

Note: Grand baseline updated to reflect Fall 2014 or Fall 2014 – Spring 2015 data Performance Indicators updated Fall 2017. Data updated 1/4/2019

Annual Measurable Objectives, Performance Indicators, and Results

Major Objectives in Measurable Terms	Performance Indicators	Data	Results	
			Preliminary	Final
Year 1: October 2016—September 2017 (Baselines were recalculated)		Number in Fall 2016 adult cohort (n=)		
Obj. 1: By September 30, 2017, increase the fall-to-fall success rates (defined as retention, graduation, or transfer) of all IHCC students age 25+ to 65.6% . (Baseline = 65.0% , 335 of 515 students; Fall 2014)	In Fall 2017, at least 65.6% (270/411) of IHCC adult learners will either return (entered fall 2016), graduate, or transfer	411 adult learners	218/411 (53.0%)	283/411 (68.9%)
Obj. 2: By September 30, 2017, increase the fall-to-fall success rates (defined as retention, graduation, or transfer) of all DCTC students age 25+ to 65.0% . (Baseline = 64.4% , 233 of 362 students; Fall 2014)	In Fall 2017, at least 65.0% (196/301) of DCTC adult learners will either return (entered fall 2016), graduate, or transfer	301 adult learners	179/301 (51.8%)	205/301 (68.1%)
Obj. 3: By September 30, 2017, increase IHCC’s faculty participation rate in Hobsons Early Alert/Retain to 56.3% . (Baseline= 54.3% , 121 of 223 faculty; Fall 2013 – Spring 2014)	In Fall 2016 – Spring 2017 56.3% of IHCC faculty will participate in Hobsons Early Alert/Retain	192 IHCC faculty	103/192 IHCC faculty (53.6%)	103/192 IHCC faculty (53.6%)
Obj. 4: By September 30, 2017, increase DCTC’s faculty participation rate in Hobsons Early Alert/Retain to 59.9% . (Baseline= 58.4% , 94 of 161 faculty; Fall 2013 – Spring 2014)	In Fall 2016 – Spring 2017, 59.9% of DCTC faculty will participate in Hobsons Early Alert/Retain	148 DCTC faculty	122/148 DCTC faculty (82.4%)	122/148 DCTC faculty (82.4%)
Obj. 5: By September 30, 2017, increase percentage of IHCC advisors/counselors who are trained on career and intrusive advising best practices and strategies to 69.2% ; 9 of 13 advisors/counselors. (Baseline = 41.7% , 5 of 12 advisors/counselors; Fall 2014)	In Fall 2017, 69.2% (9/13) of IHCC advisors and counselors will be trained on career and intrusive advising best practices and strategies	13 IHCC advisors/counselors	8 of 13 IHCC advisors/counselors	8 of 13 IHCC advisors/counselors

Major Objectives in Measurable Terms	Performance Indicators	Data	Results	
Obj. 6: By September 30, 2017, increase percentage of DCTC advisors/counselors who are trained on career and intrusive advising best practices and strategies to 26.7% . (Baseline = 0%, 0 of 9 advisors/counselors; Fall 2014)	In Fall 2017, 26.7% (2/7.5) of DCTC advisors and counselors will be trained on career and intrusive advising best practices and strategies	7.5 DCTC advisors/counselors	2 of 6 DCTC advisor/counselors	2 of 7.5 DCTC advisor/counselors
Year 2: October 2017—September 2018		Number in Fall 2017 adult cohort (n=)	Preliminary	Final
Obj. 1: By September 30, 2018, increase the fall-to-fall success rates (defined as retention, graduation, or transfer) of all IHCC students age 25+ to 66.4% . (Baseline = 65.0% , 335 of 515 students; Fall 2014)	In Fall 2018, at least 66.4% of IHCC adult learners in will either return (entered fall 2017), graduate, or transfer	379 (1/25/2019)	227/379 (60.1%; 1/25/2019)	227/379 (60.1%; 1/25/2019)
Obj. 2: By September 30, 2018, increase the fall-to-fall success rates (defined as retention, graduation, or transfer) of all DCTC students age 25+ to 65.9% . (Baseline = 64.4% , 233 of 362 students; Fall 2014)	In Fall 2018, at least 65.9% of DCTC adult learners in will either return (entered fall 2017), graduate, or transfer	337 (1/25/2019)	231/337 (68.5%; 1/25/2019)	231/337 (68.5%; 1/25/2019)
Obj. 3: By September 30, 2018, increase IHCC's faculty participation rate in Hobsons Early Alert/Retain to 58.8% . (Baseline= 54.3% , 121 of 223 faculty; Fall 2013 – Spring 2014)	In Fall 2017 – Spring 2018, 58.8% of IHCC faculty will participate in Hobsons Early Alert/Retain	191 IHCC faculty	106/191 IHCC faculty (55.5%; 9/24/2018)	106/191 IHCC faculty (55.5%; 9/24/2018)
Obj. 4: By September 30, 2018, increase DCTC's faculty participation rate in Hobsons Early Alert/Retain to 61.9% . (Baseline= 58.4% , 94 of 161 faculty; Fall 2013 – Spring 2014)	In Fall 2017 – Spring 2018, 61.9% of DCTC faculty will participate in Hobsons Early Alert/Retain	153 DCTC faculty	115/153 DCTC faculty (75.2%; 9/24/2018)	115/153 DCTC faculty (75.2%; 9/24/2018)
Obj. 5: By September 30, 2018, increase percentage of IHCC advisors/counselors who are trained on career and intrusive advising best practices and strategies to 76.9% ; 10 of 13 advisors/counselors.	In Fall 2018, 76.9% (10/13) of IHCC advisors and counselors will be trained on career and intrusive advising best practices and strategies	14 advisors/counselors (9/14/2018)	14/14 (100%; 9/14/2018)	14/14 (100%; 9/14/2018)

