

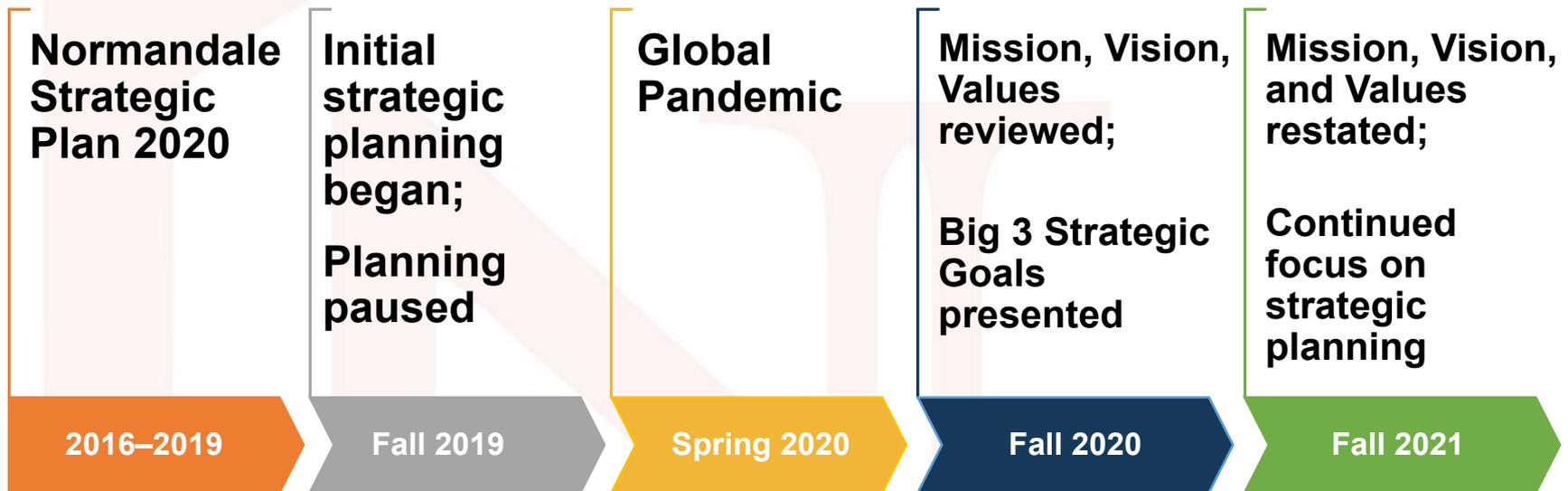


# **Normandale Community College Strategic Framework and Equity Initiatives**

Board of Trustees

April 17, 2024

# Normandale's Strategic Plan



## Our Mission

- to cultivate a welcoming college community
- to foster every student's talents
- to build an equitable world

## Our Vision

Limitless human potential realized.

