Indicator	Definition/ Description	Disaggregation variables	Baseline	Annual Targets		
				Year 1: 2024-2025	Year 2: 2025-2026	Year 3: 2026-2027
Goal 1: Student Success						
Enrollment and Access						
Enrollment :						
Unduplicated Headcount	The total number of students per semester (or quarter for continuing education) enrolled each year and counted only once	FT/PT, race/ethnicity, academic/workforce program, age, socioeconomic status (Pell/ economically disadvantaged), academically disadvantaged (not TSI ready) , dual enrollment status, high demand fields, transfer intent (HB 8 variables)				
Credit			4961	5,457	6,002	6,602
Non-credit			540	594	654	719
Application & Enrollment Success:						
Admissions application conversion rate	Percentage of applicants who enroll at COM	FT/PT, race/ethnicity, academic/workforce program, age, socioeconomic status (Pell/ economically disadvantaged), academically disadvantaged (not TSI ready) , dual enrollment status, high demand fields, transfer intent (HB 8 variables)	39%	41%	43%	45%
Applicant satisfaction with communication/ support	Measured by the Survey of Entering Student Engagement (SENSE). Yes or No to questions 20 a - j regarding whether new students know about the support and assistance available during the enrollment process.	a. academic advising: 89%, b. career counseling: 59%, c. job placement asst: 41% d. face-to-face tutoring: 93%, e. online tutoring: 63%, f. writing/math/or other skills lab: 61%, g. computer labs: 74%, h. student orgs: 68%, i. transfer assistance: 50%, j. services to students with disabilities: 53%	5% increase over baseline	10% over PY, 3% increase for "a", 1% increase for "d"	10% over PY, 3% increase for "a", 1% increase for "d"
Student Success & Completion						

Indicator	Definition/ Description	Disaggregation variables	Baseline	Annual Targets		
				Year 1: 2024-2025	Year 2: 2025-2026	Year 3: 2026-2027
Academic Performance:						
Course Success Rates	Percentage of students passing courses with grades of A, B, or C	FT/PT, race/ethnicity, academic/workforce program, age, socioeconomic status (Pell/ economically disadvantaged), academically disadvantaged (not TSI ready), dual enrollment status, high demand fields, transfer intent (HB 8 variables)	79% (Fall 2023, Spring 2024)	84%	89%	94%
Workforce Programs			82%	87%	92%	97%%
Academic Programs			78%	83%	88%	93%
Gateway Course Completion Rates (Math and English)	Percentage of students passing their credit-bearing college-level math and/or English course within 2 years of enrollment		Math: 35%, English 56%	Math: 45%; English: 63%	Math: 50%; English: 68%	Math: 60%; English: 70%
Time to completion (credit programs)	The amount of elapsed calendar time in years from matriculation term start date to degree completion term conferral date		4.7 yrs	4.23	3.81	3.43
Persistence & Retention						
Fall to Fall retention rate	The percentage of first-year students returning for a second year	FT/PT, race/ethnicity, academic/workforce program, age, socioeconomic status (Pell/ economically disadvantaged), academically disadvantaged (not TSI ready), dual enrollment status, high demand fields, transfer intent (HB 8 variables)	53%	56%	59%	62%
Semester to semester persistence	The percentage of student remaining enrolled and continuing their enrollment from term to term until they achieve a credential (Fall to Spring, Spring to Fall)		74%	81%	89%	96%
Graduation & Transfer						

Indicator	Definition/ Description	Disaggregation variables	Baseline	Annual Targets		
				Year 1: 2024-2025	Year 2: 2025-2026	Year 3: 2026-2027
Associate's Degree Graduation Rates	The percentage of students who complete their degree program within a specified period of time	FT/PT, race/ethnicity, academic/workforce program, age, socioeconomic status (Pell/ economically disadvantaged), academically disadvantaged (not TSI ready), dual enrollment status, high demand fields, transfer intent (HB 8 variables)				
2-year (FT/PT)			34% FT; 21% PT	39% FT; 26% PT	44% FT; 31%PT	49% FT; 36% PT
3- year (FT/PT)			38% FT; 23% PT	43% FT; 28% PT	48% FT; 33% PT	53% FT; 38% PT
6-year (FT/PT)			49% FT; 31% PT	54% FT; 36% PT	59% FT; 41% PT	64% FT; 46% PT
Transfer rates	The percentage of first-time, first-year undergraduate students who transfer to another college with 15 credits or more (HB8)		Academic: 25%; Technical: 5%	Academic: 30%; Technical: 10%	Academic: 35%; Technical: 15%	Academic: 40%; Technical: 20%
Bachelor's Degree Graduation rate	The percentage of students who complete their bachelor's degree program within 150% of normal time					
6-year rate			38% FT; 24% PT	43% FT; 29% PT	48% FT; 34% PT	53% FT; 39% PT

