Community College – Staff Development Inventory (CC-SDI)

Fresno City College Report

Interwork Institute, San Diego State University

About the Community College – Staff Development Inventory (CC-SDI)

About the CC-SDI. The CC-SDI is an institutional assessment tool designed to inform professional development programming for student services personnel who support community college students. The report has two components, threshold scores based on self-reported practice and staff members recommendations for areas of professional development focus.

CC-SDI Methodology. Staff were asked to participate in an anonymous survey to assess their engagement with students. Responses were collected from staff via an online survey that was distributed to all student services staff members at the institution . The CC-SDI is comprised of 14 topical areas with multiple sub-questions. A total of 119 Fresno City College (FCC) staff participated in the CC-SDI during the Fall 2017 semester. Background demographics are reported in the form of response percentages for all participants . For intervention specifications by area type, findings are categorized into four levels: acceptable, emerging concern, needs attention, and immediate attention. For staff-derived recommendations, findings are categorized into four levels: high priority, priority, moderate priority, and low priority .

National Benchmarks. CC-SDI national benchmark scores were created based on responses from a random sample of 977 staff members across 111 community colleges. The results from this survey are a function of staff perspectives on their own practice. Threshold scores were derived from composite scale scores from participants from colleges that were in the top qority (we)-4.93.5(e)]TJ(45201 Tc J(45206e.5(n

Key Findings and Recommendations

Key Findings. Key findings are provided below for intervention specifications by area type and staff-derived recommendations. Intervention specifications by area type are provided for all staff and staff in Matriculation, Student Services, Academic Services, Campus Life, and Other area types. Given the small number of staff members that responded from Academic Services, Campus Life, and Other, results for these areas should be interpreted with caution.

- Average scores for **All Staff** across the 14 measures were significantly higher than the national averages.

- Average scores across most of the measures (8 out of 14) for **Matriculation Staff** fell within the Immediate Attention range. Only average scores for Institutional Responsibility and Equity-Mindedness (Institution) fell within a no memo-2( )-0.7( )-10.9e range.

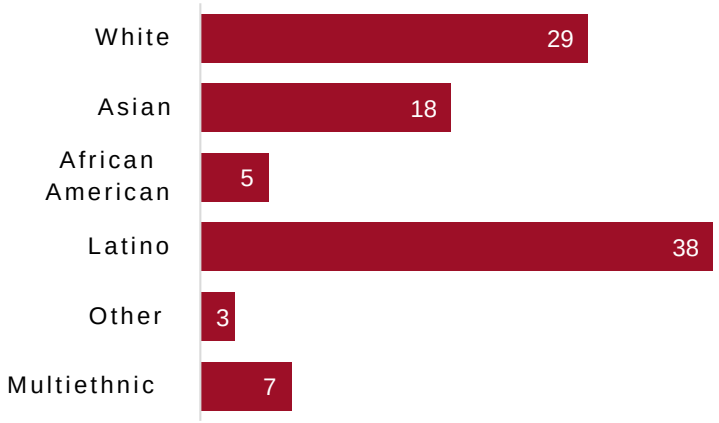
-

-

Demographics of Participants

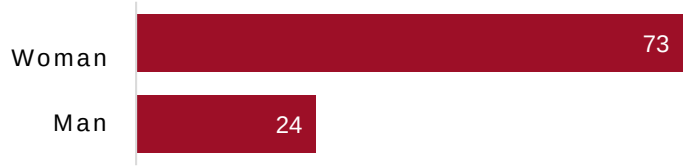
Race/Ethnicity

% identifying as...



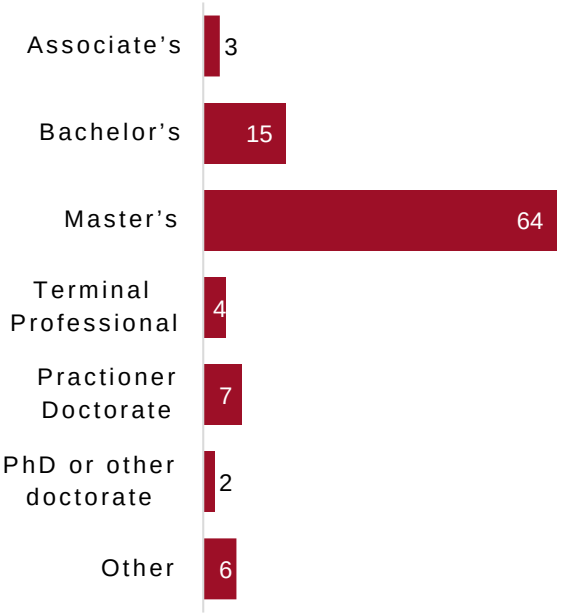
Gender identity

% identifying as a...



