San Antonio College
Student Success Measures 2019-2022
(Enrollment, Persistence, Course Completion, Productive Grade Rate, Graduation Rates, Transfer Rates, Employment Rates)

Student Success Measures	Strategic Priorities	Strategic Goals	Objective	Action Plan	Measure	Benchmark	Target	Actuals Achieved 2019-2020	2020-2021	2021-2022
Enrollment	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher enrollment #	SS- Fully implement and continue to assess AlamoENROLL and AlamoPROMISE models. Continue to assess and improve the AlamoADVISE model.	Increase overall headcount enrollment by 2% per academic year for fall semester	Fall 2018 - 19,252	From Fall 2018 - 19,252 to Fall 2019 - 19,637 By August 31, 2020	Fall 2019 -19,499		
Enrollment	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher enrollment #	SS- Fully implement and continue to assess AlamoENROLL and AlamoPROMISE models. Continue to assess and improve the AlamoADVISE model.	Increase overall headcount enrollment by 2% per academic year for fall and spring semesters	Fall 2019 - 19,499 Spring 2020 - 18,463	From Fall 2019 - 19,499 to Fall 2020 -19,889 From Spring 2020 - 18,463 Spring 2021 - 18,832 By August 31, 2021		Fall 2020 - 19,231 Spring 2021- 17,839	
Enrollment	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher enrollment #	SS- Fully implement and continue to assess AlamoENROLL and AlamoPROMISE models. Continue to assess and improve the AlamoADVISE model.	Increase overall headcount enrollment by 2% per academic year for fall and spring semesters	Fall 2020 - 19,231 Spring 2021 - 17,839	From Fall 2020 - 19,231 to: 2% Fall 2021 -19,616 5% Fall 2021 - 20,193 From Spring 2021 - 17,839 to: 2% Spring 2022 - 18,196 5% Spring 2022 - 18,731 By August 31, 2022			Fall 2021 - 17,677 Spring 2022 - 17,281
Productive Grade Rate, PGR	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher completion rate.	AS- Integrate action plans for addressing low PGR including SI, faculty development and emphasize learning communities.	Increase Productive Grade Rates-fall by 1 percentage point	Fall 2018 78.36%	From Fall 2018 - 78.36% to Fall 2019- 79.36% By August 31, 2020	Fall 2019 77.08%		
Productive Grade Rate, PGR	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher completion rate.	AS- Integrate action plans for addressing low PGR including SI, faculty development and emphasize learning communities.	Increase Productive Grade Rates-fall by 1 percentage point	Fall 2019 77.08%	From Fall 2019 - 77.08% to Fall 2020 - 78.08% By August 31, 2021		Fall 2020 78.84%	
Productive Grade Rate, PGR	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher completion rate.	AS- Integrate action plans for addressing low PGR including SI, faculty development and emphasize learning communities.	Increase Productive Grade Rates-fall by 1 percentage point	Fall 2020 78.84%	From Fall 2020 - 78.84% to Fall 2021 - 79.84% By August 31, 2022			Fall 2021 76.8%
Course Completion Rate, CCR	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher course completion rate.	AS- Emphasize innovative 8-week scheduling that shows improved course completion rates.	Increase course completion rates-fall by 0.5 percentage point	Fall 2018 90.9%	From Fall 2018 - 90.9% to Fall 2019 - 91.4% By August 31, 2020	Fall 2019 90.7%		
Course Completion Rate, CCR	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher course completion rate.	AS- Emphasize innovative 8-week scheduling that shows improved course completion rates.	Increase course completion rates-fall by 0.5 percentage point	Fall 2019 90.7%	From Fall 2019 - 90.7% to Fall 2020 - 91.2% By August 31, 2021		Fall 2020 91.5%	
Course Completion Rate, CCR	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher course completion rate.	AS- Emphasize innovative 8-week scheduling that shows improved course completion rates.	Increase course completion rates-fall by 0.5 percentage point	Fall 2020 91.5%	From Fall 2020 - 91.5% to Fall 2021 - 92% By August 31, 2022			Fall 2021 89.6%
Persistence	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher persistence rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase fall-to-fall FTIC full-time student persistence by 2 percentage points	2018-2019 67.2%	From 2018-2019 - 67.2% to 2019-2020 - 69.2% By August 31, 2020	2019-2020 56.9%		
Persistence	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher persistence rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase fall-to-fall FTIC full-time student persistence by 2 percentage points	2019-2020 56.9%	From 2019-2020 - 56.9% to 2020-2021 - 58.9% By August 31, 2021		2020-2021 59.6%	
Persistence	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher persistence rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase fall-to-fall FTIC full-time student persistence by 2 percentage points	2020-2021 59.6%	From 2020-2021 - 59.6% to 2021-2022 - 61.6% By August 31, 2022			2021-2022 48.9%
Persistence	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher persistence rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase fall-to-fall FTIC part-time student persistence by 2 percentage points	2018-2019 39.5%	From 2018-2019 - 39.5% to 2019-2020 - 41.5% By August 31, 2020	2019-2020 33.7%		
Persistence	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher persistence rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase fall-to-fall FTIC part-time student persistence by 2 percentage points	2019-2020 33.7%	From 2019-2020 - 33.7% to 2020-2021 - 35.7% By August 31, 2021		2020 - 2021 34.9%	
Persistence	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher persistence rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase fall-to-fall FTIC part-time student persistence by 2 percentage points	2020-2021 34.9%	From 2020-2021 - 34.9% to 2021-2022 - 36.9% By August 31, 2022			2021 - 2022 51.1 %

