	0
Total AA degrees Awarded	86
Total AS degrees Awarded	166
Total AAS degrees Awarded	177
Total Earned Degrees	706



CIP	Degrees and Certificates 2022-2023	Awards
11.0101	Computer Information Technology Associate of Applied Science	3
	• Computer Information Technology Level I Certificate	1
	• Computer Info Tech Fundamentals Level I Certificate	0
	• Computer Information Technology Occupational Skills Award	0
12.0401	Cosmetology Associate of Applied Science	4
	• Cosmetology Level I Certificate	33
12.0410	• Aesthetics and Nail Level I Certificate	0
15.0903	Oil and Gas Associate of Applied Science	1
	• Oil and Gas Level I Certificate	2
	• Oil and Gas Level II	0
15.1301	Drafting/Design Associate of Applied Science	3
	• Drafting/Design Level I Certificate	2
19.0709	Early Development/Education Associate of Applied Science	6
	• Early Development/Education Child Care Level I Certificate	4
24.0101	CORE Completer	248
24.0101	Criminal Justice Associate of Arts	2
	Criminal Justice Associate of Science	1
24.0102	General Studies Associate of Arts	83
	General Studies Associate of Science	175
43.0107	Law Enforcement Associate of Applied Science	4
	• Law Enforcement Level I Certificate	6
	• Law Enforcement Fundamentals Level I Certificate	0
	• Law Enforcement Occupational Skills Award	0
43.0406	Forensic Associate of Applied Science	7
	• Forensic Level I Certificate	1
	• Crime Scene Investigation Level II Certificate	0
	• Forensic Theory Fundamentals Level I	0
	• Forensic Science Occupational Skills Awards	0
47.0604	Automotive Associate of Applied Science	1
	Automotive Technician Level I Certificate	1
	Automotive Intermediate Technician Level II Certificate	0

CIP	Degrees and Certificates 2022-2023	Awards
48.0508	Welding Associate of Applied Science	3
	• Welding Flux Core Metal Arc Occupational Skills Award	45
	• Welding Fundamentals GMAW Level I Certificate	0
	Welding Gas Metal Arc Occupational Skills Award	0
	• Welding Fundamentals GTAW Level I Certificate	0
	• Welding Gas Tungsten Metal Arc Occupational Skill Award	0
51.0602	• Dental Hygiene Associate of Dental Hygiene	27
51.0713	• Medical Records Coding Associate of Applied Science	1
51.0911	• Radiologic Technology Associate of Applied Science	10
51.3801	Professional Nursing Associate of Applied Science - Bridge	70
	Professional Nursing Associate of Applied Science - Generic	13
51.3901	Vocational Nursing Level I Certificate	64
	Pre-Vocational Nursing Certificate	0
51.3902	Fundamentals of Certified Nursing Assistant	23
	• Fundamentals of Nursing Assistant	0
	• Certified Nursing Assistant Occupational Skills Award	0
52.0101	• Business Administration Associate of Arts	20
52.0201	• Business Management Level I Certificate	1
52.0302	Accounting Associate of Applied Science	5
	Accounting Business Administration Level I Certificate	2
	Accounting Business Administration Level II Certificate	1
	Accounting Business Administration Occupational Skill Award	0
52.0401	Bus Tech Administrative Assistant Assoc of Applied Science	1
	Bus Tech Admin Assist Med Office Assoc of Applied Science	1
	Business Tech Medical Office Specialization Level I Cert	1

Coastal Bend College Strategic Planning Goals, Objectives, and Expected Outcomes for 2020-2025

Priority #2 - Community

Coastal Bend College will identify and develop focused initiatives and activities supporting cultural, workforce, and economic development to improve quality of life.

Objective 2.1 Engage and collaborate with community partners.

Objective 2.2 Provide workforce and continuing education certification and training opportunities that meet the needs of local and regional business and industry and support students in achieving gainful employment and career advancement.

Objective 2.3 Increase inclusive cultural enrichment opportunities through community projects designed to create a sense of belonging.

Expected Outcome

Achievement of this goal will result in increased and relevant cultural enrichment opportunities and projects for all Coastal Bend College communities, and an appropriately trained and skilled workforce meeting economic demand.

Goal: 2 Priority 2: Community

Planning Unit: 49 Information Technology Services **Unit Manager:** Ramirez, Amador

Objective ID **Objective**

332 Evaluate Signage, Software Compatibility for FY2023

Goal: 2.1 Community Partnerships

Planning Unit: 13 CBC-Alice **Unit Manager:** Castaneda, Lisa

Objective ID **Objective**

269 FY23 Alice site will increase the number of outreach and community engagement activities by (3)

270 Increase Fall '23 traditional and non-traditional student numbers within our service communities

271 Increase number of programs offered in service area

Planning Unit: 14 CBC-Kingsville **Unit Manager:** Woods, Keenan

Objective ID **Objective**

276 Identify and apply for at least (1) community centered state grant to help develop workforce and adult education programs by end of FY 2023.

Planning Unit: 15 CBC-Pleasanton **Unit Manager:** Blanton, Jennifer

Objective ID **Objective**

289 For FY 23 to market the Pleasanton site availability in meeting the needs of the community.

290 For FY 23 to provide opportunities for exposure of post-secondary offerings to the community.

291 For FY 23 to increase the Pleasanton Site involvement in area organizations, clubs, and activities and support them financially.

Planning Unit: 33 Dual Credit **Unit Manager:** Gaitan, Susie

Objective ID **Objective**

304 Gather resources and attend conferences. Apply new strategies where necessary. Share what is learned in counselor workshops

Planning Unit: 4 Athletics **Unit Manager:** Garza, Vinnie

Objective ID **Objective**

267 Ongoing remodel existing softball facility for Spring '23 playing season

Goal: 2.2 Workforce and Continuing Education Training

Planning Unit:	13 CBC-Alice	Unit Manager: Castaneda, Lisa
Objective ID	Objective	
271	Increase number of programs offered in service area	
Planning Unit:	14 CBC-Kingsville	Unit Manager: Woods, Keenan
Objective ID	Objective	
276	Identify and apply for at least (1) community centered state grant to help develop workforce and adult education programs by end of FY 2023.	
Planning Unit:	15 CBC-Pleasanton	Unit Manager: Blanton, Jennifer
Objective ID	Objective	
3	Educate community about Pleasanton offerings using strategic marketing efforts during FY23. For FY 23 to market the Pleasanton site availability in meeting the needs of the community.	
Planning Unit:	22 Continuing Education & Workforce Development	Unit Manager: Becknell, Braden
Objective ID	Objective	
299	Increase certificate options for community members and students for courses offered in-person by 10%.	
300	Increase the amount of students taking continuing education courses by 25%.	
Planning Unit:	26 Career and Technical Education	Unit Manager: Bleibdrey, Jarod
Objective ID	Objective	
287	Effectiveness Evaluation	
Planning Unit:	27 Nursing & Allied Health	Unit Manager: Hernandez, Loana
Objective ID	Objective	
364	Competency Increase first attempt pass rates for certification exams by 10% by May 2023.	

Goal: 2.2 Workforce and Continuing Education Training continued

Planning Unit: 4 Athletics **Unit Manager:** Garza, Vinnie

Objective ID Objective

268 Instill training seminars for needed areas.

Planning Unit: 49 Information Technology Services **Unit Manager:** Ramirez, Amador

Objective ID Objective

332 Evaluate Signage, Software Compatibility for FY2023

Planning Unit: 70 Professional Nursing Program **Unit Manager:** Cantu, Maria

Objective ID Objective

378 Competency

First attempt NCLEX-RN pass rates will increase to 80% to retain compliance with the Texas Board of Nursing.

Planning Unit: 71 Provost **Unit Manager:** Rehak, Patricia

Objective ID Objective

264 Work with Academic Deans, Site Directors and community leaders to identify, develop and implement relevant programming and training opportunities.

Goal: 2.3 Inclusive Enrichment Opportunities

Planning Unit: 13 CBC-Alice **Unit Manager:** Castaneda, Lisa

Objective ID **Objective**

271 Increase number of programs offered in service area

Planning Unit: 15 CBC-Pleasanton

Unit Manager: Blanton, Jennifer

Objective ID **Objective**

3 Educate community about Pleasanton offerings using strategic marketing efforts during FY23.

291 For FY 23 to increase the Pleasanton Site involvement in area organizations, clubs, and activities and support them financially.

292 For FY 23 to create a welcoming inviting and easily navigated atmosphere at the facility.

Planning Unit: 4 Athletics

Unit Manager: Garza, Vinnie

Objective ID **Objective**

267 Ongoing remodel existing softball facility for Spring '23 playing season

268 Instill training seminars for needed areas.

Planning Unit: 49 Information Technology Services

Unit Manager: Ramirez, Amador

Objective ID **Objective**

332 Evaluate Signage, Software Compatibility for FY2023



Coastal Bend College Strategic Planning Goals, Objectives, and Expected Outcomes for 2020-2025

Priority #3 - Resources

Coastal Bend College will effectively and efficiently use resources to maximize student, community, employee, and fiscal efficacy.

- Objective 3.1 Enhance employee experiences through talent management practices that focus on recruitment, retention, professional development, and recognition to optimize our greatest asset.
- Objective 3.2 Provide welcoming and comfortable residential student facilities.
- Objective 3.3 Ensure programming has adequate and appropriate facilities.
- Objective 3.4 Develop and implement a Wayfinding/Beautification Plan.
- Objective 3.5 Update and maintain a cohesive Facilities Master Plan.
- Objective 3.6 Identify areas of need and associated plans of action to improve the quality of CBC services.
- Objective 3.7 Implement and maintain an ongoing stewardship of fiscally responsible practices optimizing operating efficiencies.
- Objective 3.8 Ensure a healthy and safe campus.
- Objective 3.9 Implement institution-wide review and revision of practices, procedures and policies.

Expected Outcome

Achievement of this goal will result in high levels of employee, operational and fiscal performance, and student, employee, and community satisfaction.

Our Resources

Core Expenses per FTE Enrollment	2019-2020 <i>Baseline Year</i>	2020-2021	2021-2022	2022-2023
FTE Enrollment	2688	2720	2256	1620
Instructional Support per FTE	\$2,249	\$2,450	\$2,765	\$3,411
Academic Support per FTE	\$169	\$178	\$521	\$663
Student services per FTE	\$394	\$475	\$1,402	\$4,541
Institutional Support per FTE	\$2,376	\$1,928	\$2,768	\$4,058
Other Expenditures per FTE	\$2,373	\$2,826	\$1,803	\$2,511
Total Operating Expenses per FTE	\$8,213	\$8,466	\$9,259	\$15,184

22-23 Finance Summary Submission for IPEDS

Other core expenses include scholarships and fellowships, net of discounts and allowances, and other expenses. Core expenses exclude expenses from auxiliary enterprises (e.g., bookstores, dormitories), hospitals, and independent operations. For institutions reporting in Full parent/child relationships, core expenses per FTE enrollment amounts will not be allocated to child institutions.

The full-time equivalent (FTE) enrollment used in this report is the sum of the institution's FTE undergraduate enrollment and FTE graduate enrollment (as calculated from or reported on the 12-month Enrollment component). FTE is estimated using 12-month instructional activity (credit and/or clock hours). All doctor's degree students are reported as graduate students.

Goal: 3 Priority 3: Resources

Planning Unit: 49 Information Technology Services **Unit Manager:** Ramirez, Amador

Objective ID **Objective**

331 Implement new printer protocols during FY2023

332 Evaluate Signage, Software Compatibility for FY2023

Planning Unit: 50 Institutional Effectiveness **Unit Manager:** Lane, Michelle

Objective ID **Objective**

320 Expand Capacity of Department

Expand office capacity to meet the demands of the institution during FY23.

321 SPOL Implementation

Implement SPOL appropriate to the needs of the institution each year using the planning and budgeting process

322 Expand Services of Department

Expand services offered to stakeholders in FY23.

323 Business Services Operational Compliance

Ensure compliance of all Business Services Procedures by IER and Marketing staff during FY23.

Goal: 3.1 Enhance Employee Experiences

Planning Unit: 13 CBC-Alice **Unit Manager:** Castaneda, Lisa

Objective ID **Objective**

272 Expand opportunities for growth and job satisfaction with faculty/staff

Planning Unit: 14 CBC-Kingsville **Unit Manager:** Woods, Keenan

Objective ID **Objective**

274 Provide a minimum of (2) "Cross Training" opportunities to staff at CBC-Kingsville throughout FY 2023 beginning Fall 2022

Planning Unit: 18 Club Sponsor **Unit Manager:** Rea, Daniel

Objective ID **Objective**

369 Increase recruitment of RSO in FY23

Encourage faculty and students to start new or existing clubs.

Goal: 3.1 Enhance Employee Experiences continued

Planning Unit:	200 Computer Programming	Unit Manager: Rowlett, Michael
Objective ID	Objective	
294	Identify and evaluate the software resources for the Coastal Bend ERP System that not being fully utilized.	
296	Form a data integrity/security committee	
297	Provide and create Colleague training documents with videos, powerpoint and other resources.	
Planning Unit:	27 Nursing & Allied Health	Unit Manager: Hernandez, Loana
Objective ID	Objective	
366	Professional Development Provide at least one professional development opportunity for faculty in their area of instruction per academic year.	
367	Job satisfaction Schedule two meetings per semester with each faculty and staff to discuss performance and employee needs.	
Planning Unit:	4 Athletics	Unit Manager: Garza, Vinnie
Objective ID	Objective	
268	Instill training seminars for needed areas.	
Planning Unit:	47 Human Resources	Unit Manager: Lytle, Dixie
Objective ID	Objective	
101	Cornerstone Outbound Feed Cornerstone and Colleague Inbound and Outbound feeds working correctly and automatically.	
102	Employee Recognition Great Job Award Pin Awards - Monthly	
103	HR Retention Reporting Retention reporting	
105	Employee Appreciation Day Employee Appreciation Day - April 28, 2023	
107	Compensation Plan Create a complete compensation plan for faculty, exempt, and non-exempt employees.	
108	Compliant in All Business Office Procedures HR will be 100% compliant with Business Office Procedures	
109	DEI - Training	

Goal: 3.1 Enhance Employee Experiences continued

121 Diversity, Equity, and Inclusion training. SafeColleges. Will contact Vector solutions for cost of module and examples of courses available.
HR Staff Training

122 Employee Assistance Program

123 Research and implement an employee assistance program (EAP)
HR Remodel
Remodel HR Offices

Planning Unit: 49 Information Technology Services Unit Manager: Ramirez, Amador

Objective ID Objective

331 Implement new printer protocols during FY2023

332 Evaluate Signage, Software Compatibility for FY2023

333 Improve network connectivity throughout the District.

Planning Unit: 50 Institutional Effectiveness Unit Manager: Lane, Michelle

Objective ID Objective

2 Expand Employee knowledge through professional development opportunities in FY23

321 Implement SPOL appropriate to the needs of the institution each year using the planning and budgeting process

Planning Unit: 67 Physical Plant Unit Manager: Colmenero, Jacinto

Objective ID Objective

338 Create and maintain a healthy and safe campus.

339 Increase satisfaction of students and employees during FY23. (Baseline)

Planning Unit: 69 Professional Development Unit Manager: Lytle, Dixie

Objective ID Objective

127 Tuition Reimbursement

Employee College Tuition Reimbursement

Planning Unit: 73 Marketing & Public Relations Unit Manager: Ramirez, Amanda

Objective ID Objective

346 Reassign staff to meet areas of most need and play to employee strengths

Goal: 3.1 Enhance Employee Experiences continued

Planning Unit:	83 Testing	Unit Manager: Kreis, Roberta
Objective ID	Objective	
347	For FY2023 CBC Programmers will create a program so that TSIA2 scores are uploaded daily to Colleague. This will reduce manual effort by 30% and be a more efficient system	
348	For FY2023 CBC Business Office will decide on a credit card payment option that all students can use to pay for their exam fees online. This will reduce manual effort by 20%	
349	For FY2023 Programmers will create a program to run a list of examinees who took TSIA2 with CBC - but are not students. Then the list will be sent to Testing so that we can contact these prospective students to help them get registered for classes	

Goal: 3.2 Provide welcoming and comfortable residential student facilities

Planning Unit:	28 Student Services	Unit Manager: Devora-Jones, Kayla
Objective ID	Objective	
355	Evaluate and improve the student experience by creating an ongoing feedback system that collects and processes student feedback in a timely manner by the end of the semester.	
Planning Unit:	4 Athletics	Unit Manager: Garza, Vinnie
Objective ID	Objective	
267	Ongoing remodel existing softball facility for Spring '23 playing season	
268	Instill training seminars for needed areas.	
Planning Unit:	49 Information Technology Services	Unit Manager: Ramirez, Amador
Objective ID	Objective	
332	Evaluate Signage, Software Compatibility for FY2023	
Planning Unit:	52 Intramurals	Unit Manager: Rea, Daniel
Objective ID	Objective	
377	Establish Intramurals Events Develop and maintain intramural events and equipment.	
Planning Unit:	67 Physical Plant	Unit Manager: Colmenero, Jacinto
Objective ID	Objective	
338	Create and maintain a healthy and safe campus.	
339	Increase satisfaction of students and employees during FY23. (Baseline)	

Goal: 3.3 Ensure programming has adequate and appropriate facilities

Planning Unit: 14 CBC-Kingsville **Unit Manager:** Woods, Keenan

Objective ID **Objective**
277 Improve the physical aesthetics of the CBC-Kingsville Center

Planning Unit: 15 CBC-Pleasanton **Unit Manager:** Blanton, Jennifer

Objective ID **Objective**
292 For FY 23 to create a welcoming inviting and easily navigated atmosphere at the facility.

