

KPI	Objective	Description	Responsible Council	Operational committee, group, or position to lead implementation
Goal 1 (Access) Expand college access by increasing both headcount and FTES.				
1	1.1	Go from 7,366 to 8,759 total FTES	Academic Council	APC, SSC and Enrollment Management Workgroup
2	1.2	Go from 14,624 headcount to 16,581 total headcount	Student Support Council	APC, SSC, Enrollment Management Workgroup
3	1.4	Increase capture rates from feeder high schools by 4% annually.	Student Support Council	Student Services operational group, Promise Workgroup
Goal 2 (Success) Implement Guided Pathways framework.				
4	2.1	Increase number of degrees completed by 15% annually	Academic Council	Deans of Instruction, Guided Pathways Workgroup, Counseling, Academic Evaluations, KPI 4 & 5 Operational Group
5	2.2	Increase number of certificates completely by 15% annually	Academic Council	Deans of Instruction, Guided Pathways Workgroup, Counseling, Academic Evaluations, KPI 4 & 5 Operational Group
6	2.4	Increase number of transfers 15% annually	Student Support Council	Transfer Center, Counseling, Guided Pathway project team, KPI 6 Operational Group
7	2.5	Increase the number of first-time, full-time enrolled students from 508 to 900	Student Support Council	Engagement Centers, Promise Workgroup
Goal 3 (Equity) Close all student equity gaps.				
8	3.1	Reduce the equity gap for African American students by 40%.	Student Support Council	Dean(s) overseeing Equity, Teaching & Learning Committee, PACES grant director, Distance Education Committee, Racial Justice Task Force, Umoja, Guided Pathways & Equity Team
9	3.2	Reduce the equity gap for Latinx students by 40%.	Student Support Council	Dean(s) overseeing Equity, Teaching & Learning Committee, PACES grant director, Distance Education Committee, Puente, Guided Pathways & Equity Team
10	3.3	Reduce the equity gap for Men of Color by 40%.	Student Support Council	Dean(s) overseeing Equity, Teaching & Learning Committee, PACES grant director, Distance Education Committee, Men of Color, Guided Pathways & Equity Team
11	3.4	Reduce the equity gap for LGBTQ+ students by 40%.	Student Support Council	Dean(s) overseeing Equity, Teaching & Learning Committee, LGBTQ+ Advocates Committee, and Distance Education Committee

KPI	Objective	Description	Responsible Council	Operational committee, group, or position to lead implementation
12	3.5	Reduce the equity gap for Foster Youth students by 40%.	Student Support Council	Dean(s) overseeing Special Funded Programs, Teaching & Learning Committee, Distance Education Committee, EOPS, KPI 12 Operational Group
Goal 5 (Workforce and Economic Development) Reduce working poverty and the skills gap				
13	5.1	Increase the median annual earnings of all students	Student Support Council	Career Center, Apprenticeship Director, CalWORKS, Counseling; Employment Services/Resources, KPI 13, 14 and 15 Operational Group
14	5.2	Increase percent of CTE students employed in their field of study by 3% annually	Academic Council	CTE Project Specialist, Administrator(s) overseeing CTE; CTE Faculty, KPI 13, 14 and 15 Operational Group
15	5.3	Increase percent of all students who attain a livable wage by 5% annually	Student Support Council	Career Center, Apprenticeship Director, Counseling; Employment Services/Resources, KPI 13, 14 and 15 Operational Group