

**Means Metrics - Metrics for Strategy Plan**

Strategic Focus #1	<i>Enhancing Quality Through Continuous Improvement</i>		Frequency	Target Population	Source
<b>Strategic Initiative</b>	<b>Program and Service Review</b>				
1.1	Number of Programs and Services Reviewed	The college intends to have all eligible academic programs and support services scheduled for review by Jan. 2012.	Annual/Term	All scheduled programs and services	Program Review Comm.
<b>Strategic Initiative</b>	<b>Industry Certification &amp; Licensure</b>				
1.2	Number of Programs with Embedded Licensure	Count of programs aligned to professional licensure	Annual/Term	Technical programs	Learning Division
1.2	Number of Programs with Embedded Certification	Count of programs aligned to professional certification. Report but note duplication with licensure.	Annual/Term	Technical programs	Learning Division
<b>Strategic Initiative</b>	<b>Program and Service Development</b>				
1.3	Number of New or Substantially Revised Technical Credit Courses	Threshold will need to be devised for determining substantial revision (exclusive of standard Q2S revisions).	Annual/Term	Technical programs	Learning Division
1.3	Number of New or Substantially Revised Training Offerings	Threshold needs developed for determining substantial revision.	Annual/Term	WFD programs	Learning Division
<b>Strategic Focus #2</b>	<b>Improve Preparation for College</b>				
<b>Strategic Initiative</b>	<b>Improve Academic Preparation for College</b>				
2.1	Percent of Students Determined College Ready	Reflects the number of first-time college students who are deemed college ready by their ACT/COMPASS placement. Suggest allowing for time for students to attend boot camps, Solutions, etc. for COMPASS retest impact. (ATD step)	Annual	Newly Enrolled Students	JBL/DEI Dataset
2.1	Average Developmental Placement	Reflects the average number of developmental courses required for the fall cohort - weighted average.	Annual	Newly Enrolled Students	JBL/DEI Dataset
<b>Strategic Initiative</b>	<b>Career Planning and Goal Development</b>				
2.2	Occupational Choices Completion	Reflects number of newly enrolled students completing courses which include learning and exploring occupational choices. Must be completed within first term of enrollment to count.	Annual/Term	Newly enrolled students	Encore
<b>Strategic Initiative</b>	<b>Overcoming Financial Barriers</b>				
2.3	Financial Plan Completion	Number of students completing a financial plan through a success course, TRIO or other formal means. This measure needs further clarification to determine sources.	Annual/Term	TBD	TBD
2.3	Net Cost	Average tuition and academic fees minus grant aid	Annual	Ft Fall Students	Regents
2.3	Net Loans	Total annual loan disbursements over total number of FTE students	Annual	FTE Students	Financial Aid/Fiscal
<b>Strategic Focus #3</b>	<b>Improve Student Success</b>				
<b>Strategic Initiative</b>	<b>Developmental &amp; Gateway Course Success</b>				
3.1	Percent Completing Developmental Sequence	Weighted average of referred fall cohort completing reading, writing and math sequences within one year. (AtD Step)	Annual	Fall AtD Cohort	JBL Dataset
3.1	Percent Completing Gateway Sequence	Weighted average of fall cohort completing gateway courses within two years. (AtD Step)	Annual	Fall AtD Cohort	JBL Dataset
3.1	Developmental Sequence Success - 150% Poverty	Weighted average of referred fall cohort completing reading, writing and math sequences within one year. (AtD Step)	Annual	Fall AtD Cohort	JBL Dataset
3.1	Developmental Sequence Success - First Generation	Weighted average of referred fall cohort completing reading, writing and math sequences within one year. (AtD Step)	Annual	Fall AtD Cohort	JBL Dataset

3.1	Gateway Course Success - 150% Poverty	Weighted average of fall cohort completing gateway courses within two years. (AtD Step)	Annual	Fall AtD Cohort	JBL Dataset
3.1	Gateway Course Success - First Generation	Weighted average of fall cohort completing gateway courses within two years. (AtD Step)	Annual	Fall AtD Cohort	JBL Dataset
<b>Strategic Initiative</b>	<b>Success Skills</b>				
3.2	Success Skills Completion	The number of students who complete the revised FYE course with expanded success skills. Must be completed within first term of enrollment to count.	Annual/term	Newly enrolled students	Encore
<b>Strategic Initiative</b>	<b>Critical Thinking</b>				
3.3	Critical Thinking Assessment	Percentage of programs assessing critical thinking	Annual/term	All programs	Assessment Ct.
<b>Strategic Focus #4</b>	<b>Improve Successful Transition</b>				
<b>Strategic Initiative</b>	<b>Transfer Awareness and Assistance</b>				
4.1	AA/AS Program Enrollment	Headcount students enrolled in the Associate of Arts and Associate of Science Transfer Degree Programs	Annual/term	Newly enrolled students	Encore
4.1	Technical Program, Intent to Transfer	Headcount technical program majors noting intent to transfer on application	Annual/term	Newly enrolled students	Encore
<b>Strategic Initiative</b>	<b>Job Skills Search Development and Assistance</b>				
4.2	Graduates with Job Search Skills Development	Number of graduates demonstrating job search skills development through embedded coursework or required workshops.	Annual/term	Graduates	TBD
4.2	Job Network Use	Number of students, graduates and employers with active accounts on College Central Network Services.	Annual/term	Various	CCNS
<b>Strategic Focus #5</b>	<b>Enhance Regional Development</b>				
<b>Strategic Initiative</b>	<b>Workforce Development Strategic Plan</b>				
5.1	Individuals Trained	Unique noncredit students	Annual/term	Noncredit students	Encore
5.1	Annual WFD Revenues	Revenues for noncredit coursework	Annual/term	Noncredit students	Encore
<b>Strategic Initiative</b>	<b>Enhance Entrepreneurship</b>				
5.2	Credit Entrepreneurship Enrollees	Credit enrollees (inclusive of Professional Services Management ATS and other subsequent degrees)	Annual/term	Credit E-ship	Encore
5.2	Noncredit Entrepreneurship Trainees	Unique headcount of those receiving noncredit services (including incubator services)	Annual/term	Noncredit	Encore/WFD
5.2	Entrepreneurial Credential Graduates	Graduates of all current/future entrepreneurship credentials (credit or industry credential)	Annual/term	Credit and noncredit	Encore/WFD
5.2	Number of Students Starting New Businesses	Students and recent graduates launching businesses.	Annual/term	Students and graduates	WFD/Grad Surveys
<b>Learning and Growth Metrics</b>					
<b>Human Capital</b>	Number of Faculty & Staff Completing Professional Development	Total completing professional development based on records maintained for each specific initiative.	Annual/Term	Faculty & Staff	Departments and HR
<b>Informational Capital</b>	Percent of Data and Information Needs Met	Each strategic initiative will have prescribed data/information needs, both for planning and evaluation (metrics). Measures college response to addressing these needs.	Annual/Term	Strategic Initiatives	IR, IT and other Departments
<b>Organizational Capital</b>	Percent of Reports & Metrics to PAC On-time and Complete	Each committee, department or program responsible for management of a strategic initiative will provide periodic reports to PAC. This will include metrics to monitor Strategic Plan and Ends Policy achievement.	Annual/Term	Strategic Initiatives	Responsible Groups

<b>Community Capital</b>	Exception Report	The college groups responsible for each initiative will report to PAC on situations where necessary support is not being sufficiently provided from individuals, employers, organizations and the overall community.	Annual/Term	Strategic Initiatives	Responsible Groups
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