

Seattle Colleges Strategic Plan Scorecard 2017-2024

MEASURE	BASELINE	ACTUAL AY 17-18	ACTUAL AY 18-19	ACTUAL AY 19-20	ACTUAL AY 20-21	ACTUAL AY 21-22	TARGET AY 23-24	STATUS
GOAL 1: STUDENT SUCCESS								
1a. Student Engagement CCSSE survey: "How would you evaluate your overall educational experience at this college?"	3.2	3.2	N/A	N/A	3.2	N/A	3.2	On Track
2a. Retention Rate Fall to Winter retention rate	74%	70%	72%	73%	77%	76%	85%	At Risk
3a. Completion Rate Four-year completion (earned or transferred to a four-year institution)	47%	48%	47%	47%	48%	49%	55%	At Risk
4. Job Placement Rate Nine months from program completion (professional/technical students only)	81%	79%	79%	76%	82%	84%	85%	On Track
5. Wage Progression Increase in wages before enrollment to nine month after exiting college (professional/technical students only)	24%	28%	N/A	20%	N/A	N/A	30%	At Risk
6a. Math Progression Completion of college-level math within one year	25%	26%	28%	26%	28%	28%	31%	On Track
GOAL 2: EQUITY, DIVERSITY, INCLUSION, AND COMMUNITY								
1b. Student Engagement CCSSE survey: "How would you evaluate your overall educational experience at this college?" (HUSOC = historically underserved students of color)	NonHU: 3.5% HUSOC: 3.1% Gap: 0.4	NonHU: 3.5% HUSOC: 3.1% Gap: 0.4	N/A	N/A	NonHU: 3.3 HUSOC: 3.2 Gap: 0.1	N/A	Gap: 0%	On Track
2b. Retention Rate Fall to Winter retention rate	NonHU: 77% HUSOC: 72% Gap: 5%	NonHU: 71% HUSOC: 69% Gap: 2%	NonHU: 73% HUSOC: 72% Gap: 1%	NonHU: 72% HUSOC: 74% Gap: 2%	NonHU: 78% HUSOC: 77% Gap: 1%	NonHU: 78% HUSOC: 72% Gap: 6%	NonHU: 85% HUSOC: 85% Gap: 0%	At Risk
3b. Completion Rate Four-year completion (earned or transferred to a four-year institution)	NonHU: 49% HUSOC: 36% Gap: 13%	NonHU: 50% HUSOC: 40% Gap: 10%	NonHU: 51% HUSOC: 40% Gap: 11%	NonHU: 51% HUSOC: 39% Gap: 12%	NonHU: 52% HUSOC: 37% Gap: 15%	NonHU: 54% HUSOC: 40% Gap: 14%	NonHU: 55% HUSOC: 55% Gap: 0%	At Risk
6b. Math Progression Completion of college-level math within one year	NonHU: 29% HUSOC: 18% Gap: 10%	NonHU: 28% HUSOC: 20% Gap: 8%	NonHU: 29% HUSOC: 26% Gap: 3%	NonHU: 29% HUSOC: 21% Gap: 8%	NonHU: 32% HUSOC: 24% Gap: 8%	NonHU: 33% HUSOC: 21% Gap: 12%	NonHU: 31% HUSOC: 31% Gap: 0%	At Risk
7. Employee Diversity Full-time faculty of color	30%	33%	33%	31%	39%	33%	33%	On Track
11b. Staff Growth & Engagement Climate Survey: What is your overall satisfaction with being an employee at your primary physical work location? (SOC = staff of color)	N/A	NonSOC: 3.6 SOC: 3.5 Gap: 0.1	NonSOC: 3.6 SOC: 3.5 Gap: 0.1	NonSOC: 4.0 SOC: 4.08 Gap: 0.08	NonSOC: 3.67 SOC: 3.60 Gap: 0.07	NonSOC: 3.5 SOC: 3.6 Gap: 0.1	NonSOC: 4.0 SOC: 4.0 Gap: 0	On Track

