

Table 13: Measurable Objectives, Performance Indicators, and Annual Benchmarks

Goal 1. Increase completion and retention rates and decrease time to completion by designing and implementing a Guided Pathways structure that is supported with data tools, integrated systems, and robust communities of practice composed of faculty, staff, and expert coaches.			
Objectives	Performance Indicators	5-year Benchmarks from Baseline	Source
1.1 By Fall 2023, increase year-to-year retention from a baseline of 30% in 2015-2016 to 35%, an overall increase of 17%.	The percentage of first-time, full-time degree-seeking undergraduate students at the institution who were in their first year of postsecondary enrollment in the previous year and are enrolled in the current year at the same institution. Baseline 30% average of 2013 SBCTC SAI Cohort.	Year 1: Increase from 30% to 31% Year 2: Increase from 31% to 32% Year 3: Increase from 32% to 33% Year 4: Increase from 33% to 34% Year 5: Increase from 34% to 35%	Source - SBCTC SAI Cohort
1.2 By Fall 2023, increase graduation (completion) rates from baseline of 25% to 30%, an overall increase of 20%.	The percentage of all first-time, full-time degree-seeking undergraduate students enrolled at the institution graduating within 4 years of enrollment. (200% of "normal" Completion/Attainment) Baseline: 25% average of 2013 SBCTC SAI Cohort	Year 1: Increase from 25% to 26% Year 2: Increase from 26% to 27% Year 3: Increase from 27% to 28% Year 4: Increase from 28% to 29% Year 5: Increase from 29% to 30%	Source - SBCTC SAI Cohort
1.3 By Fall 2023, increase number of full-time equivalent students by 5% of 2017-18 baseline of 4,490.	The number of full-time-equivalent students enrolled at the institution. Baseline: (2017-18) 4,490 FTE	Year 1: Increase by 1% Year 2: Increase by 1% over Yr1 Year 3: Increase by 1% over Yr2 Year 4: Increase by 1% over Yr3 Year 5: Increase by 1% over Yr4	IR Datamart
1.4 By Fall 2023, increase the proportion of students meeting key benchmarks for confirming a program of study.	The percentage of degree-seeking students that meet key benchmarks for enrollment in a program of study. Baseline to be set in AY1819.	Targets to be set in AY1819	Hobsons Starfish / IR Datamart
1.5 By Fall 2023, increase rate of attainment of Math credit for academic transfer students within first year from baseline of 28% to 33%, an overall increase of 18%.	The percentage of degree-seeking students who earn college Math credit within first year. Baseline: 28% Cohort 2016	Year 1: Increase from 28% to 29% Year 2: Increase from 29% to 30% Year 3: Increase from 30% to 31% Year 4: Increase from 31% to 32% Year 5: Increase from 32% to 33%	Source - SBCTC Guided Pathways Dashboard
1.6 By Fall 2023, increase rate of attainment of English credit for academic transfer students within first year from of 56% to 62%, an overall increase of 11%.	The percentage of degree-seeking students who earn college English credit within first year. Baseline: 56% Cohort 2016	Year 1: Increase from 56% to 57% Year 2: Increase from 57% to 58% Year 3: Increase from 58% to 59% Year 4: Increase from 59% to 60% Year 5: Increase from 60% to 61%	Source - SBCTC Guided Pathways Dashboard

1.7 By Fall 2023, increase rate of students earning 15 credits within Year 1 from baseline of 42% to 55%, an overall increase of 31%.	The percentage of degree-seeking students who earn 15 credits within first year. Baseline: 42% Cohort 2015-16	Year 1: Increase from 42% to 44% Year 2: Increase from 44% to 47% Year 3: Increase from 47% to 50% Year 4: Increase from 50% to 52% Year 5: Increase from 52% to 55%	Source - SBCTC Guided Pathways Dashboard
1.8 By Fall 2023, increase rate of students earning 30 credits within Year 1 from baseline of 23% to 33%, an overall increase of 43%	The percentage of degree-seeking students who earn 30 credits within first year. Baseline: 23% Cohort 2015-16	Year 1: Increase from 23% to 25% Year 2: Increase from 25% to 27% Year 3: Increase from 27% to 29% Year 4: Increase from 29% to 31% Year 5: Increase from 31% to 33%	Source - SBCTC Guided Pathways Dashboard
1.9 By Fall 2023, increase rate of students earning 45 credits within Year 1 from baseline of 11% to 17%, an overall increase of 55%	The percentage of degree-seeking students who earn 45 credits within first year Baseline: 11% Cohort 2015-16	Year 1: Increase from 11% to 12% Year 2: Increase from 12% to 13% Year 3: Increase from 13% to 14% Year 4: Increase from 14% to 15% Year 5: Increase from 15% to 17%	Source - SBCTC Guided Pathways Dashboard
Goal 2: Identify and address problems such as equity gaps by building a “culture of evidence” supported with data tools, integrated systems, and professional development that foster a whole college practice of continuous improvement.			
2.1 Achieve adoption of data practice by majority of FT faculty (75%), staff, administrators	Increase # and percentage of FT faculty, staff & administrators who are active users of course and student level dashboards. Establish definition of “active user”. New practice, so baseline is 0.	Year 2: Increase to 35% Year 3: Increase to 50% Year 4: Increase to 60% Year 5: Increase to 75%	Access Creditials
2.2 Achieve comfort / satisfaction of data practice by large majority of faculty, staff, and administrators (65%)	Increase # and percentage of faculty, staff & administrators who are “Somewhat Comfortable” or “Very Comfortable” using course and student level dashboards. New practice, so baseline is 0.	Year 2: Increase to 15% Year 3: Increase to 30% Year 4: Increase to 50% Year 5: Increase to 65%	Survey
2.3 By Fall 2023, increase students’ self-report of their overall educational experience at this college	The percentage of students who report overall satisfaction. Baseline 3.2 mean satisfaction.	Year 2: Increase from 3.2 to 3.3 Year 5: Increase from 3.3 to 3.4	CCSSE
2.4 Increase # and % of FT faculty, and staff and administrators using course-level and/or student-level data disaggregated by race/ethnicity to inform decisions about how to address achievement gaps.	Increase # and percentage of FT faculty, and staff and administrators who are active users of course-level dashboards. Establish definition of “active user”. New practice, so baseline is 0.	Year 2: Increase to 35% Year 3: Increase to 50% Year 4: Increase to 60% Year 5: Increase to 75%	Annual Survey