College Priority 2: Promote Student, Faculty, and Staff Success

Last Updated: 2/12/2024

Reading the Scorecard

- The success indicators (legend to right) relate to the *baseline* measure, not the prior year.
- *Baseline* year(s) were those years used to set the target. Data from these years was the most recent data available at the time initial targets were set. If there were multiple years with similar values, there may be more than one baseline year. (See end for more notes.)
- *Historical* years are provided for context, but were not used to set the target.
- Some metrics are based on surveys which are not done every year (such as PACE or the CCSSE) so there will be gaps, indicated by a hyphen: "-".

Legend	
⭐	Target Met
🔺	Showing Progress
◆	Static/Minimal Change
🔻	Moving Away from Target

Scorecard

Metric	Scorecard year							Target	Current Status
	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26		
Objective 1: Employees will engage in purposeful work set in a positive environment with dedicated resources									
Indicator 1.1 – The college provides purposeful work, creates and maintains a positive environment, and provides needed resources for employees to complete their work.									
Metric	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Target	Current
2.1.1.A) Average Score of selected metrics from PACE Climate Survey is at least **3.5 or higher**. (Scale of 1 to 5)	**3.48**	-	**3.36**	-	**3.30**	-		**≥ 3.5**	🔻
	Baseline	–	🔻	–	🔻	–			
Indicator 1.2 – Employees help students reach their educational goals.									
Metric	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Target	Current
2.1.2.A) Average score of selected indicators from annual Graduate Survey is **3.5 or higher**. (Scale of 1 to 4)	-	**3.44**	**3.42**	**3.39**	**3.32**			**≥ 3.5**	🔻
	-	Baseline	◆	🔻	🔻				

Metric	Scorecard year							Target	Current Status
	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26		
2.1.2.B) Average score of selected indicators from regular student survey is **1.52 or higher**. (Scale of 0 to 2)	**1.47**	-	**1.42**	-	**1.55**	-		**≥ 1.52**	⭐
	Baseline	-	▽	-	⭐	-			

Objective 2: Students will reach their educational goals

Indicator 2.1 – Students reach their goal(s) of course and degree/certificate completion

Metric	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Target	Current
2.2.1.A) 82% of all college-level courses will be completed successfully.	**80.1%**	**80.1%**	**80.6%**	**81.1%**	**81.0%**			**≥ 82%**	△
	Baseline	◇	△	△	△				
2.2.1.B) 32% of all first-time students will complete a degree or certificate within 3 years of their starting date. (Includes BAS.)	**30%**	**30%**	**28%**	**31%**	**29%**			**≥ 32%**	▽
	Baseline	Baseline	▽	△	▽				

Indicator 2.2 – Students reach their goal of obtaining and finding success in meaningful employment and/or Transfer

Metric	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Target	Current
2.2.2.A) 68% of all first-time students are employed within 4 years of their starting date.	**67%**	**71%**	**63%**	**61%**	**69%**			**≥ 68%**	⭐
	Baseline	Baseline	▽	▽	⭐				
2.2.2.B) 27% of all first-time students will transfer to a 4-year institution within 4 years of their starting date.	**24%**	**23%**	**24%**	**24%**	**23%**			**≥ 27%**	◇
	Baseline	Baseline	◇	◇	◇				

Indicator 2.3 – DEI and Program-to-Program data demonstrates equitable success for all student groups

Metric	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Target	Current
2.2.3.A) Increase HU-SoC[i] Equity Index[ii] for Course Completions to **0.96 or greater**, demonstrating a narrowing of the equity gap.	**0.94**	**0.93**	**0.92**	**0.92**	**0.92**			**≥ 0.96**	▽
	Baseline	▽	▽	▽	▽				

Metric	Scorecard year							Target	Current Status
	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26		
2.2.3.B) Increase HU-SoC Equity Index for Completion of a Degree or Certificate by Year 3 to **0.86 or greater**, reducing equity gap from "moderate" to "mild." (Includes BAS).	0.72	0.81	0.93	0.83	0.78			**≥ 0.86**	▽
	Historical	Baseline	★	△	▽				
Indicator 2.3, continued									
Metric	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Target	Current
2.2.3.C) Increase HU-SoC Equity Index for Employment by Year 4 to **0.97 or greater**, showing a continued decrease in the equity gap.	0.96	0.96	0.94	0.94	0.99			**≥ 0.97**	★
	Baseline	Baseline	▽	▽	★				
2.2.3.D) Increase HU-SoC Equity Index for Transfer to a 4-year Institution by Year 4 to **0.90 or greater**, reducing equity gap from "moderate" to "mild."	0.85	0.85	0.86	0.94	0.94			**≥ 0.90**	★
	Baseline	Baseline	△	★	★				

