



# Strategic Plan Common Measures

2014 Annual Update

Institutional Research and Reporting  
January 2015

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# Strategic Plan: Common Measures

## 2014 Annual Review



Strategic Goal #1: Student Success							
Objective #1 - Increase Completion							
Measure: Annual Number of Transfers		2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
UC = University of California, CSU = California State University, ISP = In-State Private, and OOS = Out-of-State Note: 2013-14 data not available for In-State Private (ISP) and Out-of-State (OOS)							
BC	<b>Total Transfers</b>	1,180	1,198	1,188	1,010	-	
	CSU	746	762	783	628	593	
	UC	48	65	48	59	41	
	<b>CSU &amp; UC Subtotal</b>	<b>794</b>	<b>827</b>	<b>831</b>	<b>687</b>	<b>634</b>	
	ISP & OOS	386	371	357	323	-	
CC	<b>Total Transfers</b>	234	263	228	173	-	
	CSU	44	57	63	55	58	
	UC	8	13	14	17	10	
	<b>CSU &amp; UC Subtotal</b>	<b>52</b>	<b>70</b>	<b>77</b>	<b>72</b>	<b>68</b>	
	ISP & OOS	182	193	151	101	-	
PC	<b>Total Transfers</b>	201	237	218	207	-	
	CSU	87	131	110	108	128	
	UC	7	11	16	13	16	
	<b>CSU &amp; UC Subtotal</b>	<b>94</b>	<b>142</b>	<b>126</b>	<b>121</b>	<b>144</b>	
	ISP & OOS	107	95	92	86	-	
Measure: Annual Transfer Rate (Transfer Velocity)		2003-04 to 2008-09	2004-05 to 2009-10	2005-06 to 2010-11	2006-07 to 2011-12	2007-08 to 2012-13	Trendlines
Explanation: Transfer Velocity is a six-year transfer rate derived from the CA Community College Chancellor's Office Transfer Cohort project. The project tracks first-time students who demonstrate "behavioral intent to transfer" by completing 12 units and attempting transfer-level Math or English within a six-year period.							
BC	Cohort Size	1,581	1,756	1,610	1,871	1,657	
	6-Year Transfer Rate	41%	40%	38%	41%	37%	
CC	Cohort Size	241	234	214	306	235	
	6-Year Transfer Rate	42%	42%	40%	46%	49%	
PC	Cohort Size	222	214	265	306	339	
	6-Year Transfer Rate	33%	32%	34%	37%	41%	

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #1: Student Success

#### Objective #1 - Increase Completion

Measure: Annual Number of Degrees and Certificates		2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
BC	<b>Total Awards</b>	1,712	1,640	1,792	1,832	2,042	
	AA or AS Degrees	977	942	891	782	945	
	AA-T or AS-T Degrees			4	31	81	
	Certificates of Achievement	250	169	226	283	294	
	Job Skills Certificates	485	529	671	736	722	
CC	<b>Total Awards</b>	251	348	290	403	358	
	AA or AS Degrees	224	304	226	260	249	
	AA-T or AS-T Degrees				3	3	
	Certificates of Achievement	27	40	60	115	77	
	Job Skills Certificates		4	4	25	29	
PC	<b>Total Awards</b>	391	307	443	393	403	
	AA or AS Degrees	245	179	330	271	302	
	AA-T or AS-T Degrees			2	9	26	
	Certificates of Achievement	146	128	111	113	75	
	Job Skills Certificates						
Measure: Annual Course Success & Retention		2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
BC	<b>Overall Retention Rate</b>	84.0%	82.7%	83.3%	85.2%	86.1%	
	<b>Overall Success Rate</b>	65.8%	64.3%	66.1%	68.0%	68.9%	
	Online Course Retention	75.1%	73.0%	71.5%	75.0%	76.8%	
	Online Course Success	50.6%	47.7%	48.3%	52.8%	51.7%	
	Basic Skills Course Retention	78.9%	78.9%	79.8%	82.0%	84.0%	
	Basic Skills Course Success	49.7%	51.3%	54.6%	57.4%	59.2%	
	CTE Course Retention	87.6%	86.8%	86.6%	88.6%	88.7%	
CTE Course Success	76.0%	75.1%	75.1%	77.5%	78.0%		

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### Strategic Goal #1: Student Success

#### Objective #1 - Increase Completion

Measure: Annual Course Success & Retention		2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
CC	Overall Retention Rate	82.0%	82.4%	83.3%	83.0%	82.4%	
	Overall Success Rate	65.2%	64.7%	64.5%	66.8%	66.0%	
	Online Course Retention	76.7%	77.7%	79.0%	77.9%	77.9%	
	Online Course Success	57.7%	58.0%	58.1%	60.3%	60.3%	
	Basic Skills Course Retention	78.0%	84.1%	86.5%	84.4%	85.0%	
	Basic Skills Course Success	50.9%	53.5%	56.6%	60.7%	59.8%	
	CTE Course Retention	84.3%	83.2%	85.7%	82.9%	84.3%	
	CTE Course Success	68.9%	67.2%	68.8%	68.1%	68.3%	
PC	Overall Retention Rate	85.5%	85.0%	84.8%	86.7%	87.4%	
	Overall Success Rate	63.9%	65.1%	66.6%	69.0%	69.7%	
	Online Course Retention	79.7%	76.5%	74.3%	78.5%	77.8%	
	Online Course Success	54.2%	50.2%	51.7%	57.0%	57.3%	
	Basic Skills Course Retention	81.9%	82.4%	83.4%	86.9%	87.4%	
	Basic Skills Course Success	55.5%	57.6%	62.5%	65.2%	64.3%	
	CTE Course Retention	89.1%	87.8%	86.7%	88.6%	89.1%	
	CTE Course Success	72.9%	74.0%	72.4%	75.6%	76.2%	
Measure: Student Success Scorecard Completion Rate		2003-04 to 2008-09	2004-05 to 2009-10	2005-06 to 2010-11	2006-07 to 2011-12	2007-08 to 2012-13	Trendlines
<b>Explanation:</b> First-time students who complete six or more units and attempt any Math or English in their first three years are tracked for six years to see if they complete a degree, certificate or transfer-related outcomes. Prepared students are those who go directly into college level courses, while Unprepared students enroll in remedial Math and/or English.							
BC	Cohort Size	2,337	2,540	2,516	2,727	2,807	
	Overall Completion Success Rate	43.6%	44.7%	40.8%	43.5%	39.9%	
	Prepared (avg 16% of cohort)	70.2%	71.2%	70.1%	71.6%	67.2%	
	Unprepared (avg 84% of cohort)	38.6%	38.6%	36.3%	38.5%	34.8%	
CC	Cohort Size	542	518	416	490	458	
	Overall Completion Success Rate	45.0%	45.2%	47.1%	49.6%	49.8%	
	Prepared (avg 25% of cohort)	75.4%	77.3%	66.4%	72.9%	83.2%	
	Unprepared (avg 75% of cohort)	35.4%	36.5%	40.5%	40.9%	37.2%	
PC	Cohort Size	522	501	520	545	577	
	Overall Completion Success Rate	39.7%	41.9%	43.7%	51.0%	45.2%	
	Prepared (avg 11% of cohort)	80.0%	66.7%	81.8%	75.3%	82.7%	
	Unprepared (avg 89% of cohort)	36.8%	39.5%	39.1%	47.2%	37.6%	



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Strategic Goal #1: Student Success							
Objective #2 - Improve Milestone Achievements							
Measure: Percentage of Students Completing All Matriculation Components		2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
<b>Explanation:</b> The denominator includes all students whose first term enrolled was the fall term of the specified academic year. The numerator includes those students who completed all matriculation components by the end of that first term.							
BC	Cohort Size	4,209	4,015	3,360	3,313	3,728	
	Fully Matriculated	24%	21%	31%	38%	40%	
CC	Cohort Size	920	927	790	613	880	
	Fully Matriculated	32%	29%	29%	41%	32%	
PC	Cohort Size	930	877	806	850	916	
	Fully Matriculated	17%	22%	24%	45%	49%	
Measure: Student Success Scorecard 30-Unit Rate		2003-04 to 2008-09	2004-05 to 2009-10	2005-06 to 2010-11	2006-07 to 2011-12	2007-08 to 2012-13	Trendlines
<b>Explanation:</b> First-time students who complete six or more units and attempt any Math or English in their first three years are tracked for six years to see if they successfully complete at least 30 units. Prepared students are those who go directly into college level courses, while Unprepared students enroll in remedial Math and/or English.							
BC	Cohort Size	2,337	2,540	2,516	2,727	2,807	
	<b>Overall 30-Unit Success Rate</b>	<b>65.4%</b>	<b>65.1%</b>	<b>62.9%</b>	<b>64.5%</b>	<b>62.3%</b>	
	Prepared (avg 16% of cohort)	75.3%	75.4%	70.7%	71.3%	71.4%	
	Unprepared (avg 84% of cohort)	63.6%	62.7%	61.7%	63.2%	60.6%	
CC	Cohort Size	542	518	416	490	458	
	<b>Overall 30-Unit Success Rate</b>	<b>50.4%</b>	<b>52.3%</b>	<b>54.6%</b>	<b>55.7%</b>	<b>58.5%</b>	
	Prepared (avg 25% of cohort)	44.6%	45.5%	45.8%	42.1%	48.8%	
	Unprepared (avg 75% of cohort)	52.2%	54.2%	57.6%	60.8%	62.2%	
PC	Cohort Size	522	501	520	545	577	
	<b>Overall 30-Unit Success Rate</b>	<b>64.4%</b>	<b>61.1%</b>	<b>62.3%</b>	<b>69.2%</b>	<b>66.6%</b>	
	Prepared (avg 11% of cohort)	82.9%	62.2%	65.5%	63.0%	71.4%	
	Unprepared (avg 89% of cohort)	63.0%	61.0%	61.9%	70.1%	65.6%	

# Strategic Plan: Common Measures

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### Strategic Goal #1: Student Success

#### Objective #2 - Improve Milestone Achievements

Measure: Student Success Scorecard		2003-04 to	2004-05 to	2005-06 to	2006-07 to	2007-08 to	Trendlines
Persistence Rate		2008-09	2009-10	2010-11	2011-12	2012-13	
<b>Explanation:</b> First-time students who complete six or more units and attempt any Math or English in their first three years are tracked to see if they attempt a credit course in their first three consecutive primary terms. Prepared students are those who go directly into college level courses, while Unprepared students enroll in remedial Math and/or English.							
BC	Cohort Size	2,337	2,540	2,516	2,727	2,807	
	<b>Overall Persistence Success Rate</b>	<b>75.1%</b>	<b>75.2%</b>	<b>71.2%</b>	<b>71.8%</b>	<b>71.0%</b>	
	Prepared (avg 16% of cohort)	75.3%	81.4%	72.5%	71.1%	68.3%	
	Unprepared (avg 84% of cohort)	75.0%	73.8%	71.0%	71.9%	71.6%	
CC	Cohort Size	542	518	416	490	458	
	<b>Overall Persistence Success Rate</b>	<b>61.6%</b>	<b>59.5%</b>	<b>57.9%</b>	<b>63.3%</b>	<b>64.2%</b>	
	Prepared (avg 25% of cohort)	65.4%	63.6%	57.9%	66.2%	68.0%	
	Unprepared (avg 75% of cohort)	60.4%	58.3%	57.9%	62.2%	62.8%	
PC	Cohort Size	522	501	520	545	577	
	<b>Overall Persistence Success Rate</b>	<b>71.6%</b>	<b>72.1%</b>	<b>70.8%</b>	<b>71.4%</b>	<b>74.4%</b>	
	Prepared (avg 11% of cohort)	80.0%	73.3%	76.4%	68.5%	82.7%	
	Unprepared (avg 89% of cohort)	71.0%	71.9%	70.1%	71.8%	72.7%	
Measure: Student Success Scorecard		2003-04 to	2004-05 to	2005-06 to	2006-07 to	2007-08 to	Trendlines
Remedial English Progress Rate		2008-09	2009-10	2010-11	2011-12	2012-13	
<b>Explanation:</b> A cohort of students who attempt a Remedial English course is tracked to determine whether they successfully complete a college-level English course within six years.							
BC	Cohort Size	2,417	2,348	2,585	2,411	2,313	
	Remedial English Progress Success Rate	30.5%	29.6%	29.3%	29.8%	30.5%	
CC	Cohort Size	599	591	525	499	436	
	Remedial English Progress Success Rate	24.2%	24.5%	22.5%	24.2%	24.8%	
PC	Cohort Size	805	794	878	758	752	
	Remedial English Progress Success Rate	27.8%	28.6%	30.6%	34.7%	32.3%	

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### Strategic Goal #1: Student Success

#### Objective #2 - Improve Milestone Achievements

Measure: Student Success Scorecard	2003-04 to 2008-09	2004-05 to 2009-10	2005-06 to 2010-11	2006-07 to 2011-12	2007-08 to 2012-13	Trendlines
<b>Remedial Math Progress Rate</b>						
<b>Explanation:</b> A cohort of students who attempt a Remedial Math course is tracked to determine whether they successfully complete a college-level Math course within six years.						
<b>BC</b>	Cohort Size	1,830	1,711	1,653	1,958	2,422
	Remedial Math Progress Success Rate	20.2%	22.9%	23.7%	24.1%	21.4%
<b>CC</b>	Cohort Size	670	623	499	460	522
	Remedial Math Progress Success Rate	23.7%	23.3%	27.3%	28.3%	27.2%
<b>PC</b>	Cohort Size	673	691	614	522	524
	Remedial Math Progress Success Rate	11.9%	15.8%	16.6%	23.6%	24.4%

#### Objective #3 - Increase Student Engagement

Measure: CCSSE Key Findings	2011	2014	Difference (Percentage Points)	
<b>Note:</b> Benchmark scores are standardized to have a mean of 50 and standard deviation of 25 across all respondents in the national CCSSE sample.				
<b>BC</b>	<b>CCSSE Benchmark Scores</b>			
	Active & Collaborative Learning	53.4	52.6	-0.8
	Student Effort	47.3	48.2	0.9
	Academic Challenge	54.3	53.7	-0.6
	Student-Faculty Interaction	48.6	48.5	-0.1
	Support for Learners	50.7	51.8	1.1
<b>CC</b>	<b>CCSSE Benchmark Scores</b>			
	Active & Collaborative Learning	48.7	47.7	-1.0
	Student Effort	47.3	51.4	4.1
	Academic Challenge	44.2	45.1	0.9
	Student-Faculty Interaction	47.7	47.7	0.0
	Support for Learners	49.9	49.8	-0.1
<b>PC</b>	<b>CCSSE Benchmark Scores</b>			
	Active & Collaborative Learning	52.8	53.6	0.8
	Student Effort	53.3	55.1	1.8
	Academic Challenge	54.1	55.6	1.5
	Student-Faculty Interaction	50.3	49.7	-0.6
	Support for Learners	58.1	57.6	-0.5

**Strategic Plan: Common Measures**  
**2014 Annual Review**



**Strategic Goal #2: Equity**

**Objective #1 - Close Achievement Gaps**

**Measure: Equity Data for Service Area Population (Adults 18-65) vs. Student Population**

**Explanation:** The Proportionality Index is used to assess whether there are achievement gaps between demographic sub-groups such as by gender, age and ethnicity. When evaluating for gaps, a cohort of students is defined and those who achieve the desired outcome are identified. Both the total cohort group and the outcome group are disaggregated into demographic sub-groups. The Proportionality Index is a ratio that compares the percentage of a subgroup in the total cohort to the percentage of the same subgroup in the desired outcome. If the sub-group is equally represented in both the cohort and the outcome group, the results are proportional and disproportionate impact does not exist.

