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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | | | | | | | | | | | | | | |
| Sample Score Card Form  Rating -values-  1 Alert- negative change in direction  2 Area of concern- no change  3. Goad met  4. Met stretch goal- exceeded goal  5. Met super stretch goal- significantly above expected goal | | | | | | | | | | | | | | | |
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| Imperative | | | Goal | Weight | Scale | | | Outcome | Score | | Weighted  Score | | Status | | |
| 1-Student Success | | | Retention: Improve First Year Retention, FR to SO (Fall 2017 Cohort) | 30% | 5 = 74.6% +  4 = 73.6% - 74.5% | | |  |  | |  | |  | | |
|  | | | *Fall 2016 cohort = 72.38%* |  | 3 = 72.6% - 73.5% | | |  |  | |  | |  | | |
|  | | |  |  | 2 = 71.6% - 72.5% | | |  |  | |  | |  | | |
|  | | |  |  | 1 = 71.5% and below | | |  |  | |  | |  | | |
|  | | |  |  |  | | |  |  | |  | |  | | |
| 2-Student Success | | | DFW Rates, 3-Year Rolling Average, AY17-19: Improve rates in critical core courses (ACCT 2101, BIOL 1107, HIST  2111, MATH 1113, POLS 1101) | 15% | 5 = 22.0 - 22.9%  4 = 23.0 - 23.9%  3 = 24.0 - 24.9%  2 = 25.0 - 25.9% | | |  |  | |  | |  | | |
|  | | | *AY16-18 DFW Rates = 24.7%* |  | 1 = 26.0 - 26.9% | | |  |  | |  | |  | | |
|  | | |  |  | |  |  | |  |  | | | | |  | | |
| 3-Academic Success | | | Develop and deliver 56 First Year Seminar course sections  courses | 20% | | 5 = 62+  4 =59-61 |  | |  |  | | | | |  | | |
|  | | | FY18 = 38 sections |  | | 3 = 56-58 |  | |  |  | | | | |  | | |
|  | | Note: Future scorecards will include KPIs on HIPs, Senior Capstone Experience, and Guided Pathways |  | | 2 = 53-55  1 = 2 or fewer |  | |  |  | | | | |  | | |
|  | |  |  | |  |  | |  |  | | | | |  | | |
| 4-Academic Success | | Diversity and Inclusion: 70% of search committee chairs satisfactorily complete supplemental training to maximize faculty/staff diversity. | 5% | | 5 = 90-100%  4 = 80 - 89%  3 = 70-79% |  | |  |  | | | | | Measured June 2019 | | |
|  | | Note: The training partnership is a collaboration among AA, HR, and CDI |  | | 2 = 60-69% |  | |  |  | | | | |  | | |
|  | |  |  | | 1 = 59% or less |  | |  |  | | | | |  | | |
|  | |  |  | |  |  | |  |  | | | | |  | | |
| 5. Faculty and Staff Success | | Research & Sponsored Projects: Increase funding awards to over $23 M | 20% | | 5 = $24M+ |  | |  |  | | | | |  | | |
|  | | FY18 total $22.636M |  | | 4 = $23.6M - $24M |  | |  |  | | | | |  | | |
|  | |  |  | | 3 = $23M - $23.5M |  | |  |  | | | | |  | | |
|  | |  |  | | 2 = $22.5M - $22.99M |  | |  |  | | | | |  | | |
|  | |  |  | | 1 = $22.4M and below |  | |  |  | | | | |  | | |
|  | |  |  | |  |  | |  |  | | | | |  | | |
| 6. Operational Success | | Professional Development: 80% of staff will participate in office related training | 10% | | 5 = 91-100% |  | |  |  | | | | |  | | |
|  | | FY18 = 90% |  | | 4 = 81-90% |  | |  |  | | | | |  | | |
|  | |  |  | | 3 = 71-80% |  | |  |  | | | | |  | | |
|  | |  |  | | 2 = 61-70% |  | |  |  | | | | |  | | |
|  | |  |  | | 1 = 60% or fewer |  | |  |  | | | | |  | | |
|  | |  |  | |  |  | |  |  | | | | |  | | |
|  | |  | 100% | |  |  | |  |  | | | | |  | | |
| FY 2020 Score Final | | | | | | | | | |  | |  | | |