

Key Performance Indicators

Institutional Goal 1: Foster a culture of innovative instructional practices to enhance students' academic performance.

Objective 1.1 - Support the College's focus on talent acquisitions, development, and retention.

Measurement 1: # of in-house professional development opportunities offered (Human Resources/AVP Faculty)

Measurement 2: # of participants at professional development opportunities (Human Resources/AVP Faculty)

M1

M2

2021-2022

2022-2023

2023-2024

2024-2025

2025-2026

Objective 1.2– Explore new opportunities for programs

Measurement 1: # of certifications, certificates, degrees explored (Academics)

Measurement 2: # of PAC recommendations (Faculty Chair)

M1

M2

2021-2022

2022-2023

2023-2024

2024-2025

2025-2026

Objective 1.3– Diversify the methods of instruction

Measurement 1: # of experiential learning opportunities (live labs, service learning) engaged by students (Faculty Chair/Career Services)

Measurement 2: # of flexible scheduling options (CBE, telecommunications, dual enrollment, IFT) (Academics)

M1

M2

2021-2022

2022-2023

2023-2024

2024-2025

2025-2026

Goal II: Promote an inclusive environment to expand and support a diversified population.

Objective II.1 Identify, recruit, retain, and graduate a diverse population

Measurement 1: Increase ethnicity rates (% non-white population) as of Fall census (OIE)

Measurement 2: Increase # of students aged >24 (OIE)

Measurement 3: Increase # of diverse students who graduate (OIE)

Measurement 4: Increase # of PELL students (Financial Aid/OIE)

Measurement 5: Increase # of military/veteran students (OIE)

Measurement 6: Increase # of females in traditionally male programs and males in traditionally female programs (OIE)

	M1	M2	M3	M4	M5	M6
2021-2022						
2022-2023						
2023-2024						
2024-2025						
2025-2026						

Objective II.2 Foster an internal population at all levels of the college that reflects the diversity of the college service area.

Measurement 1: Expand recruitment strategies in the interest of hiring a diverse and inclusive workforce (Human Resources)

Measurement 2: Diversify the Program Advisory Committees to incorporate all potential program career paths (Faculty Chair/AVP of Faculty)

	M1	M2
2021-2022		
2022-2023		
2023-2024		
2024-2025		
2025-2026		

Objective II.3: Develop targeted marketing efforts to reach underserved population.

Measurement 1: Increase student representation of diversity across media platforms (College Relations)

Measurement 2: # of communication channels geared to underserved groups (College Relations)

	M1	M2
2021-2022		
2022-2023		
2023-2024		
2024-2025		
2025-2026		

Goal III. Integrate student support systems in a meaningful way to foster success.

Objective III.1. Improve customer service and communications for all potential and current students.

Measurement 1: Increased opportunities for student interactions and intermingling within and among programs (Student Engagement)

Measurement 2: Freshman fall survey results regarding a welcoming campus environment (OIE)

	M1	M2
2021-2022		
2022-2023		
2023-2024		
2024-2025		
2025-2026		

Objective III.2 Create flexible pathways that lead to employment opportunities

Measurement 1: # of students who participate in internships (Career Services)
 Measurement 2: # of articulation agreements with 4-year institutions (Academics)
 Measurement 3: # of students receiving PLA credit (Registrar)

	M1	M2	M3
2021-2022			
2022-2023			
2023-2024			
2024-2025			
2025-2026			

Objective III.3: Evaluate and strengthen student support offerings.

Increase satisfaction with student services as measured by Assessment Day surveys (OIE)
 Measurement 1: Advising
 Measurement 2: Career Services
 Measurement 3: Financial Aid
 Measurement 4: Registrar Office
 Measurement 5: Resource Center
 Measurement 6: Counseling & Disability Services

	M1	M2	M3	M4	M5	M6
2021-2022						
2022-2023						
2023-2024						
2024-2025						
2025-2026						

Goal IV. Enhance industry and community relationships for the mutual benefit of students and the marketplace.

Objective IV.1 Expand and enhance industry relationships with those organizations that represent our educational offerings and reflect our values.

Measurement 1: Increased number of Department of Industry Relations outreach visits (Office of Industry/Career Services)
 Measurement 2: % of industry visit feedback put into action (Office of Industry)
 Measurement 3: increased # of opportunities for students to engage with industry (field trips, guest speakers, Career Fair participants) (Faculty Chair/AV)

	M1	M2	M3
2021-2022			
2022-2023			
2023-2024			
2024-2025			
2025-2026			

Objective 4.2: Analyze workforce trends to ensure curriculum is meeting the regional community need.

Measurement 1: # of program market analyses conducted prior to start of Fall recruitment season (Strategic Enrollment Management Committee)
 Measurement 2: # of PAC meeting recommendations (Faculty Chair)

Measurement 3: # Career Fair employer survey question regarding student preparedness (Career Services/OIE)

	M1	M2	M3
2021-2022			
2022-2023			
2023-2024			
2024-2025			
2025-2026			

Objective 4.3: Expand student participation and opportunities in community and volunteer services.

Measurement: Number of students who complete community service prior to graduation (Academics)

Measurement 2: # of community service opportunities organized by the College (Student Engagement)

2021-2022
2022-2023
2023-2024
2024-2025
2025-2026

Goal V. Optimize resources to reflect our continued commitment to responsible growth.

Objective V.1: Align the internal budget processes to distribute resources on the basis of strategic priorities.

Measurement 1: Complete 70% of the Master Plan by the conclusion of *Innovation at Work*.

	M1
2021-2022	
2022-2023	
2023-2024	
2024-2025	
2025-2026	

Objective V.2: Expand sources of funding to ensure sustainable financial stability.

Measurement 1: total of grant revenue (College Advancement)

Measurement 2: total of Continuing Education revenue (Continuing Education)

Measurement 3: total donations (fundraising, gifts, in-kind donations) (College Advancement)

Measurement 4: total # of new Fall students as of Census (OIE)

Measurement 5: total number of students on campus as of Fall census (OIE)

	M1	M2	M3	M4	M5
2021-2022					
2022-2023					
2023-2024					
2024-2025					
2025-2026					

Objective V.4: Enrich assessment practices for continuous improvement.

Measurement 1: # of assessment training opportunities (OIE)

Measurement 2: number of data-driven decisions identified in annual assessment plans (OIE)

M1

M2

2021-2022

2022-2023

2023-2024

2024-2025

2025-2026