



ARC Strategic Plan Metrics 23-30

Strategic Goal #1: Students First

- **Increase overall achievement by 7 percentage points (1 point/year) from 2023 to 2030 for the following metrics¹:**
 - Increase Success Rate (1st Term) from 59.4% to 66.4%
 - Increase Success Rate (2nd Term) from 69.5% to 76.5%
 - Increase Retention (to 2nd Term, Fall to Spring) from 62.2% to 69.2%
 - Increase Retention (to 3rd Term, Fall to Fall) from 49.7% to 56.7%
 - Increase 12+ Units Earned (1st Term) from 23.9% to 30.9%
 - Increase 24+ Units Earned (by 2nd Term) from 16.6% to 23.6%
 - Increase Transfer-Level Math & English (in 1 Year) from 12.9% to 19.9%
- **Eliminate existing equity gaps for African American, Latinx, and Native American Students for all Goal #1 metrics**
 - African American Students
 - Increase Success Rate (1st Term) from 42.0% to 66.4%
 - Increase Success Rate (2nd Term) from 49.4% to 76.5%
 - Increase Retention (to 2nd Term, Fall to Spring) from 55.6% to 69.2%
 - Increase Retention (to 3rd Term, Fall to Fall) from 41.1% to 56.7%
 - Increase 12+ Units Earned (1st Term) from 14.4% to 30.9%
 - Increase 24+ Units Earned (by 2nd Term) from 9.2% to 23.6%
 - Increase Transfer-Level Math & English (in 1 Year) from 4.8% to 19.9%
 - Latinx Students
 - Increase Success Rate (1st Term) from 55.9% to 66.4%
 - Increase Success Rate (2nd Term) from 63.9% to 76.5%
 - Increase Retention (to 2nd Term, Fall to Spring) from 61.6% to 69.2%
 - Increase Retention (to 3rd Term, Fall to Fall) from 42.8% to 56.7%
 - Increase 12+ Units Earned (1st Term) from 21.1% to 30.9%
 - Increase 24+ Units Earned (by 2nd Term) from 13.7% to 23.6%
 - Increase Transfer-Level Math & English (in 1 Year) from 11.4% to 19.9%
 - Native American Students
 - Increase Success Rate (1st Term) from 57.1% to 66.4%
 - Increase Success Rate (2nd Term) from 75.9% to 76.5%
 - Increase Retention (to 2nd Term, Fall to Spring) from 63.6% to 69.2%
 - Increase Retention (to 3rd Term, Fall to Fall) from 53.8% to 56.7%
 - Increase 12+ Units Earned (1st Term) from 18.2% to 30.9%
 - Increase 24+ Units Earned (by 2nd Term) from 18.2% to 23.6%
 - Increase Transfer-Level Math & English (in 1 Year) from 0% to 19.9%
- **Eliminate existing equity gaps for African American *Male* students²**
 - Increase Success Rate (1st Term) from 40.5% to 66.4%
 - Increase Retention (to 2nd Term, Fall to Spring) from 48.7% to 69.2%

¹ All metrics aligned with Strategic Goal #1: Students First apply *only to New, 1st Time to College students*. Fall 2021 served as the baseline term. Excludes Public Safety and Apprenticeship. Source: *ARC Data on Demand – Strategic Plan Metrics*.

² A review of baseline data disaggregated by both race/ethnicity and gender revealed that African American Male students were the *single most disproportionately impacted population at ARC* for these two metrics: Success Rate 1st Term and Retention (to 2nd Term).