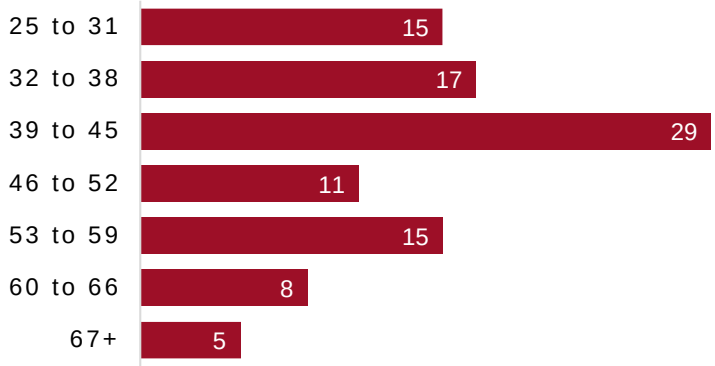
Education

% who have a ___ degree



Age

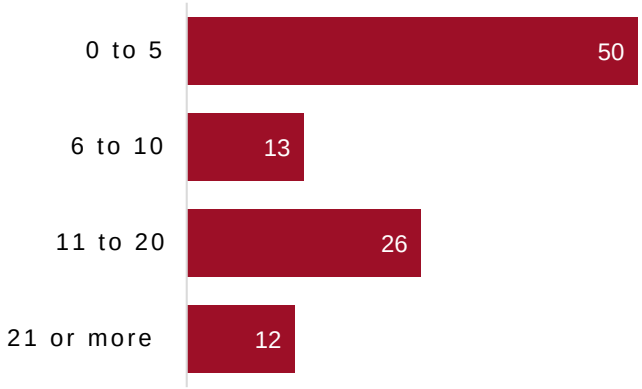
% that are ages…



Demographics of Participants, continued

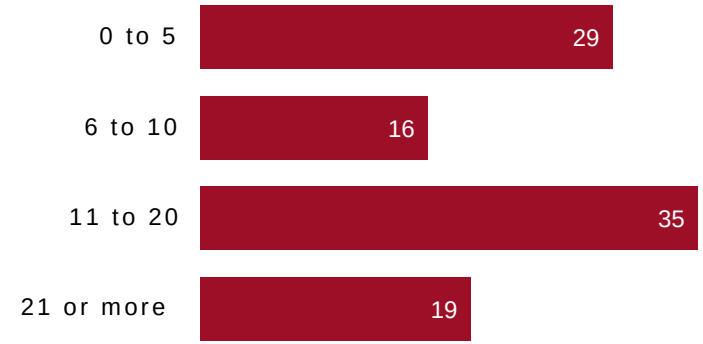
Years in Student Services at Institution

