

THE DATA DETECTIVE

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Goodbye 2025! Hello 2026!

As we finish up 2025, the fall edition of the Institutional Effectiveness quarterly newsletter will focus on reporting back to the campus community on several topics of discussion this fall. Please let us know if there are data topics that you want to learn more about in the Winter quarterly newsletter.

Self Reflection on Mission Fulfillment

This fall, over 80 employees learned about the Key Performance Indicators used to reflect upon mission fulfillment by attending trainings or through participation in the fall Instruction Council meetings. Comments during these sessions were recorded and the final document was revised to address those comments. The final document is available in the Institutional Effectiveness folder in the All District Teams. Not sure how to navigate to the All District Teams folder? No problem, directions are included below in this newsletter.

Changes made to the self-reflection on mission fulfillment include:

- More realistic goal statements
- A longitudinal analysis of each indicator
- Revised budget indicators
- Inclusion of dis-aggregated course success data to drive improvement efforts
- Data to document improved student achievement with support programs
- Proposed 2026 student survey

Core Values	Key Performance Indicators (KPI)	Overall
1. Community	A. Student Satisfaction (from 2021-2022) B. Employee Satisfaction C. Community Satisfaction	▲
2. Opportunity	A. Financial Health B. Professional Growth C. Enrollment Growth	■
3. Inclusivity	A. Student Belonging (2021-2022) B. Employee Belonging C. Gateway Courses	▲
4. Learning	A. Credit Attainment B. Retention Rates C. 3-yr Graduation Rates D. Transfer Rate (2021-2022)	●
5. Student Centeredness	E. Employment Rate (2022-2023) A. Student Engagement (2021-2022) B. Student support	●

Performance Indicators:

 College is meeting the goal

 Progress has been made to meet goals

 Areas where WVC needs to focus efforts towards improvement.

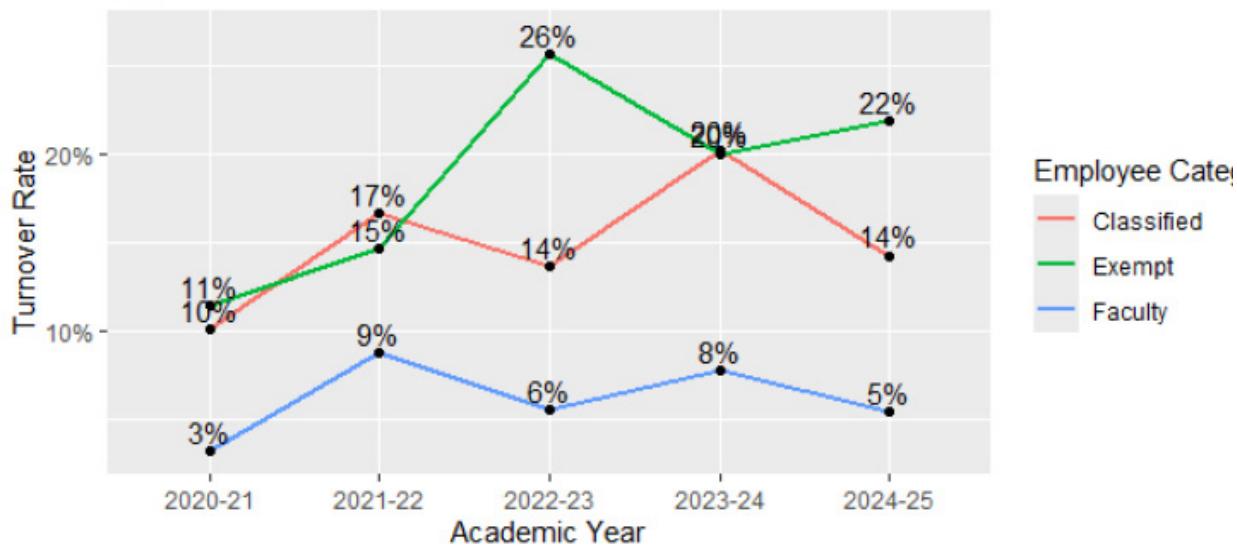
The final document contains a comment and response table where you can read comments and see how they were addressed; in some cases, comments have a response that did not result in a change in the final document. In summary, we want you to know that we ARE listening and we ARE making changes to incorporate your feedback. Thanks for showing up and having your voice heard! Coming soon - in January – watch for a list of ways to engage and prepare for the April 2026 NWCCU accreditation visit.

Without data, you are just another person with an opinion.
~Quote Attributed to W. Edwards Deming

Turnover Data

In response to questions about turnover rates, the Institutional Effectiveness team compiled data about turnover rates at WVC and compared those to national averages at other schools. The turnover data is available in the Institutional Effectiveness folder in the All District Teams file sharing site. In summary, yes, there has been higher than average turnover in exempt staff at WVC in the last five years. This is a common phenomenon under a new college President especially when the former President was here for 17 years (the average community college president sticks around for approximately 6 years). That said, we don't want to try and explain away the data. Instead, we are listening to suggestions about improving the campus climate. The self-evaluation (accreditation) report proposes several changes to improve budget transparency, improve communication, and clarify decision-making processes. The draft self-evaluation report will be available for campus review in January. We hope that you read it and provide feedback.

Employee Turnover over Time



All District Teams - Institutional Effectiveness Folder

Do you need help finding the new All District Teams site? If so, follow the navigation to the right. All employees have access to the All District Teams folder and it contains cabinet agendas, cabinet meeting notes and more!

To access Microsoft Teams:

- Go to start menu
- Type in Teams
- Click on the Teams app



In Teams:

- Click Teams icon located on the left 
 - All District
 - Main Channels
 - Communications
 - Files
 - Institutional Effectiveness folder

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