		College - Strategic F									
	Strategic Goa	I: 1.Maximize Stude	nt Succe	ess							
	A. Decrease the % of enrollments dropped before 1st day of class	21.5%	21.5%	21.9%	19.6%	19.9%	17.4%	17.7%		18.0%	0.3%
	B. Decrease the % of students dropped from all courses before 1st day	12.8%	11.7%	11.9%	10.5%	10.9%	9.8%	9.9%		13.0%	3.1%
	C. Decrease the % of enrollments dropped between 1st day & census	23.6%	21.9%	18.5%	17.6%	17.0%	16.3%	16.2%		15.0%	-1.2%
	D. Decrease the % of students dropped between 1st day & census	20.2%	19.1%	17.5%	15.9%	14.4%	13.2%	13.0%		9.0%	-4.0%
	E. Increase the % of students completing assessment testing as part of onboarding	50.5%	50.8%	54.1%	66.8%	62.1%	61.6%	61.9%		70.0%	-8.1%
	F. Increase the % of students completing advisement/ counseling as part of onboarding	55.6%	56.8%	63.4%	56.6%	46.6%	55.8%	69.3%		65.0%	4.3%
									~ .		
	G. Increase the % of students completing abbreviated ed plans as part of onboarding	30.5%	33.0%	43.2%	40.9%	36.3%	40.4%	48.6%		50.0%	-1.4%
	H. Increase the % of students completing orientation as part of onboarding	52.3%	52.4%	60.4%	59.9%	56.5%	51.7%	65.1%		65.0%	0.1%
		I: 1.Maximize Stude	nt Succe	ess							
	Objective: 2. Improve Momentum Toward Students' End Goals										
d	Benchmark:	AY 2014		AY 2016	AY 2017	AY 2018				2020 Target	% Off fr
	A. Increase the % of students completing comp ed plans in 1st term		8.8%	16.4%	10.8%	13.2%	10.7%	23.0%	/	15.0%	8.0%
	B. Increase the avg # of credits per semester attempted by degree-seeking students	6.87	7.01	7.09	7.17	7.51	6.97	5.91		10.0	-40.9%
	C. increase the avg # of credits per semester earned by degree-seeking students	4.19	4.41	4.58	4.80	5.15	5.24	4.55		7.00	-35.0%
		Fall-13	Fall-14	Fall15	Fall-16	Fall-17	Fall-18	Fall-19		2020 Target	% Off fr
	D. Increase the % of 1st time degree seeking students completing 6-11.9 credits in first term	31.8%	30.6%	33.5%	40.2%	41.3%	41.8%	48.1%		42.0%	6.1%
	E. Increase the % of 1st time degree seeking students completing 12-14.9 credits in first term	8.8%	8.8%	11.1%	14.7%	12.6%	15.9%	19.6%		17.0%	2.6%
	F. Increase the % of 1st time degree seeking students completing 15-23.9 credits in first year	18.0%	17.2%	21.3%	28.1%	31.1%	31.8%	34.3%		32.0%	2.3%
		7.0%									
	G. Increase the % of 1st time degree seeking students completing 24-29.9 credits in first year		5.0%	8.0%	11.6%	11.2%	12.0%	15.7%	~	14.0%	1.7%
	H. Increase the % of 1st time degree seeking students completing 30 or more credits in one year	1.5% Fall-13	1.3% Fall-14	1.9% Fall-15	2.8% Fall-16	2.9% Fall-17	3.2% Fall-18	4.1% Fall-19		5.0% 2020 Target	-0.9% % Off fr
	I. Increase the % of 1st time degree seeking students persisting from term 1 to term 2	51.9%	48.5%	54.5%	59.5%	57.9%	58.3%	66.3%		66.0%	0.3%
		Fall-13	Fall-14	Fall-15	Fall-16	Fall-17	Fall-18	Fall-19		2020 Target	% Off fi
	J. Increase the % of 1st time degree seeking students persisting from term 1 to term 3	32.6%	31.0%	36.4%	39.6%	40.7%	36.7%	45.4%		45.0%	0.4%
	Strategic Go	oal: 3.Ensure Studer	nt Acces	3							
					AY 2017	AY 2018				2020 Target	% Off fr
d	Benchmark:	AY 2014		0.000		3.099	3,241	3,161		3,100	2.0%
d	A. Increase FTES	2,912	2,720	2,802	2,845						
d	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Cour	2,912 rses) 1,829	2,720 1,643	1,619	1,477	1,309	1,217	1,292	~	1,600	-19.3%
d	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Cour C. Increase the # of students taking at least 1 class at East Kern	2,912 rses) 1,829 146	2,720 1,643 199	1,619 446	1,477 1,037	1,685	2,087	2,084		1,200	73.7%
d	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Cour	2,912 rses) 1,829	2,720 1,643	1,619	1,477						
