

Core Outcomes & Key Metrics for Strategic Plan 2019-2024

Core Outcome: Completion

- Graduates
- Graduation Rate

Core Outcome: Completion Efficiency

Key Metrics:

- Time to Completion
- Units to Completion

Core Outcome: Transfer to Four-Year Institutions

Key Metrics:

- Transfer Volume
- Transfer Rate

Core Outcome: Student Employment Following Training or Completion

Key Metrics:

- Employment Rate
- Change in Earnings

METRICS FOR CORE STUDENT SUCCESS OUTCOMES IN STRATEGIC PLAN 2019-2024

CORE OUTCOME Metric (*=Key Metric)	Operational Definition	Unit of Measurement	Calculation Method	Measurement Period	Data Source
COMPLETION					
Awards (*)	Number of certificates (requiring 30 to < 60 semester units) completed and Number of Associate Degrees completed	Total Number	Total of Chancellor's Office approved certificates + Total of A.S.-T Degrees + Total of A.A.-T Degrees + Total of A.A. Degree Total of A.S. Degrees	Academic Year	1. Chancellor's Office Data Mart
Certificates	Number of certificates (requiring 30 to < 60 semester units) completed	Total Number	Simple count of certificates	Academic Year	1. Chancellor's Office Data Mart
Degrees	Number of Associate Degrees completed	Total Number	Total of A.S.-T Degrees + Total of A.A.-T Degrees + Total of A.A. Degrees + Total A.S. Degrees	Academic Year	1. Chancellor's Office Data Mart
Graduates (*)	Students who completed one or more certificates or degrees in the specified year, with each student counted once	Total Number	Students who completed ONLY Degree(s) + Students who completed BOTH Degree(s) and Certificate (s)	Academic Year	1. Chancellor's Office Data on Demand
Graduation Rate (*)	Percentage of full-time, first time, degree- and/or certificate-seeking undergraduate students in a particular year after removing allowable exclusions (adjusted cohort), who completed their program within 150 percent normal time to completion	Percentage	Total number of completers within 150% normal time ÷ revised adjusted cohort	Fall Semester	1. Integrated Postsecondary Education Data System (IPEDS)
COMPLETION EFFICIENCY					
Time to Completion (*)	The median number of years from the time student's first enrollment at Hartnell College taking a credit course until the time they complete an AA, AS, or ADT degree	Median Number	Number of Years to Degree = (Date the student completed an AA, AS, or ADT degree from HC - date the student first enrolled at HC) ÷ 12	Academic Year	1. Hartnell College Database (CollProd) 2. Chancellor's Office Data on Demand
3-Year Completion Rate	Percentage of students who complete an AA, AS, or ADT degree in 3 years	Percentage	Total number of students who complete an AA, AS, or ADT degree in a particular year ÷ total number of students who complete an AA, AS, or ADT degree in a particular year	Academic Year	1. Hartnell College Database (CollProd) 2. Chancellor's Office Data on Demand

EMPLOYMENT

Employment Rate (*)	Current employment status for completers at skills builders	Percentage	Number of students employed after completing or leaving their studies ÷ respondents	Academic Year	1. CTE Employment Outcomes Survey 2. Core Indicator Reports (Career Technical Education/Perkins IV), Chancellor's Office
Employed 2 Quarters After Exit	Students employed two (2) [fiscal] quarters after leaving the studies	Percentage	Among all exiting students, the percentage who were employed two quarters after exiting the CC System	Academic Year	1. CTE Launchboard
Employed 4 Quarters After Exit	Students employed four (4) [fiscal] quarters after leaving the studies	Percentage	Among all exiting students, the percentage who were employed four quarters after exiting the CC System	Academic Year	1. CTE Launchboard
Change in Earnings (*)	Percent (%) change in earnings one year before starting the program and one year after leaving the program	Median Percentage	Salary after minus salary before ÷ salary before	Academic Year	1. CTE Employment Outcomes Survey