BC	Pop. vs Student	2008			2009			2010			2011			2012		
		ServArea %	Student %	Proport. Index	ServArea %	Student %	Proport. Index	ServArea %	Student %	Proport. Index	ServArea %	Student %	Proport. Index	ServArea %	Student %	Proport. Index
	Female	47.5%	55.5%	1.17	47.6%	53.8%	1.13	47.6%	54.3%	1.14	47.5%	54.6%	1.15	47.5%	53.9%	1.13
	Male	52.5%	44.2%	0.84	52.4%	46.0%	0.88	52.4%	45.4%	0.87	52.5%	44.9%	0.86	52.5%	45.4%	0.86
	19 or Younger	5.6%	25.6%	4.60	5.6%	26.4%	4.74	5.5%	24.7%	4.52	5.3%	24.2%	4.55	5.2%	24.2%	4.66
	20 to 24 years	12.9%	31.8%	2.48	12.9%	33.0%	2.56	13.0%	34.8%	2.68	13.3%	36.5%	2.75	13.4%	37.1%	2.76
	25 to 39 years	35.2%	29.2%	0.83	35.0%	29.0%	0.83	34.8%	28.9%	0.83	34.7%	28.0%	0.81	34.9%	28.1%	0.81
	40 or Older	46.4%	13.4%	0.29	46.5%	11.6%	0.25	46.7%	11.5%	0.25	46.7%	11.3%	0.24	46.5%	10.6%	0.23
	African American	5.9%	7.1%	1.20	5.9%	7.4%	1.26	5.8%	7.6%	1.30	5.8%	7.2%	1.24	5.8%	6.0%	1.04
	American Indian	0.8%	1.1%	1.41	0.8%	0.9%	1.18	0.7%	0.8%	1.08	0.7%	0.6%	0.83	0.7%	0.5%	0.71
	Asian/ Filipino	4.5%	5.2%	1.16	4.6%	5.1%	1.12	4.6%	4.6%	0.99	4.7%	4.3%	0.92	4.7%	4.3%	0.91
	Hispanic	49.1%	48.6%	0.99	49.9%	50.1%	1.00	50.9%	52.8%	1.04	51.8%	55.6%	1.07	52.7%	58.0%	1.10
	Pacific Islander	0.1%	0.3%	2.55	0.1%	0.2%	1.74	0.1%	0.2%	1.63	0.1%	0.2%	1.63	0.1%	0.1%	0.81
	White	38.9%	33.3%	0.86	38.1%	32.3%	0.85	37.0%	30.4%	0.82	36.1%	28.0%	0.78	35.2%	26.3%	0.75
	Two+ Races	0.7%	1.5%	2.27	0.7%	2.0%	2.83	0.8%	2.6%	3.40	0.8%	3.0%	3.87	0.8%	3.3%	4.03
CC	Pop. vs Student	2009			2010			2011			2012			2013		
	Female	46.4%	59.9%	1.29	46.6%	61.0%	1.31	46.5%	61.9%	1.33	46.4%	61.5%	1.33	46.3%	63.4%	1.37
	Male	53.6%	39.9%	0.74	53.4%	38.7%	0.72	53.5%	37.9%	0.71	53.6%	38.3%	0.72	53.7%	36.5%	0.68
	19 or Younger	4.1%	16.4%	3.98	4.1%	15.8%	3.86	4.0%	14.7%	3.71	3.9%	15.2%	3.95	3.8%	15.2%	4.06
	20 to 24 years	9.9%	22.5%	2.27	9.9%	26.1%	2.65	9.9%	26.7%	2.70	9.9%	28.1%	2.85	9.8%	28.4%	2.89
	25 to 39 years	30.0%	34.5%	1.15	29.8%	36.0%	1.21	30.1%	37.5%	1.25	30.6%	37.1%	1.21	31.1%	36.9%	1.19
	40 or Older	56.0%	26.5%	0.47	56.2%	22.2%	0.39	56.1%	21.1%	0.38	55.6%	19.6%	0.35	55.3%	19.4%	0.35

**Strategic Plan: Common Measures**  
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**Strategic Goal #2: Equity**

**Objective #1 - Close Achievement Gaps**

**Measure: Equity Data for Service Area Population vs. Student Population** *continued*

CC	Pop. vs Student	2009			2010			2011			2012			2013		
		ServArea %	Student %	Proport. Index	ServArea %	Student %	Proport. Index	ServArea %	Student %	Proport. Index	ServArea %	Student %	Proport. Index	ServArea %	Student %	Proport. Index
	African American	4.6%	5.3%	1.14	4.6%	6.1%	1.32	4.7%	6.3%	1.35	4.8%	5.5%	1.16	4.9%	5.1%	1.04
	American Indian	2.6%	2.7%	1.06	2.6%	2.3%	0.91	2.6%	2.1%	0.80	2.6%	1.9%	0.75	2.6%	1.7%	0.67
	Asian/ Filipino	2.5%	4.2%	1.70	2.5%	4.2%	1.66	2.6%	4.5%	1.72	2.6%	4.3%	1.65	2.7%	3.9%	1.46
	Hispanic	19.9%	21.2%	1.07	20.6%	25.8%	1.25	21.4%	28.9%	1.35	22.2%	32.6%	1.47	23.0%	36.3%	1.58
	Pacific Islander	0.2%	0.3%	2.18	0.2%	0.3%	1.28	0.2%	0.2%	1.01	0.2%	0.2%	0.91	0.2%	0.2%	0.86
	White	69.3%	61.2%	0.88	68.3%	56.6%	0.83	67.3%	53.3%	0.79	66.2%	50.1%	0.76	65.3%	47.2%	0.72
	Two+ Races	1.0%	2.7%	2.64	1.2%	4.0%	3.38	1.2%	4.1%	3.41	1.3%	4.9%	3.80	1.4%	5.1%	3.76
PC	Pop. vs Student	2009			2010			2011			2012			2013		
		ServArea %	Student %	Proport. Index	ServArea %	Student %	Proport. Index	ServArea %	Student %	Proport. Index	ServArea %	Student %	Proport. Index	ServArea %	Student %	Proport. Index
	Female	49.4%	62.8%	1.27	49.4%	62.3%	1.26	49.4%	63.1%	1.28	49.4%	61.8%	1.25	49.4%	61.3%	1.24
	Male	50.6%	37.0%	0.73	50.6%	37.5%	0.74	50.6%	36.6%	0.72	50.6%	38.0%	0.75	50.6%	38.4%	0.76
	19 or Younger	6.3%	24.9%	3.96	6.2%	26.0%	4.19	6.1%	26.7%	4.38	6.0%	25.7%	4.26	5.9%	25.2%	4.25
	20 to 24 years	12.4%	31.2%	2.52	12.5%	33.9%	2.71	12.6%	36.2%	2.87	12.7%	38.2%	3.02	12.7%	39.0%	3.07
	25 to 39 years	34.4%	28.0%	0.81	34.3%	28.1%	0.82	34.2%	26.8%	0.78	34.3%	26.3%	0.77	34.5%	26.5%	0.77
	40 or Older	46.9%	15.9%	0.34	47.0%	12.0%	0.26	47.1%	10.2%	0.22	47.0%	9.8%	0.21	46.9%	9.4%	0.20
	African American	0.6%	2.5%	4.29	0.6%	2.2%	3.47	0.6%	2.2%	3.65	0.6%	1.7%	2.81	0.6%	1.5%	2.43
	American Indian	1.1%	1.4%	1.28	1.1%	1.0%	0.90	1.1%	0.5%	0.47	1.0%	0.7%	0.69	1.0%	0.7%	0.72
	Asian/ Filipino	3.4%	5.8%	1.71	3.4%	5.4%	1.59	3.4%	5.3%	1.56	3.4%	4.5%	1.32	3.4%	4.0%	1.19
	Hispanic	62.7%	57.3%	0.91	63.4%	62.2%	0.98	64.3%	64.7%	1.01	65.3%	67.6%	1.04	66.1%	71.0%	1.07
	Pacific Islander	0.0%	0.3%	11.03	0.0%	0.2%	9.37	0.0%	0.2%	7.15	0.0%	0.1%	3.44	0.0%	0.1%	2.80
	White	31.8%	29.8%	0.94	31.0%	26.6%	0.86	30.0%	24.5%	0.82	29.0%	22.7%	0.78	28.2%	19.9%	0.71
	Two+ Races	0.5%	1.5%	2.83	0.6%	2.0%	3.49	0.6%	2.3%	3.91	0.6%	2.3%	3.86	0.6%	2.4%	3.83

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #2: Equity

#### Objective #1 - Close Achievement Gaps

##### Measure: Equity Data for Successful Course Completion

**Explanation:** The Proportionality Index is used to assess whether there are achievement gaps between demographic sub-groups such as by gender, age and ethnicity. When evaluating for gaps, a cohort of students is defined and those who achieve the desired outcome are identified. Both the total cohort group and the outcome group are disaggregated into demographic sub-groups. The Proportionality Index is a ratio that compares the percentage of a subgroup in the total cohort to the percentage of the same subgroup in the desired outcome. If the sub-group is equally represented in both the cohort and the outcome group, the results are proportional and disproportionate impact does not exist.

**Successful Course Completion** is determined by grades as follows: **successful grades** = A, B, C, and P; **denominator** = A, B, C, P, D, F, I, NP, W, and DR.

**Note:** Areas in grey without figures indicate groups where numbers are too small to be meaningful - use the "All Cohorts Combined" columns to assess the group (where available).

BC Course Completion		2008-09			2009-10			2010-11			2011-12			2012-13		
	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	
Female	56.7%	56.4%	0.99	55.2%	55.1%	1.00	55.3%	55.1%	1.00	55.9%	55.0%	0.98	55.5%	55.3%	1.00	
Male	43.0%	43.2%	1.01	44.6%	44.7%	1.00	44.4%	44.6%	1.00	43.7%	44.6%	1.02	44.0%	44.2%	1.00	
19 or Younger	35.6%	33.0%	0.93	35.5%	34.2%	0.96	33.8%	32.7%	0.97	32.3%	31.6%	0.98	32.4%	31.2%	0.96	
20 to 24 years	33.3%	32.9%	0.99	32.7%	31.7%	0.97	34.5%	33.4%	0.97	35.7%	34.3%	0.96	37.5%	36.3%	0.97	
25 to 39 years	22.7%	24.5%	1.08	23.7%	25.1%	1.06	23.4%	24.8%	1.06	23.2%	24.6%	1.06	22.5%	24.1%	1.07	
40 or Older	8.5%	9.6%	1.13	8.1%	9.0%	1.12	8.3%	9.1%	1.10	8.8%	9.5%	1.09	7.7%	8.4%	1.09	
African American	7.2%	5.6%	0.77	7.6%	5.5%	0.72	7.5%	5.2%	0.70	7.1%	5.3%	0.74	5.9%	4.4%	0.74	
American Indian	1.1%	1.1%	0.98	0.9%	0.9%	0.95	0.7%	0.7%	0.93	0.6%	0.6%	0.91	0.4%	0.4%	0.94	
Asian/ Filipino	5.6%	6.3%	1.13	5.2%	6.0%	1.15	4.8%	5.6%	1.17	4.4%	4.9%	1.10	4.5%	5.0%	1.10	
Hispanic	49.1%	47.4%	0.97	51.1%	49.8%	0.97	53.9%	52.3%	0.97	56.5%	55.0%	0.97	59.4%	57.6%	0.97	
Pacific Islander	0.3%	0.3%	0.97	0.3%	0.3%	0.98	0.2%	0.2%	0.94	0.2%	0.2%	1.03	0.1%	0.2%	1.09	
White	32.6%	35.2%	1.08	31.1%	33.9%	1.09	29.2%	32.4%	1.11	27.4%	30.4%	1.11	25.3%	27.9%	1.11	
Two+ Races	1.9%	1.8%	0.95	2.4%	2.3%	0.98	3.1%	2.9%	0.95	3.4%	3.2%	0.97	3.7%	3.7%	1.00	
Unknown	2.2%	2.3%	1.06	1.3%	1.4%	1.03	0.5%	0.5%	1.14	0.4%	0.5%	1.26	0.6%	0.8%	1.27	
CC Course Completion		2009-10			2010-11			2011-12			2012-13			2013-14		
	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	
Female	60.0%	58.9%	0.98	61.6%	60.8%	0.99	61.6%	60.1%	0.97	61.9%	61.5%	0.99	63.7%	63.8%	1.00	
Male	39.7%	40.9%	1.03	38.1%	38.9%	1.02	38.1%	39.7%	1.04	38.0%	38.4%	1.01	36.1%	36.0%	1.00	
19 or Younger	21.7%	21.3%	0.99	20.1%	19.9%	0.99	19.6%	19.4%	0.99	21.8%	22.6%	1.04	21.0%	21.9%	1.04	
20 to 24 years	24.2%	21.7%	0.90	26.7%	25.1%	0.94	26.9%	25.2%	0.94	27.9%	25.9%	0.93	28.9%	27.8%	0.96	
25 to 39 years	32.0%	31.8%	0.99	33.7%	33.6%	1.00	34.9%	34.9%	1.00	33.4%	33.2%	0.99	33.6%	33.4%	0.99	
40 or Older	22.1%	25.1%	1.14	19.5%	21.3%	1.10	18.6%	20.5%	1.10	16.9%	18.3%	1.08	16.5%	16.9%	1.02	

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**Strategic Goal #2: Equity**

**Objective #1 - Close Achievement Gaps**

Measure: Equity Data for Successful Course Completion *continued*

CC Course Completion		2009-10			2010-11			2011-12			2012-13			2013-14		
	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	
African American	5.2%	3.4%	0.65	6.0%	3.6%	0.61	6.0%	3.5%	0.59	5.2%	3.6%	0.70	4.9%	3.2%	0.65	
American Indian	3.2%	2.6%	0.83	3.0%	2.7%	0.89	2.7%	2.2%	0.84	2.5%	2.2%	0.87	2.0%	1.7%	0.84	
Asian/ Filipino	3.7%	4.0%	1.08	3.3%	3.6%	1.09	3.7%	4.2%	1.14	3.7%	4.2%	1.15	3.4%	4.1%	1.22	
Hispanic	19.5%	18.2%	0.93	22.8%	21.4%	0.94	25.9%	24.9%	0.96	30.7%	29.1%	0.95	35.2%	33.4%	0.95	
Pacific Islander	0.3%	0.3%	0.88	0.2%	0.2%	0.79	0.2%	0.2%	0.92	0.1%	0.1%	1.00	0.2%	0.1%	0.78	
White	62.9%	66.4%	1.06	59.5%	63.4%	1.07	56.1%	59.6%	1.06	51.6%	54.5%	1.06	48.1%	51.6%	1.07	
Two+ Races	3.3%	3.3%	1.00	4.8%	4.7%	0.98	5.1%	4.9%	0.97	6.0%	6.1%	1.02	5.9%	5.8%	0.97	
Unknown	1.9%	1.8%	0.96	0.4%	0.4%	0.95	0.3%	0.4%	1.09	0.2%	0.1%	0.66	0.3%	0.1%	0.45	

PC Course Completion		2009-10			2010-11			2011-12			2012-13			2013-14		
	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	% in Denominator	% of Success Grades	Proport. Index	
Female	62.7%	64.7%	1.03	61.7%	63.6%	1.03	61.7%	63.2%	1.02	61.4%	63.1%	1.03	59.8%	61.2%	1.02	
Male	37.0%	35.0%	0.95	38.1%	36.3%	0.95	38.1%	36.6%	0.96	38.4%	36.6%	0.95	40.0%	38.6%	0.97	
19 or Younger	30.9%	30.2%	0.98	33.0%	32.4%	0.98	32.9%	33.2%	1.01	33.5%	33.4%	1.00	33.6%	34.0%	1.01	
20 to 24 years	32.0%	30.7%	0.96	32.9%	32.6%	0.99	36.4%	36.0%	0.99	37.8%	37.5%	0.99	39.6%	39.2%	0.99	
25 to 39 years	25.3%	26.2%	1.04	24.3%	24.5%	1.01	22.0%	21.5%	0.98	21.0%	21.2%	1.01	20.5%	20.4%	1.00	
40 or Older	11.8%	12.9%	1.10	9.9%	10.6%	1.07	8.7%	9.3%	1.07	7.7%	7.8%	1.02	6.3%	6.4%	1.02	
African American	2.3%	1.5%	0.64	1.7%	1.2%	0.69	1.5%	0.8%	0.54	1.5%	1.0%	0.69	1.4%	1.2%	0.84	
American Indian	1.3%	1.0%	0.74	1.0%	0.8%	0.80	0.5%	0.4%	0.85	0.7%	0.6%	0.90	0.6%	0.5%	0.82	
Asian/ Filipino	6.2%	7.5%	1.21	5.5%	6.5%	1.18	5.1%	5.6%	1.08	4.1%	4.6%	1.11	3.7%	4.0%	1.07	
Hispanic	60.4%	60.2%	1.00	63.0%	62.5%	0.99	66.6%	66.6%	1.00	69.2%	69.5%	1.00	73.1%	73.2%	1.00	
Pacific Islander	0.3%	0.2%	0.74	0.3%	0.3%	1.19	0.1%	0.1%	0.93							
White	26.8%	27.2%	1.01	26.0%	26.5%	1.02	23.2%	23.5%	1.01	21.9%	21.9%	1.00	18.4%	18.5%	1.00	
Two+ Races	1.5%	1.5%	1.02	2.3%	2.3%	0.99	2.7%	2.9%	1.05	2.4%	2.3%	0.94	2.5%	2.5%	1.01	
Unknown	1.2%	1.0%	0.82	0.3%	0.1%	0.27	0.1%	0.1%	0.44	0.2%	0.1%	0.61	0.2%	0.1%	0.31	

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #2: Equity

#### Objective #1 - Close Achievement Gaps

##### Measure: Equity Data for Persistence

**Explanation:** The Proportionality Index is used to assess whether there are achievement gaps between demographic sub-groups such as by gender, age and ethnicity. When evaluating for gaps, a cohort of students is defined and those who achieve the desired outcome are identified. Both the total cohort group and the outcome group are disaggregated into demographic sub-groups. The Proportionality Index is a ratio that compares the percentage of a subgroup in the total cohort to the percentage of the same subgroup in the desired outcome. If the sub-group is equally represented in both the cohort and the outcome group, the results are proportional and disproportionate impact does not exist.

