

Hartnell College Shared Vision for Student Success

Strategic Plan: Year One (2019-20) Assessment

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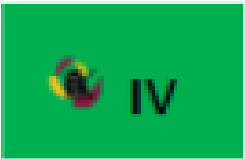
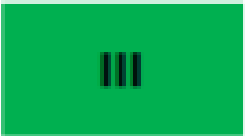
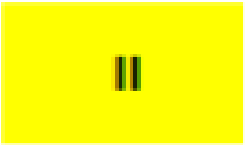
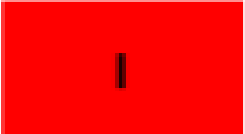
Each metric is assigned a 3-point range of targeted outcomes:

- **Minimum expectation (ME)**
 - minimally acceptable outcome below which extraordinary action (EAC) must be taken (normally as a result of a trend of three consecutive years of unacceptable performance)
- **Attainable goal (AT)**
 - achievable outcome below which analysis (AN) will be conducted, or action (AC) may be taken if the metric is highly important to the district.
- **Aspirational goal (AS)**
 - ambitious outcome below which analysis (AN) may be conducted but otherwise no follow-up (NF) is warranted.

The district will strategically allocate and re-allocate resources over time to achieve dual optimization:

- Increase the likelihood that highly important metrics will reach AS;
AND
- Reduce the likelihood that any specific metric will fall below ME.

The desired outcome will be established within the range of targeted outcomes based for a given metric:

<u>Targeted Outcomes (range)</u>	<u>Outcome Zone (Scorecard)</u>	<u>Outcome Assessment</u>	<u>Action to be Taken</u>
AS	IV 	$A \geq AS$	NF
AT	III 	$AT \leq A < AS$	AN
ME	II 	$ME \leq A < AT$	AN or AC
	I 	$A < ME$	EAC*

Student Success Goal: Completion



				Strategic Plan Year 1 Targets			
Goals/Metrics	2016-17	2017-18	2018-19	ME	AT	AS	Strategic Plan Year 1 Data
Completion	ACTUAL	ACTUAL	ACTUAL	Most Recent Data			
Number of Certificates	605	735	799	706	784	1020	837
Equity Metric				DI: Hawaiian/Pacific Islander, Foster Youth, Some other race			
Number of Degrees (without ADT Degrees)	445	563	658	550	611	794	605
Equity Metric				DI: Some other race			
Graduation Rates (IPEDS)	31%	31%	33%	31%	35%	45%	36%

Certificates: Number of Chancellor’s Office approved credit certificates completed

Number of Degrees: Number of Associate Degrees (AA, AS) completed

Graduation Rate: Percentage of full-time, first time, degree- and/or certificate-seeking undergraduate students, who completed their program within 150 percent of normal time to completion

Student Success Goal: Completion Efficiency



				Strategic Plan Year 1 Targets			
Goals/Metrics	2016-17	2017-18	2018-19	ME	AT	AS	Strategic Plan Year 1 Data
Completion Efficiency	ACTUAL	ACTUAL	ACTUAL	Most Recent Data			
Time to Degree (Colleague)	4.3	3.9	3.9	3.9	3.8	3.6	3.9
Units Earned per Degree (SSM)	89	88	87.0	85.7	83.6	77.3	86.0
Equity Metric	No DI						

Time to Degree: Among all students who earned a degree in the selected year, the median number of years from the time of a student’s first enrollment at Hartnell College

Units Earned per Degree: Among all students who earned an associate degree in the selected year, the average number of units earned in the California community college system, who had taken at least 60 units at the college

Student Success Goal: Transfer



					Strategic Plan Year 1 Targets			
Goals/Metrics	2015-16	2016-17	2017-18	2018-19	ME	AT	AS	Strategic Plan Year 1 Data
Transfer	ACTUAL	ACTUAL	ACTUAL	ACTUAL	Most Recent Data			
Number of ADT Degrees (Only)	309	356	483	522	449	499	649	621
Equity Metric					DI: American Indian/Alaskan Native, Hawaiian /Pacific Islander, Foster Youth, Some other race			
Transfers to UC/CSU	662	670	728		649	721	937	722
					DI Data not Available			
Transfers to Other 4-year institutions	123	153	149		134	149	193	150

Number of ADT Degrees: Total number of graduates who earned an associate degree for transfer in the selected year

Transfers to UC/CSU: Total number of students who transferred to UC + Total number of students who transferred to CSU, for students who completed at least 12 units at Hartnell College

Transfers to Other 4-year institutions: Students who transferred to a Private College In-State or Out of State 4-year Institution in a given year

Student Success Goal: Employment



Goals/Metrics	2014-15	2015-16	2016-17	2017-18	Strategic Plan Year 1 Targets			Strategic Plan Year 1 Data
					ME	AT	AS	
Employment	ACTUAL	ACTUAL	ACTUAL	ACTUAL	Most Recent Data			
Employment Rate	25%	27%	34%	26%	27%	30%	33%	21%
Median Earnings	\$ 39,779	\$ 43,649	\$ 51,905	\$ 48,524	\$44,520	\$ 49,467	\$54,413	\$ 44,104
					DI Data not Available			
Exiting CTE Students employed in their Field of Study	65.0%	71.0%	64.0%		61.8%	68.7%	75.5%	70.0%

Employment Rate: The proportion of students, who were unemployed in the first quarter before their enrollment that secured employment by the second fiscal quarter after exiting college, based on the UI wage file in the fourth fiscal quarter of the calendar year.

Median Earnings: The sum of median earnings for the four quarters immediately following the academic year of exit, for students who did not transfer to a four-year institution. Note: Students are counted as exiting at the end of the academic year in which they last took a course, and data will not be displayed until two years after students exit the system.

Employed in Field of Study: Students who responded to the CTE Outcomes Survey as having a job very closely or closely related to their field of study, that did not transfer to a 4-year postsecondary institution



- **Achieved attainable targets on several metrics:**
 - Number of Certificates, Graduation Rate, Number of ADT Degrees, Transfers to UC/CSU, Transfers to Other 4-Year Institutions, and CTE students employed in their field of study

- **Critically important metrics require focus:**
 - Time/Units to Degree should improve as guided pathway strategies are fully implemented, but require targeted efforts

- **Monitoring of Chancellor's Office data:**
 - Metrics for employment rate and median earnings should be monitored as dashboards are updated; significant changes were made to historic data during 2020-21.



QUESTIONS