d	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Cour C. Increase the # of students taking at least 1 class at East Kern	2,912 rses) 1,829 146	2,720 1,643 199	1,619 446	1,477 1,037	1,685	2,087	2,084		1,200	73.7%
d	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Cour C. Increase the # of students taking at least 1 class at East Kern D. Increase the # of students taking at least 1 class at ESCC Bishop	2,912 (ses) 1,829 146 354	2,720 1,643 199 313	1,619 446 306	1,477 1,037 298	1,685 300	2,087 304	2,084 315		1,200 325	73.7% -3.1%
d	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Cour C. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth	2,912 (ses) 1,829 146 (354 291	2,720 1,643 199 313 279	1,619 446 306 243	1,477 1,037 298 224	1,685 300 226	2,087 304 238	2,084 315 239		1,200 325 250	73.7% -3.1% -4.4%
d	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Cour. C. Increase the # of students taking at least 1 class at East Kern D. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV	2,912 ses) 1,829 146 354 291 370	2,720 1,643 199 313 279 332	1,619 446 306 243 319	1,477 1,037 298 224 304	1,685 300 226 300	2,087 304 238 301	2,084 315 239 243		1,200 325 250 300	73.7% -3.1% -4.4% -19.0% 5.5%
d	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Cour C. Increase the # of students taking at least 1 class at East Kern D. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV G. Stabilize the # of students taking at least 1 class with CC-Online	2,912 ses) 1,829 146 354 291 370 6,156	2,720 1,643 199 313 279 332 5,577	1,619 446 306 243 319 5,926	1,477 1,037 298 224 304 6,020	1,685 300 226 300	2,087 304 238 301	2,084 315 239 243		1,200 325 250 300 6,000 2020 Target	73.7% -3.1% -4.4% -19.0% 5.5%
d	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Court C. Increase the # of students taking at least 1 class at East Kern D. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV G. Stabilize the # of students taking at least 1 class with CC-Online H. Increase the # of 1st time degree seeking students taking 12-14.9 units in their 1st term	2,912 1,829 146 354 291 370 6,156 AY 2014 249	2,720 1,643 199 313 279 332 5,577 AY 2015	1,619 446 306 243 319 5,926 AY 2016 265	1,477 1,037 298 224 304 6,020 AY 2017 211	1,685 300 226 300 6,194 AY 2018 218	2,087 304 238 301 6,322 AY 2019 185	2,084 315 239 243 6,328 AY 2020		1,200 325 250 300 6,000 2020 Target 265	73.7% -3.1% -4.4% -19.0% 5.5% % Off fr -35.1%
d	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Cour C. Increase the # of students taking at least 1 class at East Kern D. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV G. Stabilize the # of students taking at least 1 class with CC-Online	2,912 ses) 1,829 146 354 291 370 6,156 AY 2014 249 39	2,720 1,643 199 313 279 332 5,577 AY 2015 230 38	1,619 446 306 243 319 5,926 AY 2016 265 49	1,477 1,037 298 224 304 6,020 AY 2017 211 42	1,685 300 226 300 6,194 AY 2018 218 53	2,087 304 238 301 6,322 AY 2019 185 36	2,084 315 239 243 6,328 AY 2020 172 61		1,200 325 250 300 6,000 2020 Target 265 57	73.7% -3.1% -4.4% -19.0% 5.5% % Off fr -35.1% 7.0%
