

# Appendix

## Supplemental Data for 2022-2027 Strategic Plan

**2022-2023 Update**

# Supplemental Data

The following tables provide supplemental data for each of the College Goals and Objectives adopted for the 2022-2027 Strategic Plan.

## 1. Strengthen the Student Experience in Intake and Onboarding

Strengthen functional units and create streamlined, student-friendly policies and procedures to facilitate intake and onboarding for new and returning students

*Objectives:*

- **1-1** Increase the quality of intake and onboarding processes, services and systems
- **1-2** Increase enrollment of all students with attention to key sub-populations

1. Strengthen the Student Experience in Intake and Onboarding	Performance Measures						Target
	Baseline Data 2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	
<b>1-1 Supplemental data for quality of intake and onboarding:</b>							
S-1.1.1 Student satisfaction with intake and onboarding as measured by the SJR State New Student Survey/and or other surveys will be at least 4.0 on a 5.0 scale	Admissions Processes: 4.32  Orientation to the College: 4.31  Initial Academic Advising: 4.41  Financial Aid Services: 4.17  Fall 2021 data	4.11   4.07  4.39  3.94  Fall 2022					Mean scores will be at least 4.0 on a 5.0 scale
Baseline Data from Fall 2021 New Student Survey							

1. Strengthen the Student Experience in Intake and Onboarding	Performance Measures						
	Baseline Data 2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	Target
<b>1-2 Supplemental data for enrollment:</b>							
<p>S-1.2.1 Annual FTE by categories of instruction for credit/vocational level students will reflect constituent needs</p> <p>A&amp;P = Advanced and Professional (subcategorized by lower division and upper division courses)  Dev Ed. = Developmental Education  PSV = Post Secondary Vocational (credit workforce)  PSAV = Post Secondary Adult Vocational (clock hour workforce)  EPI = Educator Preparation Institute (institutional credit)</p> <p>Baseline data from Florida College Student System 2022 3E FTECOLF Report</p>	<p>Total FTE: 4040.3</p> <p>A&amp;P Upper: 241.9  A&amp;P Lower: 2826.4  Dev Ed.: 40.5  PSV: 795.4  PSAV: 88.0  EPI: 30.7</p> <p>2021-22 reporting year</p>	<p>3932.5</p> <p>216.6  2816.5  36.0  737.8  84.2  20.3</p> <p>2022-23 RY</p>					Increase total annual FTE by 10%
<p>S-1.2.2 Twelve-month unduplicated headcount for credit/vocational level students will reflect constituent needs</p> <p>Baseline Data from 2021-22 IPEDS 12 month Enrollment Report</p>	<p>Total: 8889</p> <p>% Male: 35.62  % Female: 64.38</p> <p>% Asian: 2.46  % Hispanic: 11.87  % Black: 9.89  % White: 67.05  % Two or More: 4.53  % Other/Unknown: 4.20</p> <p>2020-21 Reporting Year</p>	<p>8311</p> <p>35.74  64.26</p> <p>2.78  13.19  10.07  65.49  4.25  4.22</p> <p>2021-22 RY</p>					Increase total annual headcount by 5%
<p>S-1.2.3 Fall unduplicated headcount as measured by primary credential will reflect constituent needs</p> <p>AA = Associate in Arts  AS/AAS = Associate in Science/Associate in Applied Science  CCC = College Credit Certificate  CC = Career Certificate (clock hours)  EPI = Educator Preparation Institute</p> <p>Baseline data from Fall 2022 College Fact Book</p>	<p>Total: 6725</p> <p>Baccalaureate: 411  AA: 5247  AS/AAS: 883  CCC: 53  CC: 77  EPI: 54</p> <p>Fall 2021 data</p>	<p>6586</p> <p>375  5259  788  55  70  39</p> <p>Fall 2022</p>					Increase total fall headcount by 5%

