

# EDUCATIONAL MASTER PLAN KPIs

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BASELINE MEASURES FOR STRATEGIC PLAN 2019-2025

ISPC MARCH 4, 2020

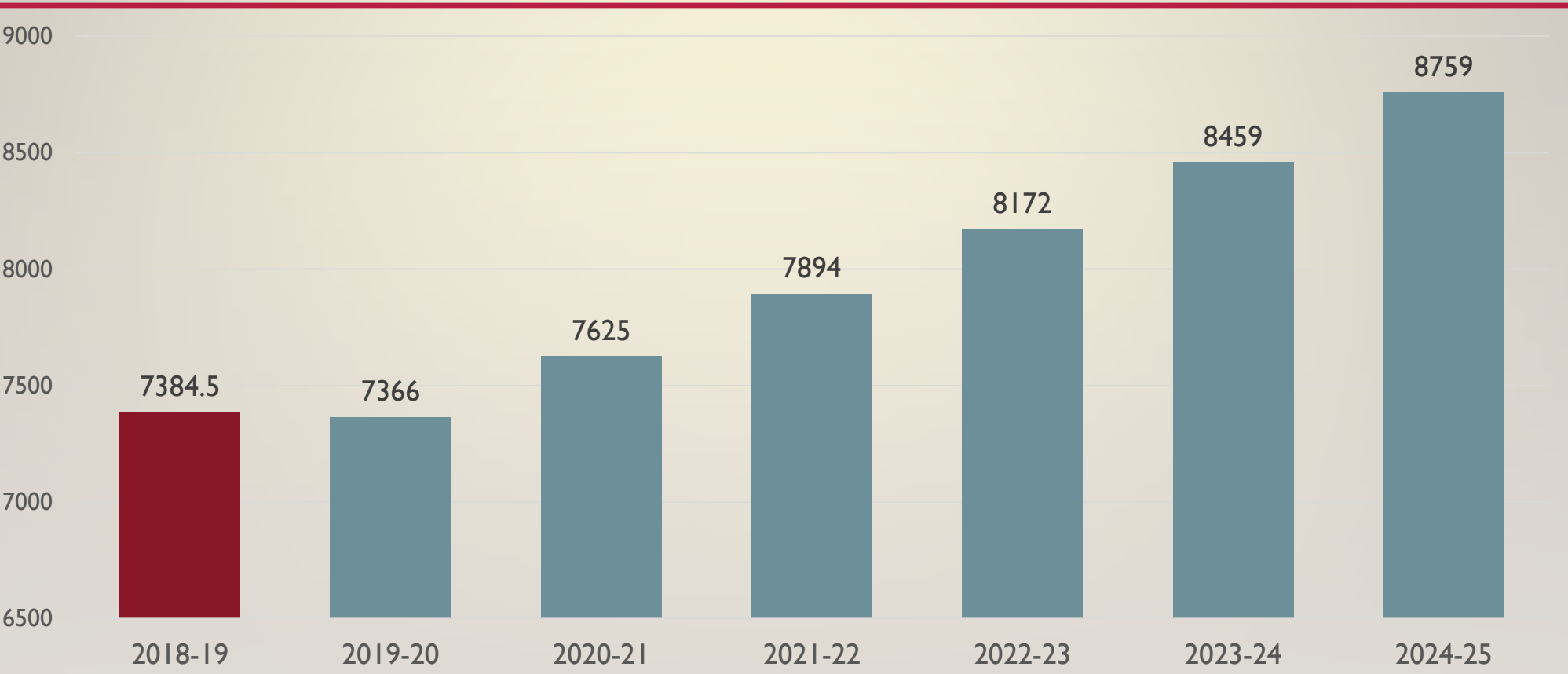
**NORCO**  
COLLEGE

# 2030 GOAL I: ACCESS

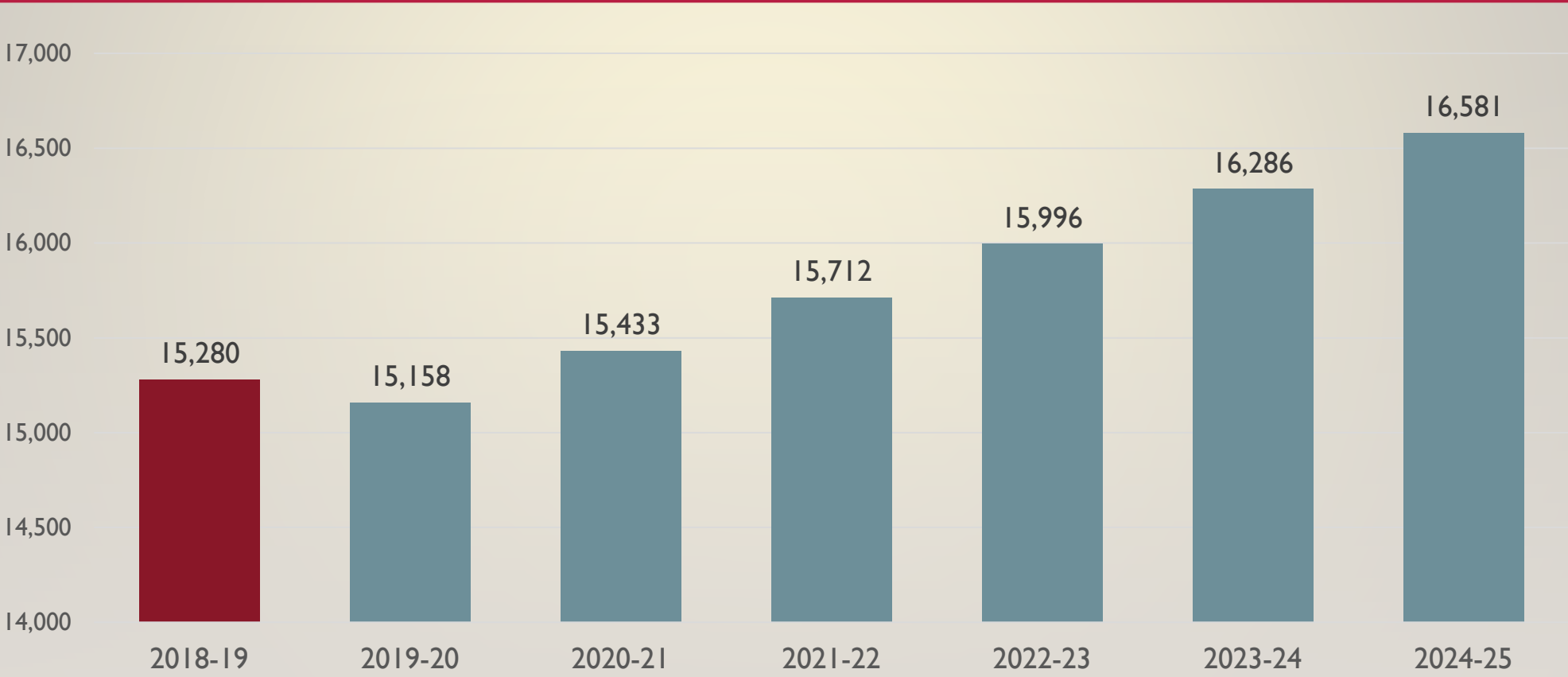
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EXPAND COLLEGE ACCESS BY INCREASING  
BOTH HEADCOUNT AND FTES

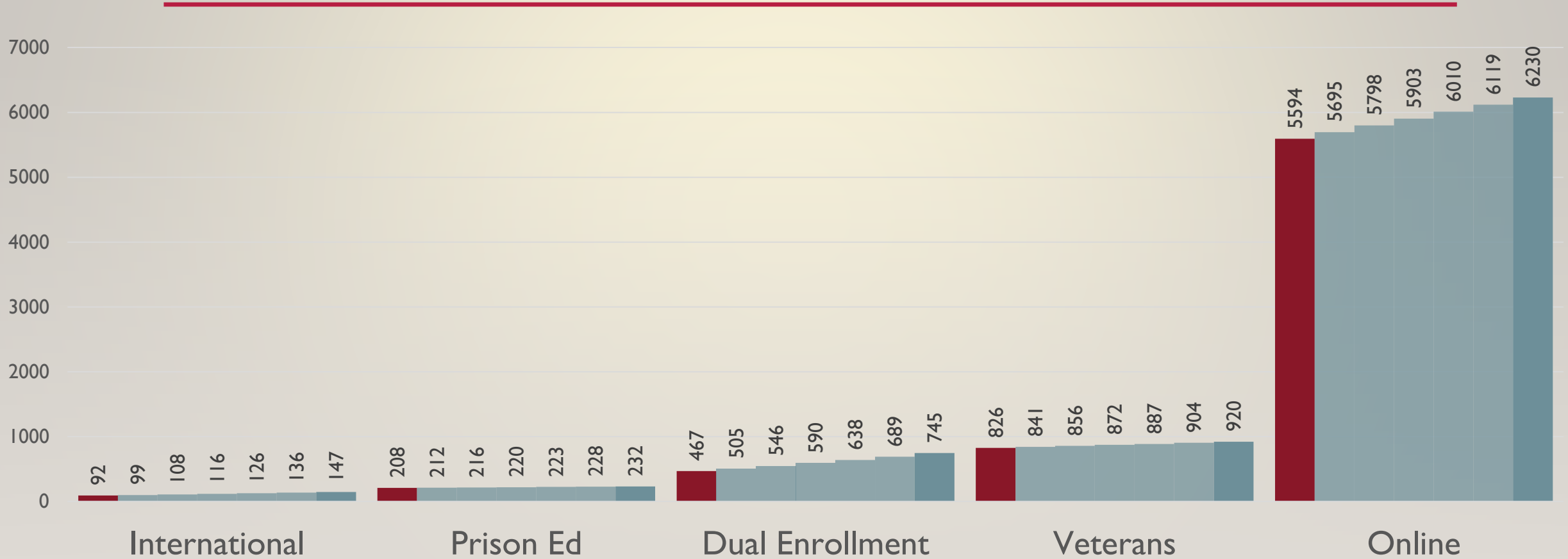
# KPI #1 (OBJECTIVE 1.1): GO FROM 7,366 TO 8,759 FTES