**Persistence** comes from the Student Success Scorecard where first-time students who complete six or more units and attempt any Math or English in their first three years are tracked to see if they attempt a credit course in their first three consecutive primary terms. Results for the most recent five cohorts are shown below.

**Note:** Areas in grey without figures indicate groups where numbers are too small to be meaningful - use the "All Cohorts Combined" columns to assess the group (where available).

BC Persistence	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
Female	59.1%	59.9%	1.01	59.9%	59.5%	0.99	57.9%	57.5%	0.99	57.1%	56.6%	0.99	55.6%	55.0%	0.99	57.8%	57.6%	1.00
Male	40.9%	40.1%	0.98	40.1%	40.5%	1.01	42.1%	42.5%	1.01	42.8%	43.3%	1.01	44.0%	44.5%	1.01	42.0%	42.3%	1.01
19 or Younger	79.2%	80.4%	1.02	82.4%	84.3%	1.02	83.6%	83.9%	1.00	83.0%	85.5%	1.03	81.8%	82.7%	1.01	82.0%	83.4%	1.02
20 to 24 years	9.3%	7.9%	0.85	8.5%	7.1%	0.83	7.6%	7.5%	0.99	8.5%	7.0%	0.82	8.8%	7.8%	0.88	8.5%	7.5%	0.87
25 to 39 years	7.7%	7.8%	1.01	5.9%	5.5%	0.94	6.2%	6.2%	1.01	6.1%	5.1%	0.84	6.2%	6.4%	1.02	6.4%	6.2%	0.97
40 or Older	3.9%	3.9%	1.01	3.1%	3.0%	0.96	2.7%	2.3%	0.88	2.4%	2.4%	0.99	3.1%	3.2%	1.01	3.0%	3.0%	0.98
African American	5.6%	5.0%	0.90	6.1%	4.9%	0.79	5.9%	5.2%	0.89	4.6%	4.6%	1.01	4.9%	4.6%	0.94	5.4%	4.9%	0.90
American Indian				1.3%	1.4%	1.06	1.7%	1.5%	0.85				1.2%	1.4%	1.16	1.3%	1.2%	0.93
Asian	3.2%	3.4%	1.07	3.3%	3.5%	1.05	3.9%	4.2%	1.06	3.9%	3.6%	0.92	3.5%	3.8%	1.09	3.6%	3.7%	1.03
Filipino	3.2%	3.4%	1.07	3.3%	3.1%	0.96	4.1%	3.7%	0.92	3.7%	3.8%	1.02	2.3%	2.7%	1.17	3.3%	3.3%	1.02
Hispanic	45.7%	45.3%	0.99	44.5%	43.4%	0.97	47.7%	48.6%	1.02	47.7%	48.4%	1.01	44.6%	44.7%	1.00	46.1%	46.0%	1.00
Pacific Islander																0.5%	0.4%	0.89
Unknown	2.6%	2.1%	0.81	3.3%	3.9%	1.17	2.9%	3.1%	1.04	4.4%	4.6%	1.04	11.5%	12.0%	1.04	5.1%	5.3%	1.02
White	37.9%	39.2%	1.03	37.6%	39.5%	1.05	33.5%	33.4%	1.00	34.3%	34.0%	0.99	31.2%	30.3%	0.97	34.8%	35.2%	1.01
CC Persistence	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
Female	61.6%	59.9%	0.97	59.1%	60.4%	1.02	60.3%	61.0%	1.01	58.6%	59.0%	1.01	59.4%	60.5%	1.02	59.8%	60.1%	1.01
Male	38.4%	40.1%	1.05	40.9%	39.6%	0.97	39.7%	39.0%	0.98	40.8%	40.3%	0.99	40.2%	39.1%	0.97	40.0%	39.7%	0.99
19 or Younger	60.7%	63.2%	1.04	61.4%	61.4%	1.00	68.8%	70.1%	1.02	72.4%	73.5%	1.02	72.9%	73.8%	1.01	66.9%	68.2%	1.02
20 to 24 years	12.5%	9.0%	0.72	13.3%	11.7%	0.88	10.6%	7.9%	0.75	9.0%	8.4%	0.93	9.8%	8.8%	0.90	11.1%	9.2%	0.83
25 to 39 years	17.2%	18.3%	1.06	16.4%	15.6%	0.95	13.7%	14.1%	1.03	10.6%	9.0%	0.85	9.8%	8.5%	0.87	13.7%	13.2%	0.96
40 or Older	9.6%	9.6%	1.00	8.9%	11.4%	1.28				8.0%	9.0%	1.13	7.4%	8.8%	1.19	8.3%	9.4%	1.14



**Strategic Plan: Common Measures**  
**2014 Annual Review**



**Strategic Goal #2: Equity**

**Objective #1 - Close Achievement Gaps**

Measure: Equity Data for Persistence *continued*

CC	Persistence	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	African American															3.8%	3.6%	0.93	
	American Indian															2.9%	2.6%	0.88	
	Asian															3.5%	3.6%	1.03	
	Filipino															1.8%	2.2%	1.19	
	Hispanic	12.0%	12.3%	1.02	13.9%	13.0%	0.93	10.1%	8.3%	0.82	10.2%	8.4%	0.82	11.6%	12.2%	1.06	11.6%	11.0%	0.94
	Pacific Islander																		
	Unknown												10.3%	9.5%	0.93	4.7%	4.3%	0.92	
	White	70.7%	71.9%	1.02	69.3%	72.1%	1.04	71.4%	72.6%	1.02	75.7%	76.8%	1.01	67.0%	67.0%	1.00	70.8%	72.1%	1.02
PC	Persistence	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	Female	62.5%	64.7%	1.04	64.3%	65.1%	1.01	64.8%	68.2%	1.05	65.1%	64.3%	0.99	62.0%	59.9%	0.97	63.7%	64.3%	1.01
	Male	37.5%	35.3%	0.94	35.7%	34.9%	0.98	35.2%	31.8%	0.90	34.5%	35.2%	1.02	37.4%	39.6%	1.06	36.1%	35.5%	0.98
	19 or Younger	67.0%	71.1%	1.06	67.1%	69.3%	1.03	76.5%	81.0%	1.06	79.4%	81.7%	1.03	74.9%	76.9%	1.03	73.1%	76.1%	1.04
	20 to 24 years	14.4%	11.2%	0.78	15.8%	14.4%	0.91	9.6%	6.8%	0.71	8.8%	7.5%	0.85	11.6%	9.6%	0.82	12.0%	9.8%	0.82
	25 to 39 years	14.4%	13.1%	0.91	13.2%	12.2%	0.93	9.2%	7.3%	0.79	9.2%	8.7%	0.95	11.4%	11.2%	0.98	11.4%	10.5%	0.92
	40 or Older															3.5%	3.5%	1.03	
	African American															2.1%	2.1%	0.99	
	American Indian															2.0%	2.0%	1.01	
	Asian															2.7%	2.8%	1.03	
	Filipino															3.4%	4.0%	1.16	
	Hispanic	57.7%	55.1%	0.96	59.1%	59.6%	1.01	58.3%	56.3%	0.97	55.2%	58.9%	1.07	48.4%	47.3%	0.98	55.5%	55.2%	0.99
	Pacific Islander																		
	Unknown										6.2%	5.9%	0.95	15.8%	17.5%	1.11	5.6%	5.9%	1.07
	White	30.5%	30.5%	1.00	29.5%	29.4%	0.99	30.0%	32.6%	1.09	26.6%	23.1%	0.87	25.5%	23.8%	0.93	28.3%	27.7%	0.98

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #2: Equity

#### Objective #1 - Close Achievement Gaps

##### Measure: Equity Data for 30-Unit Milestone

**Explanation:** The Proportionality Index is used to assess whether there are achievement gaps between demographic sub-groups such as by gender, age and ethnicity. When evaluating for gaps, a cohort of students is defined and those who achieve the desired outcome are identified. Both the total cohort group and the outcome group are disaggregated into demographic sub-groups. The Proportionality Index is a ratio that compares the percentage of a subgroup in the total cohort to the percentage of the same subgroup in the desired outcome. If the sub-group is equally represented in both the cohort and the outcome group, the results are proportional and disproportionate impact does not exist.

**30-Unit Milestone** data comes from the Student Success Scorecard where first-time students who complete six or more units and attempt any Math or English in their first three years are tracked for six years to see if they successfully complete at least 30 units. Results for the most recent five cohorts are shown below.

**Note:** Areas in grey without figures indicate groups where numbers are too small to be meaningful - use the "All Cohorts Combined" columns to assess the group (where available).

BC	30-Unit Milestone	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	Female	59.1%	60.2%	1.02	59.9%	60.7%	1.01	57.9%	58.4%	1.01	57.1%	56.0%	0.98	55.6%	55.4%	1.00	57.8%	58.1%	1.00
	Male	40.9%	39.8%	0.97	40.1%	39.3%	0.98	42.1%	41.6%	0.99	42.8%	43.9%	1.02	44.0%	44.2%	1.00	42.0%	41.8%	1.00
	19 or Younger	79.2%	81.0%	1.02	82.4%	84.8%	1.03	83.6%	86.0%	1.03	83.0%	85.1%	1.02	81.8%	83.7%	1.02	82.0%	84.1%	1.03
	20 to 24 years	9.3%	8.0%	0.86	8.5%	6.9%	0.81	7.6%	6.1%	0.81	8.5%	7.2%	0.85	8.8%	7.5%	0.85	8.5%	7.1%	0.84
	25 to 39 years	7.7%	7.5%	0.98	5.9%	5.4%	0.92	6.2%	5.9%	0.96	6.1%	5.3%	0.87	6.2%	6.1%	0.98	6.4%	6.0%	0.94
	40 or Older	3.9%	3.5%	0.92	3.1%	2.9%	0.92	2.7%	1.9%	0.71	2.4%	2.4%	0.99	3.1%	2.7%	0.87	3.0%	2.7%	0.89
	African American	5.6%	4.4%	0.79	6.1%	5.0%	0.82	5.9%	4.7%	0.81	4.6%	4.3%	0.94	4.9%	4.1%	0.83	5.4%	4.5%	0.83
	American Indian				1.3%	1.4%	1.04	1.7%	1.5%	0.89				1.2%	1.3%	1.04	1.3%	1.3%	0.98
	Asian	3.2%	3.7%	1.14	3.3%	3.3%	0.99	3.9%	4.7%	1.20	3.9%	4.1%	1.04	3.5%	4.5%	1.31	3.6%	4.1%	1.14
	Filipino	3.2%	3.8%	1.18	3.3%	3.4%	1.05	4.1%	4.3%	1.06	3.7%	4.4%	1.20	2.3%	2.7%	1.18	3.3%	3.7%	1.13
	Hispanic	45.7%	44.0%	0.96	44.5%	43.5%	0.98	47.7%	45.5%	0.95	47.7%	44.7%	0.94	44.6%	44.0%	0.99	46.1%	44.4%	0.96
	Pacific Islander																0.5%	0.5%	1.01
	Unknown	2.6%	2.6%	1.00	3.3%	3.9%	1.19	2.9%	3.3%	1.14	4.4%	4.5%	1.01	11.5%	12.0%	1.04	5.1%	5.4%	1.05
	White	37.9%	39.7%	1.05	37.6%	38.9%	1.04	33.5%	35.4%	1.06	34.3%	36.8%	1.07	31.2%	30.7%	0.98	34.8%	36.2%	1.04
CC	30-Unit Milestone	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
	Female	61.6%	60.1%	0.97	59.1%	62.4%	1.06	60.3%	63.4%	1.05	58.6%	58.2%	0.99	59.4%	59.3%	1.00	59.8%	60.6%	1.01
	Male	38.4%	39.9%	1.04	40.9%	37.6%	0.92	39.7%	36.6%	0.92	40.8%	40.7%	1.00	40.2%	39.9%	0.99	40.0%	39.0%	0.98
	19 or Younger	60.7%	64.1%	1.06	61.4%	66.1%	1.08	68.8%	71.4%	1.04	72.4%	74.7%	1.03	72.9%	73.1%	1.00	66.9%	69.8%	1.04
	20 to 24 years	12.5%	11.0%	0.88	13.3%	11.4%	0.86	10.6%	10.6%	1.00	9.0%	7.3%	0.82	9.8%	10.4%	1.06	11.1%	10.1%	0.91
	25 to 39 years	17.2%	16.5%	0.96	16.4%	13.7%	0.83	13.7%	11.0%	0.80	10.6%	9.9%	0.93	9.8%	8.6%	0.87	13.7%	12.0%	0.87
	40 or Older	9.6%	8.4%	0.88	8.9%	8.9%	1.00				8.0%	8.1%	1.01	7.4%	7.8%	1.06	8.3%	8.1%	0.98

Strategic Plan: Common Measures  
2014 Annual Review



Strategic Goal #2: Equity

Objective #1 - Close Achievement Gaps

Measure: Equity Data for 30-Unit Milestone *continued*

CC	30-Unit Milestone	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	African American															3.8%	2.7%	0.72	
	American Indian															2.9%	2.7%	0.95	
	Asian															3.5%	3.3%	0.95	
	Filipino															1.8%	2.4%	1.30	
	Hispanic	12.0%	12.5%	1.04	13.9%	15.9%	1.14	10.1%	10.1%	1.00	10.2%	10.3%	1.01	11.6%	12.3%	1.06	11.6%	12.3%	1.05
	Pacific Islander																		
	Unknown												10.3%	7.8%	0.76	4.7%	4.6%	0.99	
	White	70.7%	70.7%	1.00	69.3%	66.4%	0.96	71.4%	73.6%	1.03	75.7%	76.9%	1.02	67.0%	67.9%	1.01	70.8%	71.0%	1.00
PC	30-Unit Milestone	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	Female	62.5%	64.3%	1.03	64.3%	66.3%	1.03	64.8%	68.8%	1.06	65.1%	66.8%	1.03	62.0%	62.5%	1.01	63.7%	65.7%	1.03
	Male	37.5%	35.7%	0.95	35.7%	33.7%	0.94	35.2%	31.2%	0.89	34.5%	32.6%	0.95	37.4%	37.2%	0.99	36.1%	34.2%	0.95
	19 or Younger	67.0%	74.4%	1.11	67.1%	70.9%	1.06	76.5%	80.2%	1.05	79.4%	82.2%	1.03	74.9%	76.0%	1.02	73.1%	77.0%	1.05
	20 to 24 years	14.4%	10.1%	0.70	15.8%	12.4%	0.79	9.6%	8.3%	0.87	8.8%	8.5%	0.96	11.6%	10.2%	0.87	12.0%	9.8%	0.82
	25 to 39 years	14.4%	11.3%	0.79	13.2%	11.8%	0.89	9.2%	7.1%	0.77	9.2%	7.4%	0.81	11.4%	11.7%	1.02	11.4%	9.8%	0.86
	40 or Older															3.5%	3.4%	0.97	
	African American															2.1%	2.1%	1.02	
	American Indian															2.0%	1.7%	0.89	
	Asian															2.7%	2.5%	0.91	
	Filipino															3.4%	4.1%	1.19	
	Hispanic	57.7%	57.4%	1.00	59.1%	56.5%	0.96	58.3%	58.0%	1.00	55.2%	58.4%	1.06	48.4%	46.6%	0.96	55.5%	55.2%	0.99
	Pacific Islander																		
	Unknown										6.2%	4.8%	0.77	15.8%	17.2%	1.09	5.6%	5.8%	1.04
	White	30.5%	30.4%	1.00	29.5%	32.4%	1.10	30.0%	30.6%	1.02	26.6%	25.2%	0.95	25.5%	23.7%	0.93	28.3%	28.1%	0.99

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #2: Equity

#### Objective #1 - Close Achievement Gaps

##### Measure: Equity Data for Remedial English

**Explanation:** The Proportionality Index is used to assess whether there are achievement gaps between demographic sub-groups such as by gender, age and ethnicity. When evaluating for gaps, a cohort of students is defined and those who achieve the desired outcome are identified. Both the total cohort group and the outcome group are disaggregated into demographic sub-groups. The Proportionality Index is a ratio that compares the percentage of a subgroup in the total cohort to the percentage of the same subgroup in the desired outcome. If the sub-group is equally represented in both the cohort and the outcome group, the results are proportional and disproportionate impact does not exist.

**Remedial English** data comes from the Student Success Scorecard where a cohort of students who attempt a Remedial English course is tracked to determine whether they successfully complete a college-level English course within six years. Results for the most recent five cohorts are shown below.

**Note:** Areas in grey without figures indicate groups where numbers are too small to be meaningful - use the "All Cohorts Combined" columns to assess the group (where available).