1. Strengthen the Student Experience in Intake and Onboarding	Performance Measures						
	Baseline Data 2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	Target
<p>S-1.2.4 Minority enrollments will match service district minority populations as measured by percentage and minority participation rates. Breakdowns are given for the major race/ethnicity populations in the service district. A minority participation rate of <math>\geq 1.0</math> is when the college minority enrollment percentages are greater than or equal to the service district minority population.</p> <p>Baseline enrollment data from 2021-22 IPEDS Fall Enrollment Report; district population data from Demographic Overview Reports from EMSI based upon 2021 population estimates</p>	<p>Minority Enrollment: 32.21% [District = 24.40%] Participation Rate: 1.32</p> <p>Black Enrollment: 9.77% [District = 9.25%] Participation Rate: 1.06</p> <p>Hispanic Enrollment: 14.07% [District = 9.51%] Participation Rate: 1.48</p> <p>Fall 2021 enrollment data</p>	<p>32.35% [25.72%] 1.26</p> <p>9.11% [9.35%] 0.97</p> <p>14.19% [10.29%] 1.38</p> <p>Fall 2022</p>					<p>Match district population</p> <p><math>\geq 1.0</math> minority participation rate</p>
<p>S-1.2.5 Enrollment of First-time-in-College (FTIC) students as a percentage of fall credit degree-seeking enrollment as defined by IPEDS (excludes current dual enrollment students) will increase.</p> <p>Baseline data from 2021-22 IPEDS Fall Enrollment Report and SJR State Internal Database</p>	<p>FTIC as % of Fall Enrollment: 21.9%</p> <p>FTIC from our service district as a % of FTIC: 91.3%</p> <p>Fall 2021</p>	<p>23.84%</p> <p>90.0%</p> <p>Fall 2022</p>					<p>Increase fall FTIC enrollment by 2%</p>
<p>S-1.2.6 Enrollment of Pell students as a percentage of fall credit degree-seeking enrollment as defined by IPEDS (excludes current dual enrollment students) will increase.</p> <p>Baseline data from 2021-22 IPEDS Fall Enrollment Report</p>	<p>Pell Grant Recipients: 34%</p> <p>Fall 2021</p>	<p>33%</p> <p>Fall 2022</p>					<p>Increase % by 2%</p>
<p>S-1.2.7 The percentage enrollment of high school graduates from service district who enroll in the College during the first year after high school graduation as measured by State Accountability Report will increase</p> <p>Baseline Data from 2021 State Accountability Report Measure M1P1</p>	<p>10.4% [FCS 20.2%]</p> <p>2019 HS Grads (2021 Report)</p>	<p>11.7% [FCS 25.0%]</p> <p>22 Report</p>					<p>Increase % by 3%</p>

1. Strengthen the Student Experience in Intake and Onboarding	Performance Measures						
	Baseline Data 2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	Target
<p>S-1.2.8 The number and percentage of prior year high school graduates who enroll at SJR State during the first fall term after graduation – overall and by county will increase</p> <p>Baseline Data from 2021 Florida Public High School Graduates (Single-Year Completers Report) and Internal High School Graduate Reports</p>	<p>Service District: 622 (9.6% of HS grads)</p> <p>Clay: 324 (11.9%)</p> <p>Putnam: 54 (9.4%)</p> <p>St. Johns: 244 (7.7%)</p> <p>2021 HS Grads</p>	<p>620 (9.4%)</p> <p>314 (11.8%)</p> <p>64 (11.6%)</p> <p>242 (7.2%)</p> <p>22 HS Grad</p>					Increase service district % by 3%
<p>S-1.2.9 The number of former dual enrollment students by county who attend SJR State the fall term after High School Graduation will increase</p> <p>Baseline data from fall 2021 SJR State Internal Database</p>	<p>Service District Total: 257</p> <p>Clay: 142</p> <p>Putnam: 37</p> <p>St. Johns: 78</p> <p>2021 HS Grads</p>	<p>229</p> <p>137</p> <p>28</p> <p>64</p> <p>22 HS Grad</p>					Increase service district total to 300

