

KEY PERFORMANCE INDICATORS

Proposed KPIs with Definitions, Uses, & Data Sources

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OFFICE OF COLLEGE PLANNING & INSTITUTIONAL EFFECTIVENESS

What is a Key Performance Indicator?



- A set of specific metrics that reflect aspects of student success
 - Multiple KPIs are used to evaluate our college success and if we are reaching our targets
 - High-level KPIs: focus on overall performance (persistence)
 - Low-level KPIs focus on processes (number of training sessions per year)



- Provide information that can be digested
- Extracted and organized by activity or process
- Are static

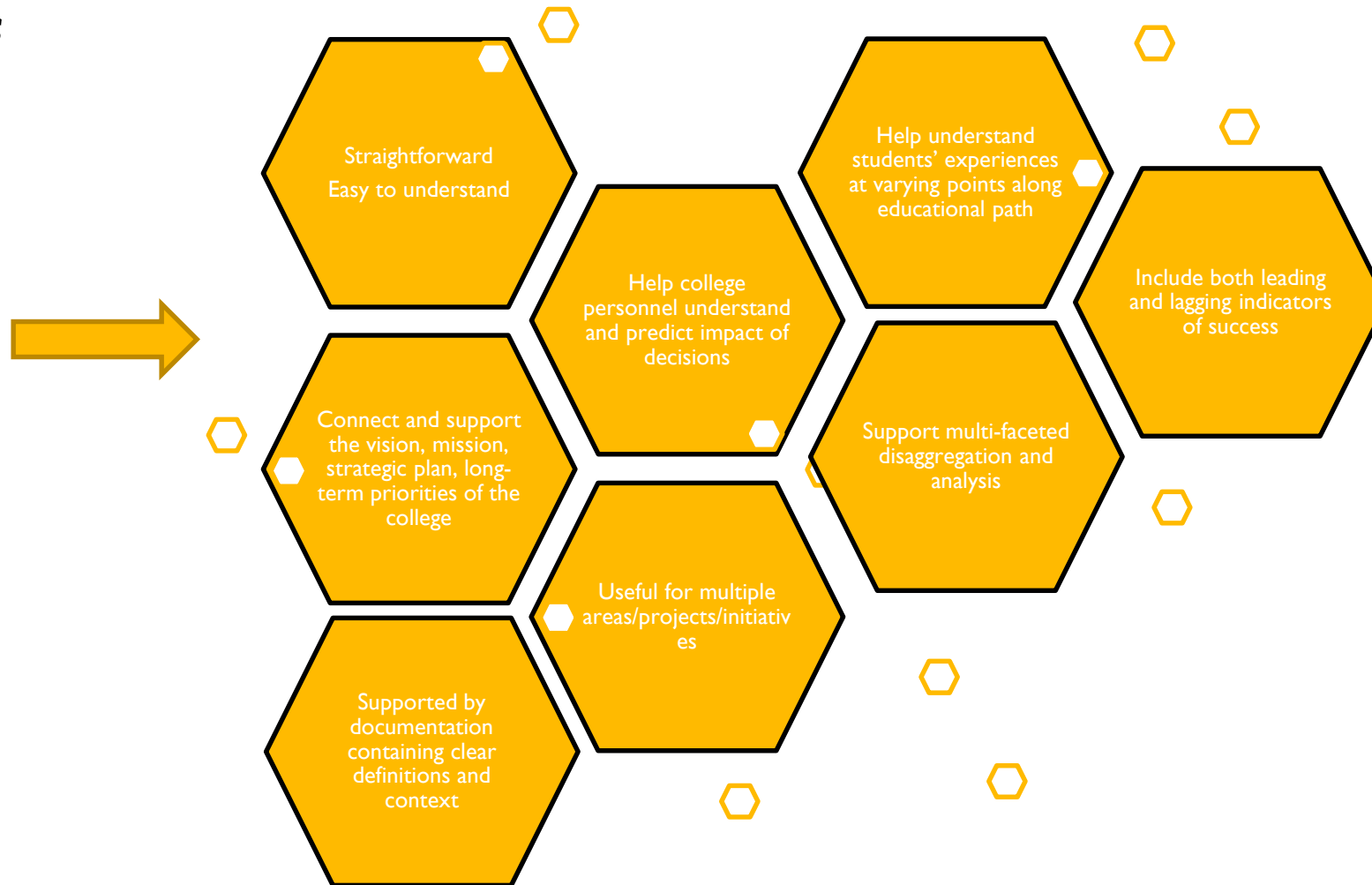


- Offer comparative insights that guide future actions
 - Incorporate goals and objectives
 - Can be evaluated and reset over time

Why these specific indicators?

Selection Process

Guiding Principles
guided the dialogue and
decisions about each
indicator



Why the emphasis on disaggregation?