N/A = Not Available

Updated November 2023

Seattle Colleges Strategic Plan Scorecard 2017-24 *continued*

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GOAL 3: ORGANIZATIONAL EXCELLENCE								
8. Cost/Completion	15%	32%	31%	27%	48%	35%	<i>At or below state average</i>	At Risk
Cost/SAI	(5%)	5%	8%	3%	12%	(1%)		
Cost/FTES	2%	(2%)	(2%)	0%	4%	(1%)		
% over/(under) state average								
9. AASHE STARS Points Sustainability Tracking Assessment & Rating System	105	N/A	145	N/A	161	N/A	178	On Track
10. Conversion Rate Applicants that enroll within a year	32%	35%	32%	37%	25%	39%	38%	On Track
11a. Staff Growth & Engagement Climate Survey: What is your overall satisfaction with being an employee at your primary physical work location?	N/A	3.5	3.6	3.96	3.5	3.4	4	At Risk
GOAL 4: PARTNERSHIPS								
Operational Implement shared partnership database	Working with IT to increase efficiency of System.							On Track
External Relations Reset Chancellor's Advisory Council (CAC)	Developed and implemented new format for CAC meeting.							On Track
External Relations Implement Districtwide TACs	The assembly of districtwide TACs are underway starting with Informaton Technology, two meetings have been held so far.							On Track
External Relations Engage with governmental entities and local leaders	The Seattle Colleges Board Chair, Chancellor, College Presidents, student leaders, and the director of Government Relations have been actively engaged in the 2021 state and federal sessions.							On Track
Advancement Implement "Equity Can't Wait" Campaign	Have raised more than \$14 million towards \$50 million goal as of April 2021.							On Track
Programming Engage with 3-5 influential local employers	Launched a new Google certificate; working with SPS WABS and T-Mobile to launch new full stack web development certificate; Amazon AWS Certificate in process; B.S. in Computer Science authority bill passed by the Legislature.							On Track
Programming Offer a regional economic symposium	Economic Symposium in partnership with King County WDC and SJI was well attended (over 100 participants) and a blueprint for moving forward has been developed.							Complete