Multiple Baseline/Historical Years

Some metrics have multiple *baseline* or *historical* years. Why is this? The development of the 2019-2026 scorecard was a multi-year learning process for GHC. Development of the objectives, indicators, and metrics took place throughout 2019-20, which meant that there was no data to inform college priority work during 2019-20, and 2020-21 was the earliest year where metrics were finalized and scorecard data was available. For some areas, this process continued into 2020-21. For example, for metric 2.1.2.A, the questions for this measure were not added to the GHC grad survey until spring of 2021, making that the first year data was available.

When metrics were finalized for the 2020-21 scorecard, if the values for 2019-20 and 2020-21 scorecard were similar, they were both considered *baseline* and used to set the target (see 2.2.1.B). However, if they were significantly different, the 2020-21 measure was usually considered to be baseline, while the 2019-20 scorecard value would be considered *historical*: providing context, but not used to determine the target (see 2.2.3.B).

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[i] HU-SoC: Historically Underserved Students of Color. This grouping includes student who have self-identified as at least one of: Black or African American, Latino or Hispanic, American Indian or Alaska Native, or Pacific Islander, including Native Hawai'ian.

[ii] An Equity Index is a ratio that demonstrates whether the target population is over- or under-represented in the population of successful students. Ratio values below 1.0 indicate the target population is under-represented. Moving the ratio closer to one shows a narrowing of the gap. The Equity Index is based on work from the USC Center for Urban Education. GHC aggregates the most recent 3 years of data when calculating an Equity Index.

Most Recent Sample Sizes:

Metric	Sample Size	Source/Time Frame
2.1.1.A) Average Score of selected metrics from PACE Climate Survey is at least **3.5 or higher**. (Scale of 1 to 5)	114 unique employees	2022 PACE Survey
2.1.2.A) Average score of selected indicators from annual Graduate Survey is **3.5 or higher**. (Scale of 1 to 4)	144 unique students	2023 Graduate Survey
2.1.2.B) Average score of selected indicators from annual Student Survey is **1.52 or higher** (Scale of 0 to 2)	168 unique students	2022 CCSSE Survey
2.2.1.A) 82% of all college-level courses will be completed successfully.	1,816 unique students & 11,002 enrollments	2022-23 academic year, college-level enrollments
2.2.1.B) 32% of all first-time students will complete a degree or certificate within 3 years of their starting date.	842 unique students	First-time college-level students from 2019-20
2.2.2.A) 68% of all first-time students are employed within 4 years of their starting date.	689 unique students	First-time college-level students from 2018-19 (Excludes Running Start)
2.2.2.B) 27% of all first-time students will transfer to a 4-year institution within 4 years of their starting date.	901 unique students	First-time college-level students from 2018-19 (Includes Running Start)
2.2.3.A) Increase HU-SoC Equity Index for Course Completions to **0.96 or greater**, demonstrating a narrowing of the equity gap.	8,850 enrollments by HU-SoC students	College-level enrollments by HU-SoC from 2020-21 to 2022-23 academic years
2.2.3.B) Increase HU-SoC Equity Index for Completion of a Degree or Certificate by Year 3 to **0.86 or greater**, reducing equity gap from "moderate" to "mild."	712 unique HU-SoC students	First-time college level HU-SoC students from 2017-18 to 2019-20
2.2.3.C) Increase HU-SoC Equity Index for Employment by Year 4 to **0.97 or greater**, showing a continued decrease in the equity gap.	636 unique HU-SoC students	First-time college level HU-SoC students from 2016-17 to 2018-19 (Excludes Running Start)
2.2.3.D) Increase HU-SoC Equity Index for Transfer to a 4-year Institution by Year 4 to **0.90 or greater**, reducing equity gap from "moderate" to "mild."	742 unique HU-SoC students	First-time college level HU-SoC students from 2016-17 to 2018-19 (Includes Running Start)

Note on cohort differences between Transfer and Enrollment:

This data is from the SBCTC First Time Entering Cohort (FTEC) dashboard. FTEC data generally includes Running Start students, but the Employment data is not pulled for dual enrollment students in the FTE Cohort. This is why the cohort sizes differ between the Transfer and Enrollment metrics.