BC Remedial English	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
Female	61.3%	67.2%	1.10	60.1%	66.2%	1.10	59.5%	62.7%	1.05	59.5%	60.2%	1.01	58.1%	63.7%	1.10	59.7%	64.0%	1.07
Male	38.7%	32.8%	0.85	39.9%	33.8%	0.85	40.5%	37.3%	0.92	40.4%	39.6%	0.98	41.7%	36.2%	0.87	40.2%	36.0%	0.89
19 or Younger	56.8%	62.0%	1.09	63.3%	68.5%	1.08	63.3%	69.9%	1.10	64.2%	69.7%	1.09	62.8%	67.7%	1.08	62.1%	67.5%	1.09
20 to 24 years	21.3%	18.7%	0.88	19.9%	16.1%	0.81	19.5%	16.1%	0.83	18.8%	16.8%	0.89	18.8%	15.7%	0.84	19.7%	16.7%	0.85
25 to 39 years	15.8%	14.9%	0.94	11.5%	11.4%	0.99	12.5%	11.7%	0.94	13.5%	11.5%	0.86	13.1%	12.2%	0.93	13.3%	12.4%	0.93
40 or Older	6.0%	4.3%	0.72	5.3%	4.0%	0.76	4.7%	2.2%	0.48	3.5%	1.9%	0.55	5.3%	4.4%	0.83	5.0%	3.4%	0.68
African American	7.9%	3.1%	0.39	8.2%	4.5%	0.55	7.7%	5.8%	0.76	6.1%	3.8%	0.61	7.5%	4.1%	0.55	7.5%	4.3%	0.57
American Indian	1.4%	1.6%	1.12				1.5%	2.0%	1.31							1.4%	1.3%	0.93
Asian	2.6%	3.1%	1.20	2.6%	4.0%	1.53	2.2%	3.6%	1.59	2.3%	3.6%	1.56	1.9%	2.6%	1.34	2.3%	3.4%	1.44
Filipino	3.3%	5.6%	1.68	3.2%	5.8%	1.78	3.2%	5.7%	1.77	3.4%	3.8%	1.12	2.4%	2.8%	1.17	3.1%	4.7%	1.52
Hispanic	47.5%	43.7%	0.92	49.8%	43.2%	0.87	51.8%	45.6%	0.88	51.3%	48.3%	0.94	48.4%	43.4%	0.90	49.8%	44.9%	0.90
Pacific Islander																0.4%	0.4%	1.04
Unknown	1.9%	2.4%	1.26	2.3%	1.9%	0.80	3.0%	3.0%	1.01	3.6%	3.9%	1.09	7.4%	8.4%	1.13	3.6%	3.9%	1.08
White	34.9%	40.2%	1.15	32.2%	39.4%	1.23	30.2%	33.9%	1.12	31.6%	35.6%	1.13	30.2%	36.7%	1.22	31.8%	37.1%	1.17
CC Remedial English	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
Female	63.3%	66.9%	1.06	63.5%	60.0%	0.95	61.5%	61.9%	1.01	61.5%	63.6%	1.03	59.6%	61.1%	1.02	62.0%	62.8%	1.01
Male	36.7%	33.1%	0.90	36.5%	40.0%	1.09	38.5%	38.1%	0.99	38.5%	36.4%	0.95	39.4%	38.0%	0.96	37.8%	37.0%	0.98
19 or Younger	38.9%	54.5%	1.40	37.9%	49.0%	1.29	38.5%	56.8%	1.48	40.9%	52.1%	1.27	41.7%	50.0%	1.20	39.4%	52.4%	1.33
20 to 24 years	19.5%	15.9%	0.81	22.8%	22.8%	1.00	21.1%	16.9%	0.80	18.6%	16.5%	0.89	21.6%	24.1%	1.12	20.8%	19.2%	0.92
25 to 39 years	27.5%	19.3%	0.70	26.1%	21.4%	0.82	24.0%	14.4%	0.60	25.7%	21.5%	0.84	23.2%	15.7%	0.68	25.4%	18.7%	0.73
40 or Older	14.0%	10.3%	0.74	13.2%	6.9%	0.52	16.4%	11.9%	0.72	14.8%	9.9%	0.67	13.5%	10.2%	0.75	14.4%	9.7%	0.68

**Strategic Plan: Common Measures**  
**2014 Annual Review**



**Strategic Goal #2: Equity**

**Objective #1 - Close Achievement Gaps**

Measure: Equity Data for Remedial English *continued*

CC	Remedial English	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	African American															5.6%	2.8%	0.51	
	American Indian															4.0%	2.4%	0.59	
	Asian															2.3%	3.6%	1.59	
	Filipino															2.1%	2.4%	1.13	
	Hispanic	12.7%	11.7%	0.92	13.5%	11.0%	0.82	12.4%	11.0%	0.89	13.4%	14.0%	1.05	14.7%	14.8%	1.01	13.3%	12.4%	0.93
	Pacific Islander																		
	Unknown															4.0%	2.8%	0.70	
	White	70.3%	79.3%	1.13	68.5%	71.0%	1.04	69.1%	74.6%	1.08	67.9%	71.1%	1.05	64.2%	66.7%	1.04	68.2%	72.8%	1.07
PC	Remedial English	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	Female	64.8%	74.6%	1.15	63.2%	64.8%	1.02	64.6%	70.6%	1.09	65.4%	68.8%	1.05	62.8%	68.7%	1.09	64.2%	69.5%	1.08
	Male	35.0%	25.4%	0.73	36.8%	35.2%	0.96	35.4%	29.4%	0.83	34.2%	30.8%	0.90	36.3%	30.5%	0.84	35.5%	30.3%	0.85
	19 or Younger	52.0%	67.0%	1.29	51.6%	69.6%	1.35	56.5%	65.4%	1.16	56.3%	65.8%	1.17	54.5%	63.8%	1.17	54.2%	66.2%	1.22
	20 to 24 years	18.9%	12.5%	0.66	22.0%	15.9%	0.72	18.3%	14.9%	0.81	21.0%	20.9%	1.00	19.0%	15.6%	0.82	19.8%	16.1%	0.81
	25 to 39 years	20.4%	12.9%	0.64	18.1%	10.1%	0.56	19.7%	15.6%	0.79	16.9%	10.6%	0.63	19.9%	16.9%	0.85	19.0%	13.3%	0.70
	40 or Older	8.7%	7.6%	0.87	8.2%	4.4%	0.54	5.5%	4.1%	0.75						6.9%	4.4%	0.64	
	African American															1.8%	1.4%	0.78	
	American Indian															2.2%	1.5%	0.72	
	Asian															2.8%	3.5%	1.24	
	Filipino										4.7%	7.6%	1.60	4.7%	8.2%	1.77	3.7%	5.5%	1.49
	Hispanic	56.4%	49.6%	0.88	59.7%	57.3%	0.96	64.0%	60.2%	0.94	62.7%	61.2%	0.98	54.9%	50.2%	0.91	59.6%	56.0%	0.94
	Pacific Islander																		
	Unknown										4.5%	4.6%	1.02	13.4%	14.0%	1.04	4.1%	4.6%	1.12
	White	32.0%	35.7%	1.11	27.7%	32.2%	1.16	25.1%	26.0%	1.04	21.5%	21.7%	1.01	20.7%	22.2%	1.07	25.5%	27.2%	1.07

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #2: Equity

#### Objective #1 - Close Achievement Gaps

##### Measure: Equity Data for Remedial Math

**Explanation:** The Proportionality Index is used to assess whether there are achievement gaps between demographic sub-groups such as by gender, age and ethnicity. When evaluating for gaps, a cohort of students is defined and those who achieve the desired outcome are identified. Both the total cohort group and the outcome group are disaggregated into demographic sub-groups. The Proportionality Index is a ratio that compares the percentage of a subgroup in the total cohort to the percentage of the same subgroup in the desired outcome. If the sub-group is equally represented in both the cohort and the outcome group, the results are proportional and disproportionate impact does not exist.

**Remedial Math** data comes from the Student Success Scorecard where a cohort of students who attempt a Remedial Math course is tracked to determine whether they successfully complete a college-level English course within six years. Results for the most recent five cohorts are shown below.

**Note:** Areas in grey without figures indicate groups where numbers are too small to be meaningful - use the "All Cohorts Combined" columns to assess the group (where available).

BC	Remedial Math	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	Female	64.5%	63.2%	0.98	65.5%	69.1%	1.05	61.5%	61.0%	0.99	60.9%	62.0%	1.02	60.2%	59.3%	0.99	62.3%	62.7%	1.01
	Male	35.5%	36.8%	1.04	34.5%	30.7%	0.89	38.5%	39.0%	1.01	39.0%	37.8%	0.97	39.4%	40.3%	1.02	37.5%	37.2%	0.99
	19 or Younger	42.1%	48.4%	1.15	48.0%	49.1%	1.02	52.1%	53.1%	1.02	50.9%	54.1%	1.06	54.1%	57.9%	1.07	49.7%	52.9%	1.06
	20 to 24 years	25.4%	24.9%	0.98	25.0%	25.8%	1.04	22.9%	23.2%	1.02	23.9%	23.1%	0.97	21.1%	19.9%	0.94	23.5%	23.2%	0.99
	25 to 39 years	22.4%	20.0%	0.89	18.9%	18.2%	0.96	17.1%	18.4%	1.08	19.2%	18.0%	0.94	18.0%	16.8%	0.93	19.1%	18.2%	0.95
	40 or Older	10.1%	6.8%	0.67	8.1%	6.9%	0.85	7.9%	5.4%	0.68	6.1%	4.7%	0.77	6.9%	5.4%	0.79	7.7%	5.7%	0.74
	African American	7.7%	2.7%	0.35	6.9%	3.3%	0.48	7.4%	5.4%	0.73	5.9%	3.2%	0.54	7.9%	4.6%	0.58	7.2%	3.9%	0.54
	American Indian																1.5%	1.4%	0.94
	Asian	1.8%	3.8%	2.10	2.0%	2.6%	1.29	2.4%	4.8%	2.00	2.7%	3.4%	1.28	1.7%	3.7%	2.12	2.1%	3.6%	1.73
	Filipino	2.6%	3.5%	1.37				2.8%	3.3%	1.17	2.8%	2.5%	0.91	2.1%	2.9%	1.40	2.6%	2.9%	1.11
	Hispanic	46.0%	42.7%	0.93	49.1%	48.6%	0.99	47.6%	45.9%	0.96	48.7%	48.4%	0.99	47.8%	45.9%	0.96	47.8%	46.4%	0.97
	Pacific Islander																		
	Unknown										4.7%	6.6%	1.39	8.1%	8.9%	1.10	4.4%	4.6%	1.05
	White	37.0%	43.0%	1.16	35.4%	39.6%	1.12	34.8%	38.5%	1.11	33.4%	33.8%	1.01	30.7%	31.7%	1.03	34.0%	36.8%	1.08
CC	Remedial Math	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
	Female	61.5%	69.2%	1.13	62.8%	64.8%	1.03	61.7%	68.4%	1.11	58.9%	60.0%	1.02	60.9%	63.4%	1.04	61.3%	65.3%	1.07
	Male	38.5%	30.8%	0.80	36.9%	35.2%	0.95	38.3%	31.6%	0.83	40.9%	39.2%	0.96	38.3%	35.9%	0.94	38.5%	34.4%	0.89
	19 or Younger	31.0%	39.0%	1.26	31.8%	35.9%	1.13	35.7%	38.2%	1.07	31.1%	27.7%	0.89	34.3%	38.0%	1.11	32.7%	36.0%	1.10
	20 to 24 years	21.0%	21.4%	1.02	24.9%	17.2%	0.69	22.4%	20.6%	0.92	21.1%	16.9%	0.80	21.6%	21.8%	1.01	22.3%	19.7%	0.88
	25 to 39 years	30.1%	22.6%	0.75	26.8%	30.3%	1.13	25.5%	24.3%	0.95	29.8%	31.5%	1.06	27.4%	26.1%	0.95	28.0%	26.8%	0.96
	40 or Older	17.8%	17.0%	0.96	16.5%	16.6%	1.00	16.4%	16.9%	1.03	18.0%	23.8%	1.32	16.7%	14.1%	0.85	17.1%	17.6%	1.03

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**Strategic Goal #2: Equity**

**Objective #1 - Close Achievement Gaps**

Measure: Equity Data for Remedial Math *continued*

CC	Remedial Math	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	African American															5.9%	3.4%	0.57	
	American Indian															3.2%	2.4%	0.74	
	Asian															1.8%	2.8%	1.53	
	Filipino															1.7%	2.0%	1.14	
	Hispanic	13.0%	11.3%	0.87	11.6%	14.5%	1.25	12.2%	11.8%	0.96	14.6%	13.8%	0.95	12.3%	15.5%	1.26	12.7%	13.3%	1.05
	Pacific Islander																		
	Unknown												9.6%	7.0%	0.74	4.8%	4.6%	0.97	
	White	70.7%	76.7%	1.08	69.2%	66.2%	0.96	69.7%	73.5%	1.05	68.5%	70.8%	1.03	67.6%	66.9%	0.99	69.3%	70.9%	1.02
PC	Remedial Math	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	Female	65.2%	65.0%	1.00	67.0%	68.8%	1.03	64.8%	71.6%	1.10	69.0%	73.2%	1.06	64.3%	68.8%	1.07	66.0%	69.7%	1.06
	Male	34.8%	35.0%	1.01	33.0%	31.2%	0.95	35.2%	28.4%	0.81	30.7%	26.0%	0.85	34.5%	30.5%	0.88	33.7%	29.9%	0.89
	19 or Younger	43.1%	61.3%	1.42	42.3%	63.3%	1.50	46.4%	57.8%	1.25	49.0%	51.2%	1.04	45.0%	46.1%	1.02	44.9%	55.2%	1.23
	20 to 24 years	20.8%	15.0%	0.72	27.9%	18.3%	0.66	23.5%	15.7%	0.67	23.9%	23.6%	0.98	22.5%	24.2%	1.08	23.8%	19.9%	0.84
	25 to 39 years	23.0%	16.3%	0.71	21.1%	11.0%	0.52	22.8%	20.6%	0.90	21.6%	25.2%	1.16	26.0%	25.0%	0.96	22.8%	20.1%	0.88
	40 or Older															8.4%	4.8%	0.57	
	African American																		
	American Indian																		
	Asian															2.7%	2.0%	0.76	
	Filipino															2.3%	4.4%	1.91	
	Hispanic	53.8%	50.0%	0.93	56.9%	56.9%	1.00	57.3%	55.9%	0.97	58.0%	65.0%	1.12	54.2%	55.5%	1.02	56.0%	57.2%	1.02
	Pacific Islander																		
	Unknown												11.6%	9.4%	0.81	4.0%	3.5%	0.88	
	White	33.6%	38.8%	1.15	32.0%	34.9%	1.09	31.6%	31.4%	0.99	28.5%	26.0%	0.91	24.8%	24.2%	0.98	30.4%	30.3%	0.99

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**Strategic Goal #2: Equity**

**Objective #1 - Close Achievement Gaps**

**Measure: Equity Data for Remedial ESL**

**Explanation:** The Proportionality Index is used to assess whether there are achievement gaps between demographic sub-groups such as by gender, age and ethnicity. When evaluating for gaps, a cohort of students is defined and those who achieve the desired outcome are identified. Both the total cohort group and the outcome group are disaggregated into demographic sub-groups. The Proportionality Index is a ratio that compares the percentage of a subgroup in the total cohort to the percentage of the same subgroup in the desired outcome. If the sub-group is equally represented in both the cohort and the outcome group, the results are proportional and disproportionate impact does not exist.

**Remedial ESL** data comes from the Student Success Scorecard where a cohort of students who attempt a Remedial ESL course is tracked to determine whether they successfully complete a college-level English course within six years. Results for the most recent five cohorts are shown below.

**Note:** Areas in grey without figures indicate groups where numbers are too small to be meaningful - use the "All Cohorts Combined" columns to assess the group (where available).

