



OFFICE OF THE PRESIDENT

Item 4.1

PRESENT TO BOARD: JANUARY 26, 2022

TO: SOUTH FLORIDA STATE COLLEGE
DISTRICT BOARD OF TRUSTEES

FROM: THOMAS C. LEITZEL

A handwritten signature in blue ink, appearing to read "Tom", is placed next to the name Thomas C. Leitzel.

SUBJECT: CORE INDICATORS OF EFFECTIVENESS

The SFSC Core Indicators of Effectiveness serve as the institution's primary mechanism for monitoring measurable goals and outcomes for student achievement. These indicators are based on the Core Indicators for Effectiveness for Community Colleges, 3rd edition by Alfred, Shults, and Seybert (2007) and the American Association of Community College's (AACC) Voluntary Framework of Accountability (VFA).

There are a total of 17 core indicators that undergo a comprehensive, regular, and sustainable review process. These indicators are analyzed annually by the Data Analysis Group (DAG), a standing college committee of faculty and staff, as well as the president's Leader Team to evaluate the college's effectiveness and need for potential student success interventions.

SFSC Core Indicators of Effectiveness: 2022 (Updated 1/11/22)

LEGEND



Good performance of indicator



Indicator needs attention



SFSC attainment has been maintained or increased in comparison to previous year



SFSC attainment has met or exceeded a national or state comparison figure



SFSC attainment has met or exceeded an established goal



Data pending

Core Indicator	Status	Indicator Description	Performance Measure	2022 Goals	SFSC Reported Value						Average Attainment %	National or State Comparison (Threshold of Accountability)						Average Attainment %
					2016	2017	2018	2019	2020	2021		2016	2017	2018	2019	2020	2021	
1	Student Goal Attainment		The proportion of graduates whose goals for attaining a college education upon enrolling or during attendance in a college were met upon exit from the college.	Graduates	97.6	96.6	97.4	98.8	97.3	97.9	97.6	95.0	95.2	See Notes				95.1
				Annual Goals	99.5%	99.5	99.5	99.5	99.5	99.5								





Note. Percent of graduates who indicated they had achieved their educational objective. Data obtained from the SFSC's Graduate Satisfaction Survey (GSS) - item 5. National comparative data no longer available from NCCBP (measure removed from 2018 NCCBP survey). Threshold of accountability established at 90%.


			Persistence		2016	2017	2018	2019	2020	2021		2016	2017	2018	2019	2020	2021	
2	Persistence Rates		The proportion of students who enrolled at the beginning of one academic term and who were still enrolled at SFSC for at least one credit at the beginning of a subsequent academic term and had not yet completed a degree or certificate.	Fall-Spring	78.0	77.3	77.9	76.0	75.4	77.0	76.9	71.7	72.0	71.4	70.5	71.2	71.1	71.3
				Annual Goals	78.5%	78.0	78.5	78.5	78.5	78.5								
				Fall-Fall	58.2	59.1	58.1	58.3	54.5	61.2	58.2	48.3	48.4	49.3	47.4	48.8	46.3	48.1
				Annual Goals	63.0%	56.0	58.5	59.5	59.5	59.5								

Note. SFSC and National comparison data obtained from the National Community College Benchmark Project (NCCBP); 2020 findings for Fall Fall-Spring and Fall-Fall persistence figures represent a Fall 2018 cohort.