## 2. Increase Student Achievement and Success

Implement high-quality academic and career educational programs and student services to enable students to meet their educational and career goals and the area’s workforce needs

### Objectives:

- **2-1** Increase course success rates, retention/persistence and completion rates with attention to key sub-populations
- **2-2** Sustain transfer performance to the State University System and job placement rates above the means for the Florida College System
- **2-3** Continuously improve academic programs and student services

2. Increase Student Achievement and Success	Performance Measures						
	Baseline Data	2022-23	2023-24	2024-25	2025-26	2026-27	Target
<b>2-1 Supplemental data for course success, retention/persistence and completion rates:</b>							
S-2.1.1 Enrollee success rates* by major course category will be above 70%. Course withdrawal rates will be below 10%. Course category rates exclude dual enrollment students taking courses on a high school site.  * defined as number of A, B, C grades divided by the total students enrolled which includes those who receive F and W grades  °College-wide data do not include any dual enrolled students	<u>Course Success</u> Upper Division: 91.14% Arts & Sciences: 75.83% FloArts: 85.16% Dev Ed: 66.98% PSV: 86.54%  [College-Wide° = 77.29%]  <u>Course withdrawal</u> Upper Division: 4.62% Arts & Sciences: 12.00% FloArts: 5.94% Dev Ed: 9.26% PSV: 6.07%  [College-Wide° = 10.99%]  2020-21 AY	89.15%					Above 70% success
		78.05%					Below 10% withdrawal
		92.71%					
		64.96%					
		85.99%					
		[78.42%]					
		5.28%					
		10.89%					
		2.08%					
		16.17%					
		6.14%					
		[10.43%]					
	2021-22 AY						
Baseline data from Internal Reports (Course Success Studies Report)		2022-23					

2. Increase Student Achievement and Success	Performance Measures						
	Baseline Data	2022-23	2023-24	2024-25	2025-26	2026-27	Target
<p>S-2.1.2 Enrollee success rates* by major course delivery mode will be above 70%. Course withdrawal rates will be below 10%. Face-to-face delivery mode does not include data from high school sites.</p> <p>* defined as number of A, B, C grades divided by the total students enrolled which includes those who receive F and W grades</p> <p>°College-wide data do not include any data from high school sites</p> <p>Baseline data from Internal Reports (Course Success Studies Report)</p>	<p><u>Course Success</u></p> <p>Face-to-Face: 86.83% Online: 78.08% Hybrid: 88.28%</p> <p>[College-Wide° = 79.15%]</p> <p><u>Course withdrawal</u></p> <p>Face-to-Face: 6.35% Online: 10.74% Hybrid: 4.73%</p> <p>[College-Wide° = 10.16%]</p> <p>2020-21 AY</p>	<p>82.14% 79.35% 85.31%</p> <p>[80.56%]</p> <p>8.00% 10.43% 6.95%</p> <p>[9.45%]</p> <p>2021-22 AY</p>					<p>Above 70% success</p> <p>Below 10% withdrawal</p>
<p>S-2.1.3 Enrollee success rates* for credit and developmental education courses will be above 70% and the College will be above the median as measured by the National Community College Benchmark Project (NCCBP). Withdrawal rates will decrease as measured by NCCBP</p> <p>* defined as number of A, B, C grades divided by the total students enrolled which includes those who receive F and W grades</p> <p>Baseline data from the 2021 NCCBP Report</p>	<p>Course Success: 79.35% [NCCBP = 77.18%]</p> <p>Course withdrawal: 9.71% [NCCBP = 8.06%]</p> <p>Fall 2020 data</p>	<p>80.95% [78.06%]</p> <p>8.99% [8.09%]</p> <p>Fall 2021</p>					<p>Above 70%</p> <p>Below 10%</p> <p>Above NCCBP median for course success</p>
<p>S-2.1.4 Enrollee success rates for credit distance learning courses will be above 70% and the College will be above the median as measured by NCCBP. Withdrawal rates will decrease as measured by NCCBP</p> <p>Baseline data from the 2021 NCCBP Report</p>	<p>Course Success: 76.48% [NCCBP = 73.37%]</p> <p>Course Withdrawal: 11.06% [NCCBP = 9.65%]</p> <p>Fall 2020 data</p>	<p>77.34% [72.28%]</p> <p>11.31% [9.89%]</p> <p>Fall 2021</p>					<p>Above 70% success</p> <p>Below NCCBP median for course withdrawal</p>