Actual Achieved: Met Target | Actual Achieved Threshold: Did not meet Target, but is ≥ Benchmark. | Actual Achieved: Did not meet Target and fell below Benchmark.

Student Success Measures	Strategic Priorities	Strategic Goals	Objective	Action Plan	Measure	Benchmark	Target	Actuals Achieved		
								2019-2020	2020-2021	2021-2022
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 3 year full-time FTIC graduation by 2 percentage points	2015 Cohort 2018 Graduates 29.2%	From 2015 Cohort 2018 Graduates - 29.2% to 2016 Cohort 2019 Graduates - 31.2% By August 31, 2020	2016 Cohort 2019 Graduates 28.2% (IPEDS 26%)		
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 3 year full-time FTIC graduation by 2 percentage points	2016 Cohort 2019 Graduates 28.2%	From 2016 Cohort 2019 Graduates - 28.2% to 2017 Cohort 2020 Graduates - 30.2% By August 31, 2021		2017 Cohort 2020 Graduates 24.5% (IPEDS 22%)	
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 3 year full-time FTIC graduation by 2 percentage points	2017 Cohort 2020 Graduates 24.5%	From 2017 Cohort 2020 Graduates - 24.5% to 2018 Cohort 2021 Graduates - 26.5% By August 31, 2022			2018 Cohort 2021 Graduates 26.4% (IPEDS 26%)
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 3 year part-time FTIC graduation by 2 percentage points	2015 Cohort 2018 Graduates 13.3%	From 2015 Cohort 2018 Graduates - 13.3% to 2016 Cohort 2019 Graduates 15.3% By August 31, 2020	2016 Cohort 2019 Graduates 13.5%		
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 3 year part-time FTIC graduation by 2 percentage points	2016 Cohort 2019 Graduates 13.5%	From 2016 Cohort 2019 Graduates - 13.5% to 2017 Cohort 2020 Graduates - 15.5% By August 31, 2021		2017 Cohort 2020 Graduates 14.3%	
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 3 year part-time FTIC graduation by 2 percentage points	2017 Cohort 2020 Graduates 14.3%	From 2017 Cohort 2020 Graduates - 14.3% to 2018 Cohort 2021 Graduates - 16.3% By August 31, 2022			2018 Cohort 2021 Graduates 16.9%
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 4 year full-time FTIC graduation by 2 percentage points	2014 Cohort 2018 Graduates 25.6%	From 2014 Cohort 2018 Graduates - 25.6% to 2015 Cohort 2019 Graduates -27.6% By August 31, 2020	2015 Cohort 2019 Graduates 31.6%		
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 4 year full-time FTIC graduation by 2 percentage points	2015 Cohort 2019 Graduates 31.6%	From 2015 Cohort 2019 Graduates - 31.6% to 2016 Cohort 2020 Graduates - 33.6% By August 31, 2021		2016 Cohort 2020 Graduates 33.3%	
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 4 year full-time FTIC graduation by 2 percentage points	2016 Cohort 2020 Graduates 33.3%	From 2016 Cohort 2020 Graduates - 33.3% to 2017 Cohort 2021 Graduates - 35.3% By August 31, 2022			2017 Cohort 2021 Graduates 31.2%
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 4 year part-time FTIC graduation by 2 percentage points	2014 Cohort 2018 Graduates 18.9%	From 2014 Cohort 2018 Graduates - 18.9% to 2015 Cohort 2019 Graduates - 20.9% By August 31, 2020	2015 Cohort 2019 Graduates 20.3%		
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 4 year part-time FTIC graduation by 2 percentage points	2015 Cohort 2019 Graduates 20.3%	From 2015 Cohort 2019 Graduates - 20.3% to 2016 Cohort 2020 Graduates - 22.3% By August 31, 2021		2016 Cohort 2020 Graduates 19.4%	
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 4 year part-time FTIC graduation by 2 percentage points	2016 Cohort 2020 Graduates 19.4%	From 2016 Cohort 2020 Graduates - 19.4% to 2017 Cohort 2021 Graduates - 21.4% By August 31, 2022			2017 Cohort 2021 Graduates 21.1%
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 6 year full-time FTIC graduation by 2 percentage points	2012 Cohort 2018 Graduates 37.7%	From 2012 Cohort 2018 Graduates - 37.7% to 2013 Cohort 2019 Graduates - 39.7% By August 31, 2020	2013 Cohort 2019 Graduates 37.5%		
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 6 year full-time FTIC graduation by 2 percentage points	2013 Cohort 2019 Graduates 37.5%	From 2013 Cohort 2019 Graduates - 37.5% to 2014 Cohort 2020 Graduates - 39.5% By August 31, 2021		2014 Cohort 2020 Graduates 41.6%	