More to come in today's PIEC 101, but in summary:

- Fulfilling the College Mission requires advancing equity & inclusion
- Disaggregation helps us identify areas of inequity so we know where to improve

		Educational Equity	Mission	Strategic Plan	Vision Goals	Equity Plan	AB 705	SWP	SCFF	SEM
Momentum	FTES Enrollment	X	X	X		X			X	X
	Course Retention Rate	X		X			X			X
	Course Success Rate	X	X		X		X	X		
	Persistence	X	X	X		X				X
Milestone	Established Educational Goal (CEP)	X	X	X				X		X
	Completion of Transfer-Level English & Math within 1 st Year	X	X	X	X	X	X		X	X
	Units Attained	X	X	X		X		X		X
	Transfer Preparedness	X	X		X	X	X		X	
Student Goals	Degree & Certificate Completion	X	X	X	X	X	X	X	X	X
	Transfer Completion	X	X		X	X		X	X	
	Job Placement Rates	X	X		X			X		
	Attainment of Regional Living Wage	X	X		X			X		

How are the KPIs defined?



Key Performance Indicator (KPI) Dictionary

- Designed to be used by anyone – not just the CPIE/RPIE team
- Will include background info and context on disaggregation
- Entry for each indicator will include
 - Metric definitions
 - Suggested data sources (annotated w/ best uses and limitations/caveats)
 - Suggestions for leading indicators that can be influenced by individuals or departments



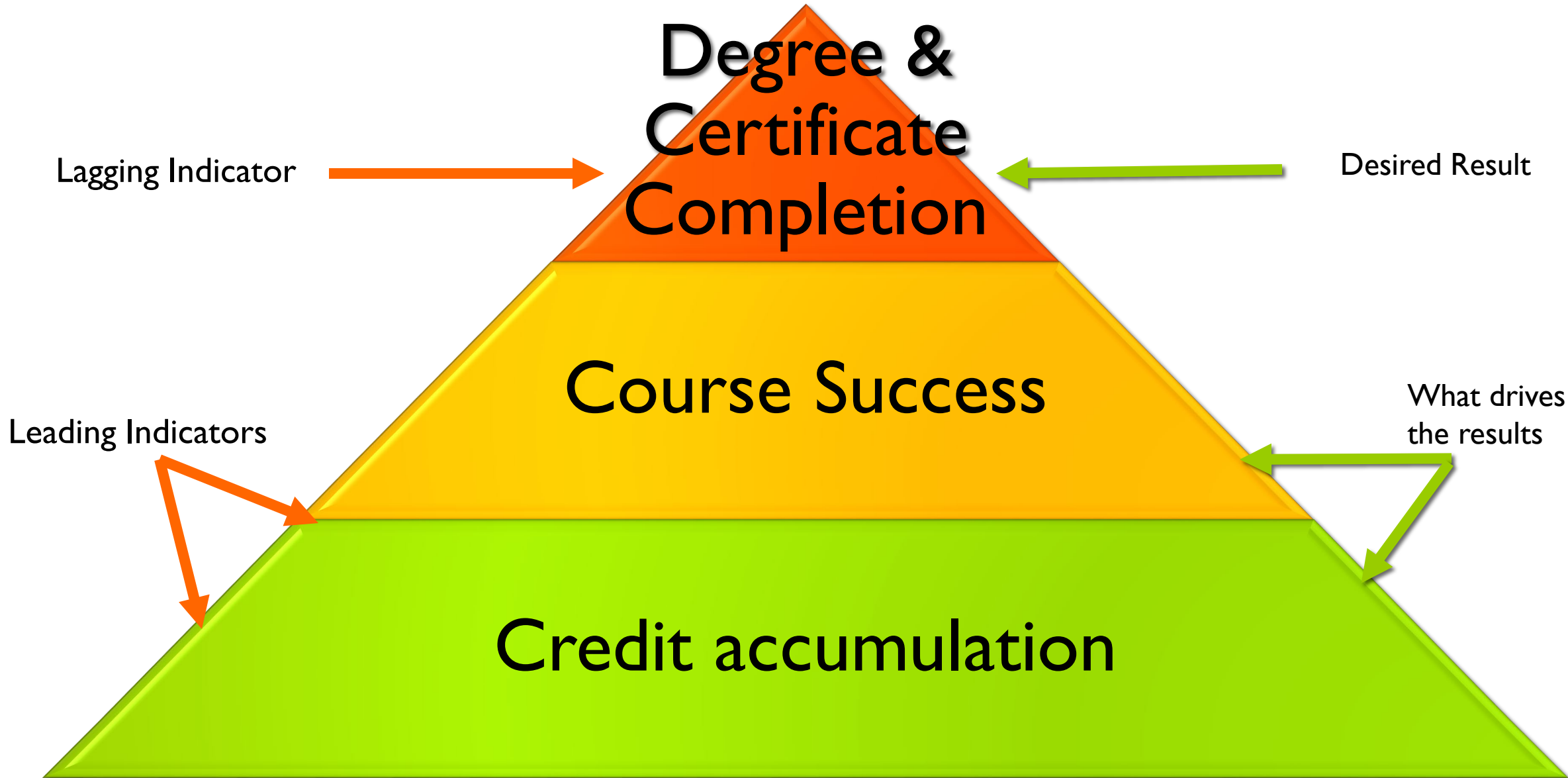
How can we influence the results?

Leading Indicators

- Hard to measure and easy to influence
- Data points are frequent and informative – helps us adjust and change course in moment
- Lead to bigger picture

Lagging Indicators

- Easy to measure but hard to influence
- Focuses on the outcome – not what is currently happening



How will we see disaggregated KPI data?

Data Visualizations and interactive dashboards will help

A few samples from other colleges:

- Bakersfield College
- San Diego Mesa College
- Monterey Peninsula College