2. Increase Student Achievement and Success	Performance Measures						
	Baseline Data	2022-23	2023-24	2024-25	2025-26	2026-27	Target
<p>S-2.1.5 Enrollee success rates for developmental education courses will be above 70% and the College will be above the median as measured by National Community College Benchmark Project (NCCBP)</p> <p>Baseline data from the 2021 NCCBP Report</p>	<p>Math: 73.63% [NCCBP = 60.03%]</p> <p>Reading/Writing: 66.67% [NCCBP = 60.00%]</p> <p>Fall 2020 data</p>	<p>66.67% [58.95%]</p> <p>74.36% [60.54%]</p> <p>Fall 2021</p>					<p>Above 70% success</p> <p>Above median for NCCBP cohort</p>
<p>S-2.1.6 Enrollee success rates of former developmental education students in first college-level courses will be above 70% and the College will be above the median as measured by NCCBP</p> <p>Baseline data from 2021 NCCBP Report. A fall developmental education cohort is followed for one academic year</p>	<p>Math: 75.95% [NCCBP = 72.02%]</p> <p>Writing: 72.50% [NCCBP = 70.15%]</p> <p>Fall 2019 Dev. Ed. cohort</p>	<p>78.00% [69.10%]</p> <p>79.07% [76.75%]</p> <p>Fall 20 cht</p>					<p>Above 70% success</p> <p>Above median for NCCBP cohort</p>
<p>S-2.1.7 The percentile rank for success in core academic skills will increase as measured by NCCBP</p> <p>Baseline data from the 2021 NCCBP Report</p>	<p>English Comp I: 81.71% [NCCBP = 73.24%]</p> <p>English Comp II: 73.32% [NCCBP = 70.63%]</p> <p>College Algebra: 77.10% [NCCBP = 68.71%]</p> <p>Gateway Math: 69.05% [NCCBP = 63.89%]</p> <p>Fall 2020 data</p>	<p>83.04% [74.91%]</p> <p>75.24% [71.88%]</p> <p>76.88% [69.97%]</p> <p>71.91% [63.85%]</p> <p>Fall 2021</p>					<p>Above median for NCCBP cohort</p>



