

**STRATEGIC PLAN 2019-2024**  
**HARTNELL COLLEGE SHARED VISION FOR STUDENT SUCCESS**

**Revised Student Success Targets**

Metrics for the four student success goals were chosen to align with the system-wide *Vision for Student Success*. The initially established targets for metrics, including equity targets for specified metrics across the four student success goals, were developed by projecting from recent historical data sourced primarily from the Chancellor’s Office, utilizing consistently applied methods, and gaining input from internal and external stakeholders. The Chancellor’s Office has since that time implemented important modifications to the operational definitions utilized for key student success metrics.

To ensure maximum alignment with data reporting by the Chancellor’s Office while maintaining consistency in the methods initially applied for the purpose of establishing targets, the Office of Institutional Planning, Research, and Effectiveness has revised Hartnell’s student success targets as provided below. Progress on established targets will be measured annually through fiscal year 2023-24.

**Goal 1 Increase Student Completion**

**Metrics**

- 1a. Certificates Awarded
- 1b. Degrees Awarded (not including Associate Degrees for Transfer)
- 1c. Graduation Rate

**Targets**

- 1a. Increase the number of certificates awarded to **977** by June 2024. Narrow the achievement gap for each disproportionately impacted equity group by June 2024, toward the aim of fully closing all gaps by 2026-27.
- 1b. Increase the number of degrees awarded to **773** by June 2024. Narrow the achievement gap for each disproportionately impacted equity group by June 2024, toward the aim of fully closing all gaps by 2026-27.
- 1c. Increase the graduation rate to **42%** by June 2024.

**Goal 2 Increase Student Completion Efficiency**

**Metrics**

- 2a. Time to Degree
- 2b. Units Earned per Degree

**Targets**

- 2a. Decrease the median number of years to degree completion to **3.4** by June 2024.
- 2b. Decrease the average number of units earned per degree completed to **81.1** by June 2024. Narrow the achievement gap for each disproportionately impacted equity group by June 2024, toward the aim of fully closing all gaps by 2026-27.

**Goal 3 Increase Student Transfer to 4-Year Institutions**

**Metrics**

- 3a. Associate Degrees for Transfer (ADT) Awarded
- 3b. Transfers to UC and CSU Systems
- 3c. Transfers to Other Systems (4-year institutions out-of-state and private institutions in-state)

**Targets**

- 3a. Increase the number of ADTs awarded to **632** by June 2024.
- 3b. Increase the number of student transfers to the UC and CSU Systems to **816** by June 2024.  
Narrow the achievement gap for each disproportionately impacted equity group by June 2024, toward the aim of fully closing all gaps by 2026-27.
- 3c. Increase the number of student transfers to other systems to **171** by June 2024.

**Goal 4 Improve Student Employment Subsequent to Training or Completion**

**Metrics**

- 4a. Employment Rate
- 4b. Earnings
- 4c. Career Technical Education (CTE) Students Employed in Field of Study

**Targets**

- 4a. Increase the employment rate to **42%** by June 2024.
- 4b. Increase median earnings to **\$42,586** by June 2024. Narrow the achievement gap for each disproportionately impacted equity group by June 2024, toward the aim of fully closing all gaps by 2026-27.
- 4c. Increase the percentage of CTE students who are employed in their field of study to **75.7%** by June 2024.