Planning Unit: 4 Athletics **Unit Manager:** Garza, Vinnie

Objective ID **Objective**
267 Ongoing remodel existing softball facility for Spring '23 playing season

Planning Unit: 55 Library Services **Unit Manager:** Rands, Tammy

Objective ID **Objective**
334 Create a technology plan for the library during FY23.

Planning Unit: 67 Physical Plant **Unit Manager:** Colmenero, Jacinto

Objective ID **Objective**
336 Identify academic and learning environment needs during FY23.

338 Create and maintain a healthy and safe campus.

339 Increase satisfaction of students and employees during FY23. (Baseline)

Planning Unit: 76 Radiology Program **Unit Manager:** Wall, Virginia

Objective ID **Objective**
357 Maintain equipment for student learning.

Goal: 3.4 Develop and implement a Wayfinding/Beautification Plan

Planning Unit: 14 CBC-Kingsville **Unit Manager:** Woods, Keenan

Objective ID **Objective**
277 Improve the physical aesthetics of the CBC-Kingsville Center

Planning Unit: 4 Athletics **Unit Manager:** Garza, Vinnie

Objective ID **Objective**
267 Ongoing remodel existing softball facility for Spring '23 playing season

Planning Unit: 49 Information Technology Services **Unit Manager:** Ramirez, Amador

Objective ID **Objective**
332 Evaluate Signage, Software Compatibility for FY2023

Goal: 3.5 Update and maintain a cohesive Facilities Master Plan

Planning Unit: 4 Athletics **Unit Manager:** Garza, Vinnie

Objective ID **Objective**
267 Ongoing remodel existing softball facility for Spring '23 playing season

Planning Unit: 67 Physical Plant **Unit Manager:** Colmenero, Jacinto

Objective ID **Objective**
336 Identify academic and learning environment needs during FY23.

338 Create and maintain a healthy and safe campus.

Goal: 3.6 Identify areas of need and associated plans of action to improve the quality of CBC services.

Planning Unit: 14 CBC-Kingsville **Unit Manager:** Woods, Keenan
Objective ID **Objective**
275 Continue to recruit and target ideal tutor candidates in hopes to attain at minimum (1) tutor for each core content area by end of FY 2023

Planning Unit: 200 Computer Programming **Unit Manager:** Rowlett, Michael
Objective ID **Objective**
295 Deliver 33% of recurring reports using automation.
296 Form a data integrity/security committee

Planning Unit: 22 Continuing Education & Workforce Development **Unit Manager:** Becknell, Braden
Objective ID **Objective**
299 Increase certificate options for community members and students for courses offered in-person by 10%.
300 Increase the amount of students taking continuing education courses by 25%.

Planning Unit: 27 Nursing & Allied Health **Unit Manager:** Hernandez, Loana
Objective ID **Objective**
365 Resources
Develop an inventory system that reviews current equipment that include condition of the equipment and develop a circulation schedule for equipment.

Planning Unit: 4 Athletics **Unit Manager:** Garza, Vinnie
Objective ID **Objective**
266 Expand development of sports program in FY '23
267 Ongoing remodel existing softball facility for Spring '23 playing season
268 Instill training seminars for needed areas.

Planning Unit: 40 Foundation **Unit Manager:** Cantrell, Paul
Objective ID **Objective**
359 Create process for disbursement of scholarship funds during FY23.
360 Update the Foundation Board bylaws and structure during FY23.
362 Consolidate all contact data into one electronic system during FY23.

Goal: 3.6 Identify areas of need and associated plans of action to improve the quality of CBC services. continued

Planning Unit: 67 Physical Plant **Unit Manager: Colmenero, Jacinto**

- Objective ID** **Objective**
- 336 Identify academic and learning environment needs during FY23.
- 337 Finalize Master Facilities Plan revisions during FY23.
- 338 Create and maintain a healthy and safe campus.
- 339 Increase satisfaction of students and employees during FY23. (Baseline)

Planning Unit: 73 Marketing & Public Relations **Unit Manager: Ramirez, Amanda**

- Objective ID** **Objective**
- 346 Reassign staff to meet areas of most need and play to employee strengths

Planning Unit: 83 Testing **Unit Manager: Kreis, Roberta**

- Objective ID** **Objective**
- 347 For FY2023 CBC Programmers will create a program so that TSIA2 scores are uploaded daily to Colleague. This will reduce manual effort by 30% and be a more efficient system
- 348 For FY2023 CBC Business Office will decide on a credit card payment option that all students can use to pay for their exam fees online. This will reduce manual effort by 20%
- 349 For FY2023 Programmers will create a program to run a list of examinees who took TSIA2 with CBC - but are not students. Then the list will be sent to Testing so that we can contact these prospective students to help them get registered for classes

Planning Unit: 84 Title IX **Unit Manager: Lytle, Dixie**

- Objective ID** **Objective**
- 115 Title IX Reporting Form
Update Title IX Reporting form
- 116 Title IX Training
Title IX Training for Coordinator

Goal: 3.7 Implement and maintain an ongoing stewardship of fiscally responsible practices optimizing operating efficiencies

Planning Unit:	15 CBC-Pleasanton	Unit Manager: Blanton, Jennifer
Objective ID	Objective	
293	Implement and adhere to current business office functions as it applies to a day-to-day basis for FY 2022-23 at the Pleasanton Campus	
Planning Unit:	200 Computer Programming	Unit Manager: Rowlett, Michael
Objective ID	Objective	
295	Deliver 33% of recurring reports using automation.	
296	Form a data integrity/security committee	
297	Provide and create Colleague training documents with videos, powerpoint and other resources.	
Planning Unit:	4 Athletics	Unit Manager: Garza, Vinnie
Objective ID	Objective	
267	Ongoing remodel existing softball facility for Spring '23 playing season	
Planning Unit:	40 Foundation	Unit Manager: Cantrell, Paul
Objective ID	Objective	
359	Create process for disbursement of scholarship funds during FY23.	
360	Update the Foundation Board bylaws and structure during FY23.	
361	Assess the financial health of the Foundation during FY23.	
Planning Unit:	50 Institutional Effectiveness	Unit Manager: Lane, Michelle
Objective ID	Objective	
320	Expand office capacity Expand office capacity to meet the demands of the institution during FY23.	
321	Implement SPOL Implement SPOL appropriate to the needs of the institution each year using the planning and budgeting process	
322	Expand services Expand services offered to stakeholders in FY23.	
323	Ensure compliance of all Business Services Procedures. Ensure compliance of all Business Services Procedures by IER and Marketing staff during FY23.	
Planning Unit:	67 Physical Plant	Unit Manager: Colmenero, Jacinto
Objective ID	Objective	
336	Identify academic and learning environment needs during FY23.	
337	Finalize Master Facilities Plan revisions during FY23.	
338	Create and maintain a healthy and safe campus.	
339	Increase satisfaction of students and employees during FY23. (Baseline)	

Goal: 3.8 Ensure a healthy and safe campus

Planning Unit: 14 CBC-Kingsville **Unit Manager:** Woods, Keenan

Objective ID **Objective**

277 Improve the physical aesthetics of the CBC-Kingsville Center

Planning Unit: 15 CBC-Pleasanton **Unit Manager:** Blanton, Jennifer

Objective ID **Objective**

292 For FY 23 to create a welcoming inviting and easily navigated atmosphere at the facility.

Planning Unit: 4 Athletics **Unit Manager:** Garza, Vinnie

Objective ID **Objective**

268 Instill training seminars for needed areas.

Planning Unit: 47 Human Resources **Unit Manager:** Lytle, Dixie

Objective ID **Objective**

109 DEI - Training

Diversity, Equity, and Inclusion training. SafeColleges. Will contact Vector solutions for cost of module and examples of courses available.

122 Employee Assistance Program

Research and implement an employee assistance program (EAP)

Planning Unit: 67 Physical Plant **Unit Manager:** Colmenero, Jacinto

Objective ID **Objective**

336 Identify academic and learning environment needs during FY23.

338 Create and maintain a healthy and safe campus.

339 Increase satisfaction of students and employees during FY23. (Baseline)

Goal: 3.9 Implement institution-wide review and revision of practices, procedures and polices

Planning Unit:	13 CBC-Alice	Unit Manager: Castaneda, Lisa
Objective ID	Objective	
273	Implement and adhere to current business office functions as it applies on a day-to-day basis for FY 2022-23 at the Alice Center	
Planning Unit:	14 CBC-Kingsville	Unit Manager: Woods, Keenan
Objective ID	Objective	
274	Provide a minimum of (2) "Cross Training" opportunities to staff at CBC-Kingsville throughout FY 2023 beginning Fall 2022	
Planning Unit:	15 CBC-Pleasanton	Unit Manager: Blanton, Jennifer
Objective ID	Objective	
293	Implement and adhere to current business office functions as it applies to a day-to-day basis for FY 2022-23 at the Pleasanton Campus	
Planning Unit:	200 Computer Programming	Unit Manager: Rowlett, Michael
Objective ID	Objective	
294	Identify and evaluate the software resources for the Coastal Bend ERP System that not being fully utilized.	
295	Deliver 33% of recurring reports using automation.	
296	Form a data integrity/security committee	
297	Provide and create Colleague training documents with videos, powerpoint and other resources.	
Planning Unit:	28 Student Services	Unit Manager: Devora-Jones, Kayla
Objective ID	Objective	
352	Increase staff training on accessibility services to ensure all students receive the same level of support by the end of the semester, providing staff with relevant resources and tools to effectively support all students.	
Planning Unit:	4 Athletics	Unit Manager: Garza, Vinnie
Objective ID	Objective	
267	Ongoing remodel existing softball facility for Spring '23 playing season	
268	Instill training seminars for needed areas.	

Goal: 3.9 Implement institution-wide review and revision of practices, procedures and polices continued

Planning Unit:	50 Institutional Effectiveness	Unit Manager: Lane, Michelle
Objective ID	Objective	
321	Implement SPOL Implement SPOL appropriate to the needs of the institution each year using the planning and budgeting process	
322	Expand services offered Expand services offered to stakeholders in FY23.	
323	Ensure compliance of all Business Services Procedures Ensure compliance of all Business Services Procedures by IER and Marketing staff during FY23.	

Planning Unit:	67 Physical Plant	Unit Manager: Colmenero, Jacinto
Objective ID	Objective	
336	Identify academic and learning environment needs during FY23.	

Planning Unit:	71 Provost	Unit Manager: Rehak, Patricia
Objective ID	Objective	
265	All practices, procedures and policies related to instruction and student services will be audited and revised where necessary prior to the submission of the SACSCOC compliance report in spring 2023.	

Planning Unit:	73 Marketing & Public Relations	Unit Manager: Ramirez, Amanda
Objective ID	Objective	
343	Increase efficiency of the KACE workorder system during FY23	
344	Ensure that all transactions are performed correctly.	

Planning Unit:	84 Title IX	Unit Manager: Lytle, Dixie
Objective ID	Objective	
110	Title IX Reporting Title IX Mid-Year Summary Report - required posting on website.	
111	Title IX Policy Title IX Board Policy DIAA updated and approved by Board of Trustees	
112	Title IX Policy - Student Update Board Policy FFDA (Local) for Board of Trustee approval	
115	Title IX Reporting Form Update Title IX Reporting form	

Operational Effectiveness

2022-2023 Planned Improvement Plans/Recommendations

Coastal Bend College continues to improve infrastructure, practices, and capacity to fulfill the College Mission. Significant progress has been made on addressing the needs of the College in all areas identified in Strategic Plan 2025. The following summary report contains significant accomplishments organized by strategic goal, aligned with each of the objectives found in the plan. CBC fulfills its mission through the continual improvement of our student services, academic, career and technical programs, responsible fiscal management, community outreach and expanding partnerships. Strategic Plan 2025 Goals and Objectives remain the same for the duration of the five-year plan allowing time to build upon annual successes. The annual planning priorities have been developed to ensure the accomplishment of Strategic Plan 2025 by directing the energy and a collective focus of the College toward timely, significant opportunities for improvement.

The next section of this report details some of the improvements accomplished across Coastal Bend College over the last year by our hard-working faculty and staff. These accomplishments and recommendations are founded in data-informed decision making using the continuous improvement processes implemented at CBC during the 2022-2023 planning cycle.

The Planning Units and Planning Unit Managers for **2022-2023** include:

Accessibility Service	Calvert, Robby
Admissions & Registrar	Fuller, Candy
Athletics	Garza, Vinnie
Business Services	Menchion, Cedric
CBC-Alice	Castaneda, Lisa
CBC-Kingsville	Woods, Keenan
CBC-Pleasanton	Blanton, Jennifer
Club Sponsor	Rea, Daniel
Continuing Education & Workforce Development	Becknell, Braden
Dean - Nursing & Allied Health	Hernandez, Loana
Dean - Career and Technical Education	Bleibdrey, Jarod
Dean – Transfer General Education	Secord, Mark
Dental Hygiene Program	Southerland, Lynn
Dual Credit	Gaitan, Susie
Financial Aid	Morales, Nora
Foundation	Cantrell, Paul
Housing	Devora-Jones, Kayla
Human Resources	Lytle, Dixie
Industrial Technology Coordinator	Gonzalez, Macedonio
Information Technology Services	Ramirez, Amador
Institutional Effectiveness & Research	Lane, Michelle
Institutional Systems and Reporting	Rowlett, Michael
Library Services	Rands, Tammy
Marketing & Public Relations	Ramirez, Amanda
Nursing Aid Program	Berryhill, Karen
Physical Plant	Colmenero, Jacinto "JC"
President's Office	Hoggard, Justin
Professional Development	Lytle, Dixie
Provost	Rehak, Patricia
Radiological Technology Program	Wall, Virginia
Recruitment	Rea, Daniel
Student Services	Devora-Jones, Kayla
Student Clubs and Activities	Rea, Daniel
Student Development	Rea, Daniel
Student Success Center	Rea, Daniel
Testing	Kreis, Roberta
Title IX	Lytle, Dixie

Institutional Effectiveness by Planning Unit

Planning Year: 2022-2023

Planning Unit: 1 - Admissions & Registrar

Unit Manager: Fuller, Candy

Objective: DRAFT - Increase Enrollment of Non-Traditional Students by 5% from FY22 enrollment during FY23 - Increase Enrollment of Non- Traditional Students by 5% from FY22 enrollment during FY23

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase non-traditional enrollment by 5% for the 22-23 academic school year.	Hold workshops in conjunction with Financial Aid. Create Congrats/Welcome packets to send to non traditional students who passed their GED.Hold ApplyTexas workshops throughout academic year.	This task was not met. The Admissions/ Registrar office was down two staff members for 10 months and there was not enough staff or time to assist in these workshops or to send out packets to GED recipients.	There are no results to be used, as the Objective was not met.