d	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Cour C. Increase the # of students taking at least 1 class at East Kern D. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV G. Stabilize the # of students taking at least 1 class with CC-Online H. Increase the # of 1st time degree seeking students taking 12-14.9 units in their 1st term J. Increase the # of 1st time degree seeking students taking 15 or more units in their 1st term	2,912 ses) 1,829 146 354 291 370 6,156 AY 2014 249 39 AY 2014	2,720 1,643 199 313 279 332 5,577 AY 2015 230 38 AY 2015	1,619 446 306 243 319 5,926 AY 2016 265 49 AY 2016	1,477 1,037 298 224 304 6,020 AY 2017 211 42 AY 2017	1,685 300 226 300 6,194 AY 2018 218 53 AY 2018	2,087 304 238 301 6,322 AY 2019 185 36 AY 2019	2,084 315 239 243 6,328 AY 2020 172 61 AY 2020		1,200 325 250 300 6,000 2020 Target 265 57 2020 Target	73.7% -3.1% -4.4% -19.0% 5.5% % Off fr -35.1% 7.0% % Off fr
d	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Court C. Increase the # of students taking at least 1 class at East Kern D. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV G. Stabilize the # of students taking at least 1 class with CC-Online H. Increase the # of 1st time degree seeking students taking 12-14.9 units in their 1st term	2,912 ses) 1,829 146 354 291 370 6,156 AY 2014 249 39 AY 2014 304	2,720 1,643 199 313 279 332 5,577 AY 2015 230 38 AY 2015	1,619 446 306 243 319 5,926 AY 2016 265 49 AY 2016 546	1,477 1,037 298 224 304 6,020 AY 2017 211 42 AY 2017 871	1,685 300 226 300 6,194 AY 2018 218 53 AY 2018 1,033	2,087 304 238 301 6,322 AY 2019 185 36 AY 2019 1,350	2,084 315 239 243 6,328 AY 2020 172 61 AY 2020 1,380		1,200 325 250 300 6,000 2020 Target 265 57 2020 Target 1,000	73.7% -3.1% -4.4% -19.0% 5.5% % Off fr -35.1% 7.0% % Off fr 38.0%
a	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Cour C. Increase the # of students taking at least 1 class at East Kern D. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV G. Stabilize the # of students taking at least 1 class with CC-Online H. Increase the # of 1st time degree seeking students taking 12-14.9 units in their 1st term J. Increase the # of 1st time degree seeking students taking 15 or more units in their 1st term	2,912 ses) 1,829 146 354 291 370 6,156 AY 2014 249 39 AY 2014 304 AY 2014	2,720 1,643 199 313 279 332 5,577 AY 2015 230 38 AY 2015 341 AY 2015	1,619 446 306 243 319 5,926 AY 2016 265 49 AY 2016 546 AY 2016	1,477 1,037 298 224 304 6,020 AY 2017 211 42 AY 2017 871 AY 2017 482	1,685 300 226 300 6,194 AY 2018 218 53 AY 2018 1,033 AY 2018 509	2,087 304 238 301 6,322 AY 2019 185 36 AY 2019 1,350 AY 2019 795	2,084 315 239 243 6,328 AY 2020 172 61 AY 2020 1,380 AY 2020 826		1,200 325 250 3300 6,000 2020 Target 265 57 2020 Target 1,000 2020 Target	73.7% -3.1% -4.4% -19.0% 5.5% % Off fr -35.1% 7.0% % Off fr 38.0% % Off fr
	A. Increase TFES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Court C. Increase the # of students taking at least 1 class at East Kern D. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV G. Stabilize the # of students taking at least 1 class with CC-Online H. Increase the # of 1st time degree seeking students taking 12-14.9 units in their 1st term J. Increase the # of 1st time degree seeking students taking 15 or more units in their 1st term K. Increase the # of HS students taking college classes at CC (concurrent enrollment) L. Increase the # of HS students taking college classes with CC on their HS campuses (dual enrollment)	2,912 1,829 146 354 291 370 6,156 AY 2014 249 39 AY 2014 304 AY 2014	2,720 1,643 199 313 279 332 5,577 AY 2015 230 38 AY 2015 341 AY 2015	1,619 446 306 243 319 5,926 AY 2016 265 49 AY 2016 546 AY 2016 176 AY 2016	1,477 1,037 298 224 304 6,020 AY 2017 211 42 AY 2017 871 AY 2017 482 AY 2017	1,685 300 226 300 6,194 AY 2018 218 53 AY 2018 1,033 AY 2018 509 AY 2018	2,087 304 238 301 6,322 AY 2019 185 36 AY 2019 1,350 AY 2019 795 AY 2019	2,084 315 239 243 6,328 AY 2020 172 61 AY 2020 1,380 AY 2020 826 AY 2020		1,200 325 250 330 6,000 2020 Target 265 57 2020 Target 1,000 2020 Target 600 2020 Target	73.7% -3.1% -4.4% -19.0% 5.5% % Off fr -35.1% 7.0% % Off fr 38.0% % Off fr 37.7%