2. Increase Student Achievement and Success	Performance Measures						
	Baseline Data	2022-23	2023-24	2024-25	2025-26	2026-27	Target
<p>S-2.1.8 The retention* and graduation<sup>o</sup> rate of Fall term First-Time-In-College (FTIC) students in associate degree programs will increase as measured by State Accountability Reports</p> <p>*Retention = [number of students who have graduated + number of students who are still enrolled (both in good and in not good academic standing)] divided by the number of students in the cohort.</p> <p><sup>o</sup>Graduation = [number of students who have graduated] divided by the number of students in the cohort.</p> <p>Baseline data from 2021 State Accountability Report. Associate degree students are tracked for 4 years.</p>	<p>AA Students:</p> <p>Retention: 55.99%</p> <p>Graduation: 42.30%</p> <p>[FCS = 62.54; 45.70]</p> <p>AS/AAS Students:</p> <p>Retention: 74.29%</p> <p>Graduation: 58.57%</p> <p>[FCS = 54.28; 27.96]</p> <p>Fall 17 cohort tracked through Spring 2021</p>	<p>60.38%</p> <p>45.60%</p> <p>[62.94; 45.96]</p> <p>78.33%</p> <p>63.33%</p> <p>[56.23; 28.64]</p> <p>18 cohort to Spring 2022</p>					Above the mean for the Florida College System (FCS)
<p>S- 2.1.9 The retention and graduation of fall cohort baccalaureate-seeking students will increase as measured by State Accountability Reports</p> <p>Definitions of retention and graduation are as above</p> <p>Baseline data from the 2021 State Accountability Report. Baccalaureate degree students are tracked for 4 years</p>	<p>Baccalaureate Students:</p> <p>Retention: 52.34%</p> <p>Graduation: 35.94%</p> <p>[FCS =63.66; 47.09]</p> <p>Fall 17 cohort tracked through Spring 2021</p>	<p>66.67%</p> <p>49.61%</p> <p>[63.89; 47.88]</p> <p>18 cohort to Spring 2022</p>					Above the mean for the Florida College System (FCS)
<p>S-2.1.10 The number of graduates/completers in all programs of study at the College will increase</p> <p>Baseline data from Florida College System Student 2022-3E AA1A Report</p>	<p>Baccalaureate: 136</p> <p>Associate in Arts: 769</p> <p>Associate in Science: 206</p> <p>College Credit Cert: 134</p> <p>Career Certificate: 116</p> <p>EPI: 38</p> <p>Total: 1399</p> <p>2021-22</p>	<p>122</p> <p>657</p> <p>212</p> <p>151</p> <p>93</p> <p>28</p> <p>1263</p> <p>2022-23</p>					Increase by 5%
<p>S-2.1.11 Completion rates of full-time first-time-in-college (FTIC) students in credit programs will increase and the College will be above the median as measured by the National Community College Benchmark Project (NCCBP)</p> <p>Baseline data from 2021 NCCBP Report (GRS 2 file)</p>	<p>Completed in 3 years: 45.61%</p> <p>[NCCBP = 33.81%]</p> <p>Fall 2018 cohort</p>	<p>42.97%</p> <p>[36.21%]</p> <p>Fall 19 cht</p>					Above median for NCCBP Cohort

2. Increase Student Achievement and Success	Performance Measures						
	Baseline Data	2022-23	2023-24	2024-25	2025-26	2026-27	Target
<p>S-2.1.12 Minority completions* for A.A. and A.S., and certificates† will match minority enrollments</p> <p>*expressed as a % of total completions †college credit and career</p> <p>Baseline data from Florida College Student System 2022 3E AA1A Report</p>	<p>Black Completions: 7.9%</p> <p>AA degrees: 50 (6.9%) AS degrees: 17 (8.5%) Certificates: 28 (12.2%) BS/BAS degrees: 7 (5.3%) [SJR State Pop: 9.8%]</p> <p>Hispanic Completions: 11.4%</p> <p>AA degrees: 87 (12.0%) AS degrees: 27 (13.6%) Certificates: 25 (10.9%) BS/BAS degrees: 8 (6.1%) [SJR State Pop: 14.1%]</p> <p>2021-22 Report Year</p>	<p>7.4%</p> <p>33 (5.0%) 21 (9.9%) 22 (9.0%) 15 (12.3%) [9.1%]</p> <p>13.9%</p> <p>106 (16.1%) 24 (11.3%) 32 (13.1%) 10 (8.2%) [14.2%]</p> <p>2022-23 RY</p>					Minority completion % will match minority enrollment %
<p>S-2.1.13 The fall-to-fall persistence rates* of credit students will increase and the College will be above the median as measured by National Community College Benchmark Project (NCCBP)</p> <p>*fall to fall persistence = [number of students still enrolled next fall] divided by [number of students in the cohort – number who graduated before next fall]</p> <p>Baseline data from the 2021 NCCBP Report</p>	<p>Fall 2020 to Fall 2021</p> <p>Full-time 56.8% Part-time 47.8% Overall 50.8%</p> <p>[NCCBP % = 55.6; 41.6; 46.5]</p> <p>Fall 2020 Cohort</p>	<p>F 21 to F 22</p> <p>58.3% 46.6% 50.5%</p> <p>[ 55.8; 41.4; 47.3]</p> <p>Fall 2021</p>					Above median for NCCBP Cohort
<p>S-2.1.14 The fall-to-fall persistence rates* of credit students will increase by 10% for first-time-in-college (FTIC) fall cohorts.</p> <p>*fall to fall persistence = [number of students still enrolled in next fall] divided by [number of students in the cohort – number who graduated before next fall]</p> <p>Baseline data from Internal Reports (Persistence Studies for EMT)</p>	<p>Fall 2020 to Fall 2021</p> <p>Full-time 61.4% Part-time 45.8% Overall 55.5%</p> <p>Fall 2020 FTIC Cohort</p>	<p>F 21 to F22</p> <p>60.9% 50.0% 56.7%</p> <p>Fall 2021</p>					Increase by 10%

