



# 2023 President Report

The last two years have been full of accomplishments and transitions at Northern California Bible College. With the pandemic residing the college was able to conduct our first graduation in three years, with over 25 graduates gathered in the ceremony.

Concerning student outcomes and achievements, the 2016 cohort of students had a 14% 6-year graduation rate, and the 2017 cohort of students had a 15% 6-year graduation rate. The standard threshold for graduation of 25% is a goal for the college, but due to our unique student population of working professionals and 2nd career preparation professionals, most of our students are at a  $\frac{1}{4}$  time or  $\frac{1}{2}$  time pace, which lessens the 6-year graduation rate. With the first year of our graduate program, we have not completed an initial cohort yet, but the program has grown from an initial set of 12 students to now be over 20 graduate-level students.

## Institutional Changes Made Due to SLO Assessments

Based on the various measures of the college's assessment routine, including student surveys and course evaluations, NCBC has updated various aspects of the college's academic and administrative processes.

Instructors are made aware of survey results, and the SLO assessments and are encouraged to individually adjust and improve their teaching methods and course content as presented at the faculty meeting of the new academic year.

In the Fall of 2022, a new graduate-level program was launched. Since this new program is only one year old, no graduates or finalized student outcomes are available yet.

## Distance Learning and Hybrid Class Improvements

With the introduction of the graduate program, the college has, according to its distance learning authorization, created hybrid classrooms, where local students meet in person while distance students log into the live stream. The Fall student evaluations revealed that the online students did not feel quite as a part of the classroom as we wanted. Specifically, the before and after class informal interactions with the faculty were missing, which is known to help enhance student retention and learning motivation. To correct this issue, the rhythm of donning a headset

and chatting solely with the online students either before or after the course was instituted. This has resulted in much higher student evaluations by the online cohort.

## Course Assignments Level Rubrics

Due to various outcomes and grading variation notes from both the in-person and online students, better and more regular grading rubrics were introduced. This sets expectations among students on how they should approach their course assignments, and it sets regularity among instructors in grading course assignments.

## Distance Learning Course Assignments Improved

During the last year, after receiving evaluations that sometimes distance learning homework was not well tailored to the audience of remote learning, 25% of our Distance Courses had rewritten course assignments. Sometimes asynchronous learning assignments need to differ from live student interactions, so the college endeavored to update the most in-need courses with better assignments, congruent with the rubric update.

## Educational Plans Instituted

Survey feedback, and feedback from our student success calls, pointed out that undergraduate students were finding it difficult to decide which classes to take as they began their journey. With the new Master's program, since it is a fully scripted program, we provide new students with a 2-year educational plan, which is very standard. Now our advisement strategy for AA and BA degree students includes an initial set of classes mapped out as the first-year journey. These plans will be crafted for each student, informed by the transfer credits received for the student, their GE needs, and based upon the degree focus they want to achieve. These new plans take more time upfront but have resulted in less ongoing advisement. Early returns on this update are very positive.

## Conclusion

With the addition of the Master's program and the expanded faculty and administrative staff, NCBC is well-positioned to step into new growth opportunities. Further investments and focus on student outcomes and achievement measures will result in the college growing in excellence as we extend quality education opportunities to our students.