Planning Unit: 13 - CBC-Alice

Unit Manager: Castaneda, Lisa

Objective: DRAFT - Expand opportunities for growth and job satisfaction with faculty/staff - Expand opportunities for growth and job satisfaction with faculty/staff

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
To improve job performance an knowledge of staff.	The use of annual self evaluations Use of annual performance evaluations. Create a schedule to identify when and where any possible self-trainings can be offered.	Attained electronic copy of business office training to be used as a reference tool to assist and guide direct report on day-to-day basis. Reviewed Self Evaluation submitted by Administrative Assistant to identify what areas that could improve as it relates to job performance.	Will continue to work with direct report to better identify as it relates job duties

Planning Unit: 13 - CBC-Alice

Unit Manager: Castaneda, Lisa

Objective: DRAFT - FY23 Alice site will increase the number of outreach and community engagement activities by (3) - FY23 Alice site will increase the number of outreach and community engagement activities by (3)

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Attended weekly Rotary meetings.</p> <p>Purchased tables and attended the yearly Boys and Girls Club Steak and Burger fundraising event.</p> <p>Purchased a table and attended the annual Alice ISD's Education Foundation Scholarship BBQ and dance.</p> <p>Successfully participated in Jim Wells County fair, Christmas parade, and hosted the annual "Trunk or Treat" event on site.</p>	<p>Increase community participation for CBC Alice.</p>	<p>CBC Alice expanded community outreach and engagement opportunities during FY23. Purchased tables and attended the yearly Boys and Girls Club Steak Successfully participated in the Jim Wells County fair. Hosted the annual "Trunk or Treat" event on site. Received "The Alice's Best" award for Institute of Higher Education in the publication for Alice Echo-News Journal. Coastal Bend College Alice was actively involved in various community events and received recognition for our participation and contributions to the community.</p>	<p>Based on the results, CBC Alice actively participated in events that increased engagement with the community and their stakeholders. Our participation gained CBC awards and recognition, and the efforts to participate in community and outreach events will continue for the next FY.</p>

Objective: DRAFT - Implement and adhere to current business office functions as it applies on a day-to-day basis for FY 2022-23 at the Alice Center - Implement and adhere to current business office functions as it applies on a day-to-day basis for FY 2022-23 at the Alice Center

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>No Data Found</p>	<p>Zero errors in business service processes</p> <p>Review any documents that has information regarding updates in business office processes throughout FY 2022-23</p>	<p>Throughout FY 22-23 Alice Center was able to adhere and abide by business office policies and procedures.</p>	<p>Alice center will continue to operate within the processes and procedures of the business office.</p>

Planning Unit: 13 - CBC-Alice

Unit Manager: Castaneda, Lisa

Objective: DRAFT - Increase Fall '23 traditional and non-traditional student numbers within our service communities - Increase Fall '23 traditional and non-traditional student numbers within our service communities

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Baseline.	Evaluate incoming Freshman enrollment data from Fall 2022 - 2023 with that of FY23-24	Based on ongoing data enrollment report the total increase was 9.	Based on the enrollment report the CBC Alice center had an increase of enrollment in the various programs by a total of nine students. Although this reflex moderate growth, it does not reflect the goals the objective goals set for FY22-23. For FY23-24, the plan is to be active and promote the new programs offered at the Alice site to the surrounding ISD's.

Objective: DRAFT - Increase number of programs offered in service area - Increase number of programs offered in service area

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Seek a growth in general transfer education and workforce programs at the CBC Alice Center.	<p>Program offerings that have been approved by Texas Higher Education Coordinating Board (THECB)</p> <p>Programs that have been accredited by The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) within CBC.</p> <p>New implemented programs and degree plans listed in the CBC college catalog.</p>	New programs have been implemented and will benefit the community with training and learning.	Continue to identify local industry needs and try to implement programs that align and helps to address those demands.

Planning Unit: 14 - CBC-Kingsville

Unit Manager: Woods, Keenan

Objective: DRAFT - Continue to recruit and target ideal tutor candidates in hopes to attain at minimum (1) tutor for each core content area by end of FY 2023 - Continue to recruit and target ideal tutor candidates in hopes to attain at minimum (1) tutor for each core content area by end of FY 2023

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Baseline	<p>Review course completion rates and other data sets to identify primary area(s) of concern for student body</p> <p>Marketing strategy to promote the need for tutors at CBC-Kingsville Center; advertisement visible on all CBC related social media</p> <p>Develop line of communication with faculty from TAMUK's College of Education to help identify prospective tutors</p> <p>An increase in tutor hourly wages</p>	<p>Unfortunately, these efforts did not yield the results we were anticipating. The number of tutors for the CBC-Kingsville Center remained minimal and students were not able to get peer-to-peer tutoring. Student Services team did a good job of providing supplemental resources such as "TutorMe" (online based module) to help bridge the gap. In addition, on-site Math instructor offered tutorial sessions on certain days of the week during office hours. Based on conversations the main deterrent that pushes students away from pursuing tutoring positions is the hourly wages that are offered.</p>	<p>Will continue to work and establish a working partnership between TAMUK's Department of Education to create a pipeline of tutors for CBC-KV Center. These future educators could hone their skills by providing ancillary instructional services to help CBC students. Increasing hourly wages could be a solution, but that would require a collective effort from Dean of Student Services, Tutor Coordinator, and CFO for Coastal Bend College to identify and allocate appropriate funding for this endeavor.</p>

Planning Unit: 14 - CBC-Kingsville

Unit Manager: Woods, Keenan

Objective: DRAFT - Identify and apply for at least (1) community centered state grant to help develop workforce and adult education programs by end of FY 2023. - Identify and apply for at least (1) community centered state grant to help develop workforce and adult education programs by end of FY 2023.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Baseline	<p>Generate list of high demand job occupations in Kleberg county</p> <p>Research Grants; consult with Dean of CTE and Provost to see if grants are appropriate for college needs</p> <p>Power BI, Institution's demographic information, gathering appropriate reports</p>	<p>During FY 2022-23 Coastal Bend College received federal funding from state entities to help develop and put into action new cutting edge programs. By collaborating with local governing agencies and city officials we were able to identify what the City of Kingsville and Kleberg county needs in order to improve the workforce. These funds will allow the college to continue and implement programs that'll provide skills and trainings to help address vacancies of high demand jobs in our region and statewide. Would like to see more intentional and methodical approach in regards to marketing and informing our service area about the availability of these programs.</p>	<p>Grant funds have continue to be a great tool to help our institution address the fiscal aspect of bringing about new programs. Developing a working relationship with the industry leaders allowed us to identify a true need in our service area. Moving forward we must do a better job at marketing and conducting outreach for these programs. In addition, there needs to be a more transparent effort across the college when it comes to information regarding these programs. Things such as start dates, cost, duration of programs, and program scheduling should be information that is readily available for all stakeholders especially those looking to help programs grow and develop.</p>

Objective: DRAFT - Improve the physical aesthetics of the CBC-Kingsville Center - Improve the physical aesthetics of the CBC-Kingsville Center

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Baseline	<p>Identify which maintenance issues can be rectified FY 23</p> <p>Before/After pictures, External landscape updates, improvement in campus appearance</p> <p>Established office space for visiting CBC Faculty/Staff, available space for shared faculty personnel from TAMUK</p>	<p>Throughout the year our Facilities Team did a great job of addressing some of the outer appearance issues on-site. Aesthetics and curb appeal was one of the major focal points in regards to external upgrades. There was a constant line of communication that helped keep all parties involved and in the know of what issues were resolved and what was new. Installing the new "desert-like" landscape was a much needed improvement that was not only inexpensive but also does a good job of improving the external aesthetics of the center. Most of the outstanding maintenance issues were resolved, but unfortunately there was a delay in resources that hindered the progress in some of our projects.</p>	<p>Facilities maintenance will continue to be an on-going issue that we will have to continue and monitor. On a day to day basis we will be faced with some type of issues regarding the upkeep of our facility. One of the major components to assuring we rectify any upcoming facility concerns is allocating fiscal resources to these projects.</p>

Planning Unit: 14 - CBC-Kingsville

Unit Manager: Woods, Keenan

Objective: DRAFT - Increase Fall '23 on-site dual enrollment, workforce, and traditional student numbers within our service communities (10 students) in FY '23. - Increase Fall '23 on-site dual enrollment, workforce, and traditional student numbers within our service communities (10 students) in FY '23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Baseline	Community Fair, "Open House", Site Tours, Trunk or Treat, etc. Evaluate incoming freshmen enrollment data for Fall 2022-23, College/Career Day	Outreach and recruitment efforts are pivotal in regards to growth and brand expansion. As we continue to partake in community events and shed light on CBC's degreeed and certificate programs, it'll have a direct impact on developing a sense of belonging within our service areas. Based off the "Daily On-Going Enrollment Report" the CBC-KV has increased it's traditional student count by (14) yielding a 30% growth as of 8/17/23. CBC-KV Dual Credit numbers increased to a count of (53) which is reflective of the consistent growth this occurring with our dual credit partners.	These results are a direct reflection of the importance of outreach and recruitment for our institution. I would like to see a more planned and well thought out recruitment approach implemented college wide. I feel some of the "traditional" methods (HS/MS campus visits, College & Career Days, etc.) are all effective, but with some of the innovative programs we will be offering in the near future we have to devise a plan to promote and create a sense of interest from our communities.

Planning Unit: 14 - CBC-Kingsville

Unit Manager: Woods, Keenan

Objective: DRAFT - Provide a minimum of (2) "Cross Training" opportunities to staff at CBC-Kingsville throughout FY 2023 beginning Fall 2022 - Provide a minimum of (2) "Cross Training" opportunities to staff at CBC-Kingsville throughout FY 2023 beginning Fall 2022

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Baseline	Annual Self Evaluations Provide staff with PowerPoints, Spreadsheets, or any documentation to assist with training(s) Create a schedule to identify when/where/how cross-training sessions will be offered	Based on the direct feedback from staff we were able to develop a more surface level understanding of role and how to be more effective and efficient at aiding other areas of the college from the CBC-KV Center. Didn't hosts any true hands on cross-training session, but feel there was some professional growth exemplified by staff.	Will continue to work towards developing a practical and efficient cross-training system that can be used for off-site staff to better understand and assist other facets of the college. As the institution grows and new programs are brought about at all locations, we must be able to provide students with exemplary customer service on a daily basis. Implement a more inclusive approach that will help development of cross-training opportunities such as breaking down silos and create a structured training program. Would also like to see a more collaborative effort from other Deans and Directors to help orchestrate and carry out these cross-training sessions.

Planning Unit: 15 - CBC-Pleasanton

Unit Manager: Blanton, Jennifer

Objective: DRAFT - Educate community about Pleasanton offerings using strategic marketing efforts during FY23. - For FY 23 to market the Pleasanton site availability in meeting the needs of the community.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase public knowledge about the programs/classes at the Pleasanton campus	Community feedback forms Logs to show community involvement/Provost log	Attending Pleasanton Rotary every Thursday visited Floresville, Poteet, Charlotte, Pleasanton and Jourdanon school districts and delivered information. Attended Pleasanton High School college fair Met with all school counselors and some administrators at all local high schools Attended community events, benefits and meetings.	Based on these results...We will engage community partners to promote CBC in in FY24.The Pleasanton campus will continue to attend and be a part of community events, outreach activities, visiting local school districts, and we plan on increasing the number of engaging events that will help the Pleasanton campus grow and succeed.

Planning Unit: 15 - CBC-Pleasanton

Unit Manager: Blanton, Jennifer

Objective: DRAFT - For FY 23 to create a welcoming inviting and easily navigated atmosphere at the facility. - For FY 23 to create a welcoming inviting and easily navigated atmosphere at the facility.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase student enrollment and retention at the Pleasanton campus. Provide trainings to staff to ensure they know how to help students.	Student Survey Training logs Exit signs hung in appropriate locations.	We did not administer student satisfaction surveys. Exit only signs were hung. Bulletin boards are up to date No work was done to the exterior of the building (no banners, flags, etc.)	Based on these results we will ensure trainings take place with key staff/student services in FY24. We will administer student surveys in the coming year to ensure customer satisfactions. We will continue to focus on excellent customer service in all areas of the Pleasanton campus.

Planning Unit: 15 - CBC-Pleasanton

Unit Manager: Blanton, Jennifer

Objective: DRAFT - For FY 23 to increase the Pleasanton Site involvement in area organizations, clubs, and activities and support them financially. - For FY 23 to increase the Pleasanton Site involvement in area organizations, clubs, and activities and support them financially.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Expand relations with community stakeholders	Enrollment data Participation in community events - event log documenting participation Membership in local clubs/organizations	Sponsorships: Participated in Merry on Main Christmas event, Pleasanton National Night Out, Safer Path Family Violence community event. Site Director - became a member of the Pleasanton Rotary Club, Lions Club, Pleasanton Chamber of Commerce, Atascosa Citizens of Action	I plan on continuing to sponsor local events and represent the college which will help to form beneficial partnerships for the Pleasanton campus. In addition to the sponsorships/clubs listed...I hope to expand this to additional events such as the Pleasanton ISD Foundation golf tournament, Cowboy Homecoming events, be a guest speaker at other Rotary meetings in the county (including Poteet Rotary and Jourdanton Rotary).

Objective: DRAFT - For FY 23 to market the Pleasanton site availability in meeting the needs of the community. - For FY 23 to market the Pleasanton site availability in meeting the needs of the community.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
To draw more people to the Pleasanton campus.	A student satisfaction survey. Expansion of personnel Offerings and Professional Development	A student satisfaction survey was not administered this year- but this will be planned for the upcoming year. Expansion of personnel - Hired a full-time Administrative Assistant for the Pleasanton campus. Professional Development logs in attachments Collaborated with Industry Partners: Workforce Solutions - employee partnership program (front office staff).Facility was available for public use. The following Facility Request forms show name/date of community members that utilized our facility: Belong Safer Path San Miguel Electric Coop University of Houston	Based on our results from this year, we will continue to offer professional development opportunities to enhance our knowledge. The facility will be available for community use, and we will continue to collaborate with community partners. We will conduct a student satisfaction survey in the upcoming year.

Planning Unit: 15 - CBC-Pleasanton

Unit Manager: Blanton, Jennifer

Objective: DRAFT - For FY 23 to provide opportunities for exposure of post secondary offerings to the community. - For FY 23 to provide opportunities for exposure of post secondary offerings to the community.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase community knowledge about classes and programs being offered at the Pleasanton campus	Host events on campus - Survey all attendees for feedback	Objective 290 is being combined with Objective 3.	Based on these results we will Increase inclusive cultural enrichment opportunities in FY24. We will also engage community partners to promote CBC Pleasanton. In FY23 we plan on hosting a resource fair, possibly a job fair in partnership with workforce and Atascosa Citizens of Action group

Planning Unit: 15 - CBC-Pleasanton

Unit Manager: Blanton, Jennifer

Objective: DRAFT - Implement and adhere to current business office functions as it applies to a day-to-day basis for FY 2022-23 at the Pleasanton Campus

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Follow procedures and review areas that are in need of improvement	Zero errors committed in business services processes for FY 2022-2023 Review any documents that that has information regarding updates in business offices processes throughout FY 2022-23	Front office staff attended business office trainings, weekly meetings with updates on business office procedures, updated office manuals were available. Training logs are attached	Based on the information from this past year...In FY24 we will provide trainings for staff, updates on procedures and ensuring all staff follow guidelines.

Planning Unit: 150 - Student Success Center

Unit Manager: Rea, Daniel

Objective: DRAFT - Improve Tutoring Experience - Continue to develop a comprehensive tutoring program to supplement and enhance classroom instruction and assist student success.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Provide quality face to face and online tutoring services for CBC students.	Cornerstone for tutor applications and tutor timesheets TutorMe dashboard report	Tutor Me report for SP23:Active students: 49Total hours: 95Rating of tutors: 4.62 out of 5Live Tutoring: Avg lessons length: 48 mins Avg wait time: 53 sec Writing lab: papers reviewed 63 Internal CBC tutor information for SP23:Total number of CBC face to face tutors: 2Total tutor request form: 28Location:Beeville: 19Alice: 4Pleasanton: 2Kingsville: 3	Continuing to monitor the usage and services of TutorMe. Innovating new ways to increase face to face tutors at CBC.

Objective: DRAFT - Retention Plan - Implement a comprehensive retention plan to ensure students are supported and provided the resources needed to remain enrolled at CBC.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase completion and graduation rates.	DEER report and graduation list. Reviewing the Early Alert referral form.	Develop and plan more meeting with support specialist in nursing, dual credit, and CTE department. Early Alert report: The total EA referrals: 78Student/ Program type: TGE: 28CTE: 9NAH: 30DC: 11Reasons for referral: Incomplete assignments: 14Attendance:20Low scores: 36	In the future Student Services will work more closely with faculty members to ensure they are aware of our EA program.