			Graduation		2016	2017	2018	2019	2020	2021		2016	2017	2018	2019	2020	2021	
3	Graduation Rates		The proportion of first-time, full-time students who enrolled in and subsequently completed a degree or certificate program.	100% Normal			34.8	41.5	47.2	37.4	40.2			16.6	17.3	18.8	20.6	18.3
				Annual Goals	48.0%				43.0	48.0								
				150% Normal	39.5	41.6	49.0	58.5	65.3	55.8	51.6	34.6	37.0	36.5	38.1	40.0	41.5	38.0
				Annual Goals	66.0%	48.9	48.9	48.9	51.0	59.0	66.0							
				200% Normal	44.9	43.8	52.2	59.2	66.0	56.1	53.7	40.6	43.0	42.8	38.9	40.9	42.5	41.5
				Annual Goals	67.0%	53.8	53.8	53.8	61.0	67.0								
				Graduation Rate of Pell Recipients (150% Normal)		46.0	40.0	33.0	42.0	52.0	42.6		35.0	33.0	36.0	37.0	38.0	35.8
				Annual Goals	54.0%					45.0								
				150% Normal (Hispanic)	43.0	54.5	64.8	69.1	57.7	55.0	57.4	35.6	34.4	36.6	38.5	41.9	41.0	38.0
				Annual Goals	70.0%				70.0	70.0								
				150% Normal (Black)	18.9	25.6	53.6	63.6	46.2	30.0	39.7	25.1	24.8	27.4	29.8	31.2	30.0	28.1
				Annual Goals	65.0%				65.0	65.0								
				150% Normal (White)	47.3	51.6	58.5	63.6	55.8	50.0	54.5	41.3	42.0	42.7	44.2	44.6	45.0	43.3
				Annual Goals	65.0%				65.0	65.0								

Note. Graduation rates of full-time, first-time, degree/certificate-seeking undergraduates within 150% and 200% of normal time to completion. SFSC and state comparison data obtained from Florida College System (FCS) IPEDS Graduation Rates 200 Survey (GRS). The Graduation Rate 200 component of the IPEDS survey is a further extension of the traditional Graduation Rate component. GR200 carries over 100% and 150% graduation rate data from previous cohorts and requests any additional completers and exclusions between 150% and 200% of normal time to completion. Pell graduation rate data obtained from IPEDS Feedback Report and represents percent of full-time, first-time degree/certificate Pell recipients who completed within 150% of normal time to program completion. 150% completion rates by race/ethnicity obtained from the Florida Department of Education PK-20 Education Data Warehouse.


Core Indicator	Status	Indicator Description		2022 Goals	SFSC Reported Value						Average Attainment %	National or State Comparison (Threshold of Accountability)						Average Attainment %			
				Satisfaction	2016	2017	2018	2019	2020	2021	96.1	2016	2017	2018	2019	2020	2021				
4	Student Satisfaction		The proportion of graduates whose college experience met or exceeded the expectations they held upon initial enrollment.	Graduates	96.0%	95.3	97.9	96.0	97.2	96.6		93.7	Comparative data not available; Threshold of accountability established at 95%								
				Annual Goals		98.5	98.5	98.5	98.5	98.5		98.5									
Note. Percent of graduates who indicated "excellent" or "very good" when asked what is their overall impression of the quality of education they received. Data obtained from the SFSC Graduate Satisfaction Survey (GSS) - item 1.																					
				Completer Success	2016	2017	2018	2019	2020	2021	75.8	2016	2017	2018	2019	2020	2021	71.3			
5	Credit Developmental Success		The proportion of students who earned a grade of "C" or better in math, writing, and reading credit developmental/remedial courses at the end of the fall term	Math		75.0	86.5	79.0	61.5	72.8		80.0	69.2	71.5	71.2	71.8	71.9		71.9		
				Annual Goals	83.0%	75.0	76.0	87.0	87.0	87.0		87.0									
				Writing		95.0	95.5	81.8	81.5	82.4		91.7	75.0	76.9	78.0	77.6	77.6		79.7		
				Annual Goals	90.0%	94.5	96.0	96.0	96.0	96.0		96.0									
				Reading		90.9	94.1	77.8	91.1	95.2		94.4	77.5	79.7	79.7	80.9	79.8		77.6		
Annual Goals				97.5%	97.5	97.5	97.5	97.5	97.5	97.5											
Note. Figures represent completer in lieu of enrollee success rates (i.e., only A, B, C, D, F grades used in calculations). Data obtained from National Community College Benchmark (NCCBP), Form 8.																					
				Completer Success	2016	2017	2018	2019	2020	2021	89.9	2016	2017	2018	2019	2020	2021	85.2			
6	Credit College-Level and Credit Developmental Success, First College-level		The proportion of students who earned a grade of "C" or better in credit, college-level courses at the end of the fall term	Credit		90.3	91.4	90.0	89.3	89.0		89.4	84.2	84.8	84.9	85.4	86.2		85.7		
				Annual Goals	91.3%	91.0	91.0	91.3	91.3	91.3		91.3									
				Math		87.7	95.5	94.1	87.1	93.3		77.1	78.8	78.8	80.3	80.3	80.8		79.0		
				Annual Goals	90.0%	84.3	88.0	96.0	96.0	96.0		96.0									
				Writing		79.0	93.3	75.0	100.0	93.3		79.2	80.5	81.8	82.4	82.7	83.5		84.4		
Annual Goals				94.0%	78.0	79.5	94.0	94.0	94.0	94.0											
Note. Figures represent completer, in lieu of enrollee, success rates (i.e., only A, B, C, D, F grades used in calculations). Population includes credit level, PSAV, and PSV students. Data obtained from NCCBP (Form 7 and 9).																					
				Completer Success	2016	2017	2018	2019	2020	2021	85.5	2016	2017	2018	2019	2020	2021	80.0			
7	Success Online/Distance Learning		The proportion of students who earned a grade of "C" or better in an online/distance learning course	Online/Distance Learning		85.1	85.3	86.2	85.0	86.8		84.3	78.5	79.3	79.5	80.4	81.3		80.9		
				Annual Goals	87.0%					87.0		87.0									
Note. Credit online/distance learning courses include those that are web-based, computer mediated, and asynchronous in which the learner and learning resources are generally separated by time and/or space. Figures represent completer, in lieu of enrollee, success rates (i.e., only A, B, C, D, F grades used in calculations). Data Obtained from NCCBP (Form 17). Core Indicator added in 2019.																					