a	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Court C. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV G. Stabilize the # of students taking at least 1 class with CC-Online H. Increase the # of 1st time degree seeking students taking 12-14.9 units in their 1st term J. Increase the # of 1st time degree seeking students taking 15 or more units in their 1st term K. Increase the # of HS students taking college classes at CC (concurrent enrollment)	2,912 ses) 1,829 146 354 291 370 6,156 AY 2014 249 39 AY 2014 304 AY 2014	2,720 1,643 199 313 279 332 5,577 AY 2015 230 38 AY 2015 341 AY 2015	1,619 446 306 243 319 5,926 AY 2016 265 49 AY 2016 546 AY 2016	1,477 1,037 298 224 304 6,020 AY 2017 211 42 AY 2017 871 AY 2017 482	1,685 300 226 300 6,194 AY 2018 218 53 AY 2018 1,033 AY 2018 509	2,087 304 238 301 6,322 AY 2019 185 36 AY 2019 1,350 AY 2019 795	2,084 315 239 243 6,328 AY 2020 172 61 AY 2020 1,380 AY 2020 826		1,200 325 250 3300 6,000 2020 Target 265 57 2020 Target 1,000 2020 Target	73.7% -3.1% -4.4% -19.0% 5.5% % Off fi -35.1% 7.0% % Off fi 38.0% % Off fi 37.7%
d	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Court C. Increase the # of students taking at least 1 class at East Kern D. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV G. Stabilize the # of students taking at least 1 class with CC-Online H. Increase the # of 1st time degree seeking students taking 12-14.9 units in their 1st term J. Increase the # of 1st time degree seeking students taking 15 or more units in their 1st term K. Increase the # of HS students taking college classes at CC (concurrent enrollment) L. Increase the # of HS students taking college classes with CC on their HS campuses (dual enrollment) M. Increase the # of incarcerated students taking at least 1 class with CC Strategic Goal: 4.	2,912 ses) 1,829 146 354 291 370 6,156 AY 2014 249 39 AY 2014 304 AY 2014	2,720 1,643 199 313 279 332 5,577 AY 2015 230 38 AY 2015 341 AY 2015	1,619 446 306 243 319 5,926 AY 2016 265 49 AY 2016 546 AY 2016 AY 2016 84	1,477 1,037 298 224 304 6,020 AY 2017 211 42 AY 2017 871 AY 2017 482 AY 2017	1,685 300 226 300 6,194 AY 2018 218 53 AY 2018 1,033 AY 2018 509 AY 2018	2,087 304 238 301 6,322 AY 2019 185 36 AY 2019 1,350 AY 2019 795 AY 2019	2,084 315 239 243 6,328 AY 2020 172 61 AY 2020 1,380 AY 2020 826 AY 2020		1,200 325 250 330 6,000 2020 Target 265 57 2020 Target 1,000 2020 Target 600 2020 Target	73.7% -3.1% -4.4% -19.0% 5.5% % Offf -35.1% 7.0% % Offf 38.0% % Offf 37.7%
	A. Increase FTES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Court C. Increase the # of students taking at least 1 class at East Kern D. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV G. Stabilize the # of students taking at least 1 class with CC-Online H. Increase the # of 1st time degree seeking students taking 12-14.9 units in their 1st term J. Increase the # of 1st time degree seeking students taking 15 or more units in their 1st term K. Increase the # of HS students taking college classes at CC (concurrent enrollment) L. Increase the # of HS students taking college classes with CC on their HS campuses (dual enrollment) M. Increase the # of incarcerated students taking at least 1 class with CC Strategic Goal: 4. Objective: 1.Improve Workforce Programs that Respond to Local Industry	2,912 ses) 1,829 146 354 291 370 6,156 AY 2014 249 39 AY 2014 304 AY 2014 4 AY 2014 AY 2014 Enhance