# KPI #2 (OBJECTIVE 1.2): GO FROM 14,624 HEADCOUNT TO 16,581 TOTAL HEADCOUNT

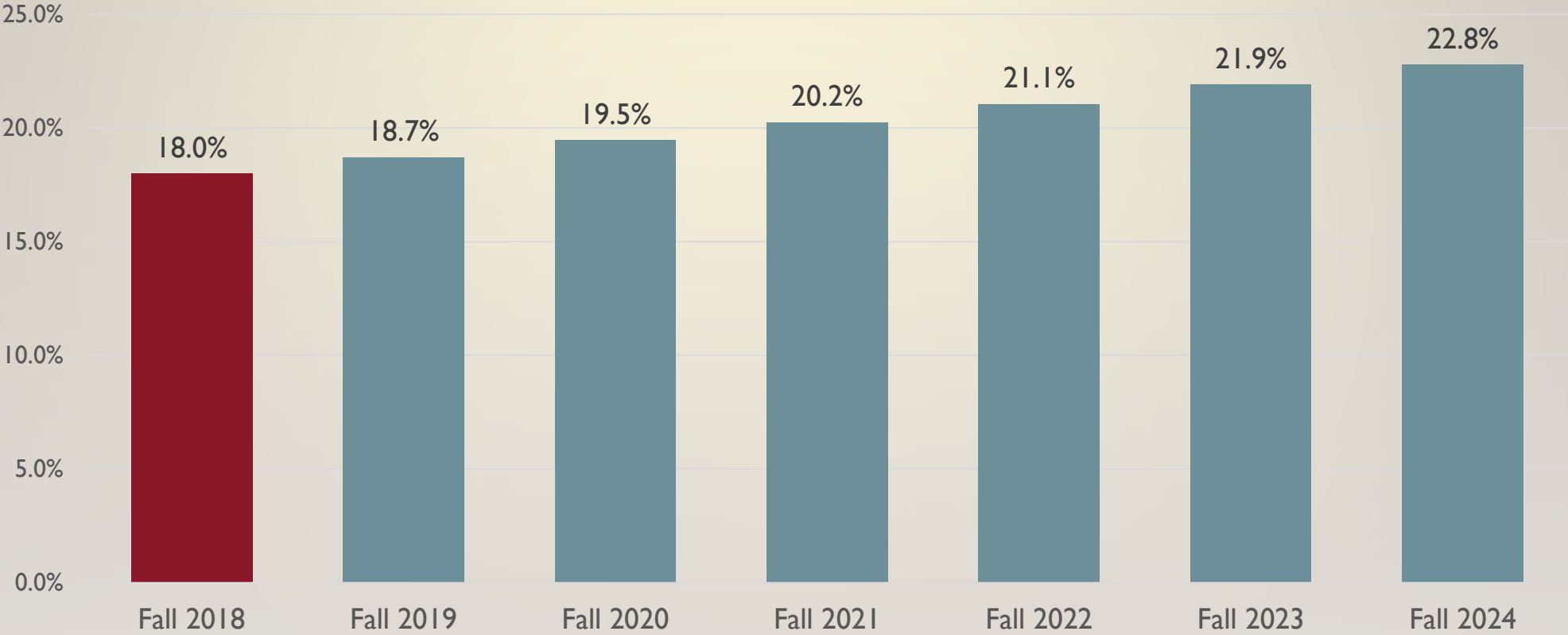


# KPI-3 (OBJECTIVE 1.3): EXPAND ENROLLMENT WITH STRATEGIC GROUPS (INTERNATIONAL, PRISON EDUCATION PROGRAM, DUAL ENROLLMENT, VETERANS, ONLINE, ETC.)



Source: International and Veteran-CCCCO MIS, Prison Education and Dual Enrollment-Program Leaders, Online-CCCCO MIS and Enrollment Management Dashboard

# KPI #4 (OBJECTIVE 1.4): INCREASE CAPTURE RATES FROM FEEDER HIGH SCHOOLS BY 4% ANNUALLY



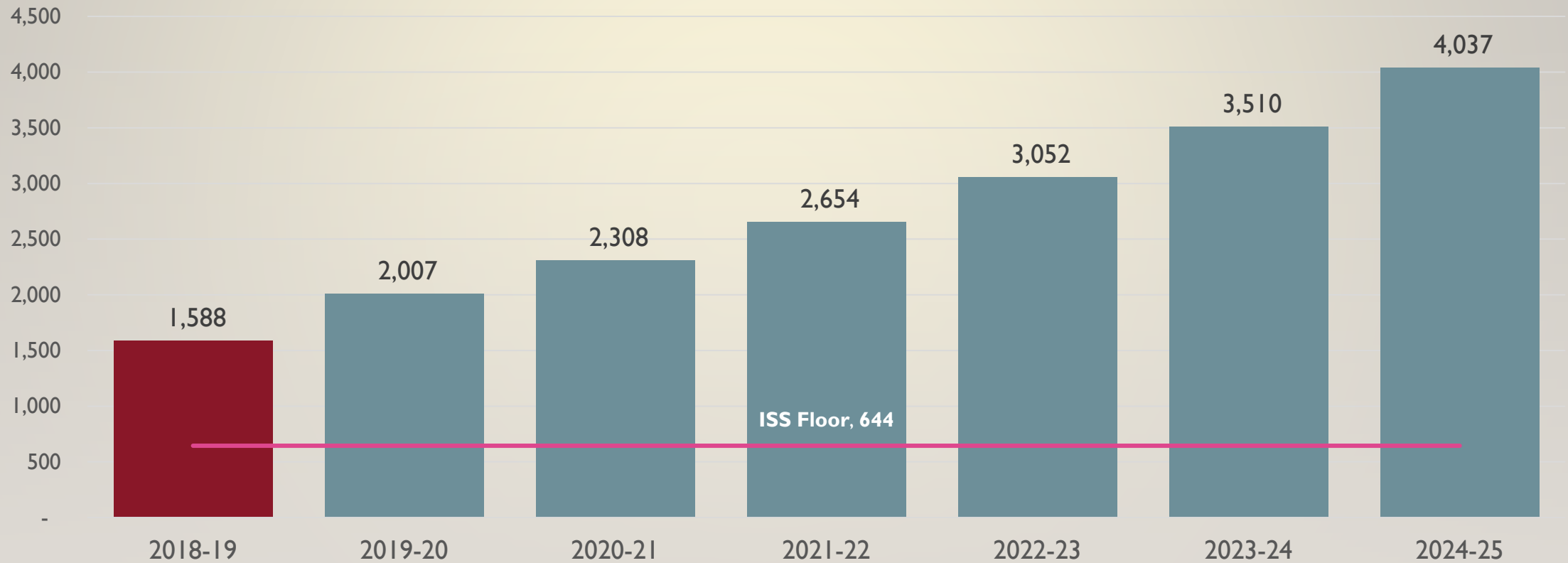
Source: CA School Dashboard and CCCCO MIS

# 2030 GOAL 2: SUCCESS

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IMPLEMENT GUIDED PATHWAYS  
FRAMEWORK

