

APPENDIX E

KEY PERFORMANCE INDICATORS

Key Performance Indicators

Planning Priority Goal	Key Performance Indicator
STUDENT ACCESS	
Goal 1: Better serve students in historically under-served populations	<ul style="list-style-type: none"> • Demographic trend of entering student populations • Number of students attending outreach and financial aid workshops
Goal 2: Respond to evolving community needs	<ul style="list-style-type: none"> • Student capacity in workforce training programs • Number of new degrees and certificates offered to meet identified community needs • Number of emerging-needs populations served • Enrollment rate
LEARNING AND STUDENT SUCCESS	
Goal 3: Provide an Exceptional Learning Environment to Promote Student Success	<ul style="list-style-type: none"> • Number of students transferring • Retention rates (both transfer- and developmental-level courses) • Success rates (both transfer- and developmental-level courses) • Persistence rates • Number of degrees/certificates awarded • Student satisfaction ratings • Student goal attainment
Goal 4: Promote Student Success for Historically Under-served Populations	<ul style="list-style-type: none"> • Number of students participating in programs specifically designed to enhance success of under-served populations (i.e. foster youth, Umoja, Puente) • Number of historically underserved students who are transfer-prepared • Demographic trends and retention rates in transfer-level courses
Goal 5: Promote Student Success for Historically Under-prepared Populations	<ul style="list-style-type: none"> • Success rates in subsequent courses within sequence (include demographic data)
FISCAL AND PHYSICAL RESOURCES	
Goal 6: Promote Institutional Effectiveness	<ul style="list-style-type: none"> • Number of cost-saving strategies implemented • Cost per student (headcount) • Number of clean audits • WSCH/FTEF ratio • Financial holdings of Grossmont College Foundation • Number of grants and dollars generated

<p>Goal 7: Develop and maintain an exceptional learning environment</p>	<ul style="list-style-type: none"> • Number of collaborative learning spaces available • Number of programs and services used to engage students (could be athletics, CSL, clubs, learning communities, etc) • Number of new technologies, modalities piloted • Facilities Condition Index • Number of maintenance and facility improvement projects completed
<p>Goal 8: Maximize Revenue from Traditional and Non-Traditional Sources</p>	<ul style="list-style-type: none"> • Number of grants received • Number of dollars received through Foundation
<p>ECONOMIC AND COMMUNITY DEVELOPMENT</p>	
<p>Goal 9: Enhance Workforce Preparedness</p>	<ul style="list-style-type: none"> • Placement rate in the workforce • Licensure/certification pass rates
<p>Goal 10: Develop Innovative Partnerships That Meet Long-term Community Needs</p>	<ul style="list-style-type: none"> • Number of innovative partnerships • Percent of sustained partnerships
<p>VALUE AND SUPPORT OF EMPLOYEES</p>	
<p>Goal 11: Promote Employee Success</p>	<ul style="list-style-type: none"> • Number of professional development events • Tuition and book reimbursement utilization • Number of employees participating in college health and wellness initiative • Number of employees participating in leadership development initiatives