



## Board Monitoring Report

### Adult Education Programming

October 2023



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## Executive Summary

As identified in the College purpose statement (B1000), adult education programming is an essential service that prepares students to obtain a high school diploma or High School Equivalency (HSE) needed for job attainment, promotion, and/or to enter into college-level study.

According to the Board's Adult Education Programming Strategic Outcomes policy (B1009), students benefit from English Language Acquisition (ELA), Adult Basic Education (ABE), Adult Secondary Education (ASE), and High School Credit (HSCR) courses, programs, and services that develop attitudes, behaviors, and strategies needed to facilitate success in employment and other academic pursuits. Students benefit from ELA, ABE, ASE, and HSCR programming that help them increase their earning potential. Students benefit from services that help them identify, select and utilize various college resources that will assist them with academic success and engage in career planning. Students benefit from gaining the basic skills needed to qualify for entry into employment, postsecondary, and training opportunities. Students benefit from courses that help them close academic achievement gaps that prepare them for success in college-level work. Students receive greater benefit when they can navigate through ELA, ABE, ASE, and HSCR courses and sequences as quickly as possible.

The College benefits when students successfully transition into college-level coursework as soon as possible.

The Community benefits when students have options that allow them to access academic pathways that are otherwise unavailable. In addition, the Community benefits when students gain employment and increase their earning potential.

To achieve these benefits, the Board directs the President to establish, deliver, and continuously improve adult education programming.

This report provides updates on the College's Adult Education Programming and how it aligns with the Board Strategic Outcomes using the Key Performance Indicators (KPIs) in the Shawnee Community College Effectiveness System (SCCES).

Some areas of focus for Adult Education in 2021-2022, along with the strategic plan initiative to which they are aligned, include:

- Expand Bridge Programming initiatives (BOUNCE) in Adult Education (G2O5SA)
- Implement Career Cluster Framework throughout ABE & ASE Programs (G2O5SB)
- Design Pathways for learners interested in employment or further education, regardless of their skill level at the point of entry (G2O5SC)
- Integrate financial literacy, life skills, technology, and study skills into all levels of the curriculum (G2O5SD)



- Align adult education programming with career laddering CTE credentials, certificates, and/or degrees that lead to living wage jobs and ensure multiple entry points for learners (G2O5SE)
- Implement an assessment model that considers learners past experiences and workplace skills. (G205SF)

As specified by Board Policy *B1009 Adult Education Programming*, the following SCCES areas of performance (KPAs) have been identified:

- Enrollment
- Academic Readiness
- Academic Success
- Completion
- Employment Readiness
- Deployment

When analyzing the KPIs aligned to these SCCES areas, the following patterns and trends are evident:

- The overwhelming majority of Adult Education students (over 80%) are entering at the ABE level- which is below a grade level equivalent of 8.9. (Source- DAIS-I, Program Status Report FY20, FY21, FY22, FY23.)
- In looking at Academic Success, students are making gains in academic achievement and exceeding state and federal targets for measurable skill gains (MSG's) despite the effects of the pandemic on the most vulnerable student population. ( Source- NRS Core Performance Report, Table 4. FY20, FY21, FY22, FY23)
- Although all Adult Education students are credential seeking, with the combination of ABE, GED, AHS, and Credit Recovery students, measuring completion is significantly complex. This complexity will grow with the expansion of Bridge and IET/ICAPS. New ways of recording and tracking data will be important to illustrate the full impact of programming and will begin to offer new data with this fiscal year.

#### **Performance Area: Enrollment**



| Year | SCC Adult Ed Student Headcount | SCC Adult Ed Credit hours |
|------|--------------------------------|---------------------------|
| 2020 | 162                            | 4037                      |
| 2021 | 179                            | 4191.5                    |
| 2022 | 203                            | 4821                      |
| 2023 | 198                            | 5099.5                    |

Source: SCC Data Dashboard

- After reaching a 10 year low in 2020, program enrollment has been on a steady incline through 2022 and although headcount leveled off since 2022, credit hours still increased in 2023. The SCC Adult Education program has turned around enrollment trends, bringing enrollment back to pre-pandemic levels.