Major Objectives in Measurable Terms	Performance Indicators	Data	Results	
(Baseline = 41.7% , 5 of 12 advisors; Fall 2014)				
Obj. 6: By September 30, 2018, increase percentage of DCTC advisors/counselors who are trained on career and intrusive advising best practices and strategies to 40.0% . (Baseline = 0% , 0 of 9 advisors/counselors; Fall 2014)	In Fall 2018, 40.0% (3/7.5) of DCTC advisors and counselors will be trained on career and intrusive advising best practices and strategies	11 advisors/counselors (9/19/2018)	9/11 (81.8%; 9/20/2018)	9/11 (81.8%; 9/20/2018)
Year 3: October 2018—September 2019				
Obj. 1: By September 30, 2019, increase the fall-to-fall success rates (defined as retention, graduation, or transfer) of all IHCC students age 25+ to 67.5% . (Baseline = 65.0%, 335 of 515 students; Fall 2014)	In Fall 2019, at least 67.5% of IHCC adult learners in will either return (entered fall 2018), graduate, or transfer			
Obj. 2: By September 30, 2019, increase the fall-to-fall success rates (defined as retention, graduation, or transfer) of all DCTC students age 25+ to 67.0% . (Baseline = 64.4%, 233 of 362 students; Fall 2014)	In Fall 2019, at least 67.0% of DCTC adult learners in will either return (entered fall 2018), graduate, or transfer			
Obj. 3: By September 30, 2019, increase IHCC's faculty participation rate in Hobsons Early Alert/Retain to 62.3% . (Baseline= 54.3% , 121 of 223 faculty; Fall 2013 – Spring 2014)	In Fall 2018 – Spring 2019, 62.3% of IHCC faculty will participate in Hobsons Early Alert/Retain			
Obj. 4: By September 30, 2019, increase DCTC's faculty participation rate in Hobsons Early Alert/Retain to 64.7% . (Baseline= 58.4% , 94 of 161 faculty; Fall 2013 – Spring 2014)	In Fall 2018 – Spring 2019, 64.7% of DCTC faculty will participate in Hobsons Early Alert/Retain			
Obj. 5: By September 30, 2018, increase percentage of IHCC advisors/counselors who are trained on career and intrusive advising best practices and strategies to 84.6% ; 11 of 13 advisors/counselors.	In Fall 2018, 84.6% (11/13) of IHCC advisors and counselors will be trained on career and intrusive advising best practices and strategies			

