

## Grossmont College Vision Goals

Goal	Metric	Goal Language	GC Baseline (16-17)*	5-YR GC Vision Goal (%)	5-YR GC Vision Goal (#)	Change needed to reach 5-YR Goal	Yearly Benchmark	17/18 Benchmark	18/19 Benchmark	19/20 Benchmark	20/21 Benchmark	21/22 Benchmark
Completion	Goal 1A	increase among all students, the number who earned an associate degree or associate degree for transfer in the selected or subsequent year	1,825	20%	2190	365	73	1,898 Actual: 1,969	1,971	2,044	2,117	2,190
	Goal 1B	increase among all students, the number who earned a Chancellor's Office approved certificate in the selected or subsequent year	1,095	20%	1314	219	44	1,139 Actual: 1,152	1,183	1,226	1,270	1,314
	Goal 1C	increase among all students, the number of students who earned a CCCCO-approved certificate, associate degree, and/or baccalaureate degree in the selected or subsequent year	1,476	20%	1771	295	59	1,535 Actual: 1,556	1,594	1,653	1,712	1,771
Transfer	Goal 2A	increase among all students, the number who earned an associate degree for transfer in the selected or subsequent year	647	35%	873	226	45	692 Actual: 699	738	783	828	873
	Goal 2B	increase among all students, the number who transferred to a UC or CSU	1,214	10%	1335	121	24	1,238 Actual: 1,240	1,263	1,287	1,311	1,335
Units	Goal 3A	decrease among all students who earned an associate degree in the selected year, the average number of units earned in the California community college system among students who had taken at least 60 units at the college	90	-4.5%	86	-4	-1	89 Actual: 91	88	88	87	86
Workforce	Goal 4A	increase among all students who did not transfer to a four-year institution, sum of median earnings for the four quarters immediately following academic year of exit	\$24,000	11%	\$26,640	\$2,640	\$528	\$24,528 Actual: \$25,732	\$25,056	\$25,584	\$26,112	\$26,640
	Goal 4B	increase among all students who exited college and did not transfer, the proportion who attained the regional living wage for a single adult measured immediately following academic year of exit	30.0%	15%	34.50%	15.0%	2.88%	30.86% Actual: 34.00%	31.75%	32.67%	33.61%	34.58%

\*Baseline year for Transfer & Workforce metrics is 15-16

KEY:  = Actual performance meets/exceeds yearly benchmark  
 = Actual performance is below yearly benchmark

## Grossmont College Vision Goals - EQUITY

Grossmont College's overarching framework for the equity component of its Vision Goals is to reduce achievement gaps for disproportionately impacted groups in each metric by 50% in five years, and by 100% in ten years. Therefore, the specific individual goals outlined below represent a 50% reduction in baseline achievement gaps for each disproportionately impacted group.

Goal	Metric	Disproportionately Impacted Group	GC Baseline (16-17)*	Baseline Gap	Goal for 20-21	# needed to reduce gap by 50% (5YR Goal)	% Change (%)	Overall Goal for the College
<b>Completion</b>	<b>5.1A</b>	<b>increase among all students, the number who earned an associate degree or associate degree for transfer in the selected or subsequent year</b>						<b>20%</b>
		American Indian or Alaska Native	2	57%	3	1	50%	
		Black or African American	84	33%	105	21	25%	
		More than one race	97	25%	117	20	21%	
		Native Hawaiian or other Pacific Islander	5	42%	7	2	40%	
		LGBT	9	75%	22	13	144%	
	<b>5.1B</b>	<b>increase among all students, the number who earned a Chancellor's Office approved certificate in the selected or subsequent year</b>						<b>20%</b>
		American Indian or Alaska Native	1	100%	2	1	100%	
		Black or African American	47	37%	61	14	30%	
		More than one race	54	30%	65	11	20%	
		Native Hawaiian or other Pacific Islander	3	41%	4	1	33%	
		LGBT	6	72%	14	8	133%	
	<b>5.1C</b>	<b>increase among all students, the number who earned a Chancellor's Office approved certificate in the selected or subsequent year</b>						<b>20%</b>
		American Indian or Alaska Native	0	100%	2	2	200%	
		Black or African American	47	37%	61	14	30%	
		More than one race	54	30%	66	12	22%	
		Native Hawaiian or other Pacific Islander	3	41%	4	1	33%	
		LGBT	6	72%	14	8	133%	

Goal	Metric	Disproportionately Impacted Group	GC Baseline (16-17)*	Baseline Gap	Goal for 20-21	# needed to reduce gap by 50% (5YR Goal)	% Change (%)	Overall Goal for the College
Transfer	5.2A	increase among all students, the number who earned an associate degree for transfer in the selected or subsequent year						35%
		American Indian or Alaska Native	0	100%	1	1	50%	
		Black or African American	29	35%	40	11	38%	
		More than one race	34	25%	47	13	38%	
		LGBT	4	68%	8	4	100%	
	5.2B	increase among all students, the number who transferred to a UC or CSU						10%
		Disabled	72	34%	90	18	25%	
		American Indian or Alaska Native	2	27%	3	1	50%	
	Black or African American	56	25%	65	9	16%		
	Foster Youth	3	64%	6	3	100%		
Units	5.3A	decrease among all students who earned an associate degree in the selected year, the average number of units earned in the California community college system among students who had taken at least 60 units at the college						-4.5%
		Disabled	97.88	7.6	92.88	-5	-5%	
Workforce	5.4A	increase among all students who did not transfer to a four-year institution, sum of median earnings for the four quarters immediately following academic year of exit						11%
		Disabled	\$18,816	\$5,184	21408	\$2,592	14%	
		American Indian or Alaska Native	\$15,000	\$9,000	19500	\$4,500	30%	
		Foster Youth	\$18,816	\$5,808	21720	\$2,904	15%	
		LGBT	\$14,160	\$9,840	16080	\$1,920	14%	
	5.4B	increase among all students who exited college and did not transfer, the proportion who attained the regional living wage for a single adult measured immediately following academic year of exit						15%
		Disabled	20%	34%	25%	11	25%	
		More than one race	21%	29%	60	10	24%	
	Foster Youth	14%	52%	22%	4	57%		
	LGBT	14%	52%	5	2	67%		