Communi	2,720 1,643 199 313 279 332 5,577 AY 2015 230 38 AY 2015 48 AY 2015	1,619 446 306 243 319 5,926 AY 2016 265 49 AY 2016 546 AY 2016 176 AY 2016 84	1,477 1,037 298 224 304 6,020 AY 2017 211 42 AY 2017 871 AY 2017 482 AY 2017 376	1,685 300 226 300 6,194 AY 2018 218 53 AY 2018 1,033 AY 2018 509 AY 2018 637	2,087 304 238 301 6,322 AY 2019 185 36 AY 2019 795 AY 2019 963	2,084 315 239 243 6,328 AY 2020 172 61 AY 2020 1,380 AY 2020 826 AY 2020 1,119		1,200 325 250 3300 6,000 2020 Target 265 57 2020 Target 1,000 2020 Target 600 2020 Target 1,000	73.7% -3.1% -4.4% -19.0% 5.5% % Off fr -35.1% 7.0% % Off ff 38.0% % Off ff 11.9%
d	A. Increase TFES B. Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Court C. Increase the # of students taking at least 1 class at East Kern D. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV G. Stabilize the # of students taking at least 1 class with CC-Online H. Increase the # of 1st time degree seeking students taking 12-14.9 units in their 1st term J. Increase the # of 1st time degree seeking students taking 15 or more units in their 1st term K. Increase the # of HS students taking college classes at CC (concurrent enrollment) L. Increase the # of HS students taking college classes with CC on their HS campuses (dual enrollment) M. Increase the # of incarcerated students taking at least 1 class with CC Strategic Goal: 4. Objective: 1.Improve Workforce Programs that Respond to Local Industry Benchmark:	2,912 ses) 1,829 146 354 291 370 6,156 AY 2014 249 39 AY 2014 304 AY 2014 AY 2014 AY 2014 AY 2014 AY 2014	2,720 1,643 199 313 279 332 5,577 AY 2015 230 38 AY 2015 48 AY 2015	1,619 446 306 243 319 5,926 AY 2016 265 49 AY 2016 546 AY 2016 84 ctions	1,477 1,037 298 224 304 6,020 AY 2017 211 42 AY 2017 871 AY 2017 376	1,685 300 226 300 6,194 AY 2018 218 53 AY 2018 1,033 AY 2018 637	2,087 304 238 301 6,322 AY 2019 185 36 AY 2019 795 AY 2019 963	2,084 315 239 6,328 AY 2020 172 61 AY 2020 1,380 AY 2020 826 AY 2020 1,119		1,200 325 250 3300 6,000 2020 Target 265 57 2020 Target 1,000 2020 Target 1,000 2020 Target	73.7% -3.1% -4.4% -19.0% 5.5% % Off fr -35.1% % Off fr 38.0% % Off fr 11.9%
	A. Increase FTES B. Increase the # of students taking at least 1 class at East Kern C. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV G. Stabilize the # of students taking at least 1 class with CC-Online H. Increase the # of 1st time degree seeking students taking 12-14.9 units in their 1st term J. Increase the # of 1st time degree seeking students taking 15 or more units in their 1st term K. Increase the # of HS students taking college classes at CC (concurrent enrollment) L. Increase the # of HS students taking college classes with CC on their HS campuses (dual enrollment) M. Increase the # of incarcerated students taking at least 1 class with CC Strategic Goal: 4. Objective: 1.Improve Workforce Programs that Respond to Local Industry Benchmark: A. Increase the # of Career Technical Education degrees and certificates awarded	2,912 1,829 146 354 291 370 6,156 AY 2014 249 39 AY 2014 304 AY 2014 tt) 74 AY 2014 AY 2014 AY 2014 AY 2014	2,720 1,643 199 313 279 332 5,577 AY 2015 230 38 AY 2015 341 AY 2015 48 AY 2015	1,619 446 306 243 319 5,926 AY 2016 265 49 AY 2016 176 AY 2016 84 Ctions	1,477 1,037 298 224 304 6,020 AY 2017 211 42 AY 2017 482 AY 2017 376	1,685 300 226 300 6,194 AY 2018 53 AY 2018 1,033 AY 2018 509 AY 2018 637	2,087 304 238 301 6,322 AY 2019 185 36 AY 2019 795 AY 2019 963	2,084 315 239 243 6,328 AY 2020 1,72 61 AY 2020 1,380 AY 2020 1,119 AY 2020 1,119		1,200 325 250 300 6,000 2020 Target 265 57 2020 Target 1,000 2022 Target 1,000 2020 Target 400	73.7% -3.1% -4.4% -19.0% 5.5% % Off fr -35.1% 7.0% % Off fr 38.0% % Off fr 11.9%
