



## Seattle Colleges Strategic Plan Scorecard 2017-18

MEASURE	TARGET AY1718	ACTUAL AY1718	STATUS	TARGET AY2223	BASELINE
<b>GOAL 1: STUDENT SUCCESS</b>					
<b>1a. Student Engagement</b>	N/A	3.2	✓	3.2	3.2
<b>2a. Retention Rate</b> Fall to winter	62%	59%	✗	72%	61%
<b>3a. Completion Rate</b> Four-year cohort	43%	43%	✓	53%	42%
<b>4. Job Placement Rate</b> Nine months from program completion (prof-tech students only)	83%	Available 10/2019	--	86%	81%
<b>5. Wage Progression</b>	25%	Available 12/2019	--	30%	24%
<b>6a. Math Progression</b> From developmental to college within one year	24%	25%	✓	29%	23%
<b>GOAL 2: EQUITY, DIVERSITY, INCLUSION, AND COMMUNITY</b>					
<b>1b. Student Engagement by Subgroups</b> (SOC = students of color)	N/A	White: 3.5 SOC: 3.1 <b>Gap: 0.4</b>	--	<b>Gap: 0%</b>	White: 3.5 SOC: 3.1 <b>Gap: 0.4</b>
<b>2b. Retention Rate</b> Fall to winter, by subgroups (HU = historically underserved)	White: 66% HU: 60% <b>Gap: 6%</b>	White: 61% HU: 59% <b>Gap: 2%</b>	✓	<b>Gap: 0%</b>	White: 65% HU: 59% <b>Gap: 6%</b>
<b>3b. Completion Rate</b> 4-year cohort, by subgroups (HU = historically underserved)	White: 46% HU: 37% <b>Gap: 9%</b>	White: 46% HU: 34% <b>Gap: 12%</b>	✗	<b>Gap: 0%</b>	White: 45% HU: 35% <b>Gap: 10%</b>
<b>6b. Math Progression</b> From development math to college level within one year, by subgroups (HU = historically underserved)	White: 28% HU: 18% <b>Gap: 10%</b>	White: 28% HU: 16% <b>Gap: 12%</b>	✗	<b>Gap: 0%</b>	White: 27% HU: 17% <b>Gap: 10%</b>
<b>7. Ethnic and Racial Diversity of Faculty and Staff</b>	Maintain	32%	✓	35%	32%
<b>11b. Staff Growth and Engagement</b> By subgroups	N/A	White: 3.6 SOC: 3.5 <b>Gap: 0.1</b>	--	<b>Gap: 0.0</b>	N/A
<b>GOAL 3: ORGANIZATIONAL EXCELLENCE</b>					
<b>8. Cost Per Completions, Cost per SA Points, Cost per FTEs</b>	N/A	Available 9/2019	--	TBD	\$38,588/comp, \$3,737/ SA pts, \$9,073/FTEs
<b>9. Stars Points</b>	123	145	✓	178	105
<b>10. Conversion Rates</b> Applicants to enrollments	33%	34%	✓	38%	32%
<b>11a. Staff Growth and Engagement</b>	N/A	3.6	--	TBD	N/A
<b>GOAL 4: PARTERSHIPS</b>					
<b>12. Partnerships</b> Quantity and quality	N/A	TBD	TBD	TBD	TBD

**LEGEND:** ✓ Met or exceeded target ✗ Did not meet target

Number	Measure	Description
<b>GOAL 1: STUDENT SUCCESS</b>		
1a	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) Colleges' student surveys items (non-CCSSE years): "What is your overall satisfaction with your experience at North/Central/South Seattle College?"
2a	Retention rate	Fall to winter, all cohorts
3a	Completion rate	Four-year Student Achievement (SA) cohort, inclusive short-certs, long-certs, degrees, and transfers w/o degrees; prof/tech and transfer cohorts only. ABE and ESL cohorts excluded
4	Job placement rate	Nine months from program completion, professional/technical students only
5	Wage progression	From PRE-enrollment at Seattle Colleges to POST-enrollment, of professional/technical program
6a	Math Progression from developmental to college-level in one year	Cohorts starting just below college-level and more than one level below college
<b>GOAL 2: EQUITY, DIVERSITY, INCLUSION, AND COMMUNITY</b>		
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). Students of color (SOC): Black or African American, American Indian or other Native American, Asian American, Hispanic or Latinx, Native American, and Pacific Islander.
2b, 3b, 6b	Student performance	By Year six, reduce and eliminate performance gaps between white and underserved students. Racial and ethnic groupings to establish "opportunity gap" follow Seattle Public Schools' District specification of "underserved" students. Historically Underserved (HU): Black and African American, American Indian or other Native American, Hispanic and Latinx, and Pacific Islander (Asian American students are currently excluded from these analyses in an effort to remain consistent with the Seattle Public Schools reporting. Going forward, Asian American subgroups will be analyzed to determine inclusion in the underserved category.)
7	Ethnic and racial diversity of faculty and staff (all staffing categories)	Staff of color: Black and African American, American Indian or other Native American, Asian American, Hispanic or Latinx, and Pacific Islander.
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
<b>GOAL 3: ORGANIZATIONAL EXCELLENCE</b>		
8	Cost per completions; cost per SA points; cost per FTES	Cost data includes all non-capital fund sources.
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. Association for the Advancement of Sustainability in Higher Education (AASHE): <a href="https://stars.aashe.org/institutions/participants-and-reports/">https://stars.aashe.org/institutions/participants-and-reports/</a>
10	Conversion rate	Conversion percentage of applicants to enrollments from Jan to Oct in a year
11a	Staff growth and engagement	What is your overall satisfaction with being an employee of North/Central/South Seattle College? (Spring 2018, new item in climate surveys) 5 point Likert scale (5=very satisfied, 1= very dissatisfied)
<b>GOAL 4: PARTNERSHIPS</b>		
12	Partnerships	This measure is yet to be finalized.