Core Indicator	Status	Indicator Description	2022 Goals	SFSC Reported Value							Average Attainment %	National or State Comparison (Threshold of Accountability)							Average Attainment %
				2016	2017	2018	2019	2020	2021		2016	2017	2018	2019	2020	2021			
10	Responsiveness to Community Needs		The proportion of community constituents whose needs are met by the college.	% Minority Credit Students	45.9	47.7	50.4	51.1	51.1	53.0	49.9	25.7	25.9	25.5	27.7	23.9	25.2	25.7	
				Annual Goals	45.0	46.5	48.0	51.0	52.0	52.0									
				% Minority Employees	21.7	26.3	22.8	25.9	25.6	26.1	24.7	11.8	11.9	11.9	12.5	11.0	11.5	11.8	
				Annual Goals	26.7%	21.5	22.0	26.7	26.7	26.7									
				High School Graduates - % Enrolling Total	34.9	39.9	35.3	33.3	29.3	24.5	32.9	21.9	21.7	21.4	20.7	20.0	20.4	21.0	
				Annual Goals	33.0%	43.0	43.0	43.0	43.0	43.0									



Note. High school graduation participation rate is defined as percent of public and private high school graduates enrolling next fall term. Data obtained from NCCBP (Form 1, 13, and 19).


				2014	2015	2016	2017	2018	2019			2014	2015	2016	2017	2018	2019	
11	Placement Rates		The proportion of entering students acquiring a marketable skill who obtain employment in a field directly related to that skill within one year of last attendance.	AS	95.0	93.0	92.0	86.0	80.0	84.0	88.3	86.0	87.0	88.0	88.0	87.0	88.0	87.3
				Annual Goals	95.0%	100.0	100.0	100.0	100.0	100.0								
				PSAV	65.0	71.0	68.0	73.0	63.0	75.0	69.2	74.0	77.0	79.0	79.0	76.0	76.0	76.8
				Annual Goals	85.0%	85.0	85.0	85.0	85.0	85.0								
				PSVC	43.0	73.0	***	74.0	41.0	62.0	58.6	86.0	88.0	88.0	88.0	87.0	90.0	87.8
				Annual Goals	87.0%	100.0	100.0	100.0	100.0	87.0								
				ATD			52.0	47.0	35.0	47.0	45.3			76.0	70.0	69.0	75.0	72.5
				Annual Goals	54.0%				54.0	54.0								
				Bachelor's Degree		68.0	78.0	81.0	97.0	80.0	80.8		80.0	80.0	80.0	81.0	79.0	80.0
				Annual Goals	90.0%		80.0	80.0	82.0	90.0								