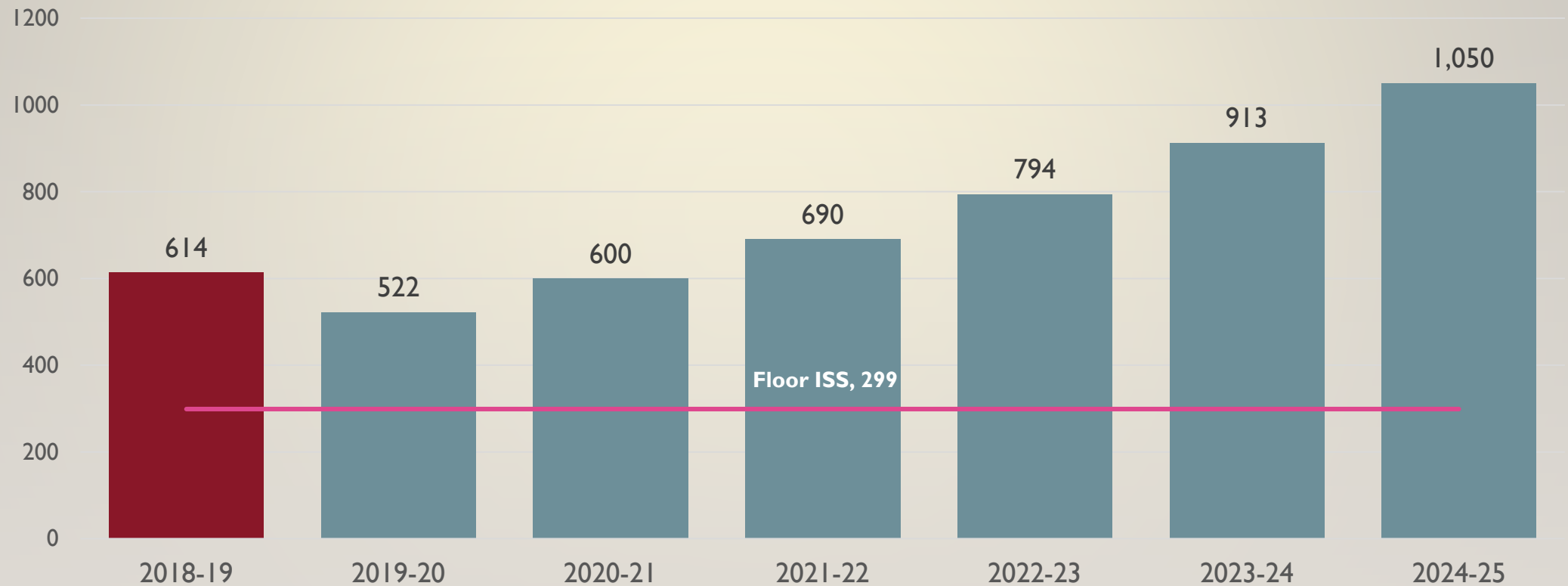
# KPI #5 (OBJECTIVE 2.1): INCREASE NUMBER OF DEGREES COMPLETED BY 15% ANNUALLY



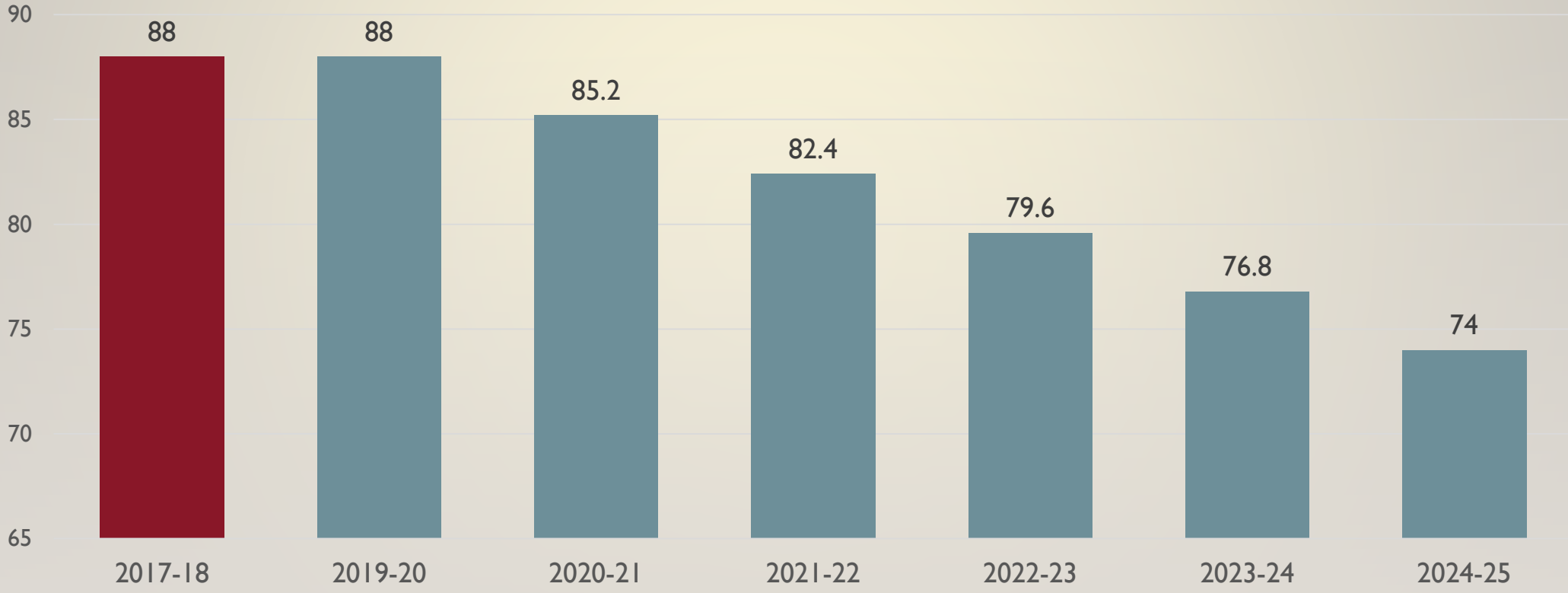
Source: CCCCO Data Mart with RCCD EMP projections



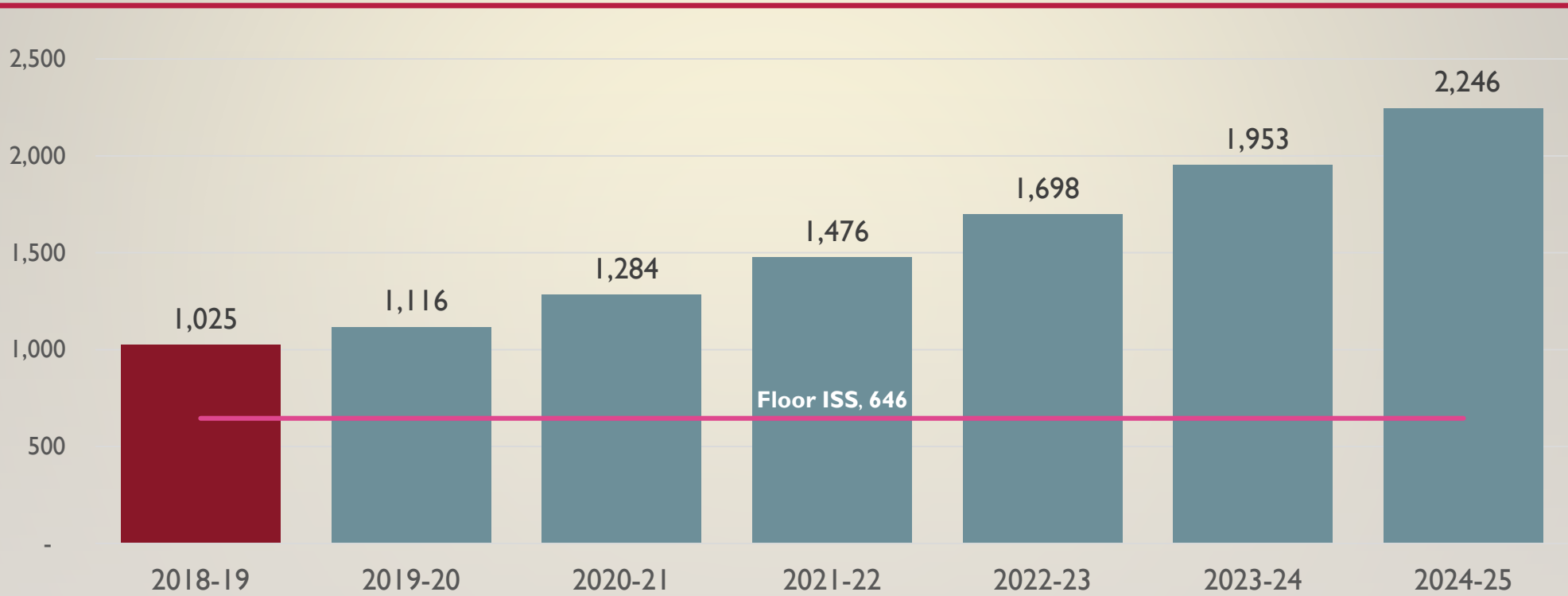
# KPI #6 (OBJECTIVE 2.2): INCREASE NUMBER OF CERTIFICATES COMPLETED BY 15% ANNUALLY