Objective: DRAFT - Strengthen Student Advising - Develop a comprehensive advising program that provides personalized guidance and support to students throughout their experience at CBC (we use ASN/ATD/SP goals).

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Ensure students will be successful and reach their academic goal at CBC (earning a certificate, associate degree, or looking to transfer to another college). Also, guarantee students are aware of their major and importance of following their degree plan.	Using the degree plan audit tool in Power BI.	Currently working to ensure all students that are at 30 credit hours have a degree audit on file. This is the first year we are using Power BI to identify any missing students, and this has helped tremendously. Prior to this report, we went case by case bases.	Student Success team will continue to monitor and improve on holistic advising and ensuring students are reaching their academic and career goals.

Planning Unit: 18 - Club Sponsor

Unit Manager: Rea, Daniel

Objective: DRAFT - Improve RSO Sponsor Retention in FY23 - Provide resources so that RSO sponsors will return to their role.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase the retention of RSO sponsors by 10%	Review the RSO application and assess the RSO sponsor longevity. Collaborate with IER to develop an RSO sponsor feedback survey and assess results.	RSO sponsor membership declined from Fall 2022 to Spring 2023. We had 9 RSO sponsors in FA22 and declined to 7 in SP23. This may have been due to low face to face students attending campus, changes in policy (students needing food handler's licenses), etc.	Recommend increasing RSO stipends to incentivize faculty members to be sponsors.

Planning Unit: 18 - Club Sponsor

Unit Manager: Rea, Daniel

Objective: DRAFT - Increase recruitment of RSO in FY23 - Encourage faculty and students to start new or existing clubs.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase the number of student organizations by 10%	Using the student club interest form.	The increase of student organizations by 10% resulted in a significant growth in club numbers. In the Fall of 2022, there were 7 clubs available for students to join. This was a notable improvement compared to the previous Fall, which had only 3 clubs. This growth continued into the Spring semester, where the number of student organizations further increased to 9, displaying a increase of 6 clubs in total compared to the previous Fall. This upward trend in student organizations indicates a thriving and diverse ecosystem of clubs and activities for students to engage in, enhancing the overall student experience and providing more opportunities for involvement and enrichment.	We are thrilled to see an increase in the number of student organizations on campus! This demonstrates the growing interest and enthusiasm among our student body to engage in extracurricular activities and pursue their passions. By carefully analyzing the data and feedback gathered from students involved in these organizations, we can identify areas where improvements can be made. This may involve enhancing resources, such as budget planning for FY23, spaces for meetings and events, or technological support. Additionally, we will actively seek input from students, advisors, and faculty to gauge the effectiveness of current policies, procedures, and guidelines, and make necessary adjustments.

Planning Unit: 18 - Club Sponsor

Unit Manager: Rea, Daniel

Objective: DRAFT - Increase resources for RSO sponsors - Provide online and face to face resources for RSO sponsors.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Improve and increase the knowledge of returning and new RSO sponsors of the policies and procedures for clubs.	Risk management training	RSO sponsors completed training and required handbook forms. Student Life had 100% RSO sponsor completion rates.	Continue training and implementation of student life policies and procedures. We will use sponsor feedback to enhance trainings and resources.

Planning Unit: 200 - Computer Programming

Unit Manager: Rowlett, Michael

Objective: DRAFT - Provide and create Colleague training documents with videos, PowerPoint and other resources. - Provide and create Colleague training documents with videos, PowerPoint and other resources.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Have an easily accessible library of common practices for Colleague users, categorized by job position and job responsibility.	Number of available documents	2 specific procedure documents were created. additional processes identified for future documentation	More time needs to be dedicated to documenting existing processes across CBC, the overall improvement in documentation was negligible.

Objective: DRAFT - Deliver 33% of recurring reports using automation. - Deliver 33% of recurring reports using automation.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Remove time burden of daily reporting tasks to free up more time to complete system improvements and lower overall time constraints on staff	number of daily tasks automated as a proportion of daily tasks	of 8 daily tasks 6 have been 100% automated the remaining 2 are in progress for further automation daily reporting took 3.5 hours on 9/1/2022 daily reporting now takes 1 hour on 8/2/2023	additional tasks to be automated for other departments will be investigated fine tuning of daily reports and the delivery of those will be investigated

Objective: DRAFT - Form a data integrity/security committee - Form a data integrity/security committee

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Improve the security of student and employee records both in internal use and external facing operations.	Committee changes training classes occur	Committee changes pending Training has not been created, or implemented	creation of security related training still needs to be done. responsibilities for specific aspects of security need documented and procedures created.

Objective: DRAFT - Identify and evaluate the software resources for the Coastal Bend ERP System that not being fully utilized. - Identify and evaluate the software resources for the Coastal Bend ERP System that not being fully utilized.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Improve overall efficiency of usage and competency with our ERP tools.	collect Colleague Advancement Team feedback Collect post training feedback from users who participated in Colleague training	Business office staff received Colleague training	additional departments will be selected for colleague training based on greatest need

Planning Unit: 202 - Vocational Nursing Program

Unit Manager: Cantu, Maria

Objective: DRAFT - Competency - First attempt NCLEX-PN pass rates will increase by 5%.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase the number of competent and safe nurses entering the workforce which will assist with decreasing the nursing shortage in the community.	First attempt NCLEX-RN pass rates will increase by 5% from AY 2022.	AY 2023 NCLEX-PN pass rates 88.33%, 5% decrease to AY 2022 pass rate of 93.8%	Decrease of NCLEX pass rates due to shortage of faculty and then from newly hired faculty. Will continue to offer professional training to new faculty to ensure improved student learning.

Objective: DRAFT - Retention - The attrition rate in the vocational nursing program will decrease by 10% by the end of the academic year.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase retention rates by providing quality instruction and enhanced student support	The attrition rate in the vocational nursing program will decrease by 10% by the end of the academic year.	Attrition rate decreased by 50% from 67% in AY 2022 to 35% in AY 2023.	Evaluate which tasks had the most impact on student success and continue those tasks.

Planning Unit: 22 - Continuing Education & Workforce Development

Unit Manager: Becknell, Braden

Objective: DRAFT - Increase certificate options for community members and students for courses offered in-person by 10%. - Increase certificate options for community members and students for courses offered in-person by 10%.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase certificate options for community members and students for courses offered in-person by 10%.	Collaborated with Workforce partners to build trades program with City of Pleasanton. Acquire supplies to provide in-person classes. Train instructors, if needed, by a third party. Hire well-trained and quality instructors	Local governments and local employers do not see the same needs for the community. TRUE Grant(s) provided funds needed to acquire new and innovative supplies for in-person classes. CDL requirements have become stricter due to new federal regulations enacted in February. Sent Arturo Ortiz to training to provide CDL training to inmates. Difficult to hire for some positions due to high labor force demands and low unemployment rate with not a very competitive compensation plan (part-time only).	Enrolled 19 students into 3 online programs that has a workforce partnership option. Acquiring supplies for one location allows supplies from that location to be transferred (through property transfer form) to other locations. Need more flexibility when training instructors due to new state/federal guidelines. Need to find other sources for attracting potential instructors.

Planning Unit: 22 - Continuing Education & Workforce Development

Unit Manager: Becknell, Braden

Objective: DRAFT - Increase the amount of students taking continuing education courses by 25%. - Increase the amount of students taking continuing education courses by 25%.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase CE student enrollment by 25%.	Simplify registration process Increase enrollment through community partnerships	Paper registration form created hardship for some students. Student enrollment for CE increased 11.2% from 1,677 to 1,865. Partnerships for enrollment fluctuates in cycles based on grant needs by the partner.	Move CE registration form online through Microsoft Forms Established new partnership with City of Pleasanton that resulted in 19 students taking trades classes. Increased enrollment in career training courses through partnership with Crossroads.

Planning Unit: 26 - Career and Technical Education

Unit Manager: Bleibdrey, Jarod

Objective: Effectiveness Evaluation - Effectiveness Evaluation

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
The CE department will evaluate and proceed with organizational modifications to create a system better designed to support and enhance the growth of the area.	CE student enrollment/completion are the marks to surpass to demonstrate effectiveness.	SEE the CE planning unit for results.	Results of this endeavor are a paramount moniker to the success of CE as a whole.

Objective: Pathways - Pathways

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
All programs will have created, implemented and gained approval for capstone courses for each award. All programs will be listed by TWC as WIOA approved programs.	All approved capstone courses for CTE will have Capstone clearly indicated on the syllabi and degree plans. WIOA list will contain all active programs within CTE.	All objectives have been accomplished.	Maintain WIOA list for all added programs, and ensure the Capstone courses undergo review every three years.

Planning Unit: 26 - Career and Technical Education

Unit Manager: Bleibdrey, Jarod

Objective: Program Enhancement - Program Enhancement

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
All CTE programs will identify external accreditation bodies and begin the framework to obtain said external accreditation.	Does all CTE programs have external accreditation bodies identified and have the framework to obtain said external accreditation?	As of May 2023, all CTE programs have identified potential external accrediting bodies and the framework their respective programs will have to undertake to obtain said accreditation.	The frameworks for accreditation will now seek approval from the curriculum committee and advisory committees for 23-24 academic year.

Planning Unit: 27 - Nursing & Allied Health

Unit Manager: Hernandez, Loana

Objective: DRAFT - Accreditation - 100% of allied health programs will maintain compliance with all accrediting bodies rules and regulations.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Ensure all Health Profession programs meet accreditation requirements.	100% of Allied Health Programs will maintain compliance with all accrediting bodies rules and regulations.	All allied health programs have maintained reporting responsibilities as required by accrediting bodies and maintained accreditation. Professional nursing has been put on conditional approval and must increase NCLEX-RN pass rates to at least 80%.	Concentrated efforts have been made to increase NCLEX-RN pass rates. Extra reviews have been purchased, students have had extra time in simulation labs, and criteria for success in coursework has been increased.

Objective: DRAFT - Competency - Increase first attempt pass rates for certification exams by 10% by May 2023.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Graduates from the health profession programs are competent and safe to practice in their field in the community.	Increase first attempt pass rates for certification exams by 10% by May 2023.	Pending results of students still scheduled to test.	Review instructional gaps and other factors that may contribute to pass rates.

Planning Unit: 27 - Nursing & Allied Health

Unit Manager: Hernandez, Loana

Objective: DRAFT - Job satisfaction - Schedule two meetings per semester with each faculty and staff to discuss performance and employee needs.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
All allied health programs will remain in compliance with accrediting bodies.	All allied health programs maintain approval through their accrediting bodies.	Professional nursing has been changed from full approval with warning to conditional approval. All required annual reports were submitted to external accrediting bodies. All other programs maintain full approval.	Policies and curriculum revision initiated in professional nursing program.

Planning Unit: 27 - Nursing & Allied Health

Unit Manager: Hernandez, Loana

Objective: DRAFT - Professional Development - Provide at least one professional development opportunity for faculty in their area of instruction per academic year.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Provide professional development for faculty to increase confidence and job satisfaction while increasing the quality of instruction.	Provide at least one professional development opportunity for faculty in their area of instruction per academic year.	Multiple faculty have attended professional development conferences, webinars, and workshops. See professional development spreadsheet.	Will evaluate what professional development has been done and gaps in instruction to decide what other professional development needs to be offered.

Planning Unit: 27 - Nursing & Allied Health

Unit Manager: Hernandez, Loana

Objective: DRAFT - Resources - Develop an inventory system that reviews current equipment that include condition of the equipment and develop a circulation schedule for equipment.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Ensure students have the needed resources in lab to be successful with experiential learning.	Each program will develop an inventory system that reviews current equipment that includes condition of the equipment and develop a circulation schedule for equipment.	Dental Hygiene and Rad Tech have completed inventory and obsolescence plan. Nursing and nurse Aide continue to work on creating inventory list and plan. Health Information Management does not have any equipment.	Will continue to work with programs to get inventory and obsolescence plan in place.

Planning Unit: 28 - Student Services

Unit Manager: Devora-Jones, Kayla

Objective: DRAFT - Evaluate and improve the student experience by creating an ongoing feedback system that collects and processes student feedback in a timely manner by the end of the semester. - Evaluate and improve the student experience by creating an ongoing feedback system that collects and processes student feedback in a timely manner by the end of the semester.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Improve the student experience by creating an ongoing feedback system that collects and processes student feedback	Assessment Tool/Evidence - Assessment for Mentorship Program Data Collection-# of mentors/mentees, survey data Assessment Tool/Evidence - Memberships, surveys Data Collection- # of PD attended with topics covered, data from surveys analyzed Assessment Tool/Evidence - Meeting agenda and minutes including action items, book list Data Collection- # of meetings, # of action items completed with data, photos, attendance log Assessment Tool/Evidence - Meeting agenda and minutes including action items, training presentation copies, surveys Data Collection- # of meetings, # of action items completed with data, photos, attendance log, survey data	Topic Feedback Student Participation: 25% dual credit students 41% TRAD students	These results will assist in creating an educational environment where students feel supported and empowered to succeed. The feedback received through student feedback surveys will serve as a valuable tool in shaping and improving the student experience at our institution.

Planning Unit: 28 - Student Services

Unit Manager: Devora-Jones, Kayla

Objective: DRAFT - Increase awareness of opportunities for student learning outside the classroom by the end of the semester through regular promotion activities and collaboration with external partners. - Increase awareness of opportunities for student learning outside the classroom by the end of the semester through regular promotion activities and collaboration with external partners.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Increase awareness of opportunities for student learning outside the classroom</p>	<p>Assessment Tool/Evidence - Meeting agenda and minutes including action items, planning documents, Data Collection- # of meetings, # of action items completed with data, photos, attendance log</p>	<p>Over 76 Instagram posts were shared on the Student Life Instagram page in this academic year and just with videos posted they reached over 1,000 people.</p> <p>We are pleased to report that our efforts to increase awareness of student learning opportunities outside of the classroom have yielded significant results in student engagement. By leveraging social media campaigns (Student Life Instagram) and organizing campus-wide events, we were able to successfully engage students and increase their awareness of these valuable learning experiences. Through the use of strategic social media campaigns, we effectively reached a large portion of the student population. Our targeted messages highlighting various learning opportunities were widely shared and generated substantial interest among students. This resulted in an increased level of engagement and active participation in workshops, activities, volunteer opportunities and educational programs organized by both CBC and community organizations. In addition, our collaboration with community organizations proved to be a fruitful endeavor. By participating in parades and community events, we successfully created a strong presence in the local community and reached out to a broader audience. This not only increased awareness among students but also attracted the attention of community members who were eager to learn about the opportunities available to students.</p>	<p>The knowledge gained from increased awareness of student learning opportunities will help us identify areas where additional resources and support may be needed. By understanding the diverse range of opportunities available to our students, we can allocate resources and develop targeted initiatives to ensure that every student has equal access to these experiences.</p> <p>The increased awareness of student learning opportunities outside of the classroom will allow us to identify and cultivate partnerships with external organizations, such as businesses, community organizations, and research institutions. These partnerships can provide our students with invaluable hands-on experiences, internships, and mentorships, further enhancing their educational journey and preparing them for future career opportunities.</p>