Actual Achieved: Met Target	Actual Achieved Threshold: Did not meet Target, but is ≥ Benchmark.	Actual Achieved: Did not meet Target and fell below Benchmark.

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Student Success Measures 2019-2022
(Enrollment, Persistence, Course Completion, Productive Grade Rate, Graduation Rates, Transfer Rates, Employment Rates)

Student Success Measures	Strategic Priorities	Strategic Goals	Objective	Action Plan	Measure	Benchmark	Target	Actuals Achieved		
								2019-2020	2020-2021	2021-2022
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 6 year full-time FTIC graduation by 2 percentage points	2014 Cohort 2020 Graduates 41.6%	From 2014 Cohort 2020 Graduates - 41.6% to 2015 Cohort 2021 Graduates - 43.6% By August 31, 2022			2015 Cohort 2021 Graduates 40.9%
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 6 year part-time FTIC graduation by 2 percentage points	2012 Cohort 2018 Graduates 25.5%	From 2012 Cohort 2018 Graduates - 25.5% to 2013 Cohort 2019 Graduates - 27.5% By August 31, 2020	2013 Cohort 2019 Graduates 27.2%		
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 6 year part-time FTIC graduation by 2 percentage points	2013 Cohort 2019 Graduates 27.2%	From 2013 Cohort 2019 Graduates - 27.2% to 2014 Cohort 2020 Graduates - 29.2% By August 31, 2021		2014 Cohort 2020 Graduates 30.7%	
Graduation Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 1 Achieve higher rates of enrollment, persistence, course completion rate, engagement, FTIC graduation rate, and total number of awards (certificates and degrees) across all student groups.	Achieve higher FTIC graduation rate.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase 6 year part-time FTIC graduation by 2 percentage points	2014 Cohort 2020 Graduates 30.7%	From 2014 Cohort 2020 Graduates 30.7% to 2015 Cohort 2021 Graduates - 32.7% By August 31, 2022			2015 Cohort 2021 Graduates 25.4%
Employment Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 2 Achieve and sustain excellent student and college support services, delivery of world-class programs, and high-quality instruction to create a best place to learn environment.	Increase percentage of technical degree students entering into workforce	SS or AS Work with advisory boards to increase internships and employment opportunities	Increase technical degree students employed or enrolled within 6 months of graduation by 1 percentage points (Two year lag)	2017-2018 89.1% 2018-2019 87.3%	From 2018-2019 - 87.3% to 2019-2020 - 88.3% By August 31, 2020	2019-2020 89.9%		
Employment Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 2 Achieve and sustain excellent student and college support services, delivery of world-class programs, and high-quality instruction to create a best place to learn environment.	Increase percentage of technical degree students entering into workforce	SS or AS Work with advisory boards to increase internships and employment opportunities	Increase technical degree students employed or enrolled within 6 months of graduation by 1 percentage points (Two year lag)	2019-2020 89.9%	From 2019-2020 - 89.9% to 2020-2021 - 90.9% By August 31, 2021		2020-2021 91.1%	
Employment Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 2 Achieve and sustain excellent student and college support services, delivery of world-class programs, and high-quality instruction to create a best place to learn environment.	Increase percentage of technical degree students entering into workforce	SS or AS Work with advisory boards to increase internships and employment opportunities	Increase technical degree students employed or enrolled within 6 months of graduation by 1 percentage points (Two year lag)	2020-2021 91.1%	From 2020-2021 - 91.1% to 2021-2022 - 92.1% By August 31, 2022			2021-2022 Data Not Available
Employment Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 2 Achieve and sustain excellent student and college support services, delivery of world-class programs, and high-quality instruction to create a best place to learn environment.	Increase percentage of academic degree students entering into workforce	SS or AS Work with advisory boards to increase internships and employment opportunities	Increase academic degree students employed or enrolled within 6 months of graduation by 1 percentage points (Two year lag)	2017-2018 88.8% 2018-2019 89.4%	From 2018-2019 - 89.4% to 2019-2020 - 90.4% By August 31, 2020	2019-2020 87.5%		