# KPI #7 (OBJECTIVE 2.3): DECREASE AA DEGREE UNIT ACCUMULATION FROM 88 TO 74 TOTAL UNITS ON AVERAGE

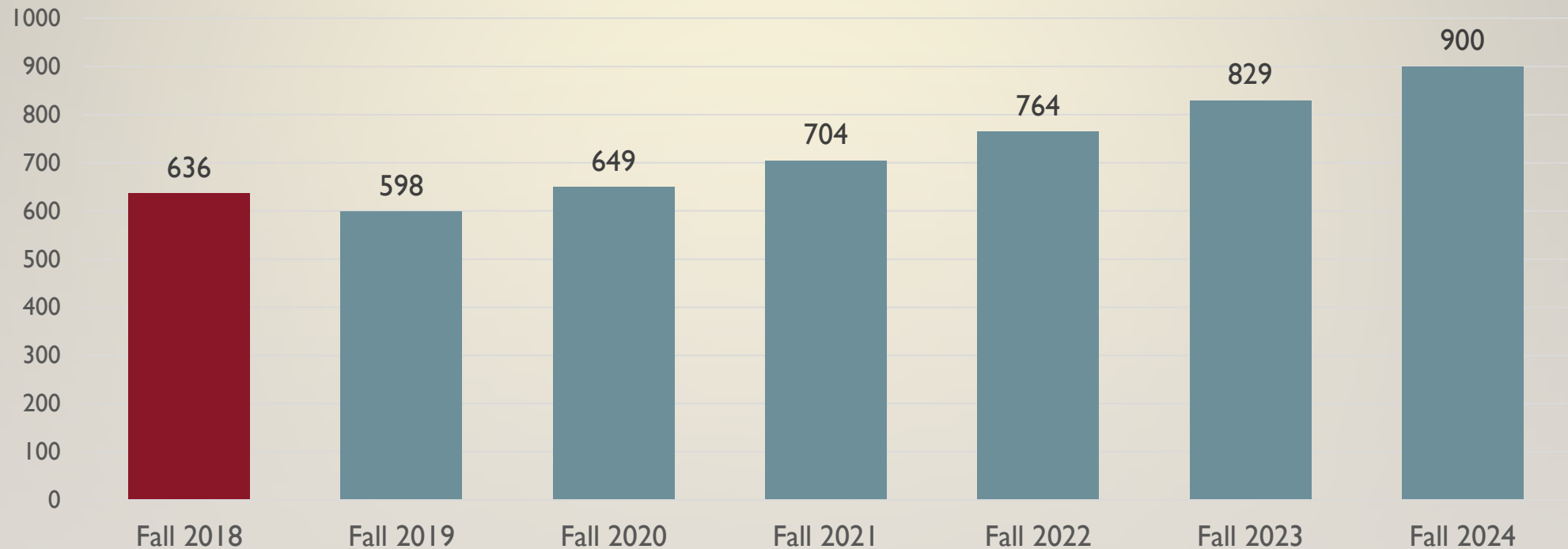


# KPI #8 (OBJECTIVE 2.4): INCREASE NUMBER OF TRANSFERS 15% ANNUALLY

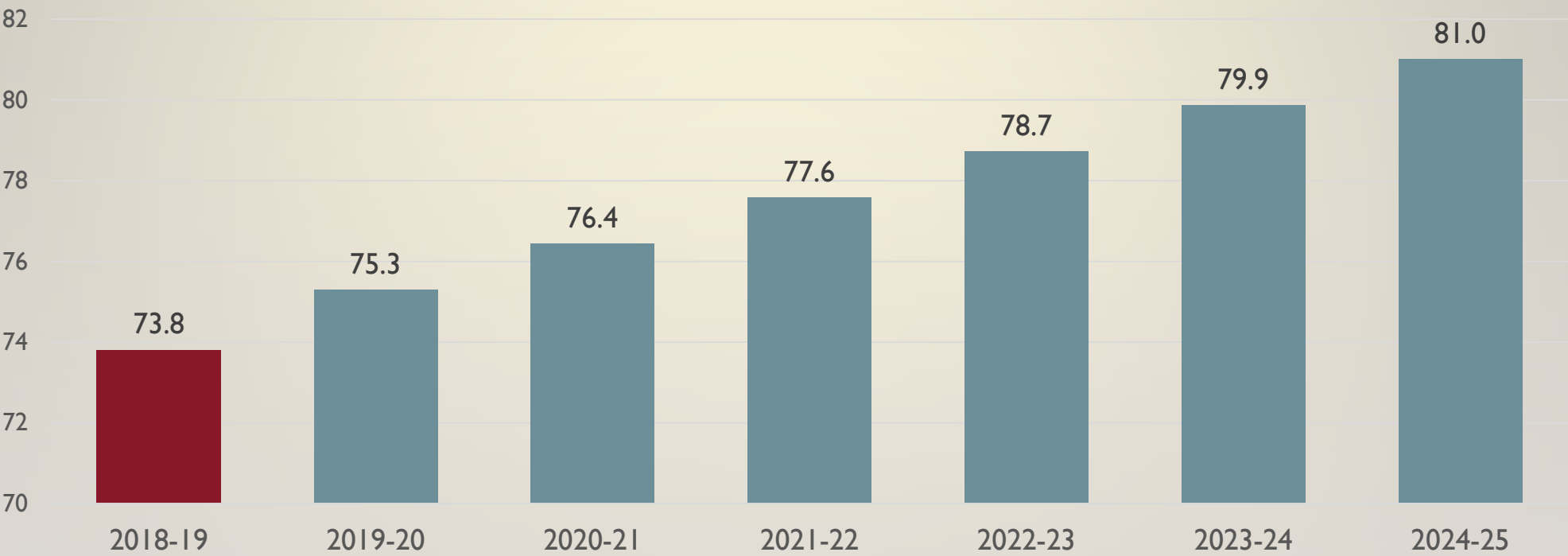


# KPI #9 (OBJECTIVE 2.5): INCREASE THE NUMBER OF FIRST-TIME FULL-TIME ENROLLED STUDENTS FROM 508 TO 900

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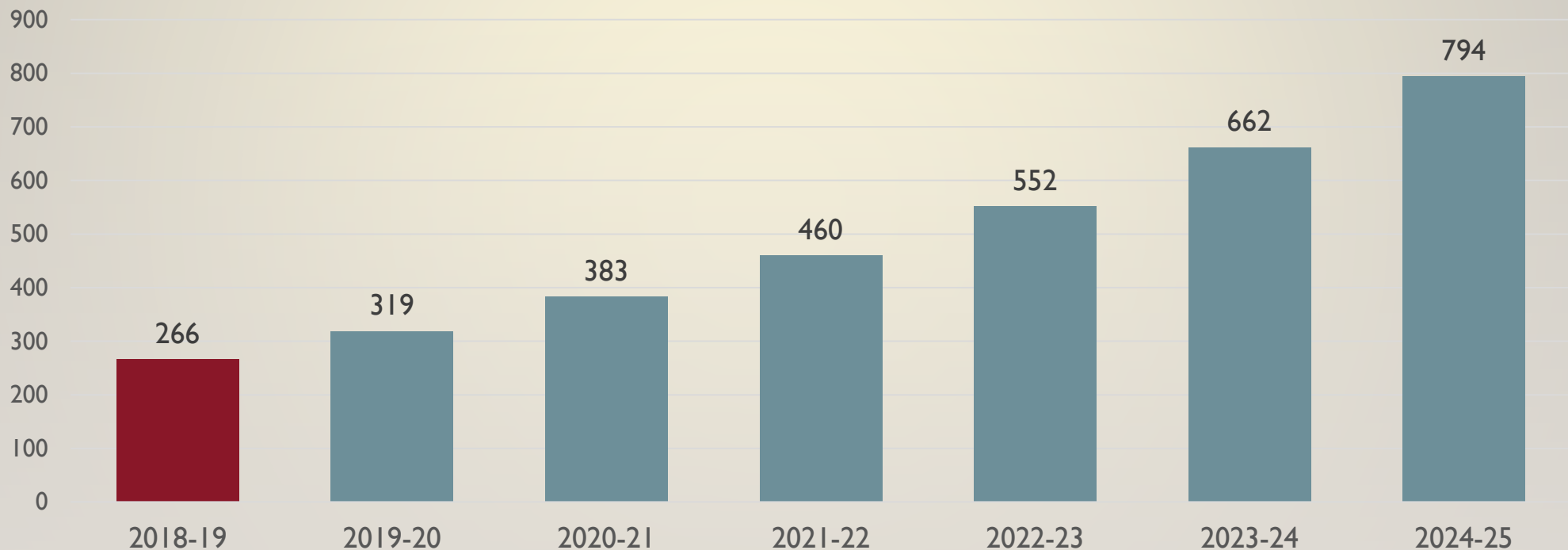


