Key Performance Indicators 2019-2030

The college mission guides all planning and governance processes at Norco College. By operationalizing the college mission through the creation and monitoring of goals & objectives, and key performance indicators, Norco College ensures that all aspects of the institution remain on mission. The student transformation KPIs will portray the student journey in and through Norco College. Norco students' impact on regional transformation KPIs will track students as they enter the workforce and/or enter four-year institutions. Also, regional KPIs will track the college-going rate for the local service area. Through these fifteen KPIs, student transformation will be conveyed as the indicator of how the educational master plan is impacting these vital areas. It should be noted that the Goals (e.g. Goal 1: (Access) Expand college access by increasing both headcount and FTES) cover the entire time period of the Educational Master Plan (through 2029-30 academic year), whereas the Objectives (e.g. Objective 1.1: Go from 7,366 to 8,759 total FTES) and KPIs (e.g. 1. Annual Headcount (Data Mart)) are only for the period of the current strategic plan (through 2024-25 academic year).

	Key Performance Indicators (KPI)	Methodology
KPI 1	Go from 7,366 to 8,759 total FTES	Annual FTES from CCCCO DataMart https://datamart.cccco.edu/Students/FTES_Summary.aspx
KPI 2	Go from 14,624 headcount to 16,581 total headcount	Annual Headcount from CCCCO DataMart https://datamart.cccco.edu/Students/Student_Term_Annual_Count.aspx
KPI 3	Increase capture rates from feeder high schools by 4% annually.	Calculated utilizing a 4 percent increase and not a 4-percentile increase. Count of students enrolled from local high schools (CNUSD only) who attend Norco College. The sum of first-time college students under 20 years old who indicate a high school code that corresponds to a CNUSD HS in the Fall, divided by CNUSD grad rate found at: https://www.caschooldashboard.org/reports/33670330000000/2019/academic-engagement#graduation-rate-
KPI 4	Increase number of degrees completed by 15% annually	Annual Degree count from CCCCO DataMart

Key Performance Indicators (KPI)		Methodology
		https://datamart.cccco.edu/Outcomes/Program_Awards.aspx
KPI 5	Increase number of certificates completely by 15% annually	Annual Certificate count from CCCCO DataMart https://datamart.cccco.edu/Outcomes/Program_Awards.aspx
KPI 6	Increase number of transfers 15% annually	National Student Clearinghouse submission to identify students transferring to 4-year institutions. Students must complete 12+ units in the district with majority of units completed at Norco College.
KPI 7	Increase the number of first-time full-time enrolled students from 508 to 900 (Fall) (508 is 2017-18 FTCS count)	Number of first-time ever in college students who attempted 12 or more credit units in the fall term at Norco College
KPI 8	Reduce the equity gap for African American students by 40%.	Disaggregation of 2.1, 2.2, 2.4 and 2.7 Calculate the gap between the percent achieving the outcome and the overall population headcount percent.
KPI 9	Reduce the equity gap for LatinX students by 40%.	Disaggregation of 2.1, 2.2, 2.4 and 2.7 Calculate the gap between the percent achieving the outcome and the overall population headcount percent.
KPI 10	Reduce the equity gap for Men of Color by 40%. (Latino + Black males)	Disaggregation of 2.1, 2.2, 2.4 and 2.7 Calculate the gap between the percent achieving the outcome and the overall population headcount percent.
KPI 11	Reduce the equity gap for LGBTQ+ students by 40%.	Disaggregation of 2.1, 2.2, 2.4 and 2.7

Key Performance Indicators (KPI)		Methodology
		Calculate the gap between the percent achieving the outcome and the overall population headcount percent.
KPI 12	Reduce the equity gap for Foster Youth students by 40%.	Disaggregation of 2.1, 2.2, 2.4 and 2.7

Calculate the gap between the percent achieving the outcome and the overall population headcount percent. |
| KPI 13 | Increase the median annual earnings of all students | Student Success Metric Dashboard

Students who exited the community college system and did not transfer to any postsecondary institution, median earnings (UI Wage file) following the academic year of exit

https://www.calpassplus.org/LaunchBoard/Student-Success-Metrics.aspx |
| KPI 14 | Increase percent of CTE students employed in their field of study by 3% annually | CTE Outcomes Survey

Job Similarity data element (Very Close or Close) |
| KPI 15 | Increase percent of all students who attain a livable wage by 5% annually | Student Success Metric Dashboard

Students who exited the community college system and did not transfer to any postsecondary institution, the proportion who attained the district county living wage (UI Wage file) for a single adult measured immediately following the academic year of exit

https://www.calpassplus.org/LaunchBoard/Student-Success-Metrics.aspx |

Baseline Measures for Strategic Plan 2019-2025