Planning Unit: 28 - Student Services

Unit Manager: Devora-Jones, Kayla

Objective: DRAFT - Increase contact hour and headcount enrollment of traditional students by 5% by the end of the current semester through targeted marketing and student engagement campaigns. - Increase contact hour and headcount enrollment of traditional students by 5% by the end of the current semester through targeted marketing and student engagement campaigns.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Increase contact hour and headcount enrollment of students by 5% by the end of the current semester through targeted marketing and student engagement campaigns.</p>	<p>Assessment Tool/Evidence: Outreach/Recruitment Log Data Collection: The log includes name of faculty present</p> <p>Assessment Tool/Evidence - Outreach/Recruitment Log Data Collection - # of programs attended and location of program</p> <p>Assessment Tool/Evidence: Meeting Agendas and Minutes and Faculty Assessment/Review Data Collection: # of meetings per semester, attendee list, faculty assessment tool data</p> <p>Assessment Tool/Evidence: Completion of kits Data Collection: pictures of kits, inventory of items, check-out system data</p> <p>Assessment Tool/Evidence: WSMP annual assessment tool Data Collection: # of mentors, high school list of participants, # of emails and postcards</p>	<p>Overall, the data and insights gathered showed the following when comparing Fall to Fall.2021FA, headcount = 41022021FA, contact hrs = 624,0002022FA, headcount = 40622022FA, contact hrs = 613,000There was a .9% decrease in HC and 1.7% decrease in contact hours.</p> <p>The actual results indicate that a total of 254 prospective students showed interest in CBC in Spring 2022 (new form). This is a positive outcome as it signifies a strong level of interest from potential students in our community.</p> <p>We hired one work study mentor to assist prospective students with college readiness skills and recruitment. This mentor can provide valuable guidance and support in helping these individuals navigate the college preparation process and make informed decisions.</p> <p>Attending 57 recruitment events, including TACRAO, was a significant effort on our part to reach out to prospective students and increase enrollment. By participating in these events, we hoped to generate interest in our institution and attract a larger number of students. However, despite our best efforts, we fell short of our goals.</p>	<p>Attending 57 recruitment events, including TACRAO, was a significant effort by our institution to increase student enrollment. However, despite these efforts, we did not achieve our set goals for contact hour and headcount enrollment of students. To improve our recruitment strategy for the next academic year, we will analyze to better understand the actual results of attending these events. First, we will evaluate the effectiveness of each event individually to determine which ones yielded the most positive outcomes. We continue to emphasize the importance of following up with the students who showed initial interest during these events By tracking and analyzing the follow-ups contacts made, we can gauge the effectiveness of our efforts in nurturing these leads and ultimately enrolling them. This analysis will help us identify any gaps or areas where we need to improve our communication and engagement with prospective students. In addition, we will diversify our recruitment strategy by exploring other channels and methods beyond attending physical events (ex. virtual fairs, online presentations, targeted social media, external partnerships)By utilizing the actual results of attending 57 recruitment events in addition to other efforts , we can identify areas of improvement and refine our strategies. With this data-driven approach combined with a focus on enhancing our messaging, engagement, and follow-up efforts, we can increase our chances of attracting and enrolling a greater number of students in the next academic year.</p>

Planning Unit: 28 - Student Services

Unit Manager: Devora-Jones, Kayla

Objective: DRAFT - Increase staff training on accessibility services to ensure all students receive the same level of support by the end of the semester, providing staff with relevant resources and tools to effectively support all students. - Increase staff training on accessibility services to ensure all students receive the same level of support by the end of the semester, providing staff with relevant resources and tools to effectively support all students.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Increase staff training on accessibility services to ensure all students receive the same level of support by the end of the semester</p>	<p>Assessment Tool/Evidence - Meeting agenda and minutes including action items, surveys Data Collection- # of meetings, # of action items completed with data, program development and implementation (yes/no)</p> <p>Assessment Tool/Evidence - Meeting agenda and minutes including action items, planning documents, Data Collection- # of meetings, # of action items completed with data, photos, attendance log</p> <p>Assessment Tool/Evidence - Meeting agenda and minutes including action items, marketing plan Data Collection- # of meetings, # of action items completed with data, completed plan (yes/no), social media engagement data</p>	<p>Total of three staff trainings focused on accessibility, where the OAS Director educated staff on best practices, technological advancements, and legal requirements. These trainings equipped staff with the knowledge and skills needed to effectively support students with accessibility needs.</p> <p>The Director of AS attended weekly meetings with advisors to provide them with the latest updates on accessibility. During these meetings, the Director of OAS discussed any changes or developments in accessibility laws, technologies, or resources. This enabled our advisors to stay informed and better assist students in navigating their academic journey at CBC.</p>	<p>By analyzing the data and insights obtained, we will be able to identify the specific areas where staff knowledge and understanding has improved the most. This will enable us to develop targeted training programs that address the key areas of concern and ensure that our staff members are equipped with the necessary knowledge and skills to provide high-quality accessibility services. Additionally, the results will aid in creating a benchmark against which we can measure the continuing progress and effectiveness of our training initiatives. Ultimately, by utilizing these findings, we will be able to continuously improve our staff training programs and enhance the overall accessibility services provided to our audience.</p>

Planning Unit: 28 - Student Services

Unit Manager: Devora-Jones, Kayla

Objective: DRAFT - Increase the retention/persistence, graduation and workforce placement rates of students by 10% over the next 3 years through enhanced student support services and career guidance programs. - Increase the retention/persistence, graduation and workforce placement rates of students by 10% over the next 3 years through enhanced student support services and career guidance programs.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Increase the retention/persistence of students by 10% over the next 3 years through enhanced student support services and career guidance programs.</p>	<p>Assessment Tool/Evidence - Meeting agenda and minutes including action items Data Collection- # of meetings, # of action items completed with data</p> <p>Assessment Tool/Evidence - Early alert online form Data Collection- # of referrals received, subject that was the most challenging, and persistence/grad data after implementation</p> <p>Assessment Tool/Evidence: WSMP annual assessment tool Data Collection: # of mentors, high school list of participants, # of emails and postcards</p> <p>Assessment Tool/Evidence - ATD matrix and meetings with ATD coach to gauge success Data Collection- # of pathways completed and implemented, persistence/grad data after implementation</p> <p>Assessment Tool/Evidence: Program assessment tool Data Collection: # of mentors/mentees, program completion and implementation (yes/no), career fields categories</p>	<p>ATD data in progress, but the baseline for this persistence is from Fall 2019 to Fall 2020 increased from 33.3% to 43.7%.</p> <p>301 EA referrals were received from faculty. Division with the most EAs was NAH.</p>	<p>Based on the increase in persistence rates from Fall 2019 to Fall 2020 and the implementation of our re-established Early Alert program, we are confident that the results will be instrumental in improving student retention. The data college for Fall 2021 to Fall 2022 is still in progress. With the collection of 301 early alerts during this period, we have identified potential at-risk students and provided them with the necessary support and resources to ensure their continued academic success. By effectively addressing any challenges or obstacles they may face, we aim to retain and empower these students in their educational journey.</p>

Planning Unit: 28 - Student Services

Unit Manager: Devora-Jones, Kayla

Objective: DRAFT - Increase the satisfaction rate of student support services by 3% each year. - Increase the satisfaction rate of student support services by 3% each year.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase the satisfaction rate of student support services by 3% each year.	<p>Assessment Tool/Evidence - SurveyData Collection-online form analytics</p> <p>Assessment Tool/Evidence - Memberships, surveys Data Collection- # of PD attended with topics covered, data from surveys analyzed</p> <p>Assessment Tool/Evidence - SSW log, attendance logData Collection- # of workshops offered, # of attendees, photos. topic list</p> <p>Student Registration Surveys from IER</p>	Fall 2022 Registration Survey results indicate that 95.03% of students participating in the registration survey responded they were either very satisfied or satisfied overall with advising services. 93.3% of students participating responded they were either very satisfied or satisfied with advisors' knowledge of services. 93.37% of students participating responded they were either very satisfied or satisfied with advising customer service.	The department worked to streamline the email address, delegated advising requests, added a door chime to notify when students arrive at the student success center, and provided professional development on customer services. Results from the Spring 2023 Registration Survey showed an increased response rate from students with 97.67% of students participating in the registration survey responded they were either very satisfied or satisfied overall with advising services. 96.55% of students participating responded they were either very satisfied or satisfied with advisors' knowledge of services. 96.55% of students participating responded they were either very satisfied or satisfied with advising customer service. The Registration Survey provide valuable insights into student satisfaction with advising services. By leveraging this data, we can identify areas of success, invest in professional development, enhance customer service skills, implement feedback mechanisms, and continually evaluate and improve our advising processes. Ultimately, this will contribute to increasing the satisfaction rate for the next academic year, ensuring that students receive the support they need to thrive.

Planning Unit: 29 - Dean, TGE

Unit Manager: Secord, Mark

Objective: DRAFT - Conduct division meetings with content experts that will collaborate to agree on a standardized course content and instructional sequence - Conduct division meetings with content experts that will collaborate to agree on a standardized course content and instructional sequence

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>The intended result for this initiative is to have faculty trained in Quality Matters and incorporate this training into course redesigns. These redesigns will provide more efficient and effective course delivery. This standardization will also help ensure equity and academic integrity across course sections.</p>	<p>Assessment measures include the training of the Title III support personnel, the completion of Quality Matters training by the faculty cohorts, and the completion of the course redesigns by the faculty.</p> <p>These assessment measures apply specifically to this unit plan, the actual Title III assessment measures are much broader.</p>	<p>Grant personnel are in place, support staff have completed training to assist faculty with Quality Matters training, the first cohort of 12 faculty have been selected and will begin their Quality Matters training on 08/07/2023. The media center to assist faculty in their course redesigns is nearing completion. Course redesigns will begin in Fall 2023.</p>	<p>Once completed, the course redesigns will be implemented in all sections to ensure course standardization.</p>

Planning Unit: 30 - Dental Hygiene

Unit Manager: Southerland, Lynn

Objective: DRAFT - Improve student learning. - Improve student learning in the Dental Hygiene Program during FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Improvements to the curriculum which allows for licensure of HIPAA Course, Human Trafficking Course, Nitrous oxide monitoring certification, Laser Certification, and Community Dental Health Coordinator certification.</p>	<p>Opportunities created for students to seek additional certifications.</p> <p># of Students who participate in these opportunities.</p>	<p>HIPAA course-complete</p> <p>Human Trafficking course-complete</p> <p>Nitrous oxide monitoring certification course-in progress</p> <p>Laser certification course-in progress</p> <p>Community Dental Health Coordinator certification course-in progress</p>	<p>Students will complete the HIPAA and Human Trafficking course. These courses have been added to the curriculum. We currently hire outside company to teach nitrous oxide and laser certification. Once we have been approved by the Texas State Board of Dental Examiners to teach ourselves. These courses will be added to our curriculum. Once the continuing education department has determined whether we will be able to teach the Community Dental Health Coordinator certification we will contact the American Dental Association to create curriculum for course. This course will be offered outside of the Dental Hygiene program. It will be offered as a continuing education course.</p>

Planning Unit: 30 - Dental Hygiene

Unit Manager: Southerland, Lynn

Objective: DRAFT - Increase the pass-rate for the National Board of Dental Hygiene examination. - Increase the pass-rate for the National Board of Dental Hygiene examination from last year's pass rate during FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>The certification pass rate will increase with supplemental instruction opportunities.</p>	<p>NBDHE Pass Rates</p>	<p>Pass rate 75%. (was 63% 2021-2022)</p>	<p>Continue to offer additional reviews to further increase pass rates.</p>

Planning Unit: 33 - Dual Credit

Unit Manager: Gaitan, Susie

Objective: DRAFT - strategically schedule advising days with dual credit students to increase persistence by 2% - Implement scheduled advising days with students to review progress, and challenges.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
The intended results is to increase our dual credit persistence rate by 2 %.	Currently, according to the 2020 Texas Public Higher Education Almanac, CBC Dual Credit on year persistence rate is a 78.8 %. This will be used as a baseline to compare to the 2021 Texas Public Higher Education Almanac. Comparisons for prior to release of 2021 Almanac will come from reports by our internal IE. The completion rate for Dual Credit students.	<p>Met with 15 high schools and conducted 10 information sessions. Presently waiting for the Texas Public Higher Education Almanac to be published to obtain the CBC dual Credit persistence rates.</p> <p>In Fall of 21:1209 dual credit students (55%) 668 persisted to spring (60%) 730 persisted to the following fall In Fall of 20:1240 dual credit students (58%) 722 persisted to spring,(55%) 680 persisted to the following fall These are not TxCBM numbers, but derived from Academic credits table in colleague, they should be sufficient, but they are not certified. Additionally, they don't correct for any students that took courses outside of CBC, or got a credential (they would be seen as not persisting if they did either of those)</p>	The visits and training sessions will be expanded in the future to include more high school and target additional students.

Planning Unit: 37 - Financial Aid

Unit Manager: Morales, Nora

Objective: DRAFT - Increase enrollment of non traditional students by 5% from the FY22 enrollment during FY23. - Increase enrollment of non traditional students by 5% from the FY22 enrollment during FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<ul style="list-style-type: none">Increase enrollment of non traditional students.	<ul style="list-style-type: none">Pull a list of students awarded financial aid who are not registered in Fall 2022 classes. Email Dean of Student Services list so that Mr. Green can contact students. Set up Financial Aid workshops at all sites.	<ul style="list-style-type: none">We had 324 non traditional students enroll in FY23 out of 561 students on the non enrolled list of 07/07We did not set up any Financial Aid workshops at all sites due to being short staffed in the office.	<ul style="list-style-type: none">We did not increase enrollment by 5% even though we had students who enrolled in FY23

Planning Unit: 4 - Athletics

Unit Manager: Garza, Vinnie

Objective: Expand development of sports program in FY '23 - Expand Development of sports program in FY '23

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Ensure quality programming in all modes of instruction through the implementation of quality standards into programming of Esports with hiring of an Assistant Coach to better serve student-athletes.	The hiring for the Esports assistant coaching position was not solidified. Roster size of the program needs to increase to at least 25 student-athletes for both semesters of competition.	The Head Coach/ Esports Director has attended local community events to help with promotion of program along with recruiting locally. In the same instance, he has also had to be at two places at once, while making sure his teams are ready for competition. The Esports Director also hosted many visiting high schools that attended campus visits.	There has been an increase of roster size moving into the 2023-2024 school year. Up to 20 student athletes, with more showing interest.

Planning Unit: 4 - Athletics

Unit Manager: Garza, Vinnie

Objective: Instill training seminars for needed areas. - Instill training seminars for needed areas.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Provide training seminars to staff to better serve students at institution.	Coaches receiving certificates and licenses for all necessary trainings: CPR/First Aid/AED and NJCAA/NJCAAE Compliance per NJCAA via NJCAA Handbook - Constitution & Bylaws. To properly train and enhance CBC Athletic Staff members in: FERPA, FMLA, Advising and Financial Aid/Business Office obligations.	Coaches attended seminars and completed trainings in: CPR/First Aid/AED and NJCAA/NJCAAE Compliance, FERPA, FMLA, Advising and Financial Aid/Business Office obligations throughout the 2022-2023 year.	After attending and completion of trainings, coaches will have knowledge and skills to better serve CBC Athletics, Student-Athletes and institution.

Planning Unit: 4 - Athletics

Unit Manager: Garza, Vinnie

Objective: Ongoing remodel existing softball facility for Spring '23 playing season - Ongoing remodel existing softball facility for Spring '23 playing season

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Upgrade and expand existing softball facility before spring 2023 playing season during FY23.	Use of Communication on project updates and completions. Communication with JC Colmenero and The City of Beeville and Aztec Chevrolet (Scoreboard sponsor).	The Completion of the necessary steps for proper installation of the scoreboard and interior/exterior remodel of Softball Press box along with installation of Windscreen and re-alignment of softball field.	To enhance the facilities and keep within standards, regulations and policies.

Planning Unit: 40 - Foundation

Unit Manager: Cantrell, Paul

Objective: DRAFT - Assess the financial health of the Foundation during FY23. - Assess the financial health of the Foundation during FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
To ensure the Foundation was receiving income from investments to put into scholarships. Create a budget to manage the money in the outside bank account to prevent its current 900000 balance.	Review of deposit models of the investment accounts Understand the finances inside the Foundation account	A RFQ was issued in early March to determine a "new" financial manager. It was clear that our account had been "lost" with Wells Fargo. No accounts with Wells Fargo were paying dividends to the foundation After forensic review of the Foundation checking were able to identify several scholarships were	Finance Committee and Board voted to change managers, as well as take profits according the investment policy and spend rate, to create additional funding for scholarships. Four "new" scholarships were offered by the Foundation based on funds discovered inside the checking account.