Strategic Goal #2: Clear & Effective Paths

- **Restore and increase enrollment³**
 - Increase enrollment for all students by 7% from 57,332 enrollments to 61,345 enrollments
 - Increase enrollment for all New, 1st Time to College students by 7% from 10,325 enrollments to 11,048 enrollments
- **Meet the *Vision for Success Goals (Increase awards by 20%, transfers by 35%, and reduce units at degree by 15%)***
 - Increase Total Certificates by 20% from 1,085 to 1,302
 - Increase Total Degrees by 20% from 2,573 to 3,088
 - Increase Total ADT Degrees by 20% from 759 to 911
 - Increase Total Transfers to CSU and UC by 35% from 1,118 to 1,509
 - Decrease the average units at degree by 15% from 78.4 units to 66.6 units
- **Increase certificate, degree, and transfer-ready rates by 7 percentage points**
 - Increase Certificate Rate (in 3 years) by 7 percentage points from 5.6% to 12.6%
 - Increase Degree Rate (in 3 years) by 7 percentage points from 7.6% to 14.6%
 - Increase Transfer-Ready Rate (in 3 years) by 7 percentage points from 8.1% to 15.1%
- **Eliminate equity-gaps in certificate, degree, and transfer-ready rates for African American, Latinx, and Native American Students⁴**
 - African American Students
 - Increase Certificate Rate (in 3 years) from 3.2% to 12.6%
 - Increase Degree Rate (in 3 years) from 5.4% to 14.6%
 - Increase Transfer-Ready Rate (in 3 years) from 4.3% to 15.1%
 - Latinx Students
 - Increase Certificate Rate (in 3 years) from 6.4% to 12.6%
 - Increase Degree Rate (in 3 years) from 7.6% to 14.6%
 - Increase Transfer-Ready Rate (in 3 years) from 6.6% to 15.1%
 - Native American Students
 - Increase Certificate Rate (in 3 years) from 11.1% to 12.6%
 - Increase Degree Rate (in 3 years) from 11.1% to 14.6%
 - Increase Transfer-Ready Rate (in 3 years) from 5.6% to 15.1%
- **Improve Career Education outcomes⁵**
 - Increase Career Education Graduates Employed Rate by 7 percentage points from 78.8% to 85.8%
 - Eliminate Equity-Gaps in Career Education Graduates Employed Rate for African American, Latinx, and Native American Students
 - Increase African American Career Education Students Employed rate from 66.7% to 85.8%
 - Increase Latinx Career Education Students Employed rate from 35.9% to 85.8%
 - Increase Native American Career Education Students Employed rate from n/a to 85.8%⁶

³ Enrollment metrics include Public Safety and Apprenticeship.

⁴ Where applicable—in some cases, equity-gaps did not exist for a particular group on a particular metric.

⁵ Data Source: *CTE Outcomes Survey*. Due to variability in survey response rates, large variations from year-to-year may occur.

⁶ No data for Native American students was available from the CTE Outcomes Survey in 2020-2021.

Strategic Goal #3: Exemplary Teaching & Learning Environment

- **Improve overall achievement by 7 percentage points (1 point/year) from 2023 to 2030 for the following metrics⁷:**
 - Increase Course Success Rate from 69.6% to 76.6%
 - Increase A-B Rate from 56.2% to 63.2%
 - Decrease Drop Rate from 17.0% to 10.0%
- **Eliminate existing equity gaps for African American, Latinx, and Native American Students for all Goal #3 metrics**
 - African American Students
 - Increase Course Success Rate from 55.5% to 76.6%
 - Increase A-B Rate from 41.1% to 63.2%
 - Decrease Drop Rate from 23.5% to 10.0%
 - Latinx Students
 - Increase Course Success Rate from 64.9% to 76.6%
 - Increase A-B Rate from 50.6% to 63.2%
 - Decrease Drop Rate from 19.0% to 10.0%
 - Native American Students
 - Increase Course Success Rate from 63.4% to 76.6%
 - Increase A-B Rate from 51.2% to 63.2%
 - Decrease Drop Rate from 18.9% to 10.0%

Strategic Goal #4: Vibrancy & Resiliency

- **May include one or more of the following metrics (TBD):**
 - Improve ratings on Employee Satisfaction/Campus Climate Surveys
 - Improve ratings on Governance and Project Team Evaluation Surveys
 - Improve ratings on Professional Development Evaluation Surveys
 - Increase the number of faculty, classified staff, and administrators who have received professional development in all 8 professional development competencies
 - Increase the number of faculty, classified staff, and administrators who have increased their level of competency from Level 1 Introductory (Awareness) to Level 2 or Higher (Action/Skill Development and/or Inquiry, Outcome, and Assessment) for 1 or more professional development competencies

⁷ Excludes Public Safety and Apprenticeship.