% who have been teaching ___ years



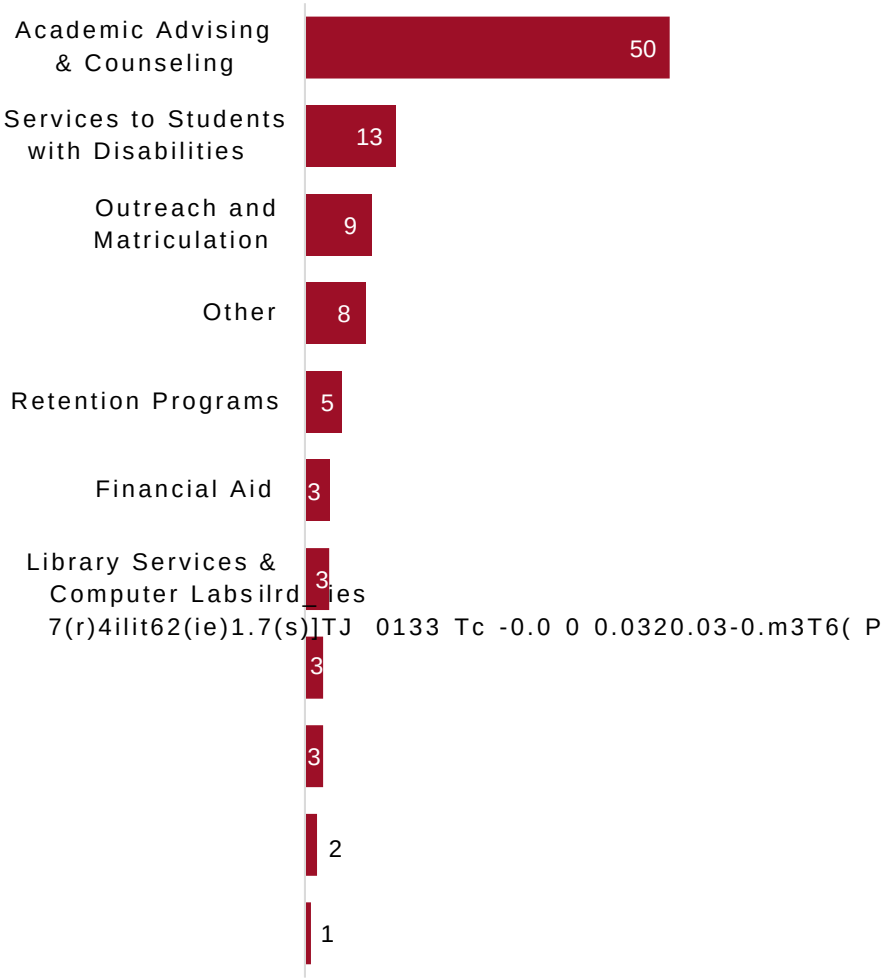
Years in Student Services in Postsecondary Education

% who have been teaching ___ years



Area of Employment

% who work in ___



COMMUNITY COLLEGE STAFF DEVELOPMENT INVENTORY (CC-SDI)

Legend
Acceptable
Emerging Concern
Needs Attention
Immediate Attention

Fresno City College – Overall
Intervention Specifications
Area Type

CC-SDI Scores Thresholds						
	All Staff	Matriculation	Student Services	Academic Services	Campus Life	Other
Relationship-Building	Acceptable	Immediate Attention	Acceptable	Immediate Attention	Acceptable	Acceptable
53table 53table383.26		S Q r				

Appendix A: Scale Definitions and Items, continued

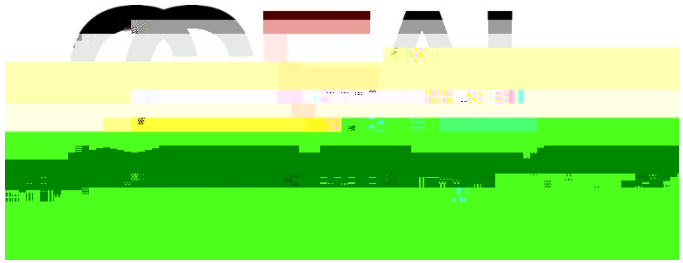
Scale Name	Definition	SPSS Label	Items
Validation	Staff perceptions of the degree to which it is important to communicate validating		___

Appendix A: Scale Definitions and Items, continued

Appendix B: Area Type Categories

The following area type categories were used to disaggregate the intervention specifications data. Area types were coded as follows:

- **Matriculation:** Financial Aid, Administration and Records, and Outreach and Matriculation.
- **Student Services:** Academic Advising and Counseling, Retention Programs, and Services to Students With Disabilities.
- **Academic Services:** Transfer Center & Services and Library Services & Computer Labs.
- **Campus Life:** Student Life and Activities, Athletics (Coaching & Administration), and Psychological & Health Services.
- **Other:** Includes writein responses and any other area types that did not fit under the above categories.

Fresno City College Report

Interwork Institute, San Diego State University