



Metric

Definition

Completion	
Certificates Awarded	Among all students, the number who earned a Chancellor's Office approved credit certificate in the selected year and had an enrollment in the selected or previous year
Degrees Awarded (not including ADT Degrees)	Among all students, the number who earned an AA or AS degree in the selected year and had an enrollment in the selected or previous year
Graduation Rate	Percentage of full time, first time, degree/certificate seeking undergraduate students in a particular year after removing any allowable exclusions (adjusted cohort), who completed their program within 150% of normal time to completion (or 3 years)
Completion Efficiency	
Time to Degree	The median number of years from the time of a student's first enrollment at Hartnell College taking a credit course until the time they receive an AA, AS, or ADT degree
Units Earned per Degree	Among all students who earned an associate degree in the selected year and who were enrolled in the previous or selected year, the average number of units earned in the California community colleges system among students who had completed at least 60 units at any community college
Transfer	
Associate Degrees for Transfer (ADT) Awarded	Among all students, the number who earned an associate degree for transfer in the selected year and had an enrollment in the selected or previous year
Transfer to UC and CSU Systems	Among all students who completed at least 12 units at any community college at any time and exited the community colleges system, the number who transferred to a CSU or UC Institution
Transfer to Other Systems	Among all students who completed at least 12 units at any community college at any time and exited the community colleges system, the number who transferred to any Private College in State or Out of state postsecondary institution
Employment	
Employment Rate	Among all students who exited the community colleges system and did not transfer to any postsecondary institution, the proportion of students who were unemployed and became employed after exiting college
Earnings	Among all students who exited the community colleges system and who did not transfer to any postsecondary institution, median earnings following the academic year of exit
Career Technical Education (CTE) Students Employed in Field of Study	Among all students who responded to the CTE Outcomes Survey and did not transfer to any postsecondary institution, the proportion who reported that they are working in a job very closely or closely related to their field of study

Procedure for Establishing Quantitative Targets for Institutional Student Success Metrics

a. Governing Board establishes institutional student success goals.

1. Increase student completion
2. Increase student completion efficiency
3. Increase student transfer to 4-year institutions
4. Improve student employment subsequent to training or completion

b. Based on recommendations from the Office of Institutional Planning, Research, and Effectiveness (IPRE), College F

Goal Setting, Performance Assessment & Action Taking

Performance is a function of ability and motivation.

Ability = knowledge, skills, and experience

Motivation = desire to perform, effort, and persistence

Goal Setting

Goals are specific, measurable, achievable, relevant, and time-bound (SMART).

Goals provide direction, focus, and motivation.

Goals are essential for success.

Goals are a key to success.

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