	A. Increase FTES B. Increase the # of students taking at least 1 class at East Kern C. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV G. Stabilize the # of students taking at least 1 class with CC-Online H. Increase the # of 1st time degree seeking students taking 12-14.9 units in their 1st term J. Increase the # of 1st time degree seeking students taking 15 or more units in their 1st term K. Increase the # of HS students taking college classes at CC (concurrent enrollment) L. Increase the # of HS students taking college classes with CC on their HS campuses (dual enrollment) M. Increase the # of incarcerated students taking at least 1 class with CC Strategic Goal: 4. Objective: 1.Improve Workforce Programs that Respond to Local Industry Benchmark: A. Increase the # of Career Technical Education degrees and certificates awarded B. Increase the # of individual students who complete a CTE degree or certificate	2,912 ses) 1,829 146 354 291 370 6,156 AY 2014 249 39 AY 2014 304 AY 2014 41) 74 AY 2014 Enhance Communi AY 2014 236 123	2,720 1,643 199 313 279 332 5,577 AY 2015 230 38 AY 2015 341 AY 2015 48 AY 2015	1,619 446 306 243 319 5,926 AY 2016 265 49 AY 2016 AY 2016 84 Ctions AY 2016 254 181	1,477 1,037 298 224 304 6,020 AY 2017 211 42 AY 2017 482 AY 2017 376	1,685 300 226 300 6,194 AY 2018 53 AY 2018 1,033 AY 2018 637 AY 2018 637	2,087 304 238 301 6,322 AY 2019 185 36 AY 2019 795 AY 2019 963	2,084 315 239 243 6,328 AY 2020 172 61 AY 2020 826 AY 2020 1,119 AY 2020 391 278		1,200 325 2250 300 6,000 2020 Target 265 57 2020 Target 1,000 2020 Target 1,000 2020 Target 1,000	73.7% -3.1% -4.4% -19.0% 5.5% % Off fr -35.1% 7.0% % Off fr 38.0% % Off fr 11.9%
	A. Increase FTES B. Increase the # of students taking at least 1 class at East Kern C. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Bishop E. Increase the # of students taking at least 1 class at ESCC Mammoth F. Stabilize the # of students taking at least 1 class at the KRV G. Stabilize the # of students taking at least 1 class with CC-Online H. Increase the # of 1st time degree seeking students taking 12-14.9 units in their 1st term J. Increase the # of 1st time degree seeking students taking 15 or more units in their 1st term K. Increase the # of HS students taking college classes at CC (concurrent enrollment) L. Increase the # of HS students taking college classes with CC on their HS campuses (dual enrollment) M. Increase the # of incarcerated students taking at least 1 class with CC Strategic Goal: 4. Objective: 1.Improve Workforce Programs that Respond to Local Industry Benchmark: A. Increase the # of Career Technical Education degrees and certificates awarded	2,912 1,829 146 354 291 370 6,156 AY 2014 249 39 AY 2014 304 AY 2014 tt) 74 AY 2014 AY 2014 AY 2014 AY 2014	2,720 1,643 199 313 279 332 5,577 AY 2015 230 38 AY 2015 341 AY 2015 48 AY 2015	1,619 446 306 243 319 5,926 AY 2016 265 49 AY 2016 176 AY 2016 84 Ctions	1,477 1,037 298 224 304 6,020 AY 2017 211 42 AY 2017 482 AY 2017 376	1,685 300 226 300 6,194 AY 2018 53 AY 2018 1,033 AY 2018 509 AY 2018 637	2,087 304 238 301 6,322 AY 2019 185 36 AY 2019 795 AY 2019 963	2,084 315 239 243 6,328 AY 2020 1,72 61 AY 2020 1,380 AY 2020 1,119 AY 2020 1,119		1,200 325 250 300 6,000 2020 Target 265 57 2020 Target 1,000 2022 Target 1,000 2020 Target 400	73.7% -3.1% -4.4% -19.0% 5.5% % Off fr -35.1% 7.0% % Off fr 38.0% % Off fr 11.9%

	Strategic Goal: 4.Enhance Comn	nunity Conne	ctions							