Employment Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 2 Achieve and sustain excellent student and college support services, delivery of world-class programs, and high-quality instruction to create a best place to learn environment.	Increase percentage of academic degree students entering into workforce	SS or AS Work with advisory boards to increase internships and employment opportunities	Increase academic degree students employed or enrolled within 6 months of graduation by 1 percentage points (Two year lag)	2019-2020 87.5%	From 2019-2020 - 87.5% to 2020-2021 - 88.5% By August 31, 2021		2020-2021 88.2%	
Employment Rate	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 2 Achieve and sustain excellent student and college support services, delivery of world-class programs, and high-quality instruction to create a best place to learn environment.	Increase percentage of academic degree students entering into workforce	SS or AS Work with advisory boards to increase internships and employment opportunities	Increase academic degree students employed or enrolled within 6 months of graduation by 1 percentage points (Two year lag)	2020-2021 88.2%	From 2020-2021 - 88.2% to 2021-2022 - 89.2% By August 31, 2022			2021-2022 Data Not Available
Transfer	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 2 Achieve and sustain excellent student and college support services, delivery of world-class programs, and high-quality instruction to create a best place to learn environment.	Achieve and sustain excellent student and college support services	SS- Continue to assess and improve the AlamoADVISE model.	6-Year FTIC Transfer Rate: Increase students transferring to a university by 2 percentage points	2018 30.3%	From 2018 - 30.3% to 2019 - 32.3% By August 31, 2020	2019 30.1%		
Transfer	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 2 Achieve and sustain excellent student and college support services, delivery of world-class programs, and high-quality instruction to create a best place to learn environment.	Achieve and sustain excellent student and college support services	SS- Continue to assess and improve the AlamoADVISE model.	6-Year FTIC Transfer Rate: Increase students transferring to a university by 2 percentage points	2019 30.1%	From 2019 - 30.1% to 2020 - 32.1% By August 31, 2021		2020 32.4%	
Transfer	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 2 Achieve and sustain excellent student and college support services, delivery of world-class programs, and high-quality instruction to create a best place to learn environment.	Achieve and sustain excellent student and college support services	SS- Continue to assess and improve the AlamoADVISE model.	6-Year FTIC Transfer Rate: Increase students transferring to a university by 2 percentage points	2020 32.4%	From 2020 32.4% to 2021 - 34.4% By August 31, 2022			2021-2022 33.4%
High Wage High Demand	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 2 Achieve and sustain excellent student and college support services, delivery of world-class programs, and high-quality instruction to create a best place to learn environment.	Achieve higher enrollment in high wage high demand programs.	AS- Improve distribution of Perkins funds.	Number of students enrolled in high wage high demand programs.	Fall 2018 4,489	From Fall 2018 - 4,489 to Fall 2019 - 4,579 (+2%) By August 31, 2020	Fall 2019 4,127		
High Wage High Demand	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 2 Achieve and sustain excellent student and college support services, delivery of world-class programs, and high-quality instruction to create a best place to learn environment.	Achieve higher enrollment in high wage high demand programs.	AS- Improve distribution of Perkins funds.	Number of students enrolled in high wage high demand programs.	Fall 2019 4,127	From Fall 2019 - 4,127 to Fall 2020 - 4,210 (+2%) By August 31, 2021		Fall 2020 4,056	