Strategic Plan Scorecard Measure Descriptions

Number	Measure	Description																																													
GOAL 1: STUDENT SUCCESS																																															
1a	Student Engagement	Community College Survey of Student Engagement (CCSSE) survey item response: How would you evaluate your overall educational experience at this college?" CCSSE is administered approximately every three years. (1=poor, 2=fair, 3=good, 4=excellent)																																													
2a	Retention Rate	<p>Fall-winter retention rate for academic transfer and professional/technical students. Includes summer and fall entry quarters only. The table below shows important trends when reviewing Dual Enrollment (DE) students only and when excluding them.</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="background-color: #e0e0e0;">College</th> <th style="background-color: #e0e0e0;">Actual AY 18-19 DE Only</th> <th style="background-color: #e0e0e0;">Actual AY 18-19 DE Excluded</th> <th style="background-color: #e0e0e0;">Actual AY 19-20 DE Only</th> <th style="background-color: #e0e0e0;">Actual AY 19-20 DE Excluded</th> <th style="background-color: #e0e0e0;">Actual AY 20-21 DE Only</th> <th style="background-color: #e0e0e0;">Actual AY 20-21 DE Excluded</th> <th style="background-color: #e0e0e0;">Actual AY 21-22 DE Only</th> <th style="background-color: #e0e0e0;">Actual AY 21-22 DE Excluded</th> </tr> </thead> <tbody> <tr> <td style="background-color: #e0e0e0;">Central</td> <td>93%</td> <td>73%</td> <td>93%</td> <td>77%</td> <td>89%</td> <td>77%</td> <td>88%</td> <td>72%</td> </tr> <tr> <td style="background-color: #e0e0e0;">North</td> <td>81%</td> <td>64%</td> <td>86%</td> <td>64%</td> <td>88%</td> <td>68%</td> <td>83%</td> <td>70%</td> </tr> <tr> <td style="background-color: #e0e0e0;">South</td> <td>95%</td> <td>61%</td> <td>96%</td> <td>58%</td> <td>89%</td> <td>76%</td> <td>91%</td> <td>73%</td> </tr> <tr> <td style="background-color: #e0e0e0;">All</td> <td>89%</td> <td>66%</td> <td>91%</td> <td>67%</td> <td>89%</td> <td>73%</td> <td>87%</td> <td>72%</td> </tr> </tbody> </table>	College	Actual AY 18-19 DE Only	Actual AY 18-19 DE Excluded	Actual AY 19-20 DE Only	Actual AY 19-20 DE Excluded	Actual AY 20-21 DE Only	Actual AY 20-21 DE Excluded	Actual AY 21-22 DE Only	Actual AY 21-22 DE Excluded	Central	93%	73%	93%	77%	89%	77%	88%	72%	North	81%	64%	86%	64%	88%	68%	83%	70%	South	95%	61%	96%	58%	89%	76%	91%	73%	All	89%	66%	91%	67%	89%	73%	87%	72%
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3a	Completion Rate	Four-year completion rate (earned or transferred to a four-year university) for transfer and professional/technical students. Includes summer and fall entry quarters only.																																													
4	Job Placement Rate	Job placement nine months after exiting college. Includes only professional/technical students.																																													
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GOAL 2: EQUITY, DIVERSITY, INCLUSION, AND COMMUNITY																																															
1b	Student Engagement	Community College Survey of Student Engagement (CCSSE), approximately every three years. CCSSE item: "How would you evaluate your overall educational experience at this college?" (1=poor, 2=fair, 3=good, 4=excellent). Gap between white students and students of color (SOC). Historically underserved, student of color (HUSOC) includes: Black/African American, Native American, Hispanic/Latinx, Native Hawaiian, and Pacific Islander. Asian students are currently excluded from these analyses in an effort to remain consistent with the Seattle Public School reporting. Going forward, Asian American subgroups will be analyzed to determine inclusion in the underserved category.)																																													
2b, 3b, 6b	Student Performance	<p>By year six, reduce and eliminate performance gaps between nonhistorically underserved students of color (White and Asian) and historically underserved students of color (see definition of HUSOC above.) Racial and ethnic groupings to establish "opportunity gap" follow Seattle Public Schools' District specification of "underserved" students.</p> <p>In order to close the four-year completion gap between HU and nonHU students and to have all students complete at a rate of 55%, we need to work to increase HU completions rates by 6% per year compared to 2% per year for non-HU students.</p>																																													
7	Ethnic and Racial Diversity of Faculty and Staff of Color	<p>Full time faculty of color on nine-month contracts.</p> <p>Faculty of color includes: Black/African American, Native American, Asian, Hispanic/Latinx, Native Hawaiian, and Pacific Islander.</p>																																													
11b	Staff Growth and Engagement	What is your overall satisfaction with being an employee? (5=very satisfied, 4=satisfied, 3=neither satisfied nor dissatisfied, 2=dissatisfied, 1= very dissatisfied, 0=prefer not to answer); SOC=staff of color																																													
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8	Cost	Per completions; per SAI points; per State FTES. Cost data includes state funding and operating fees																																													
9	STARS Ratings	The Sustainably Tracking Assessment & Rating System™ (STARS) is a transparent, self-reporting framework for colleges and universities to measure their sustainability performance. This measure is updated every three years and is in process. Association for the Advancement of Sustainability in Higher Education (AASHE): https://stars.aashe.org/institutions/participants-andreports/																																													
10	Conversion Rate	Conversion percentage of applicants to enrollments from January to October in a year.																																													
11a	Staff Growth and Engagement	<p>Climate survey item response: What is your overall satisfaction with being an employee at your primary physical work location?</p> <p>5 point Likert Scale: 5=very satisfied, 1= very dissatisfied.</p> <p>Staff of color includes: Black/African American, Native American, Asian, Hispanic/Latinx, Native Hawaiian and Pacific Islander.</p>																																													