BC Remedial ESL	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
Female	68.8%	76.9%	1.12	70.4%	80.2%	1.14	64.7%	68.9%	1.06	64.6%	70.2%	1.09	62.7%	69.6%	1.11	66.2%	73.0%	1.10
Male	31.2%	23.1%	0.74	29.4%	19.8%	0.67	35.3%	31.1%	0.88	35.1%	28.9%	0.82	36.3%	29.6%	0.82	33.5%	26.7%	0.80
19 or Younger	37.3%	41.7%	1.12	37.2%	39.6%	1.07	45.1%	42.9%	0.95	45.1%	46.5%	1.03	49.5%	47.2%	0.95	43.0%	43.7%	1.02
20 to 24 years	27.1%	26.9%	0.99	26.6%	24.3%	0.91	26.5%	27.7%	1.05	24.6%	28.1%	1.14	21.9%	20.8%	0.95	25.3%	25.5%	1.01
25 to 39 years	25.5%	25.9%	1.02	24.4%	28.8%	1.18	20.4%	21.8%	1.07	19.1%	15.8%	0.82	19.9%	24.0%	1.21	21.8%	23.2%	1.07
40 or Older										11.1%	9.6%	0.87	8.7%	8.0%	0.92	9.9%	7.6%	0.77
African American																		
American Indian																		
Asian				9.5%	17.1%	1.79	12.7%	21.0%	1.65	12.6%	18.4%	1.47	11.4%	21.6%	1.89	10.9%	17.9%	1.64
Filipino																5.5%	6.6%	1.20
Hispanic	84.7%	82.4%	0.97	74.6%	68.5%	0.92	76.4%	68.1%	0.89	69.1%	64.0%	0.93	70.4%	60.8%	0.86	74.7%	68.5%	0.92
Pacific Islander																		
Unknown													8.2%	8.0%	0.97	2.8%	2.3%	0.80
White																3.6%	3.8%	1.05

CC Remedial ESL	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
Female																		
Male																		
19 or Younger																		
20 to 24 years																		
25 to 39 years																		
40 or Older																		



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**Strategic Goal #2: Equity**

**Objective #1 - Close Achievement Gaps**

Measure: Equity Data for Remedial ESL *continued*

CC	Remedial ESL	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	African American																		
	American Indian																		
	Asian																		
	Filipino																		
	Hispanic																		
	Pacific Islander																		
	Unknown																		
	White																		
PC	Remedial ESL	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	Female	60.0%	68.2%	1.14	75.4%	87.1%	1.16	66.2%	64.5%	0.97						65.9%	69.9%	1.06	
	Male															33.4%	29.2%	0.87	
	19 or Younger															17.4%	24.8%	1.42	
	20 to 24 years															14.3%	15.9%	1.12	
	25 to 39 years															38.3%	33.6%	0.88	
	40 or Older															30.0%	25.7%	0.86	
	African American																		
	American Indian																		
	Asian																		
	Filipino																		
	Hispanic	91.7%	86.4%	0.94	98.6%	96.8%	0.98	98.6%	100.0%	1.01				89.4%	93.3%	1.04	93.4%	91.2%	0.98
	Pacific Islander																		
	Unknown																		
	White																		

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #2: Equity

#### Objective #1 - Close Achievement Gaps

##### Measure: Equity Data for Degree/Certificate Completion

**Explanation:** The Proportionality Index is used to assess whether there are achievement gaps between demographic sub-groups such as by gender, age and ethnicity. When evaluating for gaps, a cohort of students is defined and those who achieve the desired outcome are identified. Both the total cohort group and the outcome group are disaggregated into demographic sub-groups. The Proportionality Index is a ratio that compares the percentage of a subgroup in the total cohort to the percentage of the same subgroup in the desired outcome. If the sub-group is equally represented in both the cohort and the outcome group, the results are proportional and disproportionate impact does not exist.

**Degree/Certificate Completion** data comes from the Student Success Scorecard where first-time students who complete six or more units and attempt any Math or English in their first three years are tracked for six years to see if they earn a Certificate or Degree. Results for the most recent five cohorts are shown below.

**Note:** Areas in grey without figures indicate groups where numbers are too small to be meaningful - use the "All Cohorts Combined" columns to assess the group (where available).

BC	Degree/Cert Completion	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	Female	59.1%	64.3%	1.09	59.9%	66.7%	1.11	57.9%	62.4%	1.08	57.1%	58.8%	1.03	55.6%	58.4%	1.05	57.8%	62.1%	1.07
	Male	40.9%	35.7%	0.87	40.1%	33.3%	0.83	42.1%	37.6%	0.90	42.8%	41.2%	0.96	44.0%	41.2%	0.94	42.0%	37.8%	0.90
	19 or Younger	79.2%	81.6%	1.03	82.4%	83.0%	1.01	83.6%	89.4%	1.07	83.0%	86.0%	1.04	81.8%	82.8%	1.01	82.0%	84.5%	1.03
	20 to 24 years	9.3%	7.0%	0.76	8.5%	7.6%	0.89	7.6%	4.2%	0.55	8.5%	6.7%	0.79	8.8%	6.1%	0.69	8.5%	6.4%	0.75
	25 to 39 years	7.7%	7.4%	0.97	5.9%	5.4%	0.92	6.2%	4.6%	0.75	6.1%	4.4%	0.73	6.2%	7.0%	1.12	6.4%	5.8%	0.90
	40 or Older	3.9%	3.9%	1.02	3.1%	4.0%	1.27				2.4%	2.9%	1.19	3.1%	4.1%	1.32	3.0%	3.4%	1.12
	African American	5.6%	3.3%	0.59	6.1%	4.2%	0.69	5.9%	3.9%	0.67	4.6%	2.7%	0.59	4.9%	3.5%	0.71	5.4%	3.5%	0.65
	American Indian				1.3%	2.2%	1.65	1.7%	2.5%	1.49							1.3%	1.6%	1.23
	Asian	3.2%	2.5%	0.77	3.3%	4.0%	1.20	3.9%	4.4%	1.12	3.9%	4.0%	1.03	3.5%	4.8%	1.39	3.6%	3.9%	1.09
	Filipino	3.2%	3.7%	1.16	3.3%	6.0%	1.84	4.1%	5.3%	1.31	3.7%	3.8%	1.03	2.3%	3.1%	1.32	3.3%	4.4%	1.33
	Hispanic	45.7%	44.0%	0.96	44.5%	38.7%	0.87	47.7%	41.1%	0.86	47.7%	45.0%	0.94	44.6%	40.7%	0.91	46.1%	42.0%	0.91
	Pacific Islander																		
	Unknown	2.6%	2.5%	0.95	3.3%	4.6%	1.39				4.4%	5.0%	1.12	11.5%	11.5%	1.00	5.1%	5.1%	0.99
	White	37.9%	42.1%	1.11	37.6%	40.1%	1.07	33.5%	40.6%	1.21	34.3%	39.1%	1.14	31.2%	34.0%	1.09	34.8%	39.2%	1.13
CC	Degree/Cert Completion	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
	Female	61.6%	64.5%	1.05	59.1%	59.8%	1.01	60.3%	62.2%	1.03	58.6%	57.7%	0.98	59.4%	66.0%	1.11	59.8%	62.0%	1.04
	Male	38.4%	35.5%	0.93	40.9%	40.2%	0.98	39.7%	37.8%	0.95	40.8%	41.4%	1.02	40.2%	34.0%	0.85	40.0%	37.8%	0.94
	19 or Younger	60.7%	61.7%	1.02	61.4%	58.8%	0.96	68.8%	71.1%	1.03	72.4%	80.2%	1.11	72.9%	76.4%	1.05	66.9%	69.9%	1.04
	20 to 24 years	12.5%	10.3%	0.82	13.3%	10.3%	0.77						9.8%	9.4%	0.96	11.1%	8.4%	0.76	
	25 to 39 years	17.2%	17.8%	1.03	16.4%	16.5%	1.01	13.7%	13.3%	0.97							13.7%	11.9%	0.87
	40 or Older	9.6%	10.3%	1.07	8.9%	14.4%	1.63				8.0%	9.9%	1.25				8.3%	9.8%	1.19

Strategic Plan: Common Measures  
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Strategic Goal #2: Equity

Objective #1 - Close Achievement Gaps

Measure: Equity Data for Degree/Certificate Completion *continued*

CC	Degree/Cert Completion	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	African American															2.9%	2.3%	0.81	
	American Indian															3.5%	3.7%	1.07	
	Asian															1.8%	2.3%	1.29	
	Filipino																		
	Hispanic	12.0%	10.3%	0.86	13.9%	13.4%	0.96							11.6%	17.0%	1.47	11.6%	11.5%	0.99
	Pacific Islander																		
	Unknown															4.7%	4.7%	1.00	
	White	70.7%	73.8%	1.04	69.3%	73.2%	1.06	71.4%	75.6%	1.06	75.7%	76.6%	1.01	67.0%	66.0%	0.99	70.8%	73.0%	1.03
PC	Degree/Cert Completion	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	Female	62.5%	71.4%	1.14	64.3%	71.5%	1.11	64.8%	71.0%	1.10	65.1%	73.9%	1.14	62.0%	64.2%	1.03	63.7%	70.4%	1.10
	Male	37.5%	28.6%	0.76	35.7%	28.5%	0.80	35.2%	29.0%	0.82	34.5%	25.5%	0.74	37.4%	35.2%	0.94	36.1%	29.4%	0.81
	19 or Younger	67.0%	72.1%	1.08	67.1%	75.0%	1.12	76.5%	75.4%	0.98	79.4%	80.6%	1.01	74.9%	75.5%	1.01	73.1%	75.9%	1.04
	20 to 24 years	14.4%	11.4%	0.80	15.8%	12.5%	0.79	9.6%	8.0%	0.83	8.8%	9.7%	1.10	11.6%	7.5%	0.65	12.0%	9.8%	0.82
	25 to 39 years	14.4%	9.3%	0.65	13.2%	10.4%	0.79	9.2%	10.1%	1.10	9.2%	8.5%	0.92	11.4%	12.6%	1.10	11.4%	10.2%	0.89
	40 or Older															3.5%	4.2%	1.20	
	African American															2.1%	1.7%	0.83	
	American Indian															2.0%	1.9%	0.96	
	Asian															2.7%	2.0%	0.73	
	Filipino															3.4%	4.2%	1.22	
	Hispanic	57.7%	62.1%	1.08	59.1%	52.8%	0.89	58.3%	55.1%	0.95	55.2%	63.6%	1.15	48.4%	48.4%	1.00	55.5%	56.4%	1.02
	Pacific Islander																		
	Unknown												15.8%	17.6%	1.12	5.6%	5.4%	0.97	
	White	30.5%	27.1%	0.89	29.5%	35.4%	1.20	30.0%	32.6%	1.09	26.6%	22.4%	0.84	25.5%	25.2%	0.99	28.3%	28.3%	1.00

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #2: Equity

#### Objective #1 - Close Achievement Gaps

##### Measure: Equity Data for Transfer-Prepared Students

**Explanation:** The Proportionality Index is used to assess whether there are achievement gaps between demographic sub-groups such as by gender, age and ethnicity. When evaluating for gaps, a cohort of students is defined and those who achieve the desired outcome are identified. Both the total cohort group and the outcome group are disaggregated into demographic sub-groups. The Proportionality Index is a ratio that compares the percentage of a subgroup in the total cohort to the percentage of the same subgroup in the desired outcome. If the sub-group is equally represented in both the cohort and the outcome group, the results are proportional and disproportionate impact does not exist.

**Transfer-prepared** data comes from the Student Success Scorecard where first-time students who complete six or more units and attempt any Math or English in their first three years are tracked for six years to see if they become "Transfer Prepared" (completion of 60 UC/CSU transferrable units with a 2.0 GPA or better). Results for the most recent five cohorts are shown below.

**Note:** Areas in grey without figures indicate groups where numbers are too small to be meaningful - use the "All Cohorts Combined" columns to assess the group (where available).

BC Transfer Prepared	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
Female	59.1%	61.5%	1.04	59.9%	62.3%	1.04	57.9%	59.6%	1.03	57.1%	56.6%	0.99	55.6%	56.9%	1.02	57.8%	59.3%	1.03
Male	40.9%	38.5%	0.94	40.1%	37.7%	0.94	42.1%	40.4%	0.96	42.8%	43.4%	1.01	44.0%	42.8%	0.97	42.0%	40.6%	0.97
19 or Younger	79.2%	86.7%	1.10	82.4%	89.1%	1.08	83.6%	91.6%	1.10	83.0%	91.2%	1.10	81.8%	88.2%	1.08	82.0%	89.4%	1.09
20 to 24 years	9.3%	5.5%	0.59	8.5%	5.0%	0.58	7.6%	3.5%	0.46	8.5%	4.5%	0.53	8.8%	5.2%	0.59	8.5%	4.7%	0.55
25 to 39 years	7.7%	5.4%	0.70	5.9%	3.7%	0.62	6.2%	3.4%	0.55	6.1%	2.9%	0.49	6.2%	4.4%	0.70	6.4%	3.9%	0.61
40 or Older	3.9%	2.4%	0.62	3.1%	2.2%	0.71	2.7%	1.5%	0.55	2.4%	1.4%	0.58	3.1%	2.2%	0.72	3.0%	1.9%	0.64
African American	5.6%	3.1%	0.56	6.1%	3.9%	0.64	5.9%	4.1%	0.70	4.6%	3.1%	0.67	4.9%	2.8%	0.57	5.4%	3.4%	0.63
American Indian				1.3%	1.8%	1.37	1.7%	2.1%	1.20				1.2%	1.4%	1.16	1.3%	1.3%	0.99
Asian	3.2%	4.6%	1.44	3.3%	4.2%	1.25	3.9%	6.2%	1.57	3.9%	4.6%	1.17	3.5%	5.2%	1.50	3.6%	4.9%	1.38
Filipino	3.2%	3.9%	1.21	3.3%	4.7%	1.45	4.1%	5.3%	1.31	3.7%	4.3%	1.17	2.3%	2.7%	1.15	3.3%	4.2%	1.27
Hispanic	45.7%	42.3%	0.93	44.5%	36.4%	0.82	47.7%	42.8%	0.90	47.7%	45.7%	0.96	44.6%	40.6%	0.91	46.1%	41.5%	0.90
Pacific Islander																0.5%	0.5%	1.09
Unknown	2.6%	2.7%	1.03	3.3%	4.2%	1.27	2.9%	2.8%	0.95	4.4%	4.2%	0.95	11.5%	12.6%	1.10	5.1%	5.3%	1.04
White	37.9%	42.2%	1.11	37.6%	44.4%	1.18	33.5%	36.3%	1.08	34.3%	37.2%	1.09	31.2%	34.0%	1.09	34.8%	38.8%	1.12
CC Transfer Prepared	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
Female	61.6%	60.3%	0.98	59.1%	62.5%	1.06	60.3%	64.2%	1.06	58.6%	51.2%	0.87	59.4%	64.2%	1.08	59.8%	60.5%	1.01
Male	38.4%	39.7%	1.04	40.9%	37.5%	0.92	39.7%	35.8%	0.90	40.8%	47.6%	1.17	40.2%	35.8%	0.89	40.0%	39.3%	0.98
19 or Younger	60.7%	75.6%	1.25	61.4%	76.4%	1.24	68.8%	76.5%	1.11	72.4%	81.0%	1.12	72.9%	83.2%	1.14	66.9%	78.8%	1.18
20 to 24 years																11.1%	5.9%	0.53
25 to 39 years																13.7%	8.0%	0.59
40 or Older																8.3%	7.3%	0.89

Strategic Plan: Common Measures  
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Strategic Goal #2: Equity

Objective #1 - Close Achievement Gaps

Measure: Equity Data for Transfer-Prepared Students *continued*

CC	Transfer Prepared	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	African American																		
	American Indian																		
	Asian																3.5%	4.6%	1.34
	Filipino																1.8%	3.2%	1.75
	Hispanic				13.9%	16.7%	1.20							11.6%	12.6%	1.09	11.6%	10.0%	0.86
	Pacific Islander																		
	Unknown												10.3%	10.5%	1.03		4.7%	5.4%	1.14
	White	70.7%	79.5%	1.12	69.3%	63.9%	0.92	71.4%	77.8%	1.09	75.7%	83.3%	1.10	67.0%	64.2%	0.96	70.8%	73.7%	1.04
PC	Transfer Prepared	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	Female	62.5%	72.3%	1.16	64.3%	73.0%	1.14	64.8%	68.5%	1.06	65.1%	63.4%	0.97	62.0%	62.7%	1.01	63.7%	67.4%	1.06
	Male	37.5%	27.7%	0.74	35.7%	27.0%	0.76	35.2%	31.5%	0.90	34.5%	36.6%	1.06	37.4%	36.6%	0.98	36.1%	32.4%	0.90
	19 or Younger	67.0%	85.7%	1.28	67.1%	80.2%	1.20	76.5%	82.6%	1.08	79.4%	85.0%	1.07	74.9%	83.0%	1.11	73.1%	83.3%	1.14
	20 to 24 years				15.8%	9.0%	0.57				8.8%	6.5%	0.74				12.0%	6.0%	0.51
	25 to 39 years				13.2%	9.0%	0.68	9.2%	7.4%	0.80	9.2%	6.5%	0.71	11.4%	8.5%	0.74	11.4%	7.5%	0.66
	40 or Older																3.5%	3.1%	0.90
	African American																2.1%	1.8%	0.84
	American Indian																2.0%	1.5%	0.76
	Asian																2.7%	2.8%	1.02
	Filipino																3.4%	4.6%	1.34
	Hispanic	57.7%	56.3%	0.98	59.1%	56.8%	0.96	58.3%	52.3%	0.90	55.2%	64.7%	1.17	48.4%	37.3%	0.77	55.5%	53.1%	0.96
	Pacific Islander																		
	Unknown												15.8%	20.9%	1.33		5.6%	6.6%	1.20
	White	30.5%	33.0%	1.08	29.5%	34.2%	1.16	30.0%	31.5%	1.05	26.6%	21.6%	0.81	25.5%	29.4%	1.15	28.3%	29.5%	1.04

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #2: Equity

#### Objective #1 - Close Achievement Gaps

##### Measure: Equity Data for Transfers

**Explanation:** The Proportionality Index is used to assess whether there are achievement gaps between demographic sub-groups such as by gender, age and ethnicity. When evaluating for gaps, a cohort of students is defined and those who achieve the desired outcome are identified. Both the total cohort group and the outcome group are disaggregated into demographic sub-groups. The Proportionality Index is a ratio that compares the percentage of a subgroup in the total cohort to the percentage of the same subgroup in the desired outcome. If the sub-group is equally represented in both the cohort and the outcome group, the results are proportional and disproportionate impact does not exist.