Note. Figures for AS, PSAV, PSVC, and ATD represent Florida Education and Training Placement Information Program (FETPIP) current placement rates; percentages reflect number of graduates found with employment in an industry related to training (may include individuals who are continuing their education or are in the military) divided by the number of graduates found employed, continuing their education, or are in the military. SFSC 2016 PSVC reported value suppressed due to low student count (N < 10). Bachelor's degree figure obtained from FETPIP FCS Bachelor's Degree Completers report and represents percent of students found employed.


Core Indicator	Status	Indicator Description	2022 Goals	SFSC Reported Value						Average Attainment %	National or State Comparison (Threshold of Accountability)						Average Attainment %
12		Pass Rates		2016	2017	2018	2019	2020	2021		2016	2017	2018	2019	2020	2021	
		Nursing A.D.N. Annual Goals	100.0%	97.0	100.0	89.0	95.0	90.9	86.8	93.1	82.7	85.8	87.0	86.9	84.0	85.3	85.3
		Practical Nursing Annual Goals	100.0%	100.0	95.6	96.0	97.0	80.0	100.0	94.8	84.6	83.1	87.0	86.7	84.4	79.3	84.2
		Cosmetology Annual Goals	100.0%	100.0	85.7	100.0	100.0	100.0	100.0	95.6	Comparative data not available; threshold of accountability established at 80%						
		Dental Hygiene Annual Goals	100.0%	100.0	50.0	80.0	100.0	100.0	100.0	88.3							
		E.M.T. Annual Goals	100.0%	100.0	100.0	100.0	100.0	100.0	100.0	56.3							71.0
		Paramedic Annual Goals		100.0	88.0	82.0	32.0	55.0	PEND	71.4	73.0	70.0	73.0	72.0	69.0	PEND	71.4
		Law Enforcement Annual Goals	95.0%	84.8	63.1	81.0	78.0	64.0	83.0	75.7	82.0	80.0	81.0	81.0	82.0	PEND	81.2
		Corrections Annual Goals	100.0%	100.0	100.0	100.0	100.0	92.0	89.0	96.8	71.0	72.0	72.0	76.0	84.0	PEND	75.0
		Radiography Annual Goals		75.0	75.0	73.0	83.0	81.8	PEND	77.6	87.2	89.0	89.4	89.0	88.2	PEND	88.6
		BSEE Annual Goals		100.0	85.7	100.0	92.3	86.7	PEND	92.9	Comparative data not available; threshold of accountability established at 80%						
				100.0	100.0	100.0	100.0	100.0	100.0								
		Pass Rates		2016	2017	2019	2019	2020	2021		2016	2017	2019	2019	2020	2021	
		GED Annual Goals		54.0	46.0	44.0	79.0	39.0	PEND	52.4	80.0	79.0	46.0	55.0	48.0	PEND	61.6
				85.0	95.0	75.0	75.0	82.0									

Note. State board pass rates used for Dental Hygiene program.