Planning Unit: 40 - Foundation

Unit Manager: Cantrell, Paul

Objective: DRAFT - Consolidate all contact data into one electronic system during FY23. - Consolidate all contact data into one electronic system during FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Increase the visibility and awareness of what the Foundation is and does.</p> <p>Overhaul the board of directors to remove non active board members, add engaged members, as well as members which better represent the CBC service area.</p> <p>Simply the entire scholarship process from application to financial transfer of funds and awards.</p> <p>Overhaul by-laws and policies which haven't been addressed since Foundation origination (2003).</p> <p>Simplify the and automate the data collection process.</p>	<p>Board dwindled to seven members in November through removals, resignations and board service term expirations. Board grew by one in January, three in March, and two more in April, and one in July.</p> <p>Applications moved to MS Office (Forms), with links shared and placed on website with links explaining what each scholarship purpose was and qualifications for same. Auto replies were used to confirm receipt and inform recipient of selection process and timeline. Invoicing from college, to invoice payment reduced to two business days, with awards made in three business days.</p>	<p>One board member removed, one resigned. New officers elected (President - President Elected), one officer re-elected. Six board members added, with four of those members added specifically serving four counties in our service area. One new committee and added, with its chairperson serving as an executive board position (Alumni Committee).</p>	<p>Board stabilized with further growth will now be tempered to provide meaningful addition in location, capability, or willingness.</p>

Planning Unit: 40 - Foundation

Unit Manager: Cantrell, Paul

Objective: DRAFT - Create process for disbursement of scholarship funds during FY23. - Create process for disbursement of scholarship funds during FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
To shorten the award and payment process by working in concert with financial aid and business office To simplify the application process and get away from paper applications	Previous scholarship payment procedures were anecdotally taking weeks to complete. Paper applications were made a part of the foundation file with FERPA protected information being unsecure.	Once recipients are selected, process of invoice, payment and award is now down to a day or two. SIGNIFICANTLY better for all involved by especially the students. Financial Aid awards, Business office develops invoice based on the awards from the Foundation. Foundation pays business office. New application allows for finalist meeting the criteria of the scholarship to be quickly determined.	Students get their scholarship awards much faster, Easier system appears to be encouraging more applications.

Planning Unit: 40 - Foundation

Unit Manager: Cantrell, Paul

Objective: DRAFT - Increase Foundation presence internally and externally during FY23. - Increase Foundation presence internally and externally during FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Raise additional funds with new Bees Raise additional funds with comedy series and day of giving email Raise funds faster and easier with online giving portal Create a new giving model for Athletes Increase total number of donations	Compare orders before and after pandemic Launch two events Compare giving from PayPal to Square Create new giving program Compare FY '22 to FY'23 giving	Still searching for manufacturer of the bees, new lead in Florida. Day of giving was disappointing by more a data problem than a conceptual problem. Comedy event was a huge hit and looking forward to Fall event. Square giving has made a significant increase in online giving.CAT has launched by only one CAT gift has been made, will work with Athletics to get this more well known. No data is available for gifts from FY '22, but FY '23 will record 220 gifts total \$282,000+ this will be our baseline moving forward	Will continue to search for a manufacturer of Bee, I think this project still has life if we can find a new bee. Strength the processes of the day giving concepts. Square will remain our primary online giving toolCAT needs to grow, and now that teams is under the foundation banner, I do believe we can rebrand all athletic giving to be CAT gifts. We now have a viable data driven number to attempt to exceed to see exactly what the Foundation can do on an annual basis.

Planning Unit: 40 - Foundation

Unit Manager: Cantrell, Paul

Objective: DRAFT - Update the Foundation Board bylaws and structure during FY23. - Update the Foundation Board bylaws and structure during FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Grow and strengthen board with addition of energetic and people more representative of the service area. Review and update bylaws which have remained unchanged since 2003 to make the board more efficient and modern.	Comparing previous board roster with current board roster Content analysis of current by-laws	Board has grown to 13 members, including representatives from Karnes, Live Oak and Jim Wells County. New officers have taken. By law changes were adopted as well select policies were revised. The Nominations and Governance Committee will review remaining policies in FY '24	Board seems enthused and ready to work to grow. Bylaws and ability to change same has been seen as a positive and allow for modern use of technology.

Planning Unit: 47 - Human Resources

Unit Manager: Lytle, Dixie

Objective: DRAFT - 1095C Reporting - 1095C reporting to IRS - no errors

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Upload 1095s to IRS without errors	No errors received from IRS on 1095 upload	Uploaded 1095s with no errors for first time.	Notes taken and will be used in upcoming years.

Planning Unit: 47 - Human Resources

Unit Manager: Lytle, Dixie

Objective: DRAFT - Compensation Plan - Create a complete compensation plan for faculty, exempt, and non-exempt employees.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Transparency of pay for all employees.	Complete compensation packet approved	Pay plans for Exempt, Non-exempt, faculty are complete and waiting for DEA (Local) to be approved. FY24 Compensation Pay approved by the Board of Trustees on August 15,2023	Once approved the pay plans and the Compensation Pay Plan will be posted on CBC website for pay transparency.

Planning Unit: 47 - Human Resources

Unit Manager: Lytle, Dixie

Objective: DRAFT - Compliant in All Business Office Procedures - HR will be 100% compliant with Business Office Procedures

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
100% compliant in all Business Office procedures	100% compliant in all Business Office procedures. Ask if not sure.	100% compliant in Business Office procedures	Learn the processes and procedures of the Business Office

Planning Unit: 47 - Human Resources

Unit Manager: Lytle, Dixie

Objective: DRAFT - Cornerstone Outbound Feed - Cornerstone and Colleague Inbound and Outbound feeds working correctly and automatically.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Inbound and Outbound feed working between Cornerstone and Colleague for New hire information	When new hires are correctly entered into Colleague through the outbound feed from Cornerstone.	Information is being imported correctly in the Colleague test environment, with a few missing pieces of information.	Working correctly in Colleague test environment, will lead to implementation in the production environment.

Planning Unit: 47 - Human Resources

Unit Manager: Lytle, Dixie

Objective: DRAFT - Credentialing - Faculty Credentialing updated in personnel files

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Credentialing forms updated in faculty files.	All credential forms updated.	All credential forms are updated.	Will continue to update credential forms as necessary.

Planning Unit: 47 - Human Resources

Unit Manager: Lytle, Dixie

Objective: DRAFT - DEI - Training - Diversity, Equity, and Inclusion training. SafeColleges. Will contact Vector solutions for cost of module and examples of courses available.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Training on Diversity, Equity, and Inclusion. Raise awareness with employees.	More Culturally diverse and a more inclusive workforce	DEI modules canceled. Had never sent the modules out to employees.	Canceled the DEI Modules based on SB17

Planning Unit: 47 - Human Resources

Unit Manager: Lytle, Dixie

Objective: DRAFT - Employee Appreciation Day - Employee Appreciation Day - April 28, 2023

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Catered meal and inside the gym Provide a fun afternoon for employees.	Number of employees attending the festivities. Number of meals served and prizes awarded.	Great turnout for the event. 186 employees. Fulewider gave out \$500 to Rookie staff of the Year, Rookie faculty of the Year, Faculty and Staff of the Year.	Planning for Employee Appreciation for May 2024.

Planning Unit: 47 - Human Resources

Unit Manager: Lytle, Dixie

Objective: DRAFT - Employee Assistance Program - Research and implement an employee assistance program (EAP)

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase employee access to services for mental health and other life issues.	Healthier and happier employees.	Waiting on budget finalization for FY24 to implement the EAP.	Ongoing We will be decide which EAP Program will work best for all employees.

Objective: DRAFT - Employee Recognition - Great Job Award Pin Awards - Monthly

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase in employee morale. Reduce turnover.	Increase in employee morale in seeing the change in atmosphere and the negative talk about the working atmosphere. Reduction in the turnover percentages.	Great job pins program did not seem effective and could not keep on track for giving out the pins to employees. Turnover was reduced overall (do not feel that these pins had an effect on turnover)	Discontinued the program in December. May implement again in FY24 with different criteria.

Objective: DRAFT - Faculty Pay Scale - Faculty Pay Scale Created through Updating DEA (Local)

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Faculty pay will be updated with a pay scale. DEA (local) updated and approved by BOT.	Faculty Pay Scale and DEA (Local) approval	Faculty Pay Plan completed. Waiting on approval of DEA (Local) by BOT. DEA (Local) went to Policy Committee on August 11, 2023 and was approved at the Board of Trustee Meeting on August 15, 2023.	Once DEA (local) is approved, we can use the faculty pay plan beginning in FY24 Compensation Plan was based on the pay for all employees. Compensation Plan was approved by the Board of Trustees on August 15, 2023.

Objective: DRAFT - HR File Cover Sheets - Employee files will be reviewed and cover sheet as requested for SACS will be added to the Administration and faculty.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Make the information in the personnel files easier to access. Information about employees education, position, etc. available on cover sheet.	Easy of file review.	Cover sheets and tabs have been added to existing files.	Makes the files easier to find information.

Objective: DRAFT - HR Onboarding - HR Onboarding module implemented in Cornerstone

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Onboarding will be active in Cornerstone.	Onboarding paperwork sent correctly to new hires	Onboarding project completed with Bluewater. Onboarding welcome video is working and all new hire paperwork is being sent to new hires through Cornerstone. New hires can upload signed documents to the onboarding module and Administrative Assistant is able to pull and print for the file.	With all of the new hire documents in one area, time spent on sending the documents has decreased. All uploaded documents are also saved in Cornerstone for future reference as needed. New hire documents can be filled out and returned prior to the first day of work.

Objective: DRAFT - HR Remodel - Remodel HR Offices

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Open up the HR office to provide a more open, inviting space. Add an additional office and closet for retention files. Sound proofing between offices for confidentiality.	More open and inviting offices	Deferred The remodel was deferred to FY24 because of the disruption that would occur due to the necessary moves associated with the HR office. Planning will be necessary for offices for the staff to work while the remodel is done.	N/A We will create a plan for relocation of staff so that the disruption in work is limited.

Objective: DRAFT - HR Retention Reporting - Retention reporting

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Tracking Turnover Year over Year by Month and Quarterly. Improve Turnover.	Turnover numbers decrease year over year	Reduction in turnover numbers are apparent in the reports. Administration is now able to track turnover.	Turnover numbers are used to show improvement in the College Culture and Workplace improvements.

Objective: DRAFT - HR Staff Training - HR staff training

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Improve knowledge and skills in the HR Department. Improve productivity and morale.	Completion of training. Increased knowledge in subject matter.	Increased knowledge and information base in areas of training.	Professional development will continue and built on what we have learned this year.

Objective: DRAFT - I9 Everify - Convert from Paper I9s to E-Verify

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
E-Verify for I-9s will be more accurate and secure.	I-9 accuracy and easy of verifying	On going process All employees will begin the certification process necessary for E-verify. We are currently in the process of determining the timeframe for easier and less interrupted change over.	on going We will determine the best timeframe for the change from paper I-9s to E-Verify.

Objective: DRAFT - Job Descriptions - Review and update Job Descriptions

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Update job descriptions to match the work that employees are doing on a daily basis. Increase employee morale and performance. Better align job descriptions with performance evaluations.	Aligning job description titles with verbal titles used.	Progress made in certain departments as in Library Services, Faculty, Success Coaches.	Will continue to updated job descriptions on current header, with updated job duties.

Planning Unit: 49 - Information Technology Services

Unit Manager: Ramirez, Amador

Objective: DRAFT - Evaluate Signage, Software Compatibility for FY2023 - Evaluate Signage, Software Compatibility for FY2023

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Have uniform, concise messaging to District internal displays.	TVs already in place. Message sent from Marketing to IT Services. IT Services pushes content to TV displays.	The objective was met successfully. There does need to be further discussion on a system that Marketing can control independently. This will involve a budget requirement.	This should lead to a more proficient method of displaying where Marketing can present independently on the screens without the need for IT Services.

Objective: DRAFT - Implement new printer protocols during FY2023 - Implement new printer protocols during FY2023.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Print Management: Papercut - will help in print management security and cost-savings on paper.</p>	<p>Printers in place, protocols being pushed to printers by August 31, 2023.</p>	<p>The software push is currently in progress. The success of this goal is yet to be determined. Configuration settings are still being modified for a successful deployment.</p>	<p>Protocols 'pushed' to each printer. This process is taking place gradually. Retired printers will soon be removed from the queue. Barriers are that there are two printers in place, Konica-Minolta in place. This initial push is for the Ricoh printers. Also, the loading of the existing printers is slowing down the process. These 'old' printers will soon be removed to speed up the print process. The paper cost savings will be evident as print jobs are not printed immediately. The job remains in the print queue until release by approved user. If job is not attended to the job will be purged in 72 hours thus saving paper.</p>

Objective: DRAFT - Implement new Student Information System Portal during FY24. - Implement new Student Information System Portal during FY24.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Have new portal in Production before June 2024. The existing Colleague portal will reach end of life in June 2024.</p>	<p>The replacement necessary has been discussed in our Colleague Advancement Team meetings. The need for the new portal is due to the current one going into end of life stage. Plans are in place to announce this migration. CBC IT & Weaver Technologies are working collaboratively on this project.</p>	<p>The success of this project has yet to be reached. Due to the end of life on the current portal the result will be to have a more user friendly interface.</p>	<p>Project work continues. This objective will be met by the current portal's end of life stage, June 2024. The new portal will use the existing Sharepoint portal and architecture making it easier for constituents to adapt to the environment.</p>

Objective: DRAFT - Improve network connectivity throughout the District. - Improve network connectivity throughout the District.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Increase bandwidth speed for our constituents and replace end of life servers at the sites.</p>	<p>Work order tickets regarding internet connectivity.</p>	<p>Install, configuration almost complete. Adding a category for 'Internet' under the IT Services queue in our KACE work order system to begin assessment.</p>	<p>This objective will help reduce issues involving connectivity. However, the servers needed to be replaced due to technology end of life states where updates and protection are no longer available.</p>

Planning Unit: 50 - Institutional Effectiveness

Unit Manager: Lane, Michelle

Objective: DRAFT - Ensure compliance of all Business Services Procedures by IER and Marketing staff during FY23. - Ensure compliance of all Business Services Procedures by IER and Marketing staff during FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
A reduction in errors or delays r/t non-compliance with business operations procedures.	# of errors, frequency, remediation plan if needed.	While the dept did experience an overage in the budget, this was due to an adjustment by the previous CFO. This has been corrected. The Marketing, Systems, and Assessment departments of IER stayed in compliance with following all procedures.	This will be moved out of continuous improvement initiatives and moved into continuous operation duties. Should any new issues breaking procedure occur, we now have clear expectations and training materials for remediation.

Objective: DRAFT - Expand Employee knowledge through professional development opportunities in FY23 - Expand employee knowledge through professional development opportunities in FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Expand Employee knowledge through professional development opportunities in FY24. While a professional development log exists, there is a need for a distinction between required trainings such as Title IX, Cybersecurity, etc. and professional development. A need for a cyclical process and review would help to appropriately catalog and archive professional development at the institution so review and use of the knowledge collected across the campus to train others and bolster the needs of the college. The institution will have a formalized process for professional development opportunities and record keeping of the information.</p>	<p>Increase in targeted professional development training and identification of training needs.</p> <p>Process creation. Materials, Timeline, Instructions and Guidance</p> <p>Plan for dedicated training space. Evaluate for equipment needs.</p> <p>Institutional IQ evaluation identifying training needs for CBC.</p>	<p>With numerous adjustments in personnel and job duties, extensive professional development has taken place during FY23 in IER, Computer Programming, and Marketing/Public Relations. AdobeHannon HillEllucian ColleaguePowerBIIPEDSTHECB Webinars (See attached departmental professional development logs)</p> <p>CBC expanded employee knowledge through professional development opportunities during FY23. During the Fall 2022 semester, Human Resources posted a professional development log to be used across the institution. Also, the institution dedicated funds in the budget for more employees to seek professional development. During the same semester, College Leadership created a survey seeking feedback from all employees re: the Process, Practices and Cultural Improvement of all departments and facets of the institution. The cabinet reviewed the results and created collective goals to address barriers at an institutional level in the areas of safety, communication, and professional development. (Survey Results attached) The following semester, the Dean of CTE worked with the President administrator and analyze the need for continuing education opportunities for employees seeking more skills in Office365 applications. This opportunity was created from the data collected in the Fall 2022 mentioned above. (Survey Results Attached) The President's Cabinet has begun the work of coordinating schedules and data sharing of committee meeting minutes, departmental minutes, etc. in an effort to expand opportunities at CBC which can be internally provided. (See Meeting Minutes) The Title III grant award allows for dedicated funds to be allocated to a training room. This task has been modified to ensuring existing spaces are appropriately equipped and made more available to employees to utilize. (See attached Title III Grant proposal)</p>	<p>Based on the results of the institutional surveys, professional development has been identified as a need in multiple facets of the institution. The institution has begun the process of centralizing this process so we may better leverage our resources and further expand the institutional IQ for all employees. This is not a finished objective but a foundation to begin expanding this to include more departments, continually refining the process. Surveys and opportunities to collect information about employee knowledge and skills should continue to inform decisions regarding professional development needs.</p> <p>As more projects and initiatives continue, the staff in IER, Marketing, and Computer Programming are better equipped in knowledge and skills to be successful. As needs and changes occur, it is imperative we seek the necessary training and expertise. This will continue to be monitored, but more focus will be given to training and educating other departments on services and practices to which we can assist in the next FY.</p>

Planning Unit: 50 - Institutional Effectiveness

Unit Manager: Lane, Michelle

Objective: DRAFT - Expand office capacity to meet the demands of the institution during FY23. - Expand office capacity to meet the demands of the institution during FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Clear Roles and Staff to execute functions of the office.	Job Descriptions, Needs Evaluation, Departmental Restructure	We knew going into this year, the IER department would be having some resource changes and adjustments. The Director of Computer Programming announced his intended retirement. CBC worked to hire a vacant position of programmer adjusting the job description to Data Scientist in which they were hired in July 2021. After this retirement, the job description was adjusted to accurately reflect the role and duties of the position; Director of Systems and Analytics. The Data Scientist applied and was promoted to this position. Given the changes in experience, expertise, and personnel, it allowed for evaluation of the the Data Scientist position in which this was modified to the Institutional Reporter/Reporting Liaison for the institution as a gap in centralizing reporting was also identified. This is currently posted and accepting applicants. Additionally, Christi Morgan serving as Assessment and Grants Specialist was selected as the new Director of Transfer Education/Pathways Coordinator. This allowed for reviewed and revision of this job description. To better align with the needs of the institution, the job description was modified to Assessment Coordinator. This job is also slated to be posted Summer 2023.CBC received the THECB Reporting Modernization Grant in which the department was able to expand training, PowerBI capacity, and technology capabilities.	Based on the results above, the IER department is now structured in a way which can meet the needs of the institution. Training and Professional Development will be crucial for this department as all employees are either new to their role or the institution. Continual review of productivity and improvement will occur to ensure we are providing excellent service internally and externally.