Support & Engagement

Student Support

Indicator	Definition/ Description	Disaggregation variables	Baseline	Year 1: 2024-2025	Year 2: 2025-2026	Year 3: 2026-2027
Student utilizing academic support services and tutoring.	Increase percentage of students seeking tutoring and/or academic support services	FT/PT, race/ethnicity, academic/workforce program, age, socioeconomic status (Pell/ economically disadvantaged), academically disadvantaged (not TSI ready), dual enrollment status, high demand fields, transfer intent (HB 8 variables)	Overall visits: 15,410 Students setting appointments: 56% Writing appts 2225 Math appts: 2730 Total appts: 4995	5% annual increase over PY: Overall visits: 16,181 Students setting appointments: 61% Writing appts: 2336 Math appts: 2867 Total appts: 5245	5% Annual Increase over PY Overall visits: 16,990 Students setting appointments: 66% Writing appts: 2453 Math appts: 3010 Total appts: 5507	5% Annual Increase over PY: Overall visits: 17,840 Students setting appointments: 71% Writing appts: 2576 Math appts: 3160 Total appts: 5782

Indicator	Definition/ Description	Disaggregation variables	Baseline	Annual Targets		
				Year 1: 2024-2025	Year 2: 2025-2026	Year 3: 2026-2027
Students participation in New Student Orientation.	Percentage of students participating in new student orientation face-to-face or online	FT/PT, race/ethnicity, academic/workforce program, age, socioeconomic status (Pell/ economically disadvantaged), academically disadvantaged (not TSI ready), dual enrollment status, high demand fields, transfer intent (HB 8 variables)	50% of new students	60%	80%	100%
Career Development						
Percentage of students utilizing career assessment tools	Percentage of students accessing the career assessment inventory, Focus 2, designed to identify career choices/ educational options	FT/PT, race/ethnicity, academic/workforce program, age, socioeconomic status (Pell/ economically disadvantaged), academically disadvantaged (not TSI ready), dual enrollment status, high demand fields, transfer intent (HB 8 variables)	% of Students Enrolled in Psyc. 1300 who complete a careeer assessment.	65%	80%	95%
Percentage of students enrolling in a meta-major within the first semester	Students who declare a meta-major to facilitate choosing classes that relate to a specific degree		Determine Baseline	Baseline Year	5% over PY	5% over PY
Experiential Learning						
Student participation in Experiential Learning opportunities	Student participation in experiential learning as reported on CCSSE Q8a	FT/PT, race/ethnicity, academic/workforce program, age, socioeconomic status (Pell/ economically disadvantaged), academically disadvantaged (not TSI ready), dual enrollment status, high demand fields, transfer intent (HB 8 variables)	13.1% (peers: 26%)	17.10%	22.10%	27.10%

Indicator	Definition/ Description	Disaggregation variables	Baseline	Annual Targets		
				Year 1: 2024-2025	Year 2: 2025-2026	Year 3: 2026-2027
Outcomes & Impact						
Credentials awarded						
Total number of awards by level awarded annually	Total number of bachelor's, associate's, Level I and Level II certificates, Occupational Skills Certificates (OSAs), Institutional Credentials that lead to a Licensure or Certification (ICLC) awarded annually	FT/PT, race/ethnicity, academic/workforce program, age, socioeconomic status (Pell/ economically disadvantaged), academically disadvantaged (not TSI ready), dual enrollment status, high demand fields, transfer intent (HB 8 variables)				
Bachelor's			8	9	10	11
Associate's			535	589	648	713
Certificates			296	326	359	395
OSAs			103	113	124	136
ICLCs			210	231	254	279
Credentials awarded in high- demand fields	Increase number of credentials awarded in high demand fields (HB8)		431	474	521	573
Workforce and Post-Graduation Success						
Licensure Pass Rates	Certification or licensure rate on state or national exams	FT/PT, race/ethnicity, academic/workforce program, age, socioeconomic status (Pell/ economically disadvantaged), academically disadvantaged (not TSI ready), dual enrollment status, high demand fields, transfer intent (HB 8 variables)	87%	90%	93%	96%
Job Placement (workforce programs)	Percentage of students awarded a degree/ certificate in a given year who are employed in the 4th quarter of the calendar year in which the programs' fiscal year ends		Technical: 66%	72%	79%	86%
Dual Credit Success						
Dual Credit Student Completing 15 semester credit hours (SCH) annually	Number of Dual Credit students earning a minimum of 15 SCH annually	FT/PT, race/ethnicity, academic/workforce program, age, socioeconomic status , academically disadvantaged, high demand fields, transfer intent, location	247 in 2023-2024	278	306	337