# KPI #10 (OBJECTIVE 2.6): INCREASE PERCENT OF STUDENTS WHO RECEIVE FINANCIAL AID FROM 73% TO 81%



# KPI #11 (OBJECTIVE 2.7): INCREASE NUMBER OF STUDENTS WHO COMPLETE TRANSFER LEVEL MATH AND ENGLISH BY 20% PER YEAR

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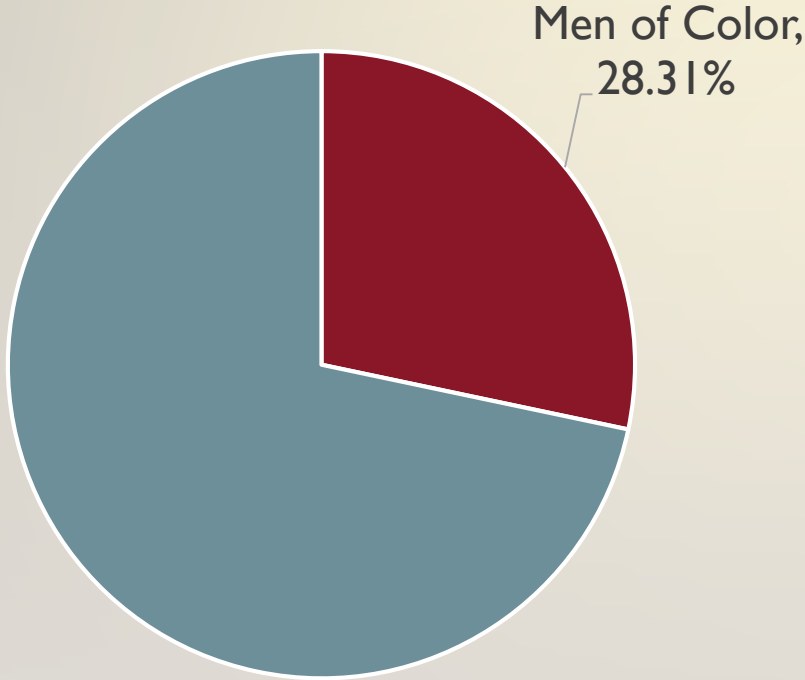
# 2030 GOAL 3: EQUITY

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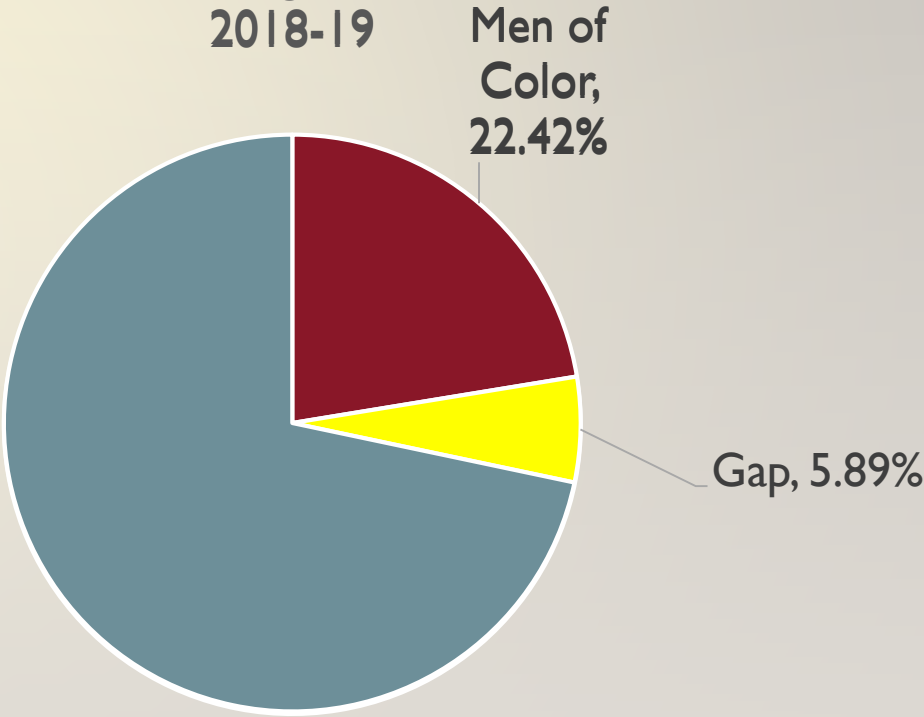
CLOSE ALL STUDENT EQUITY GAPS