**Transfer data** comes from the Student Success Scorecard where first-time students who complete six or more units and attempt any Math or English in their first three years are tracked for six years to see if they transfer to a four-year college. Results for the most recent five cohorts are shown below.

**Note:** Areas in grey without figures indicate groups where numbers are too small to be meaningful - use the "All Cohorts Combined" columns to assess the group (where available).

BC Transfer	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
Female	59.1%	58.4%	0.99	59.9%	60.4%	1.01	57.9%	57.8%	1.00	57.1%	54.1%	0.95	55.6%	54.8%	0.98	57.8%	57.1%	0.99
Male	40.9%	41.6%	1.02	40.1%	39.6%	0.99	42.1%	42.2%	1.00	42.8%	45.9%	1.07	44.0%	44.7%	1.02	42.0%	42.8%	1.02
19 or Younger	79.2%	89.4%	1.13	82.4%	89.2%	1.08	83.6%	90.9%	1.09	83.0%	91.1%	1.10	81.8%	90.0%	1.10	82.0%	90.1%	1.10
20 to 24 years	9.3%	5.0%	0.54	8.5%	5.9%	0.69	7.6%	4.5%	0.59	8.5%	5.3%	0.62	8.8%	3.9%	0.45	8.5%	4.9%	0.58
25 to 39 years	7.7%	3.4%	0.44	5.9%	3.6%	0.61	6.2%	2.8%	0.45	6.1%	2.5%	0.42	6.2%	3.9%	0.63	6.4%	3.2%	0.51
40 or Older	3.9%	2.2%	0.58	3.1%	1.3%	0.42	2.7%	1.8%	0.69	2.4%	1.1%	0.47	3.1%	2.2%	0.69	3.0%	1.7%	0.57
African American	5.6%	6.0%	1.07	6.1%	5.3%	0.86	5.9%	6.1%	1.03	4.6%	5.2%	1.13	4.9%	5.2%	1.06	5.4%	5.5%	1.02
American Indian				1.3%	1.4%	1.07	1.7%	2.0%	1.16							1.3%	1.2%	0.93
Asian	3.2%	4.8%	1.51	3.3%	5.3%	1.57	3.9%	7.6%	1.94	3.9%	5.3%	1.34	3.5%	6.2%	1.80	3.6%	5.8%	1.63
Filipino	3.2%	2.2%	0.69	3.3%	2.6%	0.81	4.1%	4.0%	0.97	3.7%	2.9%	0.77	2.3%	2.2%	0.93	3.3%	2.8%	0.84
Hispanic	45.7%	36.1%	0.79	44.5%	32.3%	0.73	47.7%	36.8%	0.77	47.7%	38.6%	0.81	44.6%	33.3%	0.75	46.1%	35.4%	0.77
Pacific Islander																0.5%	0.6%	1.31
Unknown	2.6%	3.1%	1.20	3.3%	5.4%	1.63	2.9%	3.6%	1.21	4.4%	4.8%	1.09	11.5%	10.4%	0.90	5.1%	5.5%	1.07
White	37.9%	45.8%	1.21	37.6%	47.2%	1.26	33.5%	39.7%	1.18	34.3%	42.0%	1.23	31.2%	41.0%	1.31	34.8%	43.2%	1.24
CC Transfer	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
Female	61.6%	57.3%	0.93	59.1%	54.7%	0.93	60.3%	55.4%	0.92	58.6%	55.4%	0.95	59.4%	56.1%	0.95	59.8%	55.8%	0.93
Male	38.4%	42.7%	1.11	40.9%	45.3%	1.11	39.7%	44.6%	1.12	40.8%	43.5%	1.07	40.2%	43.9%	1.09	40.0%	44.0%	1.10
19 or Younger	60.7%	80.1%	1.32	61.4%	79.4%	1.29	68.8%	81.3%	1.18	72.4%	86.6%	1.19	72.9%	86.5%	1.19	66.9%	82.9%	1.24
20 to 24 years	12.5%	8.2%	0.65	13.3%	10.6%	0.79							9.8%	6.4%	0.65	11.1%	7.2%	0.64
25 to 39 years	17.2%	9.4%	0.55	16.4%	8.8%	0.54	13.7%	8.6%	0.63	10.6%	7.0%	0.66				13.7%	7.6%	0.56
40 or Older																8.3%	2.3%	0.28

**Strategic Plan: Common Measures**  
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**Strategic Goal #2: Equity**

**Objective #1 - Close Achievement Gaps**

Measure: Equity Data for Transfers *continued*

CC	Transfer	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	African American															3.8%	3.2%	0.84	
	American Indian															2.9%	1.9%	0.66	
	Asian															3.5%	6.0%	1.72	
	Filipino															1.8%	2.0%	1.12	
	Hispanic	12.0%	9.4%	0.78	13.9%	11.2%	0.80	10.1%	11.5%	1.14	10.2%	9.1%	0.90	11.6%	12.3%	1.06	11.6%	10.6%	0.91
	Pacific Islander																		
	Unknown												10.3%	8.8%	0.85	4.7%	4.1%	0.86	
	White	70.7%	71.9%	1.02	69.3%	67.6%	0.98	71.4%	69.1%	0.97	75.7%	78.0%	1.03	67.0%	69.0%	1.03	70.8%	71.3%	1.01
PC	Transfer	2003-04 thru 2008-09			2004-05 thru 2009-10			2005-06 thru 2010-11			2006-07 thru 2011-12			2007-08 thru 2012-13			All Cohorts Combined		
		Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index	Cohort %	Success %	Proport. Index
	Female	62.5%	61.8%	0.99	64.3%	61.1%	0.95	64.8%	60.3%	0.93	65.1%	60.6%	0.93	62.0%	61.4%	0.99	63.7%	61.0%	0.96
	Male	37.5%	38.2%	1.02	35.7%	38.9%	1.09	35.2%	39.7%	1.13	34.5%	39.4%	1.14	37.4%	38.0%	1.02	36.1%	38.9%	1.08
	19 or Younger	67.0%	89.1%	1.33	67.1%	87.6%	1.31	76.5%	86.8%	1.13	79.4%	91.2%	1.15	74.9%	90.1%	1.20	73.1%	89.1%	1.22
	20 to 24 years							9.6%	9.6%	0.99	8.8%	5.9%	0.67				12.0%	6.1%	0.51
	25 to 39 years															11.4%	3.6%	0.31	
	40 or Older																		
	African American															2.1%	2.9%	1.36	
	American Indian															2.0%	1.7%	0.88	
	Asian															2.7%	3.9%	1.41	
	Filipino															3.4%	4.7%	1.38	
	Hispanic	57.7%	46.4%	0.80	59.1%	51.3%	0.87	58.3%	50.7%	0.87	55.2%	51.8%	0.94	48.4%	35.1%	0.73	55.5%	46.6%	0.84
	Pacific Islander																		
	Unknown										6.2%	5.9%	0.94	15.8%	18.7%	1.19	5.6%	6.9%	1.23
	White	30.5%	40.9%	1.34	29.5%	38.9%	1.32	30.0%	32.4%	1.08	26.6%	27.6%	1.04	25.5%	31.6%	1.24	28.3%	33.4%	1.18

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #3: Access

#### Objective #1 - Optimize Student Enrollment

Measure: Annual FTES	2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
<b>Explanation:</b> Annual (summer, fall, spring) full-time equivalent students (FTES) which includes all types of FTES, resident and non-resident.						
<b>BC</b>						
FTES (Full-Time Equivalent Students)	14,006.6	14,051.8	12,598.3	12,581.8	13,371.8	
<b>CC</b>						
FTES (Full-Time Equivalent Students)	3,673.9	3,656.0	3,365.9	2,941.4	2,912.2	
<b>PC</b>						
FTES (Full-Time Equivalent Students)	3,489.2	3,308.6	3,247.3	3,040.5	3,049.0	
Measure: Annual Productivity	2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
<b>Explanation:</b> Annual productivity is calculated by dividing the number of full-time equivalent students (FTES) by the full-time equivalent faculty (FTEF) workload. This is also sometimes referred to as FTES/FTEF.						
<b>BC</b>						
Productivity (FTES/FTEF)	18.2	17.2	16.9	17.9	17.5	
<b>CC</b>						
Productivity (FTES/FTEF)	15.4	15.1	14.3	14.5	13.6	
<b>PC</b>						
Productivity (FTES/FTEF)	16.6	16.7	17.2	16.7	15.7	
Measure: First Day Waitlisted Enrollments	2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
<b>BC</b>						
Waitlisted Enrollments	22,137	25,663	23,311	17,856	13,886	
<b>CC</b>						
Waitlisted Enrollments	2,048	5,522	6,043	3,790	2,359	
<b>PC</b>						
Waitlisted Enrollments	4,139	5,315	5,663	4,959	3,929	



# Strategic Plan: Common Measures

## 2014 Annual Review



Strategic Goal #3: Access							
Objective #1 - Optimize Student Enrollment							
Measure: Number of Concurrent Enrollments	2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines	
<b>Explanation:</b> Concurrent enrollment refers to students who are attempting one or more college courses while also enrolled in high school.							
<b>BC</b>							
Concurrent Students Enrolled	650	333	286	286	519		
<b>CC</b>							
Concurrent Students Enrolled	561	454	364	301	304		
<b>PC</b>							
Concurrent Students Enrolled	225	155	168	57	128		
Objective #2 - Be the Higher Education Option of First Choice							
Measure: Feeder High School Enrollment Yield	2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines	
<b>Explanation:</b> The percent of high school graduates enrolled on census day during the first fall semester after high school graduation to any college within the district. The number of high school graduates comes from the California Department of Education Data and Statistics site or from the high school registrar's office.							
<b>BC</b>	<i>High School Graduates</i>	8,026	8,703	8,944	8,936	8,881	
	HS Enrollment Yield	30%	28%	24%	24%	27%	
<b>CC</b>	<i>High School Graduates</i>	1,117	1,180	1,048	1,033	1,022	
	HS Enrollment Yield	30%	26%	26%	29%	28%	
<b>PC</b>	<i>High School Graduates</i>	1,057	1,153	1,146	1,171	1,201	
	HS Enrollment Yield	43%	38%	36%	36%	38%	
Measure: Adult Participation Rate	2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines	
<b>Explanation:</b> Student headcount per 1,000 adults (age 18-65 years old) in the service area. The college service areas were defined by zip codes and population data came from Economic Modeling Specialists International (EMSI). Students enrolled in at least one course at census were counted in the headcount.							
<b>BC</b>	<b>Participation Rate</b>	<b>65.4</b>	<b>62.8</b>	<b>55.9</b>	<b>52.8</b>	<b>53.8</b>	
	Female	74.0	71.7	64.2	59.9	61.8	
	Male	57.5	54.3	47.8	45.6	46.0	

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #3: Access

#### Objective #2 - Be the Higher Education Option of First Choice

Measure: Adult Participation Rate		2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
BC	Participation Rate	65.4	62.8	55.9	52.8	53.8	
	19 or Younger	310.3	283.9	254.3	246.2	269.3	
	20 - 24	167.6	168.0	153.5	145.9	149.5	
	25 - 39	54.1	52.2	45.1	42.5	41.7	
	40 or Older	16.4	15.4	13.5	12.0	11.5	
	African American	82.6	81.5	69.0	54.1	47.1	
	American Indian	81.0	68.9	49.2	39.2	33.2	
	Asian/ Filipino	72.3	61.8	51.3	48.1	46.0	
	Hispanic/ Latino	65.8	65.2	60.2	58.3	62.1	
	Pacific Islander	133.5	115.4	68.1	55.7	55.9	
	White	55.4	51.5	43.3	39.4	37.4	
Two or More Races	187.8	214.9	218.0	214.5	206.7		
CC	Participation Rate	163.3	167.1	150.3	126.7	122.3	
	Female	210.8	218.9	200.2	168.1	167.4	
	Male	121.6	121.1	106.3	90.6	83.1	
	19 or Younger	650.7	645.3	558.4	500.3	496.0	
	20 - 24	370.8	442.2	406.6	360.4	353.2	
	25 - 39	188.0	201.4	187.3	153.4	145.3	
	40 or Older	77.4	65.9	56.6	44.6	42.9	
	African American	187.0	220.9	202.3	146.3	127.3	
	American Indian	172.9	152.1	119.9	94.9	82.3	
	Asian/ Filipino	277.1	277.3	258.9	209.4	178.6	
	Hispanic/ Latino	174.6	209.4	203.1	185.9	192.8	
Pacific Islander	356.9	213.6	151.1	115.0	105.0		
White	144.2	138.5	119.1	95.9	88.5		
Two or More Races	431.7	564.7	513.1	481.7	460.4		

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #3: Access

#### Objective #2 - Be the Higher Education Option of First Choice

Measure: Adult Participation Rate		2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
<b>PC</b>	<b>Participation Rate</b>	<b>105.7</b>	<b>95.3</b>	<b>91.6</b>	<b>81.8</b>	<b>80.2</b>	
	Female	134.4	120.4	117.2	102.3	99.5	
	Male	77.2	70.5	66.2	61.4	61.0	
	19 or Younger	418.1	399.4	401.0	348.5	340.9	
	20 - 24	266.5	258.3	263.2	246.7	246.0	
	25 - 39	85.8	78.2	71.9	62.7	61.5	
	40 or Older	35.8	24.3	19.9	17.0	16.0	
	African American	453.6	331.1	334.1	229.9	194.9	
	American Indian	135.5	85.4	42.9	56.5	57.9	
	Asian/ Filipino	181.3	151.8	142.8	107.6	95.5	
	Hispanic/ Latino	96.7	93.5	92.2	84.6	86.1	
	Pacific Islander	1,165.8	893.5	655.3	281.1	224.9	
	White	99.1	82.0	74.8	64.0	56.6	
	Two or More Races	299.2	332.9	358.0	315.3	307.1	

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #4: Community Connections

#### Objective #1 - Provide Workforce and Economic Development Programs that Respond to Local Industry

##### Measure: Annual Number of CTE Degrees and Certificates

	2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines	
<b>Explanation:</b> CTE awards were identified using the CTE program description on college websites.							
<b>BC</b>	<b>Total CTE Awards</b>						
	Associate Degrees	475	430	455	411	532	
	Certificates	636	677	874	961	940	
<b>CC</b>	<b>Total CTE Awards</b>						
	Associate Degrees	89	116	90	92	72	
	Certificates	27	44	64	140	110	
<b>PC</b>	<b>Total CTE Awards</b>						
	Associate Degrees	92	49	107	102	115	
	Certificates	145	125	111	107	67	

##### Measure: Percentage of CTE Programs Meeting Core Indicator Performance Goals

	2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
<b>Explanation:</b> CTE programs (at the 6-digit TOP level) were evaluated to determine whether each meet the defined performance goal for each core indicator. If a program did not have a goal for a specific indicator, it was not counted in the evaluation.						
<b>BC</b>	<b>Number of Programs</b>					
	69	70	71	67	63	
	<b>% of Programs Meeting the Goal</b>					
	61%	52%	53%	54%	54%	
<b>CC</b>	<b>Number of Programs</b>					
	36	33	29	34	33	
	<b>% of Programs Meeting the Goal</b>					
	57%	58%	47%	51%	44%	
<b>PC</b>	<b>Number of Programs</b>					
	31	31	31	28	30	
	<b>% of Programs Meeting the Goal</b>					
	61%	50%	55%	52%	54%	

##### Measure: Annual Number of Contract Education Hours

	2011-12	2012-13	2013-14	Trendlines
<b>Explanation:</b> The annual number of training hours provided through contract education. The 2011-12 and 2012-13 years include hours funded by a Department of Labor grant which ended June 2013.				
<b>KCCD</b>	<b>Annual Contract Education Hours</b>			
	104,738	140,032	61,102	