Objective: DRAFT - Expand services offered to stakeholders in FY23. - Expand services offered to stakeholders in FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase in Survey responses. Reorganized and Maintained webpage for IER and Cougar Den. Full implementation of the Planning and Budgeting modules.	Survey Responses; redesigned web pages, Software Implementation.	Surveys have now been centralized. We are now seeing an increase in participation and completion of surveys. Additionally, focus groups are on the rise as more employees and departments work to implement data-informed strategies and continuous improvement plans. The IER webpages have been heavily redesigned to provide data and clear processes.	This will continue to be monitored but will no longer need to be a focus of planning but moved into continual operations of the dept. Improvements will continue as the department monitors any changes in participation or process.

Objective: DRAFT - Implement SPOL appropriate to the needs of the institution each year using the planning and budgeting process - Implement SPOL appropriate to the needs of the institution each year using the planning and budgeting process

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Based on the multiple iterations of excel sheets used previously for the purpose of planning and budgeting and a lack of process for action monitoring throughout the year, a need for a more efficient and end-user friendly solution is needed to improve the knowledge and application of data-informed decision making and continuous improvement planning. At least one module will be in use by spring/summer 2023 for the planning and/or budgeting cycle for FY24.</p>	<p>Implementation feedback, number of days shut down for maintenance, efficiency. (Systems)First Training held and user feedback (IE)</p>	<p>Strategic Planning Online Diamond Planning and Diamond Budgeting modules were used to create the FY24 budget resulting in a successful implementation of Strategic Planning Online and this objective. The CBC SPOL site (See Link Repository) was created and local administrators worked to implement the software and customize for the institution. Collaborative efforts between IER and IT allowed for a smooth implementation and the ability to resolve issues in configuration with reporting, GL code cross-walk and matrices, etc. Very few disturbances occurred as a result and no planning or budgeting efforts were impacted. During the spring 2023 semester, the Office of Institutional Effectiveness and Research was able to populate unit plans for 2022-23 into the system converting the previously used templates from excel and word to be placed in an electronic format designed to streamline and align planning and budgeting efforts based on data and the use of results. This allowed the planning unit managers to experience training with their own data and work directly within the system on their respective unit plans to "Close the Loop". Training for administrators occurred during the fall 2022 semester and carried on through the spring 2023 semester as the planning and budgeting cycle for the institution began. This software product implementation has allowed for the review and revision of current processes in budgeting. Over 3000 GL codes were reviewed for use and/or inactivation. This process has led to a massive data clean up by the Director of Institutional Systems and Reporting and the Business Services department. These are early metrics indicate the implementation of Strategic Planning Online software is producing positive results in fiscal efficacy in the early stages of implementation.</p>	<p>Based on the results above, I am confident the implementation of Strategic Planning Online was successful and all administrators are trained appropriately. As more Unit Planning Managers and/or Planning Units are identified as needs for the institution, the structure will be reviewed, and training will be provided. This component for maintaining the system has moved to a continual operation task of the IER department as appropriate. Based on the 2021-2022 plans and current 2022-2023 plans, it is evidenced the need for additional training in the areas of Planning, Assessment, Continuous Improvement, and Using Results to inform decisions is still a priority need for the institution. Additional and Ongoing Training for Planning and Budgeting will occur. As more plans and data reports are reviewed and submitted, such as the Closing the Loop Reports, Program Reviews, and Student Learning Outcomes Assessment reports, it is evidenced the need for continue providing training and development opportunities in these areas. Additionally, Strategic Planning Online has an opportunity for us to purchase the Assessment module at a discounted price. It is my recommendation based on the data, the institution carefully consider the purchase and implementation of the Assessment module ahead of the implementation of the Credentialing module. The timeline for implementing the Credentialing module has yet to be determined at this time and will be paused until the new VP for Instruction is hired and has time to evaluate. By purchasing the Assessment Module, we have a way to not only collect measures in a more efficient manner, the data results can then be directly aligned to the planning units impacted providing a full concept view of all aspects of the continuous improvement process. This need has also been identified as something which would be crucial for the GEAR Team as a component in the improvement of the continuous improvement process for educational programs as well prompting the need and raising the priority above the credentialing module. Will add this to planning unit objectives for the next planning cycle as well. The planning and budgeting of the institution has become more efficient. Continual training for new and current employees will be evaluated regularly to ensure the appropriate amount of planning units and employees are prepared for use to carry out the mission of the institution. This is now moving into the operations of the department. The emergentics training was well received and the interest to expand exists. The Director of Human Resources and myself will work to identify those employees still in need and develop a plan to train in the upcoming years and develop a plan for including the components of Emergentics into the campus culture.</p>

Planning Unit: 52 - Intramurals

Unit Manager: Rea, Daniel

Objective: DRAFT - Establish Intramurals Events - Develop and maintain intramural events and equipment.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
An increase in student engagement and satisfaction in CBC sponsored intramural events.	Baseline year. Will collaborate with IER to develop tools to assess engagement and satisfaction.	Successful development of our new disc golf club. The first official event was a success, with five students showed their skills on the course. This new club is committed to fostering a friendly and inclusive community, where beginners and advanced players alike can learn and have friendly competition.	The results from developing a disc golf club will be invaluable in helping us enhance and expand our intramural events in the coming fiscal year. By offering a new and popular activity like disc golf, we can attract more participants and create a more diverse range of events.

Planning Unit: 55 - Library

Unit Manager: Rands, Tammy

Objective: DRAFT - Analyze databases to align with updated curriculum and ACRL best practices. - Analyze databases to align with updated curriculum and ACRL best practices.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Intended results are to make sure that CBC is offering similar resource availability to comparable community colleges.	CBC subscribes to the Texshare database offerings which is currently 129 databases. We also pay for CINAHL, Mometrix, JSTOR, and an additional EBSCO Ebook subscription. There are several free databases listed as resources on webpages. I will compare the number of databases offered at several Texas community colleges.	I have looked at several Texas community colleges websites at database offerings. CBC has similar offerings. Odessa Community College lists 150 databases, several of which are free. I have identified several to add to our list. Midland College lists 87 databases on their website. Grayson College lists 155 databases. There are free ones and a few additional paid subscriptions on their list. I could not find an A-Z list of databases on the Cisco College library site. It did have a spot to search EBSCO databases, Gale Databases, and Texshare. Those are all databases we offer.	With the numbers found, I have proposed a budget increase for the next FY to maintain our quantity and quality of database offerings by keeping the EBSCO databases. I have discovered several free databases that we can add to our A-Z list. I will assign that task to new ELibrarian. I will have her look for additional free database resources to enhance our offerings. EBSCO is providing a new database for free-Race and Society. I have requested access and it will be available soon. Update of A-Z list will occur in August/September.

Planning Unit: 55 - Library

Unit Manager: Rands, Tammy

Objective: DRAFT - Create a technology plan for the library during FY23. - Create a technology plan for the library during FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Create a plan to start updating technology within the libraries	Visit each site. Evaluate age of technology. Refer to document left by previous ELibrarian.	Due to rearrangement of budget and pending any backorders, I have ordered three new computers to go to one campus or one computer to each campus. If computers are backordered and cannot be received before the end of August, the order will be cancelled. Will continue to monitor computers and work on replacing more in the next fiscal year if able.	I will continue to request funds to continue updating computers. If newer, used computers become available from labs, etc. I will attempt to request those, too.

Planning Unit: 62 - Nursing Aid Program

Unit Manager: Berryhill, Karen

Objective: DRAFT - Increase pass rates from 78% to 85% in FY23 - Increase pass rates from 78% to 85% in FY23

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Student pass rates will increase over the previous year. There are processes and data collection for analysis which need clarification and refinement.	Licensure Pass Rates	NA Program Pass Rates 2022-2023 1. Number of students enrolled in NA Program-95 2. Number of Students completed/graduated NA Course-90 3. Total number of Students registered to NA Test-86 4. Total number of Students tested for either Written or Skills Exams-85 5. Total number of Students completing both Written & Skills Exams (1st test)-66 6. Total number of Students passing both Skills and Written Certification Exams (1st test)-63% of enrolled Students completing Course-94%% of Students Completing Course & taking either Written or Skills, In-Facility Certification Exams-94%% of Students Completing Course and taking both Written and Skills Exams-73%% of Students Testing and passing both Written and Skills Exams (1st test) to become State Certified-85% * The Texas State Nurse Aide Program requires students pass both Skills and Written portions of Exam to become Certified Nurse Aides. The goal set for increasing testing pass rate from 78% to 85% for Year 2022 to 2023 was reached for both Written and Skills Exams (1st test). However, this goal should be ongoing and would be more clearly clarified and accurately measured by: Increasing the rate of those Students Completing the Course and taking both Written and Skills Exams- 2022 to 2023 rate of 73% to 80% in 2023 to 2024.* The State of Texas allowed Local Nursing Home, on-the-job trainees that were taught during COVID to test using Coastal Bend College Program to review, input, and/or test at their Test Site of choice. 18 total local trainees tested. 4 of those 18, tested at Coastal Bend College Beeville Test Site.	This goal should be ongoing and would be more clearly clarified and accurately measured by: Increasing the rate of those Students Completing the Course and taking both Written and Skills Exams- 2022 to 2023 rate of 73% to 80% in 2023 to 2024.* The State of Texas allowed Local Nursing Home, on-the-job trainees that were taught during COVID to test using Coastal Bend College Program to review, input, and/or test at their Test Site of choice.

Planning Unit: 67 - Physical Plant

Unit Manager: Colmenero, Jacinto

Objective: DRAFT - Create and maintain a healthy and safe campus. - Create and maintain a healthy and safe campus.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Deferred maintenance list	Project Completion. Reduction in deferred maintenance	The maintenance rotation listing is being utilized as the key initiator for funding requests, facility needs, and is a vital portion of the Facilities Master Plan. This listing has provided the evidence and data needed to secure funding for capital projects. At this time, the deferred maintenance rotation listing has seen reduction of high priority needs.	Continue monitoring the deferred maintenance rotation listing, use as a guide for future facility projects, and utilize the data to advocate towards fiscally responsible means.

Objective: DRAFT - Finalize Master Facilities Plan revisions during FY23. - Finalize Master Facilities Plan revisions during FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Completed Master Facilities Plan.	Complete Updated Document	The Facilities Master Plan was revised throughout the year and adopted by the Board of Trustees during the February 2023 Meeting.	This document is now a living component of the Physical Plant and will be used in alignment with best practices and strategic planning initiatives.

Objective: DRAFT - Identify academic and learning environment needs during FY23. - Identify academic and learning environment needs during FY23.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Identification of needs to begin strategic planning	Evaluation of Program and Academic Environment Needs	While the department did receive information from IT and IER regarding program needs and identifying equipment needs from the Master Technology Plan, we did not collaborate as a group to discuss the information or implementation timeline. Information is now available and identified, but lacks the structured focus needed across the institution.	This will improve and increase efficiency of procedures towards facility needs identification, planning and implementation

Objective: DRAFT - Increase satisfaction of students and employees during FY23. (Baseline) - Increase satisfaction of students and employees during FY23. (Baseline)

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
100% Satisfaction	Satisfaction Assessment of Employees, Departmental Staff Job satisfaction, student satisfaction.	Analyze Results (See Survey)	Expand questions to initiate further engagement from college community.

Planning Unit: 69 - Professional Development

Unit Manager: Lytle, Dixie

Objective: DRAFT - Tuition Reimbursement - Employee College Tuition Reimbursement

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
To help employees continue their college studies	Number of employees applying for reimbursement	Presently have only paid out 31% of budgeted funds for reimbursement	Will use the actual budget spent for information on FY24 budget.

Planning Unit: 70 - Professional Nursing Program

Unit Manager: Cantu, Maria

Objective: DRAFT - Competency - First attempt NCLEX-RN pass rates will increase to 80% to retain compliance with the Texas Board of Nursing.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>The attrition rate in the professional nursing program will decrease by 5% by the end of the academic year.</p> <p>Collaborate with one new 4-year institution to create articulation agreement for seamless transfer for our students.</p> <p>First attempt NCLEX-RN pass rates will increase to 80% to retain compliance with the Texas Board of Nursing.</p>	<p>Attrition rate</p> <p>Articulation agreements</p> <p>NCLEX-RN pass rates</p>	<p>Preliminary NCLEX-RN pass rate 77.22%</p> <p>No new articulation agreements attained.</p> <p>Attrition rate 21% which is 5% less than AY 2021-2022 of 26%</p> <p>Attrition rate 21% which is 5% less than AY 2021-2022 of 26%</p>	<p>Review instructional gaps and other factors that may contribute to pass rates.</p>

Objective: DRAFT - Retention - The attrition rate in the professional nursing program will decrease by 5% by the end of the academic year.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase retention rates by providing quality instruction and enhanced student support.	The attrition rate in the professional nursing program will decrease by 5% by the end of the academic year.	Attrition rate increased from 22.1% to 34.37%.	Review selection process to ensure student readiness for nursing program.

Objective: DRAFT - Transfer - Collaborate with one new 4-year institution to create articulation agreement for seamless transfer for our students.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Provide equitable lifelong learning opportunities by building various pathways in nursing that easily transfer to 4-year institutions.	Collaborate with one new 4-year institution to create articulation agreement for seamless transfer for our students.	No new institutions have been approached for articulation agreements due to conditional approval status.	Once approval status is obtained 4-year institutions will be contacted for articulation agreements.

Planning Unit: 71 - Provost

Unit Manager: Rehak, Patricia

Objective: DRAFT - All practices, procedures and policies related to instruction and student services will be audited and revised where necessary - All practices, procedures and policies related to instruction and student services will be audited and revised where necessary prior to the submission of the SACSCOC compliance report in spring 2023.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Policy review processes in place for all areas reporting to the provost.	review of department manuals, etc.	While a TEAMS site has been set up, lack of human resources and time have complicated successful implementation of this objective.	This is only marginally addressed. More time will need to be dedicated to this in the next fiscal year.