chieved	Benchmark:	2014 AY 2015	AY 2016	AY 2017	AY 2018	AY 2019	AY 2020		2020 Target	% Off from Goa
	A. Increase the proportion of males applying for college employment to the same proportion in the general population		0.58	0.76	0.86	0.69	0.78		1.00	-31.0%
	Strategic Goal: 5.Strengthen Organi	izational Effe	ctivenes	S						
chieved	Benchmark: Increase the % of "Agree" & "Strongly Agree" responses to the question:	AY 2011		AY 2015		AY 2019	AY 2020		2020 Target	% Off from Go
\Box	A. I have been provided adequate training to do my work	76.0%	80.0%		77.0%		54.0%		82.0%	-28.0%
	B. There are opportunities at the college to learn & grow	61.0%	68.0%		68.0%		45.0%		74.0%	-29.0%
\Box	C. The college provides encouragement & support for professional growth & development	64.0%	68.0%		75.0%		53.0%		80.0%	-27.0%
	D. My immediate supervisor encourages my professional growth & development	77.0%	78.0%		80.0%		73.0%		81.0%	-8.0%
	Strategic Goal: 5.Strengthen Organi	izational Effe	ctivenes	S						
	Objective: 2.Improve Atmosphere									
	A. My immediate supervisor keeps me informed of issues relevant to my job	76.0%	77.0%		76.0%		70.0%		80.0%	-10.0%
	B. My immediate supervisor asks for my input before making decisions that affect my work	67.0%	72.0%		71.0%		67.0%		80.0%	-13.0%
	C. I feel valued as an employee of the college	73.0%	69.0%		75.0%		51.0%		80.0%	-29.0%
	D. I feel consulted & listened to regarding decisions in the workplace	66.0%	64.0%		70.0%		48.0%		80.0%	-32.0%
<u>~</u>	E. I feel interactions with my immediate supervisor are positive or very positive	80.0%	76.0%		77.0%		81.0%		80.0%	1.0%
	Strategic Goal: 5.Strengthen Organi Objective: 3.Improve Participatory Governance									
chieved	Benchmark: Increase the % of "Agree" & "Strongly Agree" responses to the question:			AY 2015		AY 2019			2020 Target	% Off from Go
\sqcup	A. Relevant information affecting the college is communicated throughout the organization	58.0%	67.0%		66.0%		41.0%		75.0%	-34.0%
\Box	B. My representatives in governance committees adequately inform me about important college issues	77.0%	73.0%		78.0%		60.0%		80.0%	-20.0%
	C. My representatives on governance committees ask for my input on important issues	75.0%	65.0%		69.0%		51.0%		75.0%	-24.0%
\Box	D. Information flows well upward through the organizational structure	55.0%	51.0%		68.0%		23.0%		75.0%	-52.0%
	E. Information flows well downwards through the organizational structure	50.0%	48.0%		56.0%		24.0%		65.0%	-41.0%
H	F. I understand the decision-making process at the college G. The decision-making process at the college is effective		55.0% 52.0%		75.0% 67.0%		57.0% 39.0%		80.0% 75.0%	-23.0% -36.0%
			02.070		01.1070		00.070		10.070	30.070
	Strategic Goal: 5.Strengthen Organi	izational Effe	ctivenes	S						
	Benchmark: Increase the % of "Agree" & "Strongly Agree" responses to the question:			AY 2015		AY 2019			2020 Target	% Off from Go
\vdash	A. The college where I work is adequately maintained	67.0%	72.0%		70.0%		61.0%		75.0%	-14.0%
\sqcup	B. The environment in which I work is conducive to productivity	51.0%	55.0%		70.0%		60.0%	+	75.0%	-15.0%
	C. The college or location where I work is attractive	75.0%	88.0%		69.0%		58.0%		80.0%	-22.0%
	D. The college or location is kept clean	92.0%	91.0%		84.0%		82.0%		90.0%	-8.0%
	Strategic Goal: 5.Strengthen Organi	izational Effe	ctivenes	S						
	Benchmark: Increase the % of "Agree" & "Strongly Agree" responses to the question:			AY 2015		AY 2019			2020 Target	% Off from Go
	A. I feel safe at my work location	90.0%	85.0%		86.0%		72.0%		90.0%	-18.0%