## Our Values

- Caring
- Curiosity
- Commitment

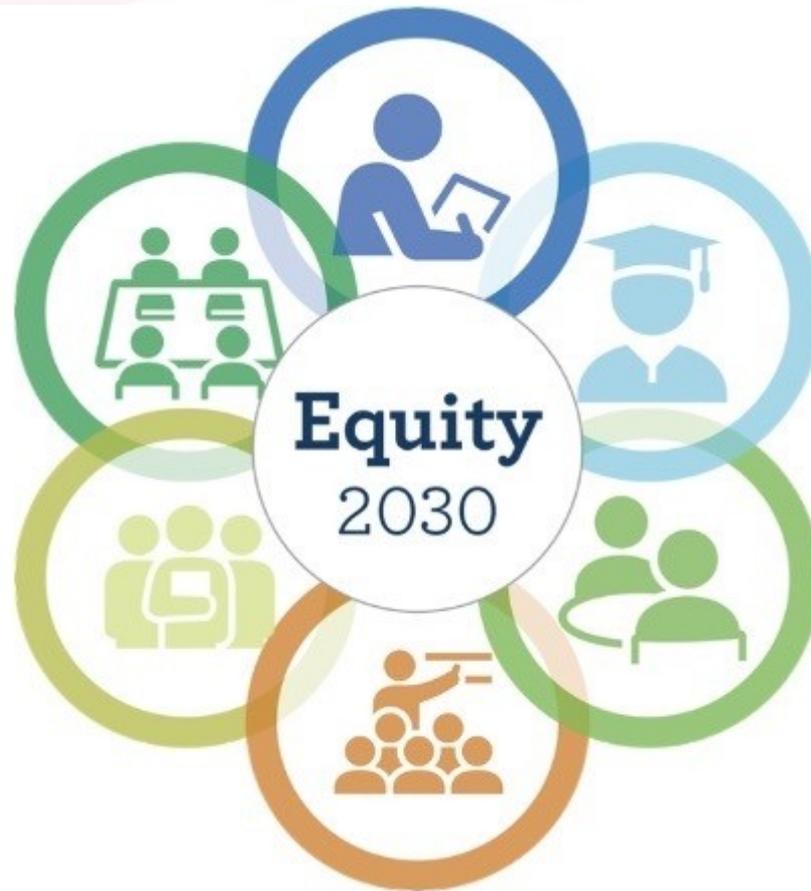


# Our Big 3 Goals

1. Achieve racial equity in educational outcomes by 2025
2. Achieve associate degree completion or baccalaureate transfer rate of 50% or better for degree seeking students by 2030
3. Support and sustain a pervasive college culture that is culturally responsive and service oriented



# Equity Initiatives



# Equimetrics Data Review

## Focus Area Scores - Comparison (Year 1 vs. Year 2)

Focus Area	EQ Score (Strongly Agree %)	
	2023	2021
Mission, Vision & Values	60.0	48.4
Alignment	58.4	47.5
Policy & Practice	58.3	47.1
Leadership	49.6	45.6
Inclusion	47.8	36.0
Communication	47.2	39.8
Diversity	46.1	37.0
Cultural Competency	42.5	37.9
Equity	39.0	32.9
Equimetrics® Score	49.1	40.7



# Equimetrics Activities

## Mission, Vision & Values

- Clear and concise messaging covering Normandale's goals, initiatives and institutional data
- Moved to department mission, vision and values to show alignment to Normandale's mission, vision and values
- Mission, vision and values embedded in onboarding and recruiting practices

**2021- 48.4%    2023- 60.0%**

## Equity

- Encouraged all employees to complete both the self-guided and structured intercultural awareness trainings
- Policy review through an equity lens
- Addressing and ensuring accessibility for all employees and students
- Integration of Equity Fellows
- Employee Resource Groups (ERGs)

**2021- 32.9%    2023- 39.0%**

# Strategic Framework Dashboard

- Illustrates all Strategic Framework Metrics
- Available to all Normandale employees
- Supports college efforts related to data democratization and transparency
- Metrics are tailored to Normandale's individual mission and goals, may differ from System metrics

 **NORMANDALE**  
COMMUNITY COLLEGE

**Purpose.** This dashboard is intended to help Normandale employees monitor progress on our Strategic Framework. This dashboard illustrates trends in the metrics outlined in our Strategic Framework, providing definitions and relevant notes for each metric. For more information on the Strategic Framework, visit the [Employee Exchange](#).

**Definitions.** Each page includes the metric definitions and additional relevant notes. Other important definitions include:

- **Cohorts:** A group of entering, new to Normandale students starting at the same time. This dashboard presents several metrics for fall cohorts. Summer entrants are combined with fall entrants in fall cohorts. Students who previously enrolled as PSEO or concurrent enrollment students at Normandale will be part of a new cohort when they enroll as an undergraduate.
- **Degree-seeking students:** Degree-seeking students include regular undergraduates (ADM\_STAT = 11) and transfer undergraduates (ADM\_STAT = 12 or ADM\_STAT = 14).

**Access and use**

- All Normandale employees have access.
- This dashboard and the data it contains are for use by Normandale employees only and should not be distributed. If you need data for reporting purposes or other external use, please contact Institutional Research.

**Contact.**

- For questions about the dashboard, please contact Institutional Research at [iroasth@normandale.edu](mailto:iroasth@normandale.edu).
- Additional dashboards and reports can be accessed via the [Institutional Research SharePoint site](#).

**Last updated:** 2/26/2024  
**Anticipated next update:** ~November 2024  
*Note: Not all metrics are updated with each dashboard update.*

## STRATEGIC FRAMEWORK DASHBOARD



**Goal 1: Achieve racial equity in educational outcomes by 2025.**

- College-level math placement
- College-level English placement
- College-level math completion
- College-level English completion
- College-level credits earned
- Course success
- Course withdrawal
- Academic warning
- Academic suspension
- Fall-to-fall retention
- Completion
- Transfer



**Goal 2: Achieve Associate Degree completion or baccalaureate transfer rate of 50% or better for degree-seeking students by 2030.**

- Completion or transfer - aggregate
- Completion or transfer - by race/ethnicity



**Goal 3: Support and sustain a pervasive college culture that is culturally responsive and service oriented.**

- Customer service
- DEI training
- IDI and CRP
- Campus climate - employees
- Campus climate - students

Note: All but one of the Goal 3 metrics are currently "in development" in some cases, the metrics themselves are being refined. In some cases, the specific data collection and metric calculation is being developed.



**Our individual and collective work bring us closer to reaching our Big 3 Goals!**