# EQUITY GAP –MOC DEGREE COMPLETION

Headcount 2018-19

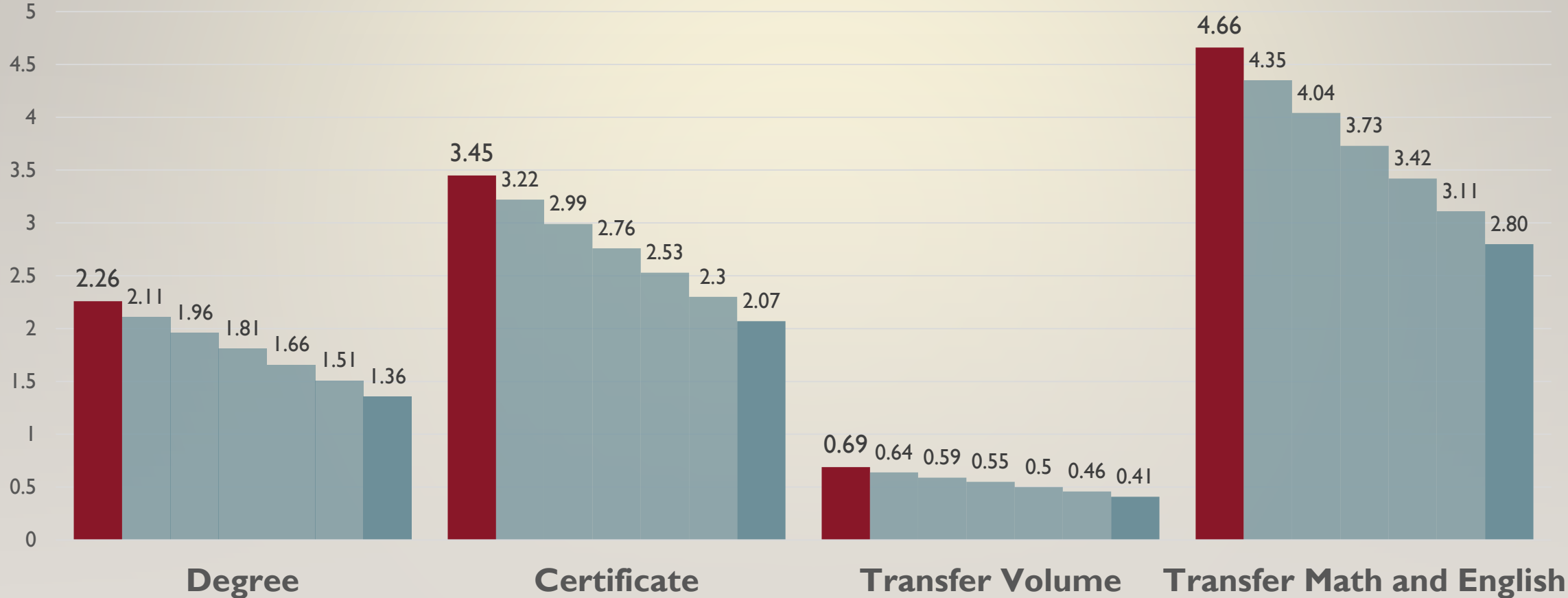


Degree 2018-19



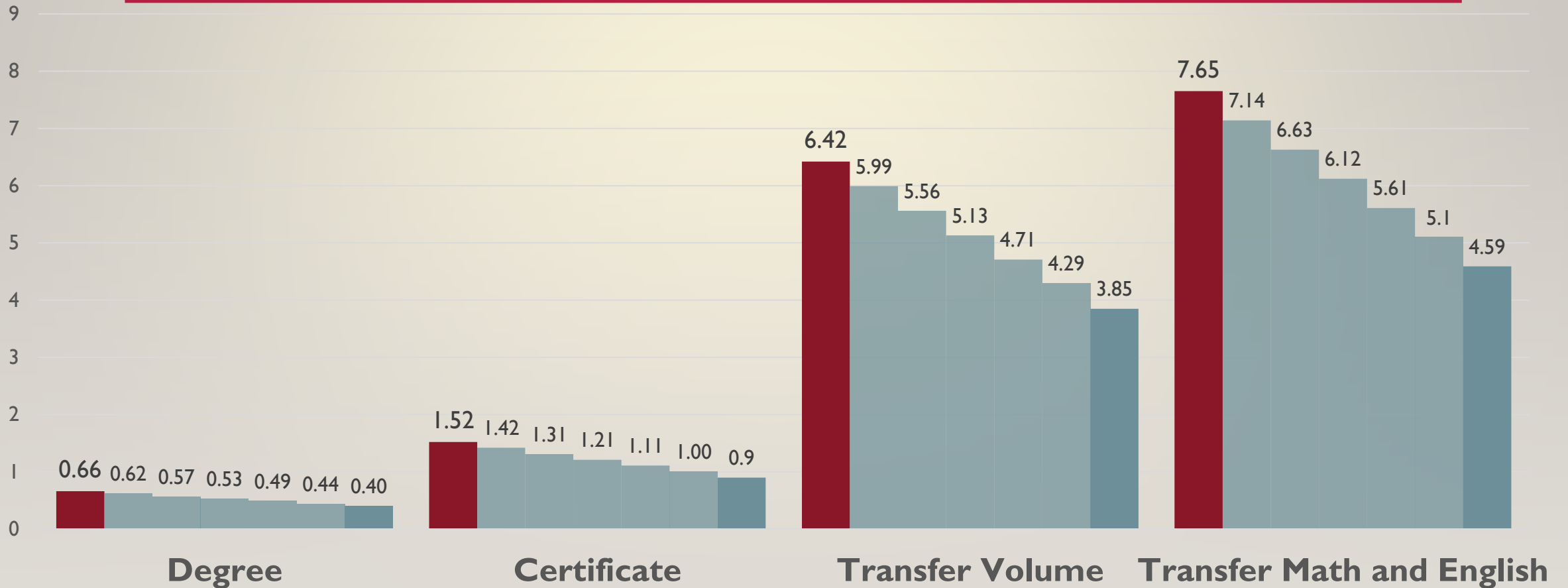


# KPI #12 (OBJECTIVE 3.1): REDUCE THE EQUITY GAP FOR AFRICAN AMERICAN STUDENTS BY 40%



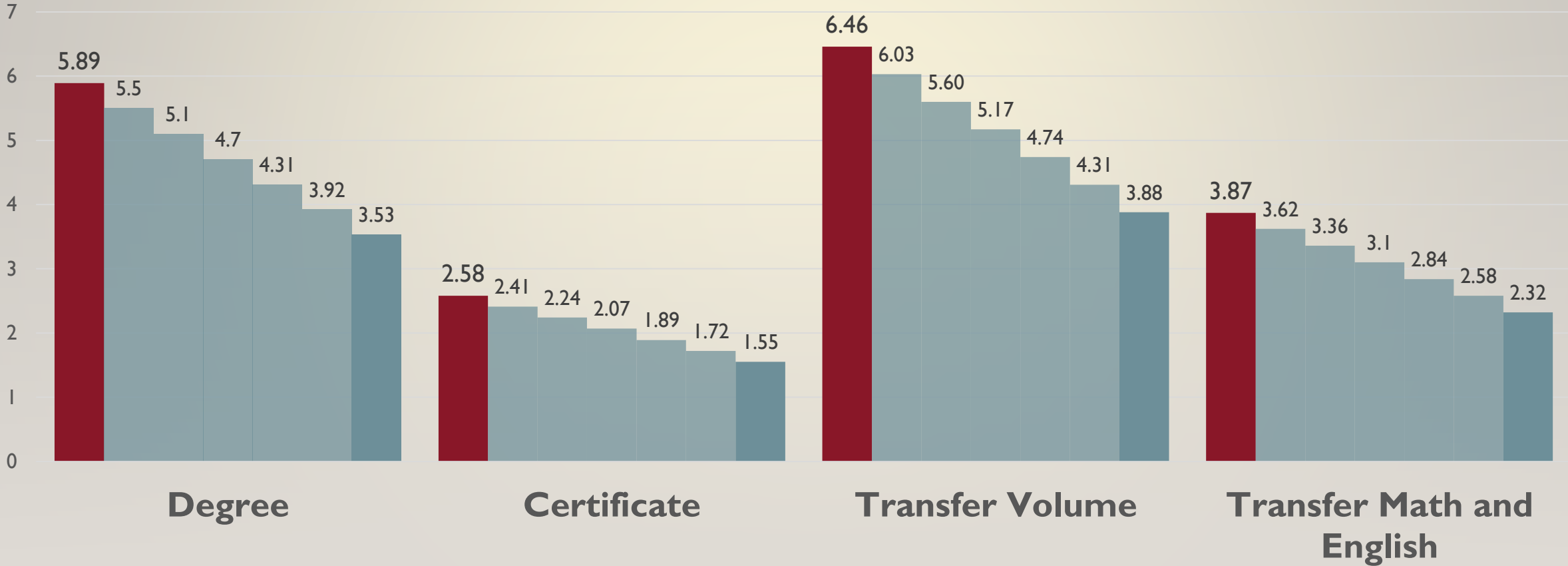
Source: Follows KPIs 5, 6, 8 and 11

# KPI #13 (OBJECTIVE 3.2): REDUCE THE EQUITY GAP FOR LATINX STUDENTS BY 40%.



# KPI #14 (OBJECTIVE 3.3): REDUCE THE EQUITY GAP FOR MEN OF COLOR BY 40%.

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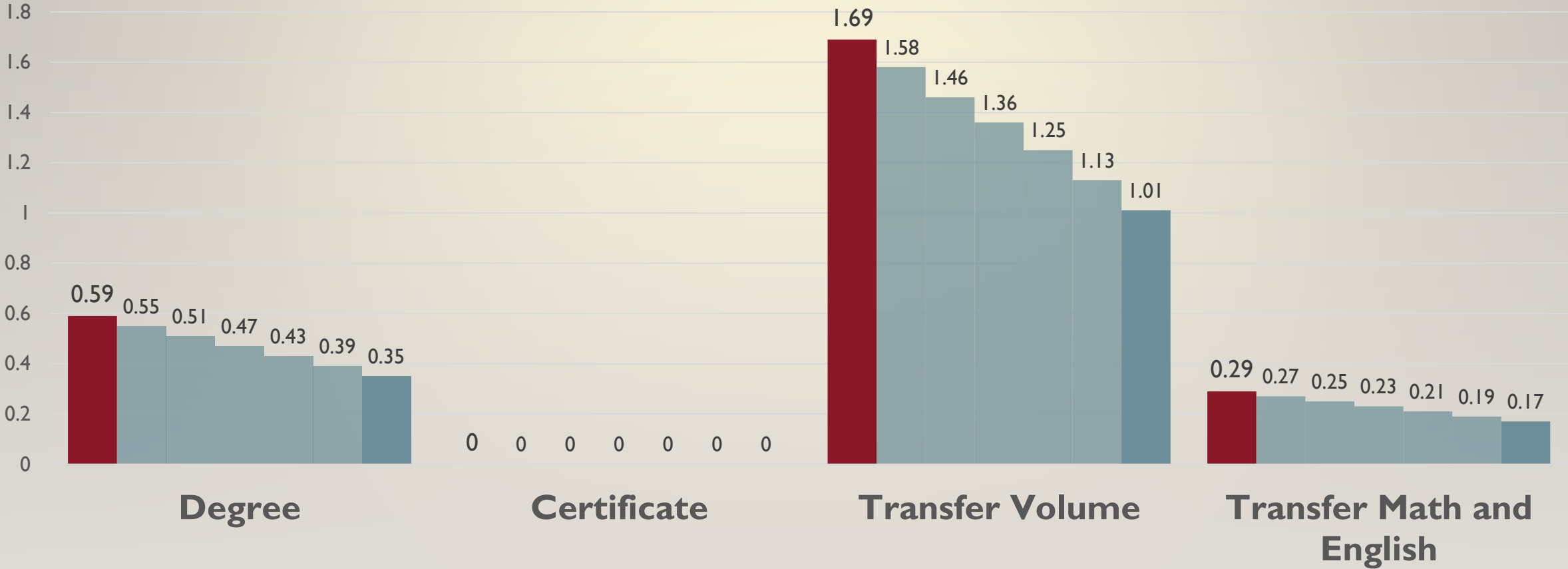
**KPI #15 OBJECTIVE 3.4:  
REDUCE THE EQUITY GAP FOR LGBTQ+ STUDENTS  
BY 40%.**