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #4: Community Connections

#### Objective #1 - Provide Workforce and Economic Development Programs that Respond to Local Industry

Measure: Student Success Scorecard		2003-04 to	2004-05 to	2005-06 to	2006-07 to	2007-08 to	Trendlines
CTE Completion Rate		2008-09	2009-10	2010-11	2011-12	2012-13	
<b>Explanation:</b> Students who initially complete a CTE course and then subsequently complete more than eight additional units in a single occupational discipline within three years are tracked for six years to see if they earn a Certificate or Degree or transfer. Prepared students are those who go directly into college level courses, while Unprepared students enroll in remedial Math and/or English.							
BC	Cohort Size	1,268	1,227	1,297	1,468	1,494	
	Outcome Success Rate	48.5%	50.1%	48.6%	48.0%	48.2%	
CC	Cohort Size	336	386	393	540	605	
	Outcome Success Rate	48.5%	44.8%	44.5%	42.6%	39.5%	
PC	Cohort Size	388	382	373	375	467	
	Outcome Success Rate	57.7%	61.8%	57.9%	62.1%	58.7%	

#### Objective #2 - Reflect the Communities We Serve

Measure: Percentage of Employees who Attend Community Meetings			2011	2013	Difference (Percentage Points)
<b>Explanation:</b> Information comes from the 2011 and 2013 KCCCD Climate Surveys. Only employees who took the survey and answered the specific question being measured are included in the results.					
BC		Number of Respondents	362	269	
		Percentage Who Attend Community Meetings	64%	66%	2
CC		Number of Respondents	140	92	
		Percentage Who Attend Community Meetings	61%	64%	3
PC		Number of Respondents	105	82	
		Percentage Who Attend Community Meetings	77%	66%	-11
DO		Number of Respondents	40	34	
		Percentage Who Attend Community Meetings	43%	41%	-2

# Strategic Plan: Common Measures 2014 Annual Review



## Strategic Goal #4: Community Connections

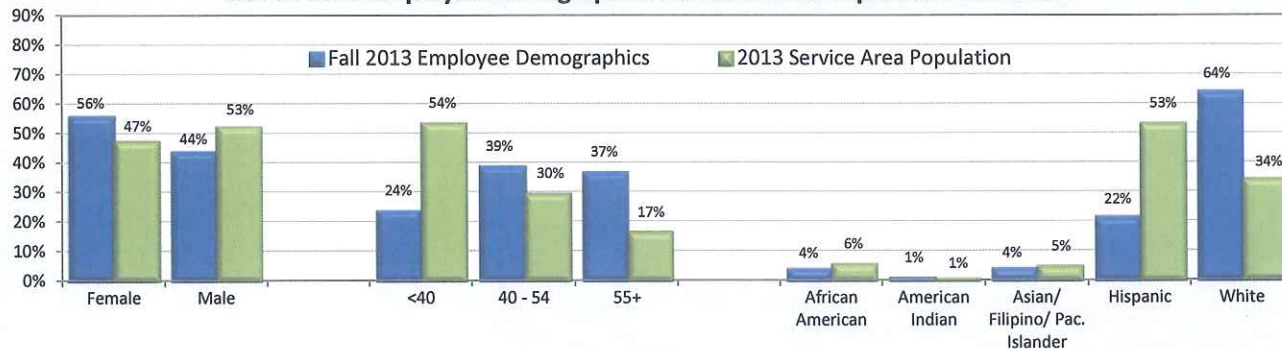
### Objective #2 - Reflect the Communities We Serve

#### Measure: Degree to which Employee Diversity Reflects the Service Area Population

**Explanation:** The service areas were defined by zip code and the populations figures came from Economic Modeling Specialists International (EMSI) and included the adult population (age 18-65). Employee figures came from the annual MIS Employee reporting submitted each fall term.

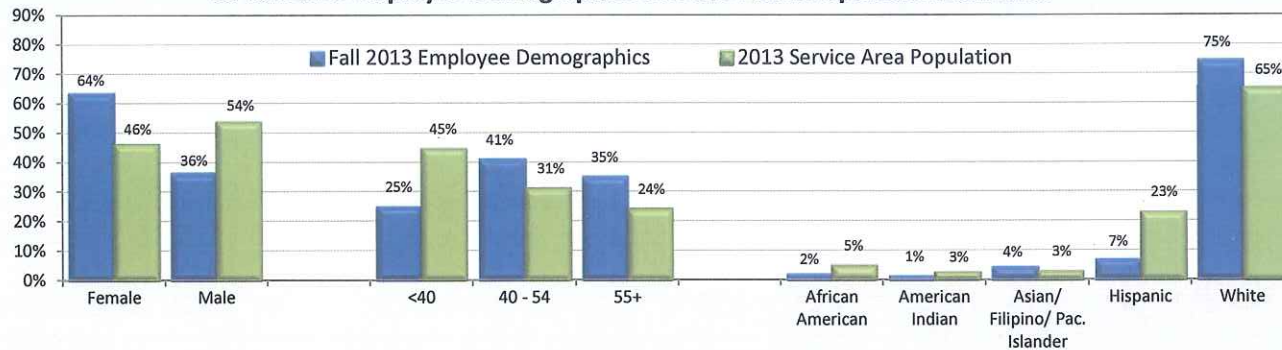
BC

BC Fall 2013 Employee Demographics vs. 2013 Adult Population Estimates



CC

CC Fall 2013 Employee Demographics vs. 2013 Adult Population Estimates

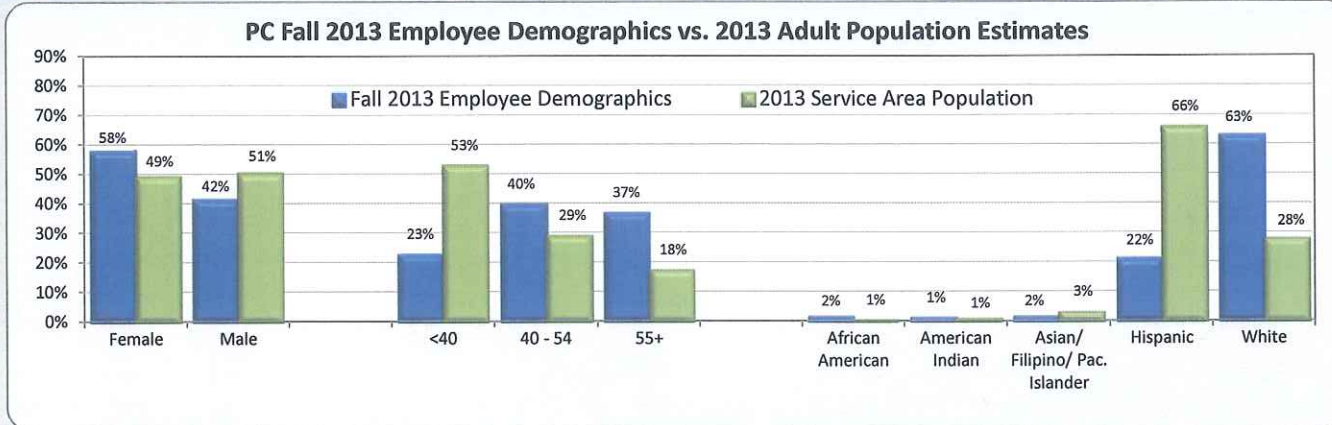


**Strategic Goal #4: Community Connections**

**Objective #2 - Reflect the Communities We Serve**

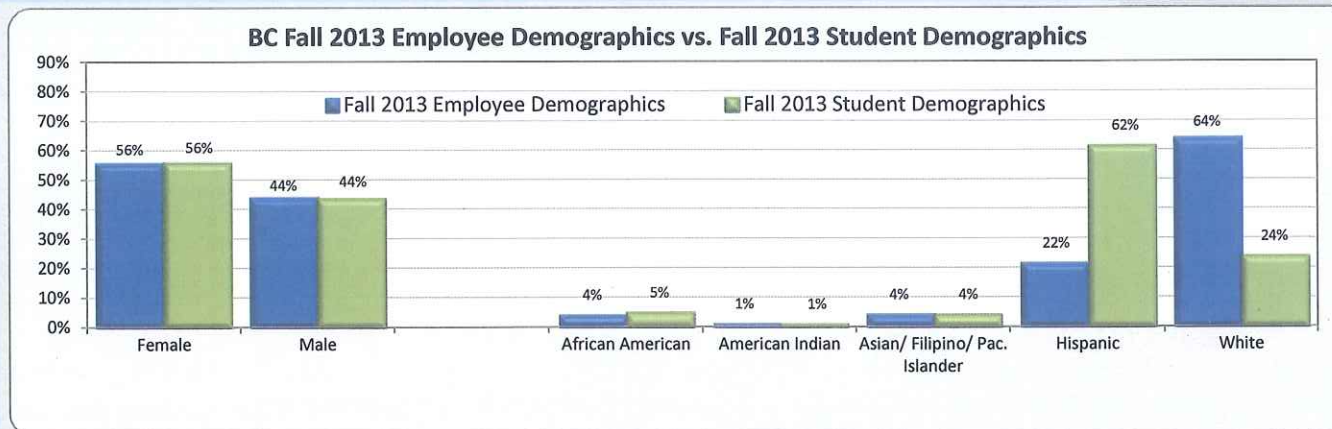
**Measure: Degree to which Employee Diversity Reflects the Service Area Population**

**PC**



**Measure: Degree to which Employee Diversity Reflects the Student Population**

**BC**

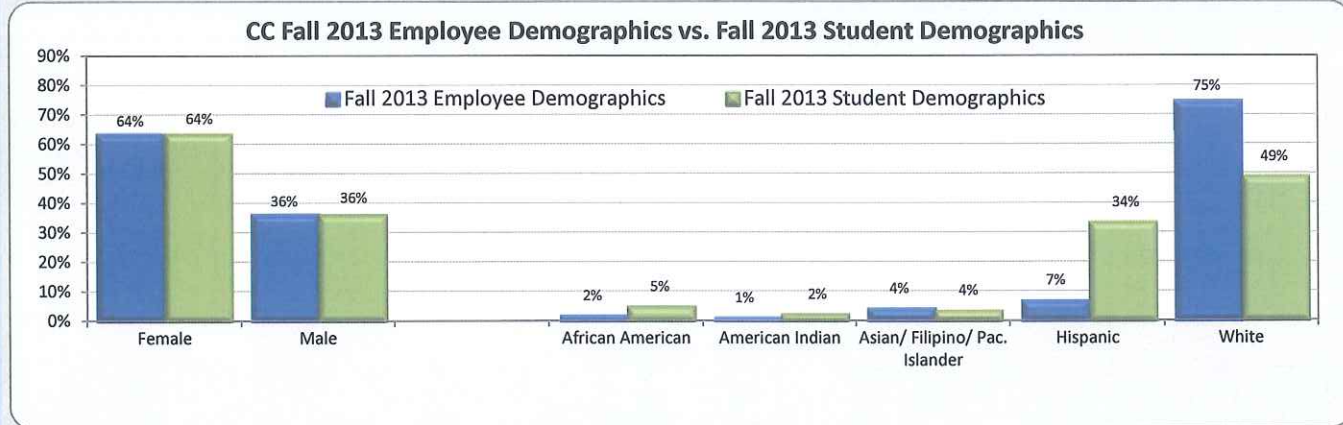


**Strategic Goal #4: Community Connections**

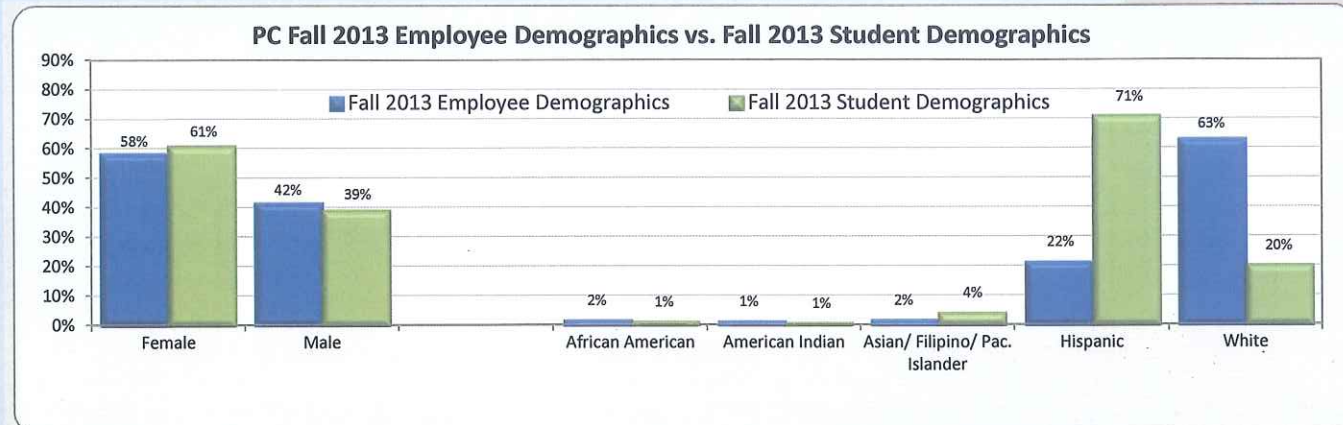
**Objective #2 - Reflect the Communities We Serve**

Measure: Degree to which Employee Diversity Reflects the Student Population

CC



PC





# Strategic Plan: Common Measures

## 2014 Annual Review



Strategic Goal #4: Community Connections					
Objective #2 - Reflect the Communities We Serve					
Measure: Degree to which there is Diversity in the Employment Applicant Pool					
BC	Applicant Demographics	2011-12	2012-13	2013-14	Trendlines
	Female	55%	59%	69%	
	Male	43%	40%	30%	
	Not Disclosed	2%	1%	1%	
	African American	9%	10%	11%	
	American Indian	1%	1%	1%	
	Asian/ Filipino/ Pacific Islander	7%	6%	6%	
	Hispanic/ Latino	33%	35%	34%	
	White	43%	40%	39%	
	Not Disclosed	9%	7%	8%	
	Disabled	2%	2%	1%	
	Not Disabled	95%	96%	98%	
	Not Disclosed	3%	2%	0%	
CC	Applicant Demographics	2011-12	2012-13	2013-14	Trendlines
	Female	54%	49%	59%	
	Male	44%	50%	39%	
	Not Disclosed	2%	2%	2%	
	African American	11%	8%	7%	
	American Indian	2%	1%	2%	
	Asian/ Filipino/ Pacific Islander	6%	6%	7%	
	Hispanic/ Latino	14%	17%	16%	
	White	59%	58%	58%	
	Not Disclosed	9%	9%	10%	
	Disabled	2%	2%	2%	
	Not Disabled	95%	96%	97%	
	Not Disclosed	2%	2%	1%	

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #4: Community Connections

#### Objective #2 - Reflect the Communities We Serve

Measure: Degree to which there is Diversity in the Employment Applicant Pool

PC	Applicant Demographics	2011-12	2012-13	2013-14	Trendlines
PC	Female	55%	56%	63%	
	Male	43%	43%	35%	
	Not Disclosed	1%	1%	1%	
	African American	7%	7%	9%	
	American Indian	2%	1%	2%	
	Asian/ Filipino/ Pacific Islander	6%	6%	8%	
	Hispanic/ Latino	26%	38%	35%	
	White	49%	41%	38%	
	Not Disclosed	10%	7%	8%	
	Disabled	1%	2%	2%	
	Not Disabled	97%	96%	97%	
	Not Disclosed	1%	2%	0%	
	DO	Applicant Demographics	2011-12	2012-13	2013-14
DO	Female	58%	69%	56%	
	Male	41%	29%	42%	
	Not Disclosed	1%	2%	2%	
	African American	9%	11%	15%	
	American Indian	1%	1%	1%	
	Asian/ Filipino/ Pacific Islander	5%	7%	6%	
	Hispanic/ Latino	40%	32%	27%	
	White	39%	42%	41%	
	Not Disclosed	6%	8%	9%	
	Disabled	2%	1%	2%	
	Not Disabled	97%	97%	98%	
	Not Disclosed	2%	1%	0%	

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #5: Organizational Effectiveness

#### Objective #1 - Provide Effective Professional Development

##### Measure: Percentage of Employees who Feel They Have Adequate Training

2011 2013 Difference (Percentage Points)

**Explanation:** This information comes from the 2011 and 2013 KCCD Climate Surveys. Only employees who took the survey and answered the specific question being measured are included in the results. The percentage reported represents the respondents who answered strongly agree or agree with the statement.