2. Increase Student Achievement and Success	Performance Measures						
	Baseline Data	2022-23	2023-24	2024-25	2025-26	2026-27	Target
<b>2-2 Supplemental data for transfer performance and job placement rates:</b>							
S-2.2.1 The transfer performance in the SUS system of SJR State graduates who complete their whole Associate in Arts degree at SJR State will increase as measured by mean GPA and the % who have a GPA ≥ 2.5  Baseline data from 2021 State Accountability Report	SUS mean GPA: 3.11 [FCS = 3.10]  GPA ≥2.5: 84.16% [FCS = 82.42%]  College 18/19 SUS 19/20	3.18 [3.19]  89.27% [86.73%]  19/20 20/21					Above the mean for the Florida College System
S-2.2.2 The vocational* program placement rate for completers and leavers will increase as measured by State Accountability Reports  *Includes A.S., certificate, PSAV, and apprenticeship students  Baseline data from 2021 State Accountability Report.	Completers: 93.53% [FCS = 93.35%]  Leavers: 85.12% [FCS = 75.30%]  Completers or leavers in 2018-19	92.76% [92.82%]  84.45% [79.32%]  2019-20					Above mean for Florida College system
<b>2-3 Supplemental data for academic programs and student services:</b>							
S-2.3.1 General education achievement of SJR State associate and baccalaureate students as measured by mean score(s) on the ETS® Proficiency Profile Test is (are) equal to ETS test scores for the “all student” cohort.  Baseline data from ETS® Proficiency Profile Results for 2021-22	Critical Thinking: 110.89 [Cohort = 110.0]  Reading: 116.95 [Cohort = 115.6]  Writing: 113.60 [Cohort = 112.7]  Mathematics: 112.43 [Cohort = 111.9]  Humanities: 115.45 [Cohort = 114.2]  Social Science: 112.45 [Cohort = 112.1]  Natural Sciences: 114.88 [Cohort = 113.6]  Total Score: 440.40 [Cohort = 437.0]  2021-22 Academic Year	110.78 [110.0]  117.14 [115.6]  112.88 [112.7]  112.51 [111.9]  115.09 [114.2]  113.18 [112.1]  114.73 [113.6]  439.82 [437.0]  22-23 AY					≥ ETS cohort

2. Increase Student Achievement and Success	Performance Measures						
	Baseline Data	2022-23	2023-24	2024-25	2025-26	2026-27	Target
<p>S-2.3.2 Student satisfaction with available student services/academic support services as measured by the SJR State Spring Student Survey/and or other surveys will be at least 4.0 on a 5.0 scale</p> <p>Baseline data from 2022 Spring Student Survey</p>	<p>Academic advising:  Quality 4.17  Access 4.25</p> <p>Career planning services:  Access 4.04</p> <p>Financial aid services:  Quality 4.09  Access 4.11</p> <p>On Campus Tutoring:  Quality 4.39  Access 4.39</p> <p>Online Tutoring:  Quality 4.44  Access 4.22</p> <p>Library/learning resources:  Quality 4.36  Access 4.36</p> <p>2022 Spring Student Survey</p>	<p>4.19 4.28 3.95 4.02 4.02 4.58 4.66 4.00 4.17 4.35 4.39</p> <p>Spring 23</p>					<p>Mean scores will be at least 4.0 on a 5.0 scale</p>
<p>S-2.3.3 Student satisfaction with selected academic programs as measured by the SJR State Graduate Survey will be at least 4.0 on a 5.0 scale.</p> <p>Baseline data from 2021-22 Graduate Survey</p>	<p>Instruction in the academic major:  A.A. 4.15  Workforce A.S. 4.10  Bachelors 4.47</p> <p>2021-22 Graduate Survey</p>	<p>4.24 4.31 4.68</p> <p>2022-23</p>					<p>Mean scores will be at least 4.0 on a 5.0 scale</p>