Actual Achieved: Met Target	Actual Achieved Threshold: Did not meet Target, but is ≥ Benchmark.	Actual Achieved: Did not meet Target and fell below Benchmark.

SS - Student Success; AS - Academic Success; CS - College Services

Student Success Measures	Strategic Priorities	Strategic Goals	Objective	Action Plan	Measure	Benchmark	Target	Actuals Achieved 2019-2020	2020-2021	2021-2022
AlamoADVISE	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 3 Continue to develop, assess, and improve data-informed pathways to support student academic success and career planning, and to advance equity.	Improve data-informed pathways to support student academic success.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase AlamoADVISE completion average of: Individual Success Plan - **ISP** Personal Mission Statement - **MMS** Touchpoints (at 15, 30, and 45 hours) By end of fall semester, by 8 percentage points.	Fall 2018 ISP 44% MMS 41% Touchpoints 15HR 56% 30HR 33% 45HR 35% AVG 43%	From Fall 2018 - AVG 43% to Fall 2019 - AVG 51% By August 31, 2020	Fall 2019 ISP 87% MMS 62% Touchpoints 15HR 90% 30HR 82% 45HR 76% AVG 83%		
AlamoADVISE	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 3 Continue to develop, assess, and improve data-informed pathways to support student academic success and career planning, and to advance equity.	Improve data-informed pathways to support student academic success.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase AlamoADVISE completion average of: Individual Success Plan - **ISP** Personal Mission Statement - **MMS** Touchpoints (at 15, 30, and 45 hours) By end of fall semester, by 8 percentage points.	Fall 2019 ISP 87% MMS 62% Touchpoints 15HR 90% 30HR 82% 45HR 76% AVG 83%	From Fall 2019 - AVG 83% to Fall 2020 - AVG 91% By August 31, 2021		Fall 2020 ISP 82% MMS 62% Touchpoints 15HR 88% 30HR 96% 45HR 82% AVG 81%	
AlamoADVISE	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 3 Continue to develop, assess, and improve data-informed pathways to support student academic success and career planning, and to advance equity.	Improve data-informed pathways to support student academic success.	SS- Develop and Implement a First Year Experience. Continue to assess and improve the AlamoADVISE model.	Increase AlamoADVISE completion average of: Individual Success Plan - **ISP** Personal Mission Statement - **MMS** Touchpoints (at 15, 30, and 45 hours) By end of fall semester, by 8 percentage points.	Fall 2020 ISP 82% MMS 62% Touchpoints 15HR 88% 30HR 96% 45HR 82% AVG 81%	From Fall 2020 - AVG 81% to Fall 2021 - AVG 89% By August 31, 2022			Fall 2021 ISP 80% MMS 60% Touchpoints 15HR 64% 30HR 53% 45HR 56% AVG 74%
Equity	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 3 Continue to develop, assess, and improve data-informed pathways to support student academic success and career planning, and to advance equity.	Assess data-informed pathways to support student academic success.	AS- Ensure ongoing training for all full-time and adjunct hiring committees, as well as staff. Ensure professional development for faculty related to equity by partnering with Equity Committee and Faculty Fellow.	Increase the number of faculty and staff that have participated in equity training by 20 faculty and/or staff per year.	2019-2020 129	From 2019-2020 - 129 to 2020-2021 - 149 By August 15, 2021		Fall 2020 - Spring 2021 ~~150~~ 451 Summer 2021 - 52	