Core Indicator		Status	Indicator Description		2022 Goals	SFSC Reported Value						Average Attainment %	National or State Comparison (Threshold of Accountability)						Average Attainment %
						2016	2017	2018	2019	2020	2021		2016	2017	2018	2019	2020	2021	
13	Employer Satisfaction with Graduates		The proportion of a sample of regional employers in a given field who indicate that their employees who are community college graduates exhibit skills and job performance that are equivalent or superior to those exhibited by other employees.	Allied Health and Technical Programs		100.0	99.1	98.9	99.0	99.0	98.3	99.0	Comparative data not available; threshold of accountability established at 90%						
				Annual Goals	100.0%	100.0	100.0	100.0	100.0	100.0	100.0								
						2016	2017	2018	2019	2020	2021		2016	2017	2018	2019	2020	2021	
14	Client Satisfaction with Programs and Services		The proportion of community college clients who are satisfied with programs and services offered by a college.	Allied Health and Technical Programs Client Services		100.0	99.1	99.0	99.0	99.0	100.0	97.5	Comparative data not available; threshold of accountability established at 90%						
				Annual Goals	100.0%	100.0	100.0	100.0	100.0	100.0	100.0								
				Testing Center		100.0	100.0	99.0	99.0	99.0	100.0	100.0							
Annual Goals	100.0%	99.0	100.0	100.0	100.0	100.0	100.0	100.0											

Core Indicator	Status	Indicator Description	2022 Goals	SFSC Reported Value							Average Attainment %	National or State Comparison (Threshold of Accountability)						Average Attainment %
				2016	2017	2018	2019	2020	2021			2016	2017	2018	2019	2020	2021	
15	Value Added to the Community	 The number and types of identified outcomes and benefits received by a community from programs, services, and activities offered by a community college. (The proportion of the respondents to a community survey who respond "satisfactory" to such a question).	ESOL		93.2	95.0	99.0	100.0	100.0	97.0	97.4	Comparative data not available; threshold of accountability established at 90%						
			Annual Goals	100.0%	100.0	100.0	100.0	100.0	100.0	100.0								
			ABE/GED		95.0	95.0	99.0	96.0	99.0	99.0	97.2							
			Annual Goals	100.0%	100.0	100.0	100.0	100.0	100.0	100.0								
			Cultural Activities		95.0	92.8	89.3	94.9	95.9	90.0	93.0							
			Annual Goals	99.0%	99.0	99.0	99.0	99.0	99.0	99.0								
			Corporate and Community Education							98.0	98.0							
			Annual Goals	99.0%						99.0								
			College-for-a-Day		93.3	92.0	90.2	86.0	86.9	N/A	89.7							
			Annual Goals	94.0%	90.0	94.0	94.0	94.0	94.0	94.0								

Note. Cultural Activities satisfaction figures represent an aggregate participant satisfaction score (percent of respondents who agree or strongly agree that a performance met their expectations). ABE/GED and ESOL figures represent the percentage of adult education students who were "happy with [their] learning experience at SFSC." Corporate and Community Education (CCE) figures represent the percent of students who rated the quality of education they received as excellent or good.

				2014	2015	2016	2017	2018	2019			2014	2015	2016	2017	2018	2019	
16	Transfer Rates	 The proportion of Associate of Arts graduates continuing their education at a Florida university, institution within the Florida college system, or Florida post-secondary institution.	Transfer Rate		69.0	64.0	62.0	58.0	64.0	57.0	62.3	71.0	71.0	70.0	69.0	69.0	70.0	70.0
			Annual Goals	76.0%	76.0	76.0	76.0	76.0	76.0	76.0								

Note. Data obtained from FETPIP; figures are based on enrollment data for the fall semester and subsequent preliminary winter/spring data (2019-2020, N = 306).

				2016	2017	2018	2019	2020	2021			2016	2017	2018	2019	2020	2021	
17	Performance After Transfer	 The proportion of SFSC AA graduates presently enrolled in the Florida State University System (SUS) with a GPA of 2.5 or higher	Non-College Prep		71.8	75.0	80.4	77.0	78.9	75.8	76.5	78.3	77.1	80.2	80.0	81.3	83.1	80.0
			Annual Goals	81.0%	77.0	77.0	77.0	81.0	81.0	81.0								
			College Prep		56.3	61.1	68.8	56.3	75.0	66.7	64.0	71.3	71.5	74.4	75.5	77.6	81.3	75.2
			Annual Goals	83.0%	83.0	83.0	83.0	93.0	83.0	83.0								

Note. Data obtained from the Florida College System State Accountability Report (Outcome Measure 2 AA Degree Transfers to the SUS; reporting period 2017-2018). Non-college prep N = 91; college prep N = 9.