

#	SC Goals	Associated Targets	Benchmark/Standards	Equity Goals (2021-22)	Student Centered Funding Formula Alignment
1	<p>Increase the number of students who complete certificates, degrees, transfer to four year colleges and universities, or earn a living wage while maintaining high levels of academic integrity.</p> <p><i>External Alignment: Vision for Success Goal 1 Vision for Success Goal 2</i></p>	<p>Increase the number of students earning degrees and certificates by 25%</p> <p>Increase the percentage of students completing 30 Units by their second year to 35%</p>	<p>Internal: 2,183 (DSR, 2016-17) 28% 30 Units (SPM, 2016-17)</p> <p>External (SSM, 2016-17): Certificate - 166 AA/AS - 1,505 ADT - 718</p> <p>Institution Set Standards: 2,000 Degrees 450 Certificates</p>	<p>F - Black/AA (26) 2.6% -> 4.3% M - Black/AA (23) 2.4% -> 4.2% M - Filipino (13) 3.9% -> 5.1% M - AI/AK (4) 2.3% -> 4.1% M - Asian (40) 4.2% -> 5.3% M - Fst. Youth (6) 2.1% -> 4.0% F - LGBT (41) 3.3% -> 4.7% M - LGBT (19) 3.6% -> 4.9% F - Veteran (13) 4.1% -> 5.2%</p>	<p>AA/BA Degrees Awarded ADT Granted 18+ Unit Certificates Transfer 4 Year College</p>
1a	Implement a Guided Pathways Framework to support student progress and success.				
1b	Increase the number of students successfully completing transfer math and English courses within their first academic year.	30% of Sierra College students will complete English 1A AND Transfer Mathematics in their first year	<p>Internal: 13% (SPM, 2016-17)</p> <p>External: 17% (SSM, 2016-17)</p>	<p>M - Disabled (10) 2.7% -> 13.6% F - AI/AK (1) 0.0% -> 12.0% F - Black/AA (9) 5.4% -> 15.2% F - NH/PI (1) 0.0% -> 12.0% M - White (237) 14.8% -> 20.9% M - AI/AK (1) 0.0% -> 12.0% M - Black/AA (9) 3.2% -> 13.9% M - First Gen (129) 10.5% -> 18.3% F - Foster Youth (5) 6.1% -> 15.6% M - Foster Youth (3) 0.0% -> 12.0% M - LGBT (9) 7.7% -> 16.6% F - Veteran (1) 0.0% -> 12.0% M - Veteran (8) 6.3% -> 15.8%</p>	First Academic Year - Math AND English Completion
1c	Increase the number of student successfully completing terminal CTE degrees, certificates, or gaining employable skills.	25% of CTE students will complete 9+ in their first year, ~16% of all students.	<p>External: 10% (SSM, 2016-17)</p>		First Academic Year - 9+ Units CTE
1d	Reduce the number of units accumulated and time taken for students who earn degrees and certificates at Sierra College. <i>External Alignment: Vision for Success Goal 3</i>	Decrease the number of units students earn when completing degrees to 75 Units	<p>Internal: 76 Units (DSR, 2016-17)</p> <p>External: 83 Units (SSM, 2016-17)</p>		
1e	Increase the number of students transferring to 4 Year Colleges and Universities within 3 years. <i>External Alignment: Vision for Success Goal 2</i>	Increase the number of students transferring to CSU or UC by 35%	<p>External: 1,348 (SSM, 2016-17)</p>	<p>M - Disabled (71) 7.3% -> 10.0% F - NH/PI (3) 5.6% -> 8.9% M - AI/AK (3) 5.0% -> 8.6% M - Black/AA 26 6.7% -> 9.6% M - Other 10 5.6% -> 9.0% M - NH/PI 3 2.6% -> 7.2% F - Foster Youth 10 6.5% -> 9.5% M - Foster Youth 5 4.8% -> 8.5% F - LGBT 38 6.6% -> 9.6% M - LGBT 17 7.1% -> 9.9%</p>	Transfer 4 Year College
1f	Increase the proportion of students who are able to find living wage employment related to their field of study. <i>External Alignment: Vision for Success Goal 4</i>	<p>Proportion of exiting students earning a living wage to 60%</p> <p>Proportion of students employed related field of study to 76%</p>	<p>External: 51% Living Wage (SSM, 2016-17) 71% (CTEOS, 2015-16)</p> <p>Institution Set Standard: 50% Employment</p>		Obtains regional living wage
1g	Develop new and refine existing programs to better match student goals, regional university offerings, and employer needs.				

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2	<p>Identify and close success and equity gaps amongst underserved and/or underrepresented student populations.</p> <p><i>External Alignment: Visions for Success Goal 5</i></p>	<p>Increase proportion of students successfully enrolling to 55%</p> <p>Increase Fall to Spring (F2S) Retention to 80%</p>	<p>External: 48% Enroll (SSM, 2016-17)</p> <p>72% F2S Retention (SSM, 2016-17)</p>	<p>Enrollment</p> <p>F - Not Disabled (13579) 45.5% -> 49.3%</p> <p>F - Black/AA (879) 38.2% -> 44.9%</p> <p>F - NH/PI (101) 38.1% -> 44.8%</p> <p>F - Other (120) 18.5% -> 33.1%</p> <p>M - Black/AA (765) 39.7% -> 45.8%</p> <p>M - Other (119) 20.1% -> 34.0%</p> <p>F - Foster Youth (371) 40.6% -> 46.3%</p> <p>F - Not Foster Youth (13929) 45.7% -> 49.4%</p> <p>M - Foster Youth (235) 41.7% -> 47.0%</p> <p>F - LGBT (846) 44.0% -> 48.4%</p> <p>F - Not LGBT (13454) 45.6% -> 49.4%</p> <p>M - LGBT (386) 42.5% -> 47.5%</p> <p>F - Not Veteran (14188) 45.6% -> 49.3%</p> <p>F - Veteran (113) 39.3% -> 45.6%</p> <p>Retention</p> <p>F - First Gen (2931) 67.5% -> 72.5%</p> <p>M - First Gen (1992) 64.6% -> 70.8%</p> <p>M - Foster Youth (49) 51.9% -> 63.2%</p> <p>F - LGBT (276) 62.2% -> 69.3%</p> <p>F - Veteran (72) 57.4% -> 66.4%</p>	<p>Equity Grant (PELL, Promise Grant, AB 540)</p> <p>Special Admit FTES</p>
	2a Support the work of the Presidential Equity Advisory Committee.				
	2b Build partnerships and programs with local K-12 districts that increases access for underrepresented student populations.				
	2c Expand practices to recruit, hire, and train employees that have the skills and characteristics necessary to close achievement gaps.				

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3	Increase opportunities for students to engage in lifelong learning, gain job skills, or transition to credit bearing college programs.				
	3a Increase the number of ESL students achieving skills gains or transitioning to English coursework.				
	3b Develop credit and noncredit training programs that support the current and future career goals of our students.				Non-Credit FTES (Base Allocation)
4	Provide professional development programs that support highly effective teaching and learning, support services, and operational areas.				
	4a Increase opportunities for and participation in professional development for all employee groups.				
	4b Recruit and retain qualified part-time faculty.				
5	Implement the Facilities and Technology Master Plans in a manner that maximizes the public's return on investment of Measure E funds, while advancing the Sierra College mission.				
6	Stabilize or grow student enrollment by increasing the number of students at Sierra College and/or increasing the proportion of students attending full-time.				Base Allocation