BC Percentage of Respondents Reporting:		2011	2013	Difference
	Number of Respondents	364	271	
	"I have been provided adequate training to do my work."	77%	76%	-1
CC Percentage of Respondents Reporting:		2011	2013	Difference
	Number of Respondents	137	95	
	"I have been provided adequate training to do my work."	77%	80%	3
PC Percentage of Respondents Reporting:		2011	2013	Difference
	Number of Respondents	109	84	
	"I have been provided adequate training to do my work."	81%	89%	8
DO Percentage of Respondents Reporting:		2011	2013	Difference
	Number of Respondents	42	33	
	"I have been provided adequate training to do my work."	74%	74%	0

##### Measure: Percentage of Employees who Feel there are Opportunities to Learn and Grow

2011 2013 Difference (Percentage Points)

**Explanation:** This information comes from the 2011 and 2013 KCCD Climate Surveys. Only employees who took the survey and answered the specific question being measured are included in the results. The percentage reported represents the respondents who answered strongly agree or agree with the statement.

BC Percentage of Respondents Reporting:		2011	2013	Difference
	Number of Respondents	363	269	
	"There are opportunities in this college/district to learn and grow in my career."	63%	67%	4
CC Percentage of Respondents Reporting:		2011	2013	Difference
	Number of Respondents	137	93	
	"There are opportunities in this college/district to learn and grow in my career."	61%	68%	7
PC Percentage of Respondents Reporting:		2011	2013	Difference
	Number of Respondents	110	83	
	"There are opportunities in this college/district to learn and grow in my career."	65%	72%	7
DO Percentage of Respondents Reporting:		2011	2013	Difference
	Number of Respondents	42	34	
	"There are opportunities in this college/district to learn and grow in my career."	64%	62%	-2

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #5: Organizational Effectiveness

Measure: Percentage of Employees who Feel Encouraged and Supported		2011	2013	Difference (Percentage Points)			
<b>Explanation:</b> This information comes from the 2011 and 2013 KCCD Climate Surveys. Only employees who took the survey and answered the specific question being measured are included in the results. The percentage reported represents the respondents who answered strongly agree or agree with the statement.							
<b>BC</b> Percentage of Respondents Reporting:							
	Number of Respondents	359	270				
	"The college/district provides encouragement and support for my professional growth and development."	61%	61%	0			
	Number of Respondents	362	273				
	"My immediate supervisor encourages my professional growth and development."	80%	79%	-1			
<b>CC</b> Percentage of Respondents Reporting:							
	Number of Respondents	134	93				
	"The college/district provides encouragement and support for my professional growth and development."	64%	69%	5			
	Number of Respondents	135	94				
	"My immediate supervisor encourages my professional growth and development."	77%	79%	2			
<b>PC</b> Percentage of Respondents Reporting:							
	Number of Respondents	109	83				
	"The college/district provides encouragement and support for my professional growth and development."	63%	76%	13			
	Number of Respondents	109	84				
	"My immediate supervisor encourages my professional growth and development."	78%	86%	8			
<b>DO</b> Percentage of Respondents Reporting:							
	Number of Respondents	42	33				
	"The college/district provides encouragement and support for my professional growth and development."	57%	67%	10			
	Number of Respondents	41	33				
	"My immediate supervisor encourages my professional growth and development."	71%	79%	8			
<b>Measure: Number of Internal Candidates Hired in New Positions</b>		<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>Trendlines</b>
<b>KCCD</b>							
	Internal Candidates Hired	3	10	9	12	11	

# Strategic Plan: Common Measures

## 2014 Annual Review



### Strategic Goal #5: Organizational Effectiveness

#### Objective #2 - Meet and Exceed Internal and External Standards and Requirements

Measure: Percentage of ACCJC Institutional Set Standards Met		2012-13	2013-14	Difference (Percentage Points)
<b>Explanation:</b> This information comes from the ACCJC Annual Report. Institutional set standards were not added to the report until 2012-13.				
<b>BC</b>	Number of Institutional Set Standards	5	10	
	% Meeting the Standard	60%	60%	0
<b>CC</b>	Number of Institutional Set Standards	5	19	
	% Meeting the Standard	80%	79%	-1
<b>PC</b>	Number of Institutional Set Standards	5	11	
	% Meeting the Standard	80%	36%	-44

Measure: Percentage of Student Learning Outcomes at the Course Level with Ongoing Assessment		2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
<b>Explanation:</b> This information comes from the ACCJC Annual Report. Blanks indicate a missing report.							
<b>BC</b>	Course Student Learning Outcomes						
	% with Ongoing Assessment	29%	20%		100%	100%	
<b>CC</b>	Course Student Learning Outcomes						
	% with Ongoing Assessment	33%		59%	69%	68%	
<b>PC</b>	Course Student Learning Outcomes						
	% with Ongoing Assessment	55%	75%	67%	86%	92%	

Measure: Percentage of Program Learning Outcomes with Ongoing Assessment		2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
<b>Explanation:</b> This information comes from the ACCJC Annual Report. Blanks indicate a missing report.							
<b>BC</b>	Program Learning Outcomes						
	% with Ongoing Assessment	75%	86%		100%	100%	
<b>CC</b>	Program Learning Outcomes						
	% with Ongoing Assessment	100%		66%	76%	73%	
<b>PC</b>	Program Learning Outcomes						
	% with Ongoing Assessment	60%	69%	81%	90%	74%	

# Strategic Plan: Common Measures

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### Strategic Goal #5: Organizational Effectiveness

#### Objective #2 - Meet and Exceed Internal and External Standards and Requirements

Measure: Percentage of Institutional Learning Outcomes with Ongoing Assessment		2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
<b>Explanation:</b> This information comes from the ACCJC Annual Report. Blanks indicate a missing report.							
<b>BC</b>	Institutional Learning Outcomes						
	% with Ongoing Assessment	0%	100%		100%	50%	
<b>CC</b>	Institutional Learning Outcomes						
	% with Ongoing Assessment	0%		100%	100%	100%	
<b>PC</b>	Institutional Learning Outcomes						
	% with Ongoing Assessment	0%	0%	33%	60%	100%	
Measure: Percentage of Student and Learning Support Activities with Ongoing Assessment of Learning Outcomes		2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
<b>Explanation:</b> This information comes from the ACCJC Annual Report. Blanks indicate a missing report.							
<b>BC</b>	Student and Learning Support Activities Learning Outcomes						
	% with Ongoing Assessment	63%	100%		100%	86%	
<b>CC</b>	Student and Learning Support Activities Learning Outcomes						
	% with Ongoing Assessment	75%		88%	83%	100%	
<b>PC</b>	Student and Learning Support Activities Learning Outcomes						
	% with Ongoing Assessment	100%	50%	75%	85%	50%	
Measure: Percentage of Academic Expenditures in the Numerator (Fifty Percent Law Compliance)		2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
<b>KCCD</b>	Percentage of Academic Expenditures	51.68%	54.25%	53.17%	54.15%	50.02%	
Measure: Full-time to Part-time Faculty Ratio (75/25)		2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
<b>BC</b>	Percentage of Full-time Faculty						
	Percentage of Full-time Faculty		67%	72%	75%	73%	
<b>CC</b>	Percentage of Full-time Faculty						
	Percentage of Full-time Faculty		53%	54%	62%	63%	
<b>PC</b>	Percentage of Full-time Faculty						
	Percentage of Full-time Faculty		68%	71%	70%	66%	

# Strategic Plan: Common Measures 2014 Annual Review



## Strategic Goal #5: Organizational Effectiveness

### Objective #2 - Meet and Exceed Internal and External Standards and Requirements

**Measure: Percentage of Reserves** 2009-10 2010-11 2011-12 2012-13 2013-14 Trendlines

**Explanation:** The CFO calculates this measure using the amount of reserves divided by the total of all expenditures, transfers and other outgo.

KCCD

Measure	2009-10	2010-11	2011-12	2012-13	2013-14	Trendlines
Percentage of Reserves	33.9%	22.2%	23.7%	24.3%	27.8%	

### Objective #3 - Increase Trust and Create a Collaborative Culture

**Measure: Percentage of Employees who report Trust between the Colleges and the District Office** 2011 2013 Difference (Percentage Points)

**Explanation:** This information comes from the 2011 and 2013 KCCD Climate Surveys. Only employees who took the survey and answered the specific question being measured are included in the results. The percentage reported represents the respondents who answered strongly agree or agree with the statement.

College	Percentage of Respondents Reporting:	Number of Respondents	2011	2013	Difference
BC	"There is trust between employees at the colleges and the district office."				
			356 27%	267 24%	-3
CC	"There is trust between employees at the colleges and the district office."				
			135 39%	91 50%	11
PC	"There is trust between employees at the colleges and the district office."				
			106 21%	79 43%	22
DO	"There is trust between employees at the colleges and the district office."				
			43 42%	33 36%	-6

**Measure: Percentage of Employees reporting Trust between Employee Groups** 2011 2013 Difference (Percentage Points)

**Explanation:** This information comes from the 2011 and 2013 KCCD Climate Surveys. Only employees who took the survey and answered the specific question being measured are included in the results. The percentage reported represents the respondents who answered strongly agree or agree with the statement.

College	Percentage of Respondents Reporting:	2011	2013	Difference
BC	"There is trust between classified staff and faculty."	81%	80%	-1
	"There is trust between classified staff and management."	35%	40%	5
	"There is trust between faculty and management."	36%	46%	10

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**Strategic Goal #5: Organizational Effectiveness**

**Objective #3 - Increase Trust and Create a Collaborative Culture**

Measure: Percentage of Employees reporting Trust between Employee Groups	2011	2013	Difference (Percentage Points)
<b>CC</b> Percentage of Respondents Reporting:			
"There is trust between classified staff and faculty."	83%	79%	-4
"There is trust between classified staff and management."	59%	60%	1
"There is trust between faculty and management."	53%	55%	2
<b>PC</b> Percentage of Respondents Reporting:			
"There is trust between classified staff and faculty."	82%	89%	7
"There is trust between classified staff and management."	55%	73%	18
"There is trust between faculty and management."	51%	75%	24
<b>DO</b> Percentage of Respondents Reporting:			
"There is trust between classified staff and faculty."	63%	66%	3
"There is trust between classified staff and management."	48%	49%	1
"There is trust between faculty and management."	38%	43%	5
Measure: Percentage of Employees who Feel there is a Satisfactory Level of Communication	2011	2013	Difference (Percentage Points)
<b>Explanation:</b> This information comes from the 2011 and 2013 KCCD Climate Surveys. Only employees who took the survey and answered the specific question being measured are included in the results. The percentage reported represents the respondents who answered strongly agree or agree with the statement.			
<b>BC</b> Percentage of Respondents Reporting:			
"Relevant information affecting the district as a whole is communicated throughout the district."	47%	44%	-3
"Relevant information affecting your location as a whole (college/center/DO) is communicated throughout the organization."	55%	58%	3
"I have sufficient information to perform my job."	82%	81%	-1
"My representatives in governance committees adequately inform me about important college/district issues."	80%	79%	-1
"My representatives on governance committees ask for my input on important issues."	71%	69%	-2
"Information flows well upward through the organizational structure."	46%	53%	7
"Information flows well downward through the organizational structure."	43%	45%	2
"My supervisor keeps me informed of issues relevant to my job."	80%	73%	-7
"My supervisor asks for my input before making decisions that affect my work."	70%	62%	-8



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**Strategic Goal #5: Organizational Effectiveness**

**Objective #3 - Increase Trust and Create a Collaborative Culture**

<b>Measure: Percentage of Employees who Feel there is a Satisfactory Level of Communication</b>	<b>2011</b>	<b>2013</b>	<b>Difference (Percentage Points)</b>
<b>CC</b> Percentage of Respondents Reporting:			
"Relevant information affecting the district as a whole is communicated throughout the district."	52%	53%	1
"Relevant information affecting your location as a whole (college/center/DO) is communicated throughout the organization."	58%	67%	9
"I have sufficient information to perform my job."	80%	84%	4
"My representatives in governance committees adequately inform me about important college/district issues."	77%	72%	-5
"My representatives on governance committees ask for my input on important issues."	75%	65%	-10
"Information flows well upward through the organizational structure."	55%	52%	-3
"Information flows well downward through the organizational structure."	50%	48%	-2
"My supervisor keeps me informed of issues relevant to my job."	76%	77%	1
"My supervisor asks for my input before making decisions that affect my work."	67%	73%	6
<b>PC</b> Percentage of Respondents Reporting:			
"Relevant information affecting the district as a whole is communicated throughout the district."	43%	72%	29
"Relevant information affecting your location as a whole (college/center/DO) is communicated throughout the organization."	70%	86%	16
"I have sufficient information to perform my job."	89%	93%	4
"My representatives in governance committees adequately inform me about important college/district issues."	79%	78%	-1
"My representatives on governance committees ask for my input on important issues."	76%	73%	-3
"Information flows well upward through the organizational structure."	65%	77%	12
"Information flows well downward through the organizational structure."	43%	73%	30
"My supervisor keeps me informed of issues relevant to my job."	83%	88%	5
"My supervisor asks for my input before making decisions that affect my work."	76%	85%	9

# Strategic Plan: Common Measures

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### Strategic Goal #5: Organizational Effectiveness

#### Objective #3 - Increase Trust and Create a Collaborative Culture

Measure: Percentage of Employees who Feel there is a Satisfactory Level of Communication	2011	2013	Difference (Percentage Points)
<b>DO</b> Percentage of Respondents Reporting:			
"Relevant information affecting the district as a whole is communicated throughout the district."	71%	65%	-6
"Relevant information affecting your location as a whole (college/center/DO) is communicated throughout the organization."	67%	65%	-2
"I have sufficient information to perform my job."	88%	88%	0
"My representatives in governance committees adequately inform me about important college/district issues."	59%	55%	-4
"My representatives on governance committees ask for my input on important issues."	49%	36%	-13
"Information flows well upward through the organizational structure."	45%	39%	-6
"Information flows well downward through the organizational structure."	40%	38%	-2
"My supervisor keeps me informed of issues relevant to my job."	79%	77%	-2
"My supervisor asks for my input before making decisions that affect my work."	71%	65%	-6

#### Objective #4 - Improve Facilities and Maintenance

Measure: Percentage of Employees who Feel the Facilities are Adequately Maintained	2011	2013	Difference (Percentage Points)
<b>Explanation:</b> This information comes from the 2011 and 2013 KCCD Climate Surveys. Only employees who took the survey and answered the specific question being measured are included in the results. The percentage reported represents the respondents who answered strongly agree or agree with the statement.			
<b>BC</b>			
	Number of Respondents	367	268
"The college or location where I work is adequately maintained."		43%	50%
			7
<b>CC</b>			
	Number of Respondents	139	93
"The college or location where I work is adequately maintained."		67%	72%
			5
<b>PC</b>			
	Number of Respondents	108	84
"The college or location where I work is adequately maintained."		73%	89%
			16
<b>DO</b>			
	Number of Respondents	43	34
"The college or location where I work is adequately maintained."		98%	91%
			-7

# Strategic Plan: Common Measures

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### Strategic Goal #5: Organizational Effectiveness

#### Objective #4 - Improve Facilities and Maintenance

**Measure: Number of Work Orders Submitted for Building Maintenance, Custodial & Grounds and the Percent Completed**

2011-12    2012-13    2013-14    Trendlines

**Explanation:** This information comes from the SchoolDude system, a system for tracking work orders which became operational in Jan. 2012.

BC					
	Work Orders Submitted in the System		760	1,404	1,442
	% Completed		89%	75%	74%
CC					
	Work Orders Submitted in the System		2	362	394
	% Completed		100%	88%	88%
PC					
	Work Orders Submitted in the System		111	621	408
	% Completed		100%	98%	94%
DO					
	Work Orders Submitted in the System		100	72	58
	% Completed		100%	100%	100%

**Measure: Number of Safety and Security Incidents Reported**

2011    2012    2013    Trendlines

**Explanation:** This information includes criminal offenses, hate crimes, arrests and disciplinary actions as reported on the Campus Safety and Security Data Analysis Tool at the U.S. Department of Education site (<http://ope.ed.gov/security/Index.aspx>).

BC					
	Total Incidents		54	43	25
CC					
	Total Incidents		0	0	0
PC					
	Total Incidents		8	9	3

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<b>Strategic Goal #5: Organizational Effectiveness</b>					
<b>Objective #4 - Improve Facilities and Maintenance</b>					
<b>Measure: Percentage of Employees who Feel Safe at their Location</b>		<b>2011</b>	<b>2013</b>	<b>Difference (Percentage Points)</b>	
<b>Explanation:</b> This information comes from the 2011 and 2013 KCCD Climate Surveys. Only employees who took the survey and answered the specific question being measured are included in the results. The percentage reported represents the respondents who answered strongly agree or agree with the statement.					
<b>BC</b>					
	Number of Respondents	366	272		
	"I feel safe at my work location."	81%	79%		-2
<b>CC</b>					
	Number of Respondents	139	92		
	"I feel safe at my work location."	90%	85%		-5
<b>PC</b>					
	Number of Respondents	109	85		
	"I feel safe at my work location."	88%	93%		5
<b>DO</b>					
	Number of Respondents	42	34		
	"I feel safe at my work location."	91%	88%		-3