### 3. Contribute to Community Enrichment and Economic Development

Contribute to community enrichment and economic development by providing cultural opportunities and continuing education courses as well as training opportunities to meet the needs of local businesses.

*Objectives:*

- **3-1** Provide cultural and continuing education activities that contribute to the vitality of our service district
- **3-2** Provide non-credit training opportunities to meet the needs of local businesses.

3. Contribute to Community Enrichment and Economic Development	Performance Measures						Target
	Baseline Data	2022-23	2023-24	2024-25	2025-26	2026-27	
<b>3-1 Supplemental data for cultural and continuing education:</b>							
S-3.1.1 Provide access to Adult Basic Education and GED preparation opportunities in Putnam County as measured by students served and FTE where 1 FTE equals 900 contact/clock hours	Students Served: 222 Total FTE: 17.4 Adult Basic: 16.0 GED Prep: 1.4	234 21.1 19.5 1.6					The College will offer adult basic education in Putnam County
Baseline data from Florida College Student System 2022 3E FTECOLF Report	2021-22 Reporting Year	2022-23 RY					
<b>3-2 Supplemental data for non-credit training opportunities:</b>							
S-3.2.1 Provide non-credit corporate training opportunities to public service agencies and local business	Criminal Justice Training Course offerings: 23 Sections: 33 Enrollment: 481  Other Corporate Training Course offerings: 9 Sections: 22 Enrollment: 140	29 55 836  10 20 113					The College will offer training to meet business needs
Baseline data from SJR State Internal Database	2021-2022 Reporting Year	22-23 RY					

#### 4. Invest in Effective College-wide Operations

Strengthen operational systems and processes to enhance the student experience and institutional effectiveness

Objectives:

- 4-1 Recruit, retain and develop excellent faculty and staff
- 4-2 Increase effectiveness of instructional and administrative operations

4. Invest in Effective College-wide Operations	Performance Measures						Target
	Baseline Data	2022-23	2023-24	2024-25	2025-26	2026-27	
<b>4-1 Supplemental data for faculty and staff:</b>							
S-4.1.1 The percent of courses taught by full-time faculty will be above 60% and the College will be above the median as measured by the National Community College Benchmark Project (NCCBP)	Credit hours: 76.6% [NCCBP Cohort = 60.8%]  Sections: 77.6% [NCCBP Cohort = 56.9%]  Baseline data from the 2021 NCCBP Report	72.95% [60.9%]  75.2% [58.0%]  Fall 2021					Above 60%  Above median for NCCBP Cohort
S-4.1.2 The College will maintain a low staff turnover and the College will be below the median departure rate for full-time employees as measured by NCCBP	Retirement Rate: 2.32% [NCCBP = 3.61%]  Departure Rate: 5.67% [NCCBP = 8.18%]  Baseline data from the 2021 NCCBP Report	4.04% [3.62%]  11.11% [10.81%]  2021-22					Departures below median for NCCBP Cohort
<b>4-2 Supplemental data for instructional and administrative operations:</b>							
S-4.2.1 Percentage of students who would recommend SJR State to a friend of family member as measured by the Spring Student Survey	Recommend SJR State: Spring Survey 96%  Baseline data from 2022 Spring Student Survey	95%  2023 Spg					≥ 93 %