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- **Data coming soon!**

# KPI #16 (OBJECTIVE 3.5): REDUCE THE EQUITY GAP FOR FOSTER YOUTH STUDENTS BY 40%.

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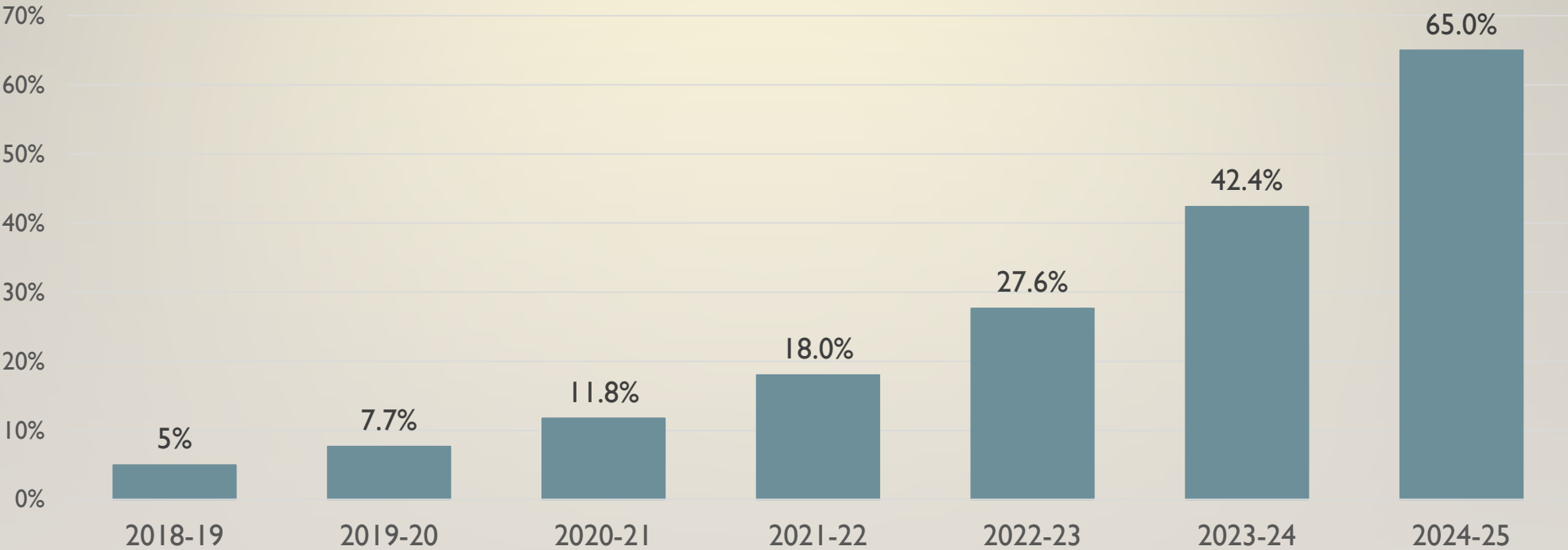
# 2030 GOAL 4: PROFESSIONAL DEVELOPMENT

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IMPLEMENT PROFESSIONAL DEVELOPMENT AROUND GUIDED PATHWAYS AND EQUITY FRAMEWORK; FOSTER A CULTURE OF ONGOING IMPROVEMENT

# KPI #17 (OBJECTIVE 4.1): INCREASE PERCENTAGE OF EMPLOYEES WHO COMPLETE GUIDED PATHWAYS TRAINING FROM 5% TO 65% (305 OUT OF 472 EMPLOYEES

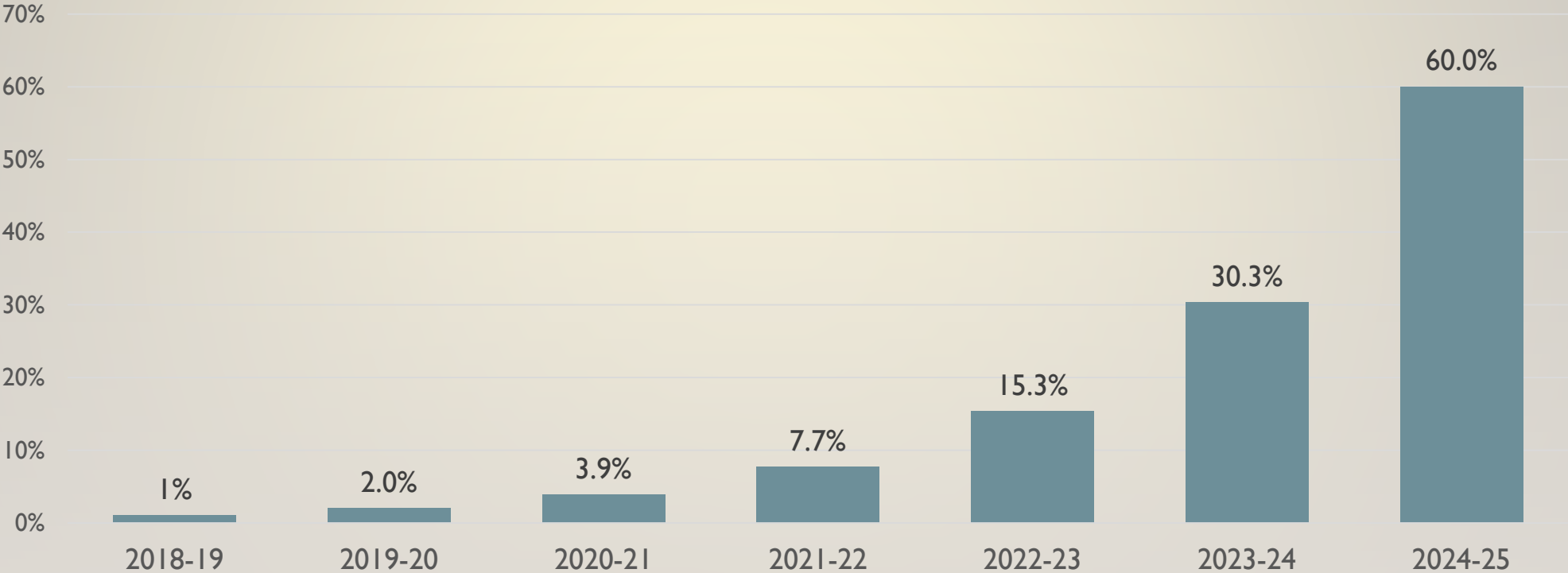
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Source: Professional Development Coordinator

# KPI #18 (OBJECTIVE 4.2): INCREASE PERCENTAGE OF EMPLOYEES WHO COMPLETE RACIAL MICROAGGRESSIONS CERTIFICATE FROM 1% TO 60% (285 OUT OF 472 EMPLOYEES)

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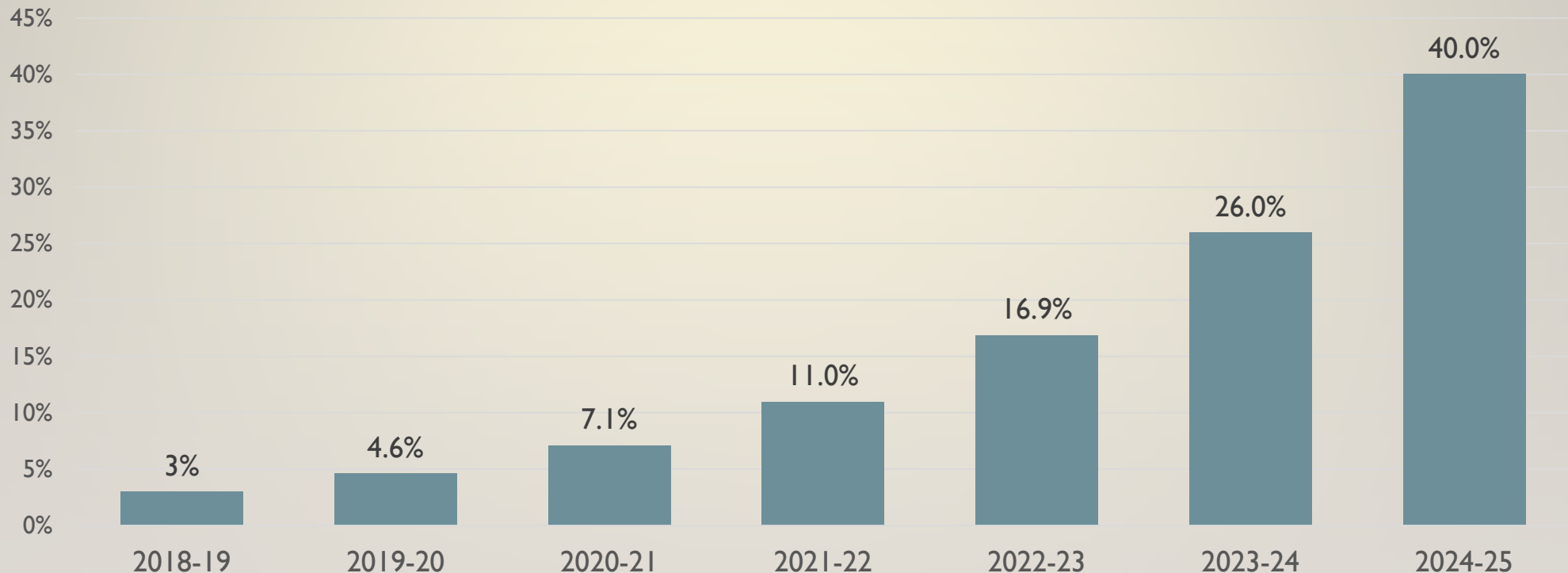


Source: Professional Development Coordinator



# KPI #19 (OBJECTIVE 4.3): INCREASE PERCENTAGE OF FACULTY WHO COMPLETE TEACHING MEN OF COLOR IN THE COMMUNITY COLLEGE CERTIFICATE FROM 3% TO 40% (125 OUT OF 315 FACULTY)