Planning Unit: 71 - Provost

Unit Manager: Rehak, Patricia

Objective: DRAFT - Begin the implementation of a systemic analysis and revision of all instructional programming/courses in FY 23 - Begin the implementation of a systemic analysis and revision of all instructional programming/courses in FY 23 and concluding in FY 24. Consider the employment of an external consultant firm such as Symbiosis Educational Consultants to assist

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>100% of faculty will participate in professional development and redesign of master syllabi and Blackboard shells.</p> <p>100% of online courses and master syllabi will be redesigned to ensure that quality standards are implemented.</p>	<p>Review of faculty professional development records</p> <p>Review of master syllabi and Blackboard shells</p>	<p>100% of master syllabi have been revised and posted online</p> <p>The first faculty cohort will start in the fall for professional development.</p>	<p>It will be important for the CAO to continue to closely monitor the progress of faculty development and support the Title III course redesign with Quality Matters. The curriculum committee will need to begin to establish a modified master syllabus to contain the elements related to distance learning in the 2023-2024 year.</p> <p>Stipends for faculty completing the course redesign have been requested for fy24 in the CAO budget.</p> <p>Once the master syllabi template is revised to include the distance learning components, a timeline for implementation of the change will need to be developed.</p> <p>The Curriculum Committee will need to now work on the curriculum capacity and a student course outline template that aligns with the master syllabus.</p>

Planning Unit: 71 - Provost

Unit Manager: Rehak, Patricia

Objective: DRAFT - Support the distance learning program office and work to fully implement Quality Matters. - Support the distance learning program office and work to fully implement Quality Matters.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
All courses will be redesigned with new syllabi. 100% of faculty instructing online will participate in professional development.	Review of course syllabi inventory. Review of professional development records.	100% of courses have been redesigned with the new syllabi. the first cohort of faculty have been invited for the fy 24.	Review of distance learning has identified a need to provide greater organization to the distance learning function/office at the college.

Objective: DRAFT - Work with Academic Deans, Site Directors and community leaders to identify, develop and implement relevant programming and training opportunities. - Work with Academic Deans, Site Directors and community leaders to identify, develop and implement relevant programming and training opportunities.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Full approval of desired programs by BOT, SACSCOC and THECB All master syllabi and other program planning information fully developed.	Review of approvals Fully developed curriculum and program projected for FY 24 implementation.	All programs currently in place are approved by BOT, SACSCOC and the THECB. All master syllabi are fully developed for all current programs. The THECB and SACSCOC officially approved the Industrial Mechanics program for full implementation as a credit program.	The Dean of CTE will be preparing a substantive change request and working to develop curriculum in the next fiscal year and complete a submission to the THECB. A full plan of action has been developed with timelines. This will need to be reviewed and modified as needed. More outreach is needed by the CAO office to understand the programming needs of all the service area.

Planning Unit: 71 - Provost

Unit Manager: Rehak, Patricia

Objective: DRAFT - Work with Student Services and Enrollment Services to develop an integrated academic and financial advising plan by FY 24 - Work with Student Services and Enrollment Services to develop an integrated academic and financial advising plan by FY 24

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
A fully developed operational plan of action/timeline and budget plan of action for integrating academic and financial aid advising.	Review of recommendations from FY22	This is still ongoing. FY23 was a year of professional development.	It will be important to broaden the development to include the Financial Aid Director and staff in the next phase.

Planning Unit: 73 - Marketing & Public Relations

Unit Manager: Ramirez, Amanda

Objective: DRAFT - Ensure that all transactions are performed correctly. - Ensure that all transactions are performed correctly.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
By end of FY23, all employees will be in 100% compliance with Business Office procedures.	Consult Business Office to ensure that all financial transactions are in compliance.	Regular department meetings ensure that all staff are aware of business office deadlines and requirements.	Departmentally, correct transactions allow for better budgeting and clearer use of resources, affecting Marketing efforts on a whole. Previous advertising budget was not clearly defined or properly maintained. Moving forward, the department will follow BO guidelines. The main objective is to operate at a competently compliant level for the sake of the institution at large.

Objective: DRAFT - Establish a focused message for clearer communication with our stakeholders and community at large. - Establish a focused message for clearer communication with our stakeholders and community at large.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Establish a focused message for clearer communication with our stakeholders and community at large. A focused message supports branding efforts and improves overall communication effectiveness.	Identify key messages aligned with our values and goals. Analyze target audience for tailored messaging. Maintain message consistency across channels.	The initial messaging team resulted in a demonstrated need for committee revisions.	The revised committee will meet at the beginning of the Fall 2023 semester to identify messaging challenges and explore methods of improved communication and new channels.

Objective: DRAFT - Increase efficiency of the KACE workorder system during FY23 - Increase efficiency of the KACE workorder system during FY23

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Increase efficiency of the KACE workorder system during FY23. The department will have cleared/updated the queue of backlogged work orders and will produce correct and approved content/publications.</p>	<p>Reduce number of items in queue. Redesign KACE fields for clearer requests and create KACE approval flow. Reduced number of errors in publications.</p>	<p>The team successfully dropped the number of items in queue and has maintained a quick turnaround. The approval process is ongoing, as KACE approval flow is still in development.</p>	<p>Clearly defined requests that have received approved content prior to design/print streamlines our department's efforts and saves time, enabling us to put out more content with consistent messaging. We will redesign the fields in KACE to account for current institutional needs. With the new website development and maintenance now falling under Marketing, web content submission fields will be necessary. These new tasks make appropriate approvals chains all the more important and these too will be implemented at the start of the Fall 2023 semester.</p>

Objective: DRAFT - Reassign staff to meet areas of most need and play to employee strengths - Reassign staff to meet areas of most need and play to employee strengths

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Reassign staff to meet areas of most need and play to employee strengths.</p>	<p>Restructure staffing to meet the new duties and initiatives of the department. Plan for professional development to enhance employee skillset (see attached).</p>	<p>With trainings in website development and relevant software programs, staff have enhanced their experience levels. The range and frequency of completed projects has grown significantly as employees have been given time to develop their skills.</p>	<p>Professional Development efforts will remain ongoing to stay technologically current and encourage best use of resources and efficiency.</p>

Planning Unit: 76 - Radiology Program

Unit Manager: Wall, Virginia

**Objective: DRAFT - Increase registry examination pass rate by at least 20% to satisfy accreditation standards of 75% for five-year average.
- Increase registry examination pass rate by at least 20% to satisfy accreditation standards of 75% for five-year average.**

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Increase clinical preceptor/staff technologist participation in online sharing of documents.</p> <p>Fill vacancy for Clinical Preceptor at Spohn Hospital Beeville.</p> <p>Increase student engagement by providing opportunities to celebrate hard work.</p> <p>Increase in student goals accomplished by end of semester advisement.</p> <p>Ensure faculty participation in Continuing Education activities to enhance skills.</p>	<p>75% of students will meet their semester goals.</p> <p>Clinical Preceptor at Spohn Hospital Beeville hired by close of Fall 2023 semester.</p> <p>Faculty earn a minimum of 12 Continuing Education credits.</p> <p>75% of clinical preceptors and staff technologists will sign off on recognition of online documentation.</p> <p>90% of students will participate in celebrations.</p>	<p>Interaction with training videos by clinical preceptors was reported in Platinum Planner. (See attached)</p> <p>The mid-semester advisement process was updated during the year to include an end of the semester reflection to close the loop. 37% of students (7/19) met their goals for the first semester. Many students selected unrealistic goals in their first semester for example, pass credentialing exam. A survey was sent to students to gather input on the process. (See attached forms and survey results.)</p> <p>100% of students participated in celebrations. Recruitment Day was added.</p> <p>The two faculty members participated in a total of 39.3 professional development hours combined. The ACERT annual convention focuses on education in radiologic technology. The ATD Dream conference provided insight into the importance on building relationships with students and providing support. (See attached Professional Development logs.)</p> <p>The program implemented many tasks to assist with increasing student learning and the credentialing examination pass rate including: Tutoring program Kettering National Seminars added to course fees New clinical sites to allow more individualized assessment of performance Facility updates to include equipment updates, new supplies, and lounge area CT rotations (CT & MRI programs) ARRT specification review with students Having students read materials out loud in class Entry requirements. Fall 2023 cohort is first with pre-reqs required within 7 years Audio versions of texts available in bookstore Increased interaction with Wharton and Del Mar rad tech programs. Library resources</p> <p>A slight increase in registry examination pass rate was seen but continues to be below the 75% 5-year average required by accreditation.</p>	<p>The Clinical Preceptor Handbook will be updated and added to Platinum Planner along with further trainings.</p> <p>Celebrations of the profession promote cohesiveness between students and allow opportunities for engagement that students enjoy. The program will continue to plan and streamline these events for students to look forward to.</p> <p>The program will continue to streamline the advisement process. Faculty will assist students in determining realistic, obtainable goals for each semester to assist with long term goals. A pre-program assessment will be added to the process during program orientation to determine student needs earlier and assist the program in finding supports for students before they begin the program. Beginning Fall 2023, the bookstore will provide audio versions of the program book bundle as requested by students during advisements.</p> <p>The program will prepare a detailed progress report for the JRCERT to include all efforts toward increasing student learning and the credentialing examination pass rate.</p>

Planning Unit: 76 - Radiology Program

Unit Manager: Wall, Virginia

Objective: DRAFT - Maintain equipment for student learning. - Maintain equipment for student learning.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Acquire service agreements and insurance coverage for all equipment.	All agreements and coverage acquired by close of Fall 2022 semester.	Coverage on all equipment has allowed for proper equipment functionality and use.	An inventory of all department equipment will be created. A QC program will be created with student involvement.

Planning Unit: 77 - Recruitment

Unit Manager: Rea, Daniel

Objective: DRAFT - Prospective Student Strategy - Improve the college's ability to manage and track prospective, new, continuing and returning students through strategic enrollment communications and student life cycle management.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase recruitment participation by 10%.	Review event registration and attendance. Using the DEDAR report and Prospective Student Inquiry form.	SP23: Group campus tours: 9 (~390 students) Individual campus tours: 12 College Signing Days: 11 (~120 students) Career Fairs: 9	Improve and increase the rates of meeting potential students to becoming CBC students the following semester.

Planning Unit: 81 - Student Clubs and Activities

Unit Manager: Rea, Daniel

Objective: DRAFT - Promote Student Engagement - Create an environment at all CBC locations that promote and encourage student engagement through co-curricular activities and involvement in RSOs.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Increase student engagement on campus by 15% for all student life events. Students develop both psychological and social skills at CBC.	Using student sign in forms to track the number of students that participated. Using campus visit and event surveys.	Student Services saw a slight increase in student engagement this academic year.	Ensuring sign in sheets are used for all student life events. Request surveys from IER department and utilize their data they capture. Student Services will need to rely more on measurable data.

Planning Unit: 82 - Student Development

Unit Manager: Rea, Daniel

Objective: DRAFT - Student Development - Increase student participation and satisfaction for Student Success Workshops and onboarding process.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Baseline data will demonstrate that at 50% of the attendees will be satisfied with the success workshop. Increase student awareness of resources on campus. Increase student satisfaction of NSO through Comevo.	Collaborate with IER to develop a student satisfaction survey. Utilize the Comevo survey feature which included in our subscription to assess results.	Student Success team hosted 3 student success workshops FY23. Number of students in attendance: 70 students. Student Services will work to promote workshops to increase these events during the semester.	Ensuring the online orientation is comprehensive and covers all resources and services available for students.

Planning Unit: 83 - Testing

Unit Manager: Kreis, Roberta

Objective: DRAFT - For FY2023 CBC Business Office will decide on a credit card payment option that all students can use to pay for their exam fees online. This will reduce manual effort by 20% - For FY2023 CBC Business Office will decide on a credit card payment option that all students can use to pay for their exam fees online. This will reduce manual effort by 20%

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Once the automated credit card transaction for exam fee is complete - this will cut down on the time the Beeville Testing staff spend on payment transaction.	Microsoft Testing Services Rendered data will be used to compare the number of payment transactions processed by the Beeville Test Center before and after the solution has been completed to automate credit card transactions.	Will continue with this for 2023-2024. When new Business Office Director has had some time to review Square to see if it is a viable option for online payment transactions with Colleague.	Due to the volume of work the new VP of Finance has for 2023 - we will continue this objective for 2023 - 2024. Allowing more time to review and see if Square is compatible with Colleague system for online payment transactions.

Planning Unit: 83 - Testing

Unit Manager: Kreis, Roberta

Objective: DRAFT - For FY2023 CBC Programmers will create a program so that TSIA2 scores are uploaded daily to Colleague. This will reduce manual effort by 30% and be a more efficient system - For FY2023 CBC Programmers will create a program so that TSIA2 scores are uploaded daily to Colleague. This will reduce manual effort by 30% and be a more efficient system

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
<p>Once TSI scores are automatically uploaded to Colleague - this will allow students/advisors to register students in a timelier fashion after the student takes the exam. Therefore, speeding up the registration process.</p>	<p>Microsoft Testing Services Rendered data will be used to compare the number of TSI scores manually entered into Colleague before and after the solution has been completed to automatically upload TSI scores into Colleague. Instead used TSIA2 Import Report showing how many records imported into Colleague compared to the total number of records from TSIA2 exam sessions for a time period. More accurate representation. [See attachment]</p>	<p>In the Summer of 2022 a consultant was hired to help with this process. Spring 2023 (End of January 2023) the process was completed and the Test Center now is able to import TSI scores into the Colleague system by logging into Colleague - entering the XTSII function and then running the import. From December 14 - July 24, 2023 the Test Center has imported 602 records of the 962 examinees who have tested at Coastal Bend College. 63% of the 962 TSIA2 records were imported using the XTSII Colleague process. This saved Testing Personnel not having to manually enter these 602 records into Colleague. There were 360 records that were not imported due to examinees testing before they had a CBC ID# or they may have tested at CBC and not planned to be a CBC student. Objective met - reduced manual effort of inputting TSIA2 scores into Colleague by 30%.</p>	<p>Continue working with Data Scientist - Michael Rowlett - to see how we can import batch files of TSIA2 scores from High Schools and Student Shared ISR to save Testing Personnel time and effort. Roberta Kreis and Michael Rowlett plan to meet in August or September 2023 to see if there is a way that we can import these scores. If so, this will save many hours of time that Testing Personnel are currently having to manually enter these scores into Colleague.</p>

Planning Unit:

83 - Testing Unit

Manager: Kreis,

Roberta

Objective: DRAFT - For FY2023 Programmers will create a program to run a list of examinees who took TSIA2 with CBC - but are not students. Then the list will be sent to Testing so that we can contact these prospective students to help them get registered for classes - For FY2023 Programmers will create a program to run a list of examinees who took TSIA2 with CBC - but are not students. Then the list will be sent to Testing so that we can contact these prospective students to help them get registered for classes. Looking at non traditional students.

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Target is to get 5% of the non-enrolled non traditional TSI examinees on the list enrolled at Coastal Bend College.	Cross-reference the list of nonenrolled TSI examinees and contact them to assist with enrolling at Coastal Bend College.	Of the 152 people who were on the list of non-enrolled examinees - here are the results from calling examinees.20 said Yes they will or have enrolled for courses at CBC. After checking - only 10 of the 20 have enrolled for either Summer 2023 or Fall 2023 courses. Of those 10 -only two (2) are 24 years of age or older - to meet Non-Traditional Student classification. 19 said No they are not going to enroll at CBC.77 were No Answer - when proctors tried calling3 said they were Undecided 4 said they were in Middle School or High School Remainder didn't have phone #s listed(See attached file - For Testing Unit Planning 2022-2023 - Obj 349 in SPOL - Data Results)Objective is 5% of 152 = 8Objective not met. Only 2 - (1%) nontraditional (over 24 years of age) examinees who said they are or will enroll at CBC actually did.	Due to the amount of time that it took to repeatedly call examinees and ask them questions it does not seem like a productive use of CBC's time to continue doing this for each term. There are many people who take their TSIA2 exam with Coastal Bend College, but are going to attend another college or university. They test with CBC since it's close to their home, before they leave for university.

Planning Unit:

84 - Title IX Unit

Manager: Lytle,

Dixie

Objective: DRAFT - Title IX Policy - Title IX Board Policy DIAA updated and approved by Board of Trustees

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Update Board Policy DIAA (Local)	Board Approval of the updated DIAA (Local) ad DIAA (Exhibit)	Board of Trustees approved DIAA (local) and DIAA (exhibit)	DIAA (local) and DIAA (exhibit) will be used in issues of Title IX concerns.

Planning Unit: 84 - Title IX

Unit Manager: Lytle, Dixie

Objective: DRAFT - Title IX Policy - Student - Update Board Policy FFDA (Local) for Board of Trustee approval

Intended Outcome Description	Assessment Measures	Objective Results	Use of Results
Update FFDA (Local) - Student IX policy	Board approval of FFDA (Local)	On-going. Policy Committee reviewed on 8/11/23. Goes to Board of Trustee meeting for first reading in September 2023. Will need to go through Second reading before approval.	Results will be an updated Student Title IX policy. FFDA (Local) and FFDA (Regulation) will be a more robust policy.



Coastal Bend COLLEGE

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3800 Charco Road

Beeville, Texas 78102

361-354-2275

malane1@coastalbend.edu

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