The Strategic Plan strategies pertaining to Enrollment include:

2.5.A, 2.5.B, 2.5.C, 2.5.D, 2.5.E, 2.5.G

**Performance Area: Academic Readiness**

- The overwhelming majority of Adult Education students (FY23 88%, FY22- 86%, FY21- 84%, and FY20- 88%) are entering at the ABE level- which is below a grade level equivalent of 8.9. Source- DAIS-I, Program Status Report. The Adult Ed team has worked with Institutional Effectiveness and the IT department to build out the NRS levels in Colleague to track this in our database as well. Starting with FY24, we will have students designated in their NRS-level program or in a credit recovery program, giving us the ability to see if they completed their objective in our program.

The Strategic Plan strategies pertaining to Academic Readiness include:

SP 2.5.A, 2.5.B, 2.5.C, 2.5.D, 2.5.E, 2.5.G

**Performance Area: Academic Success**

- In Adult Education, academic success translates to MSG's or Measurable Skill Gains, these include credentials, but also include gains in Educational Functioning Level as well as completion of Bridge Programming or ICAPS. At SCC, the program has approved



Bridge Programs in Health Care, IT, Hospitality & Tourism and now Bridge to Careers. In examining Academic Success, SCC Adult Education students are making gains in academic achievement, exceeding targets for measurable skill gains (MSG's) for three out of the last four years. ( FY21 Targets did not exist due to pandemic related adjustments.) Source- NRS Core Performance Report, Table 4, FY20, 21, 22, 23.

- The FY23 Target for Measurable Skill Gains for Adult Education was 37%. SCC Adult Education achieved an MSG rate of 54.73%

The Strategic Plan strategies pertaining to Academic Success include:

2.5.A, 2.5.B, 2.5.C, 2.5.D, 2.5.E, 2.5.G

#### **Performance Area: Completion**

- In terms of Completions, the program has worked with Institutional Effectiveness and IT to create ways to better track Adult Ed students completions in Colleague, in addition to Daisi. Credit recovery students- summer school and other credit recovery students are now entered in a Credit recovery program and we will be able to track their progress in achieving their objectives. Additionally, traditional Adult Education students, Alternative High School and High School Equivalency Students are entered into programs that align with their NRS levels in Colleague. This should allow us to better track how students move through the NRS levels to achieve gains in their Educational Functioning Levels as they progress on the path to their credentials. This tracking began with the Summer 2023 semester.

The Strategic Plan strategies pertaining to Completion include:

2.5.A, 2.5.B, 2.5.C, 2.5.D, 2.5.E, 2.5.G

#### **Performance Area: Employment Readiness**

- Through the new Adult Education dashboard, we can now see some limited data on wages earned in the 2nd Quarter after exit. This comes from state employment data matches only and does not reflect workers with unreported earnings or wage data from other states. The statewide average is \$5,739. At SCC, the average wages were \$3,798.



This is not surprising as Southern Illinois wages are not always comparable with wages in the cities and larger areas.

The Strategic Plan strategies pertaining to Employment Readiness include:

2.5.A, 2.5.B, 2.5.C, 2.5.D, 2.5.E, 2.5.G

### **Performance Area: Deployment**

- The program is offering all sections at all locations, including Career Pathways Bridge and ICAPS.

The Strategic Plan strategies pertaining to Deployment include:

2.5.A, 2.5.B, 2.5.C, 2.5.D, 2.5.E, 2.5.G

### **Actions and Recommendations**

Actions Completed/Currently Implemented:

- A Career Pathway Bridge was approved and implemented in the Spring of 2023. 44 students participated.
- The ICAPS was approved and implemented in Spring of 2023. 10 students enrolled, 5 students successfully completed all components.
- Curricular review and skills mapping is ongoing and continual to ensure that students receive the very best differentiated instruction.
- Rich, contextualized curriculum is available to students with financial literacy, life skills, technology, and study skills integrated into all levels of the curriculum.
- Resources have been allocated for state-of-the-art offerings.

Recommendations and Actions for Consideration:

- Include Adult Education on SCC Programs of Study
- Creation of an ICAPS in Entrepreneurship.