Equity	1 STUDENT SUCCESS Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.	Student Success GOAL 3 Continue to develop, assess, and improve data-informed pathways to support student academic success and career planning, and to advance equity.	Assess data-informed pathways to support student academic success.	AS- Ensure ongoing training for all full-time and adjunct hiring committees, as well as staff. Ensure professional development for faculty related to equity by partnering with Equity Committee and Faculty Fellow.	Increase the number of faculty and staff that have participated in equity training by 20 faculty and/or staff per year.	2020-2021 503	From 2020-2021 503 to 2021-2022 523 By August 15, 2022			Fall 2021- Spring 2022 431 Summer 2022 - 58
Enrollment Productive Grade Rate, PGR Course Completion Rate, CCR	3 PERFORMANCE EXCELLENCE Commit to organizational growth, excellence, and sustainability through improved academic, administrative, financial, and operational efficiency and effectiveness.	Excellence GOAL 4 Sustainability Plan through internal or external circumstances	Create a divisional sustainability plan throughout pandemic	SS- Process Improvement Onboarding, Expansion of Virtual Services, Equity Work, Communication, Financial Incentives and Support, Innovations in Response to Changing Student Needs	Enrollment, PGR, Course Completion Rate - During Pandemic	**Pre-Pandemic Enrollment** Fall 2019 - 19,499 **PGR** Fall 2019 - 77.08% **CCR** Fall 2019 - 90.70%	Retain to at least Pre-Pandemic numbers.		Fall 2020 Enrollment - 19,231 PGR - 78.84% CCR - 91.50%	Fall 2021 Enrollment - 17,677 PGR - 76.8% CCR - 89.6%
Enrollment Productive Grade Rate, PGR Course Completion Rate, CCR	3 PERFORMANCE EXCELLENCE Commit to organizational growth, excellence, and sustainability through improved academic, administrative, financial, and operational efficiency and effectiveness.	Excellence GOAL 4 Sustainability Plan through internal or external circumstances	Create a divisional sustainability plan throughout pandemic	AS- Remote Modality, Curbside Services, Equity Work, Targeted Faculty Communication, Teaching & Learning Center	Enrollment, PGR, Course Completion Rate - During Pandemic	**Pre-Pandemic Enrollment** Fall 2019 - 19,499 **PGR** Fall 2019 - 77.08% **CCR** Fall 2019 - 90.70%	Retain to at least Pre Pandemic numbers.		Fall 2020 Enrollment - 19,231 PGR - 78.84% CCR - 91.50%	Fall 2021 Enrollment - 17,677 PGR - 76.8% CCR - 89.6%
Enrollment Productive Grade Rate, PGR Course Completion Rate, CCR	3 PERFORMANCE EXCELLENCE Commit to organizational growth, excellence, and sustainability through improved academic, administrative, financial, and operational efficiency and effectiveness.	Excellence GOAL 4 Sustainability Plan through internal or external circumstances	Create a divisional sustainability plan throughout pandemic	CS- Emergency Planning, Technology Needs, Communications, Workforce Investment, Data Management, Facilities Management, Budget	Enrollment, PGR, Course Completion Rate - During Pandemic	**Pre-Pandemic Enrollment** Fall 2019 - 19,499 **PGR** Fall 2019 - 77.08% **CCR** Fall 2019 - 90.70%	Retain to at least Pre-Pandemic numbers.		Fall 2020 Enrollment - 19,231 PGR - 78.84% CCR - 91.50%	Fall 2021 Enrollment - 17,677 PGR - 76.8% CCR - 89.6%

Actual Achieved: Met Target	Actual Achieved Threshold: Did not meet Target, but is ≥ Benchmark.	Actual Achieved: Did not meet Target and fell below Benchmark.

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