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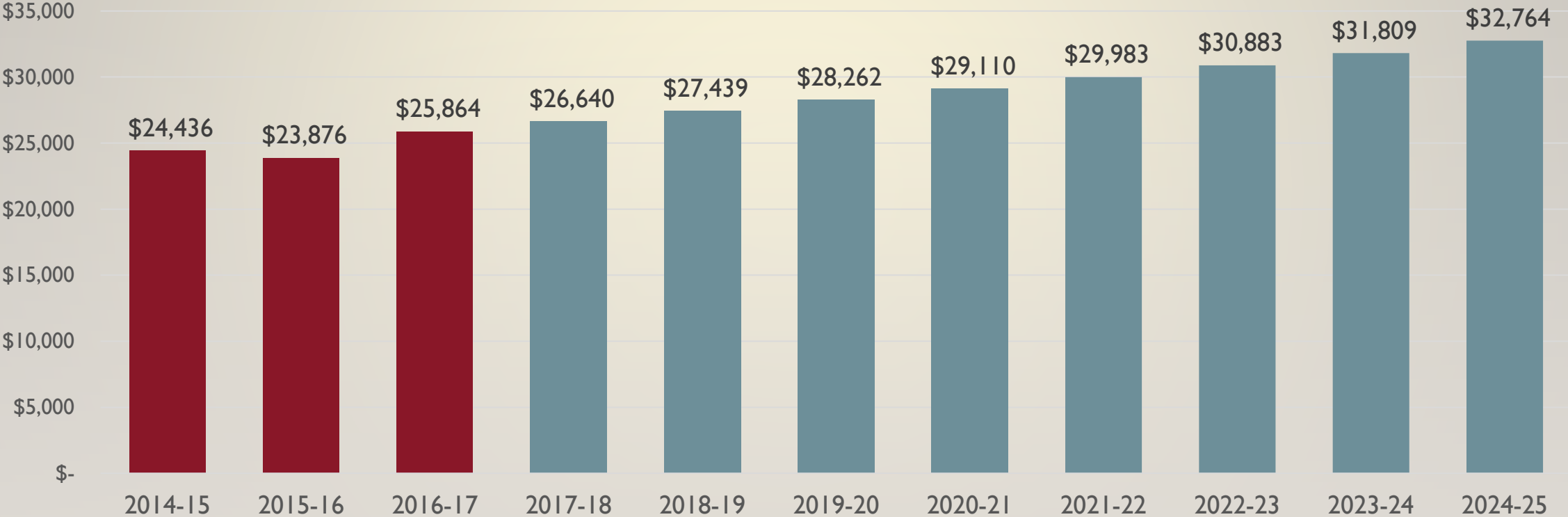


# 2030 GOAL 5: WORKFORCE AND ECONOMIC DEVELOPMENT

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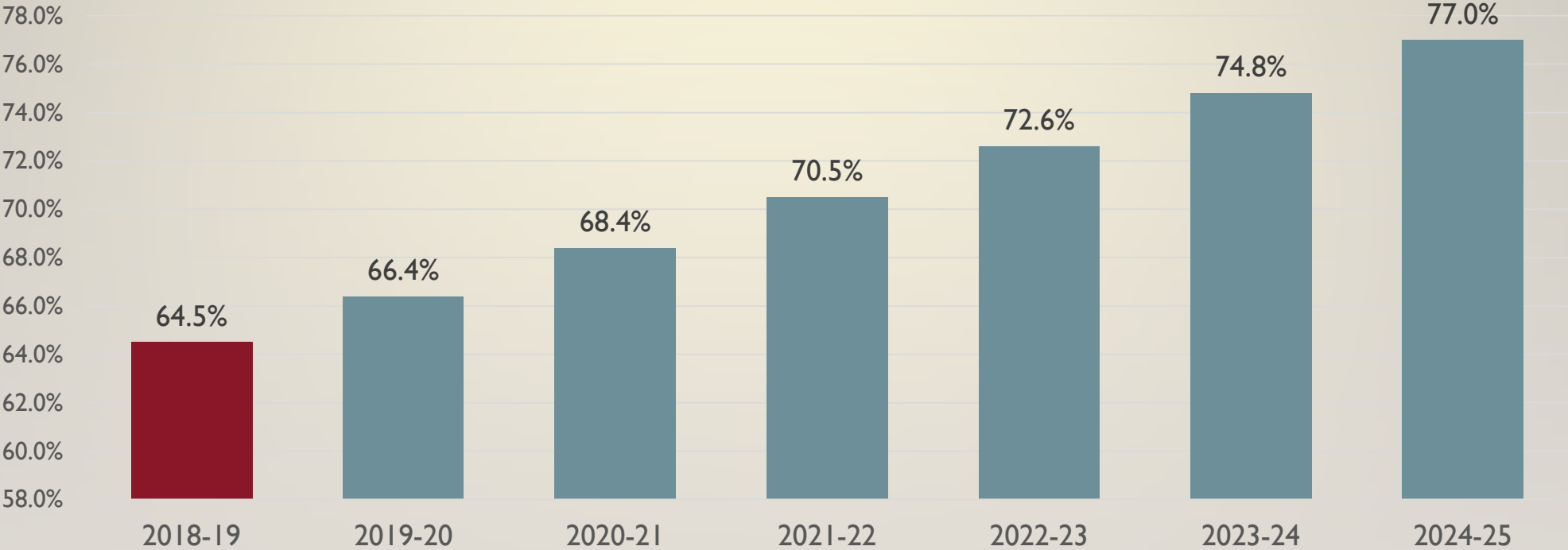
REDUCE WORKING POVERTY AND THE SKILLS GAP

# KPI #20 (OBJECTIVE 5.1): INCREASE THE MEDIAN ANNUAL EARNINGS OF ALL STUDENTS



Source: Student Success Metrics Dashboard

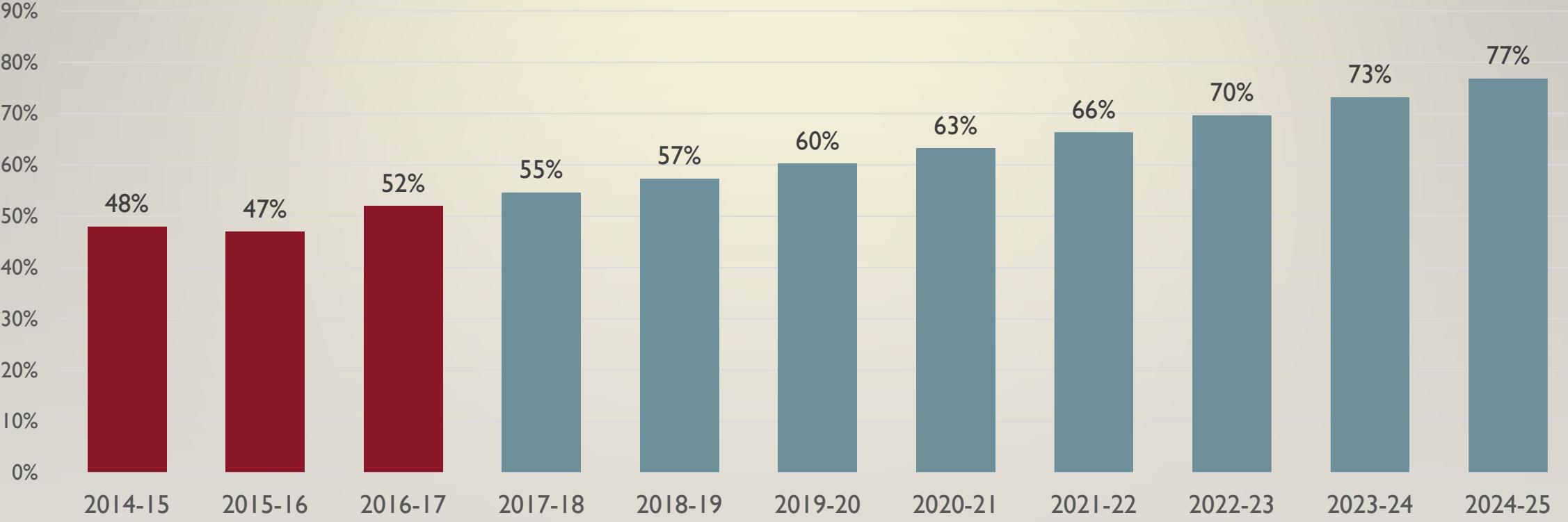
# KPI #21 (OBJECTIVE 5.2): INCREASE PERCENT OF CTE STUDENTS EMPLOYED IN THEIR FIELD OF STUDY BY 3% ANNUALLY



Source: CTE Outcomes Survey

# KPI #22 (OBJECTIVE 5.3): INCREASE PERCENT OF ALL STUDENTS WHO ATTAIN A LIVABLE WAGE BY 5% ANNUALLY

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Source: Student Success Metrics Dashboard

# NEXT STEPS

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- 22 KPIs to be assessed and reported annually each fall
- We have been intentional to report these KPIs in alignment with district goals, SSM, VfS, ISS
- Questions?