

Navigation +

Navigation +

COLLEGE GOALS

Cerro Coso Community College has established the following goals that relate to various aspects of the college in concert with our mission.

Strategic Goal 1: Maximize Student Success And Access

Objective #1: Improve Onboarding

Success Metrics	2020	2024 Target
Increase FTES	2,965	3,420
Increase the # of students taking at least 1 class at the IWV (Excludes ADMJ Police In-Service Courses)	1,292	1,545
Increase the # of students taking at least 1 class at East Kern	2,084	2,182
Increase the # of students taking at least 1 class at ESCC Bishop	315	318
Increase the # of students taking at least 1 class at ESCC Mammoth	239	251
Increase the # of students taking at least 1 class with CC-Online	6,328	6,518
Increase the # of 1st time degree seeking students taking 12 or more units in their 1st term	333	496
Increase High School enrollment	2,206	2,821
Increase the # of incarcerated students taking at least 1 class with CC	1,119	1,480
Decrease the % of enrollments dropped before 1st day of class	17.7%	15.6%
Decrease the % of students dropped from all courses before 1st day	9.9%	8.9%
Decrease the % of enrollments dropped between 1st day & census	16	


 QUESTIONS? ASK WILEY

Success Metrics	2020	2024 Target
Decreases the % of students dropped between 1st day & census	14.8%	11.0%
Increase the % of students completing advisement / counseling as part of onboarding	69.3%	74.9%
Increase the % of students completing abbreviated education plans as part of onboarding	48.6%	55.4%
Increase the % of students completing orientation as part of onboarding	65.1%	68.7%

Objective #2: Improve Momentum Points

Success Metrics	2020	2024 Target
Increase the % of students completing comprehensive education plans in 1st term	23%	35%
Increase the % of 1st time degree seeking students persisting from term 1 to term 2	66%	73.1%
Increase the % of 1st time degree seeking students persisting from term 1 to term 3	45.4% (2019)	52.1%

Strategic Goal 2: Narrow Student Equity Gaps

Objective #1: Improve Onboarding

Success Metrics	2020	2024 Target
Decrease the % of students aged 20 to 24 dropped from all courses before the 1st day	12.9%	12.0%
Decrease the % of first-generation students dropped from all courses before 1st day	12.9%	12.0%
Decrease the % enrollments dropped by Black or African American students before 1st day	20.1%	14.0%
Decreases the % of Black or African American students dropped from all courses	14.8%	10.0%

between 1st day & census		
Decreases the % of students aged 25 to 29 dropped from all courses between 1st day & census	15.9%	13.0%
Increase the % of Black or African American students completing advisement/counseling as part of onboarding	57.1%	63.0%
Increase the % of students aged 25 and older completing advisement / counseling as part of onboarding	47.5%	61.0%

Objective #2: Improve Momentum Points

Success Metrics	2020	2024 Target
Increase the % of American Indian or Alaska Native students completing comprehensive education plans in 1st term	23.3%	30.0%
Increase the % of students aged 20 to 24 completing comprehensive education plans in 1st term	15.3%	18.0%
Increase the % of students with no financial aid completing comprehensive education plans in 1st term	7.9%	10.0%
Increase the % of first-generation students completing comprehensive education plans in 1st term	16.4%	20.0%
Increase the % 1st time degree-seeking Black or African American students successfully completing 12 to 23.9 credits	25.9%	33.0%
Increase the % 1st time degree-seeking students aged 20 and older successfully completing 12 to 23.9 credits	20.1%	29.0%
Increase the % 1st time degree-seeking students with no financial aid successfully completing 12 to 23.9 credits	26.3%	37.0%
Increase the % 1st time degree-seeking American Indian or Alaska Native students successfully completing 24 to 30+ credits	7.7%	13.0%
Increase the % 1st time degree-seeking Black or African American students successfully completing 24 to 30+ units	5.2%	7.0%
Increase the % 1st time degree-seeking students aged 20 or older successfully completing 24 to 30+ units	2.1%	7.0%
Increase the % 1st time degree-seeking students with no financial aid successfully completing 24 to 30+ units	6.5%	10.0%

Increase the % 1st time degree-seeking first-generation students successfully completing 24 to 30+ units	8.0%	9.0%
Increase the % of 1st time degree seeking students aged 20 to 29 persisting from term 1 to term 2	50.9%	53.0%
Increase the % of 1st time degree seeking students aged 30 and older persisting from term 1 to term 2	64.9%	72.0%
Increase the % of 1st time degree seeking students aged 20 to 29 persisting from term 1 to term 3	26.4%	31.0%
Increase the % of 1st time degree seeking students aged 30 and older persisting from term 1 to term 3	29.1%	34.0%

Strategic Goal 3: Strengthen Organizational Effectiveness

Objective #1: Strengthen Community Connections

Success Metrics	2020	2024 Target
Increase the # of Career Technical Education degrees and certificates awarded	391	437
Increase the # of annual enrollments in CTE courses	11,273	12,078
Increase the # of students completing 9 or more CTE units in their first year	750	811

Objective #2: Improve Professional Development

Success Metrics	2020	2024 Target
Increase the percentage of employees who have attended professional development activities	54%	82%
Increase the percentage of employees who feel there are opportunities at the college to learn & grow	45%	73%
Increase the percentage of employees who feel they are provided adequate training to do their work	54%	82%

Success Metrics	2020	2024 Target
Increase the percentage of employees who feel the college provides encouragement & support for professional growth & development	53%	80%
Increase the percentage of employees who feel they have had input into the professional development that concerns them (faculty, staff, management).	73%	81%

Objective #3: Improve Atmosphere

Success Metrics	2020	2024 Target
Increase the number of employees who feel their immediate supervisor keeps them informed of issues relevant to my job	70%	77%
Increase the number of employees who feel their immediate supervisor asks for their input before making decisions that affect their work	67%	72%
Increase the number of employees who feel valued as an employee of the college	51%	80%
Increase the number of employees who feel consulted & listened to regarding decisions in the workplace	48%	75%
Increase the number of employees who feel interactions with their immediate supervisor are positive or very positive	81%	85%

Objective #4: Improve Participatory Governance

Success Metrics	2020	2024 Target
Increase number of employees who feel relevant information affecting the college is communicated throughout the organization	41%	71%
Increase number of employees who feel that representatives in governance committees adequately inform me about important college issues	60%	82%
Increase number of employees who feel their representatives on governance committees ask for their input on important issues	51%	73%
Increase number of employees who feel that information flows well upward through the organizational structure	23%	77%

Success Metrics	2020	2024 Target
Increase number of employees who feel information flows well downwards through the organizational structure	24%	63%
Increase number of employees who understand the decision-making process at the college	57%	79%
Increase number of employees who feel that the decision-making process at the college is effective	39%	53%

Objective #5: Improve Facilities and Maintenance

Success Metrics	2020	2024 Target
Increase number of employees who feel that the college where they work is adequately maintained	61%	72%
Increase number of employees who feel that the environment in which they work is conducive to productivity	60%	72%
Increase number of employees who feel that the college or location where they work is attractive	58%	71%
Increase number of employees who feel that the college or location is kept clean	82%	86%

Objective #6: Improve Safety and Emergency Preparedness

Success Metrics	2020	2024 Target
Increase number of employees who feel safe at their work location	72%	89%

For more details see the complete [Strategic Plan 2021-2024](#).

**GET
STARTED
TODAY.**