Major Objectives in Measurable Terms	Performance Indicators	Data	Results
(Baseline = 41.7% , 5 of 12 advisors/counselors%; Fall 2014)			
Obj. 6: By September 30, 2019, increase percentage of DCTC advisors/counselors who are trained on career and intrusive advising best practices and strategies to 53.3% . (Baseline = 0% , 0 of 9 advisors/counselors; Fall 2014)	In Fall 2018, 53.3% (4/7.5) of DCTC advisors and counselors will be trained on career and intrusive advising best practices and strategies		
Year 4: October 2019—September 2020			
Obj. 1: By September 30, 2019, increase the fall-to-fall success rates (defined as retention, graduation, or transfer) of all IHCC students age 25+ to 68.9% . (Baseline = 65.0%, 335 of 515 students; Fall 2014)	In Fall 2020, at least 68.9% of IHCC adult learners in will either return (entered fall 2019), graduate, or transfer		
Obj. 2: By September 30, 2019, increase the fall-to-fall success rates (defined as retention, graduation, or transfer) of all DCTC students age 25+ to 68.5% . (Baseline = 64.4%, 233 of 362 students; Fall 2014)	In Fall 2020, at least 68.5% of DCTC adult learners in will either return (entered fall 2019), graduate, or transfer		
Obj. 3: By September 30, 2020, increase IHCC's faculty participation rate in Hobsons Early Alert/Retain to 67.3% . (Baseline= 54.3% , 121 of 223 faculty; Fall 2013 – Spring 2014)	In Fall 2020, 67.3% of IHCC faculty will participate in Hobsons Early Alert/Retain		
Obj. 4: By September 30, 2020, increase DCTC's faculty participation rate in Hobsons Early Alert/Retain to 68.8% . (Baseline= 58.4% , 94 of 161 faculty; Fall 2013 – Spring 2014)	In Fall 2020, 68.8% of DCTC faculty will participate in Hobsons Early Alert/Retain		
Obj. 5: By September 30, 2020, increase percentage of IHCC advisors/counselors who are trained on career and intrusive advising best practices and strategies to 92.3% ; 12 of 13 advisors/counselors.	In Fall 2020, 92.3% (12/13) of IHCC advisors and counselors will be trained on career and intrusive advising best practices and strategies		

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(Baseline = 41.7% , 5 of 12 advisors/counselors; Fall 2014)				
Obj. 6: By September 30, 2020, increase percentage of DCTC advisors/counselors who are trained on career and intrusive advising best practices and strategies to 66.7% . (Baseline = 0% , 0 of 9 advisors/counselors; Fall 2014)	In Fall 2020, 66.7% (5/7/5) of DCTC advisors and counselors will be trained on career and intrusive advising best practices and strategies			
Year 5: October 2020—September 2021				
Obj. 1: By September 30, 2021, increase the fall-to-fall success rates (defined as retention, graduation, or transfer) of all IHCC students age 25+ to 70.6% . (Baseline = 65.0% , 335 of 515 students; Fall 2014)	In Fall 2021, at least 70.6% of IHCC adult learners in will either return (entered fall 2020), graduate, or transfer			
Obj. 2: By September 30, 2021, increase the fall-to-fall success rates (defined as retention, graduation, or transfer) of all DCTC students age 25+ to 70.2% . (Baseline = 64.4% , 233 of 362 students; Fall 2014)	In Fall 2021, at least 63.7% of DCTC adult learners in will either return (entered fall 2020), graduate, or transfer			
Obj. 3: By September 30, 2021, increase IHCC’s faculty participation rate in Hobsons Early Alert/Retain to 75.0% . (Baseline= 54.3% , 121 of 223 faculty; Fall 2013 – Spring 2014)	In Fall 2021, 75.0% of IHCC faculty will participate in Hobsons Early Alert/Retain			
Obj. 4: By September 30, 2021, increase DCTC’s faculty participation rate in Hobsons Early Alert/Retain to 75.0% . (Baseline= 58.4% , 94 of 161 faculty; Fall 2013 – Spring 2014)	In Fall 2021, 75.0% of DCTC faculty will participate in Hobsons Early Alert/Retain			
Obj. 5: By September 30, 2021, increase percentage of IHCC advisors/counselors who are trained on career and intrusive advising best practices and strategies to 100%; 13 of 13 advisors/counselors.	In Fall 2021, 100% (13/13) of IHCC advisors and counselors will be trained on career and intrusive advising best practices and strategies			

Major Objectives in Measurable Terms	Performance Indicators	Data	Results	
(Baseline = 41.7% , 5 of 12 advisors/counselors; Fall 2014)				
Obj. 6: By September 30, 2021, increase percentage of DCTC advisors/counselors who are trained on career and intrusive advising best practices and strategies to 100% . (Baseline = 0% , 0 of 9 advisors/counselors; fall 2014)	In Fall 2021, 100% (7.5/7.5) of DCTC advisors and counselors will be trained on career and intrusive advising best practices and strategies			