**Spring 2019 Planning and Evaluation Retreat Report**

**Key Performance Indicators: Institution-Set Standards, Aspirational Targets, and CCCCO Vision for Success Goals**

Recommended by the Institutional Effectiveness Council (May 6, 2019)

The Institutional Effectiveness Council (IEC) recommends the following Institution-Set Standards and aspirational targets for internal and external Key Performance Indicators on behalf of the College. Recommended Institution-Set Standards and aspirational targets are informed by input obtained via the Spring 2019 Planning and Evaluation Retreat held on April 26, 2019. IEC reviewed the recommendations emerging from the retreat in light of prior college performance, retreat participant feedback, previously-established standards and targets, if applicable, and internal and external factors influencing the specific indicators.

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| **Acceleration - Basic Skills** | | | | | | |
|  | **Key Performance Indicator** | **Current Data** | **2018 Standard** | **2019 Standard**  **(Recommended by IEC)** | **2018 Target** | **2019 Target**  **(Recommended by IEC)** |
| 1 | First-Time Students’ One-Year Math Throughput | 56% | 55%\* | 55% | 65%\* | 65% |
| 2 | First-Time Students’ One-Year English Throughput | 59% | 60%\* | 60% | 70%\* | 70% |
| 3 | First-Time Students’ One-Year Math and English Throughput | 45% | -- | 45% | -- | 55% |
| 4 | First-Time ESL Students’ Three-Year English Throughput | 22% | 30% | 25% | 40% | 35% |

\*These standards and targets were set based on the CCCCO Scorecard One-Year Transfer-Level Achievement indicators.

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| **Guided Student Pathways: Career-Related Outcomes** | | | | | | |
|  | **Key Performance Indicator** | **Current Data** | **2018 Standard** | **2019 Standard**  **(Recommended by IEC)** | **2018 Target** | **2019 Target**  **(Recommended by IEC)** |
| 5 | Number of Certificates Awarded (Duplicated) | 207 | 200 | 200 | 250 | 250 |
| 6 | Number of Certificate Graduates (Unduplicated) | 184 | 170 | 170 | 200 | 200 |
| 7 | Median Change in Earnings | 52%  ($24,900) | 20%\* | 50% | 30%\* | 55%\*\* |
| 8 | Attained the Living Wage | 36% | -- | 35% | -- | 42% |

\*These standards and targets were set based on the CCCCO Scorecard Career Education Skills-Builders’ Median Wage Gains indicator.

\*\*Will be rendered in terms of actual dollars in the NOVA system for Vision for Success Goals

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| **Guided Student Pathways: Completion** | | | | | | |
|  | **Key Performance Indicator** | **Current Data** | **2018 Standard** | **2019 Standard**  **(Recommended by IEC)** | **2018 Target** | **2019 Target**  **(Recommended by IEC)** |
| 9 | Transfers to Four-Year Institutions | 456 | 549 | 525 | 584 | 565 |
| 10 | Number of Associate Degrees Awarded (Duplicated) | 1,065 | 850 | 900 | 1,025 | 1,100 |
| 11 | Number of Associate Degree Graduates (Unduplicated) | 718 | 570 | 620 | 710 | 760 |
| 12 | Average Number of Units Accumulated by Associate Degree Earners | 91 | -- | 88 | -- | 79 |

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| **Student Validation & Engagement** | | | | | | |
|  | **Key Performance Indicator** | **Current Data** | **2018 Standard** | **2019 Standard**  **(Recommended by IEC)** | **2018 Target** | **2019 Target**  **(Recommended by IEC)** |
| 13 | First-Time Students’ Fall-to-Spring Persistence Rate in District | 71% | 70% | 70% | 75% | 75% |
| 14 | First-Time Students’ Fall-to-Fall Persistence Rate in District | 55% | 54% | 54% | 60% | 60% |
| 15 | College-wide Course Success Rate | 75% | 75% | 75% | 77% | 77% |
| 16 | CCSSE: Percentage of Students Participating in Campus Activities | 18% | 18% | 18% | 23% | 23% |
| 17 | CCSSE: Percentage of Students Indicating the College Emphasizes Providing Support for Student Success | 74% | 75% | 75% | 85% | 85% |

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| **Organizational Health** | | | | | | |
|  | **Key Performance Indicator** | **Current Data** | **2018 Standard** | **2019 Standard**  **(Recommended by IEC)** | **2018 Target** | **2019 Target**  **(Recommended by IEC)** |
| 18 | Enrollment Rate | 46% | -- | 46% | -- | 52% |
| 19 | Earned WSCH/Total FTEF | 452 | 500 | 460 | 525 | 525 |
| 20 | Fill Rate | 74% | 75% | 75% | 80% | 80% |
| 21 | FT Load/Total FTEF | 27% | 30% | 30% | -- | 35% |

**CUYAMACA COLLEGE VISION FOR SUCCESS GOALS FOR 2021-22**

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|  | **Key Performance Indicator** | **Relevant Local KPI** | **NOVA System Baseline** | **VFS Goal Percentage Increase**  **(Recommended by IEC)** | **VFS Numeric Goal**  **(Recommended by IEC)** |
| 1a. | All Students Who Earned an Associate Degree (including ADTs) | #11. Number of Associate Degree Graduates (Unduplicated) | 653 | +6% | 692 |
| 1b. | All Students Who Earned a Certificate | #6. Number of Certificate Graduates (Unduplicated) | 177 | +9% | 193 |
| 1c. | All Students Who Met Vision Goal Completion Definition | #11. Number of Associate Degree Graduates (Unduplicated) **+**  #6. Number of Certificate Graduates (Unduplicated) | 626 | +7% | 670 |
| 2a. | Number of Students Graduating with an ADT | #11. Number of Associate Degree Graduates (Unduplicated) | 125 | +6% | 133 |
| 2b. | Number of Students Transferring to UCs/CSUs | #9. Transfers to Four-Year Institutions | 746 | +15% | 858 |
| 3. | Average Number of Units Accumulated by Associate Degree Earners | #12. Average Number of Units Accumulated by Associate Degree Earners | 91 | -13% | 79 |
| 4a. | Percentage Increase in Median Annual Earnings | #7. Median Change in Earnings | $24,940 | +2%\* | $25,420 |
| 4b. | Percentage of Students Attaining a Living Wage | #8. Attained the Living Wage | 35% | 42% (+7% over 35%) | -- |

\* Will be represented in dollar amounts within the CCCCO NOVA system; outcome wages determined based on input received from the Spring 2019 Planning and Evaluation Retreat