

# Achieving the Dream Report Series

January 25, 2010



## *The Current State of the NECC Key Performance Indicators (KPI's) – January, 2010*

The following narrative is an attempt to briefly update the college on the status of its five KPI's and the five Achieving the Dream (AtD) goals contained within. We will also provide a picture of how the college has fared in goal attainment. At this point the college has set goals for only 2 of the 5 KPI's, and for only 5 subcomponents of the two.

**The first KPI** deals with the completion rate of developmental courses (REA021, WRT010, MAT022 and ESL 044 & 115) and the transition into and completion of subsequent gatekeeper courses (PSY/SOC101, ENG101, MAT120/130 and WRT010). This KPI then dissects the cohort into 3 subgroups: Hispanic, Male and those 25 years of age or younger (the main AtD subgroups) to determine if differences exist between groups

The first AtD goal (1) contained in this KPI is the completion of MAT022 and the subsequent completion of MAT 120/130. The completion rate for all students did not change between Fall 07 & Fall 08, holding at 54%. The college had set a two year goal of 57% so this goal was not met.

However, those students that completed MAT022 and entered MAT 120/130, completed at a rate of 53% in Fall 08, up from 48% in Fall 07 and surpassing the two year goal of 50%.

Another AtD goal (5) within this KPI dealing specifically with Hispanic students is the completion

of WRT010 and the subsequent completion of ENG101. The completion rate for Hispanic students increased from 50% in Fall 07 to 66% in Fall 08. The college had set a two year goal of 52% so this goal was met. Those Hispanic students that completed WRT010 and entered ENG101, completed at a rate of 62% in Fall 08, down from 67% in Fall 07 but surpassing the two year goal of 59%.

The focus was on "all male" students for the next AtD goal (3). The completion of REA021 increased from 50% in Fall 07 to 55% in Fall 08, exceeding the 2 year goal of 52%. The "all male" completion of WRT010 increased from 46% in Fall 07 to 58% in Fall 08, far exceeding the 2 year goal of 48%.

Students 25 years of age or younger was the focus for the next AtD goal (4). The completion of REA021 increased from 55% in Fall 07 to 58% in Fall 08, exceeding the 2 year goal of 49%. The completion of WRT010 increased from 51% in Fall 07 to 63% in Fall 08, far exceeding the 2 year goal of 52%.

Progress was made on the course completion rates for the other three developmental areas: REA021 up to 60% from 55%; WRT010 up to 66% from 54%; and ESL044/115 up to 75% from 63%. However, the subsequent completion of the gateway courses for these students declined fall

over fall (FOF) for PSY/SOC101 and ENG101 and slightly increased for WRT010. Please review the attached table for a complete accounting of KPI #1 and the subgroup breakouts.

**The second KPI** deals with course completion of all students taking ENG101, MAT120/130 and BIO 103/121/122. The last AtD goal (2) is the course completion rate of ENG101. The completion of ENG101 increased from 51% in Fall 07 to 59% in Fall 08, reaching the 2 year goal of 59%. The completion of MAT120/130 remained stable at 52% for both Fall 07 & Fall 08, no goal was set. The completion of BIO 103/121/122 decreased from 62% in Fall 07 to 56% in Fall 08, no goal was set. Generally speaking progress was made across all subgroups for ENG101 course completion.

MAT102/130 remained fairly consistent except for Hispanic students that realized a 4% increase. The completion of BIO 103/121/122 declined across all subgroups. Please review the attached table for a complete accounting of KPI #2 and the subgroup breakouts.

**The third KPI** deals with student retention and has no AtD goal embedded within. This KPI realized gains for all students as well as across all subgroups. For all Fall 2008 first-time, full-time, degree seeking students, 70% either received a degree or certificate, transferred to a 4 year college

or returned to NECC in the Fall 2009. The figure was 66% for Fall 2007. The Hispanic subgroup increased from 65% to 66%; males increased from 66% to 68%; and younger students increased from 66% to 71%.

**The fourth KPI** deals with the number of degrees and certificates conferred. Again gains were made across the board. Overall, NECC conferred 885 degrees and certificates in AY 2008-09 up 5% from 843 in AY 2007-08. The largest percentage increase occurred in the Hispanic subgroup where 109 degrees and certificates were conferred up 30%. Please review the attached table for a complete accounting of KPI #4 and the subgroup breakouts.

The final KPI monitors the diversity of the college's staff and faculty. This information is based upon annual federal IPEDS data. Overall, the college's percentage of minorities within full-time faculty remained stable at 10%. Much progress has been made in this area over the past several years. The college's full-time employees (staff & faculty) increased from 11 to 16%.

*Interpretations of these findings as well as suggestions for further analysis are always welcome. Please direct questions and comments to Thomas Fallon, Dean of Institutional Research and Planning, via phone at 978-556-3866 or email at [tfallon@necc.mass.edu](mailto:tfallon@necc.mass.edu).*

<http://www.necc.mass.edu/irp/planning/dream.php>

## Fall 2008 - Modified NECC - KPI's

### KPI #1 - Transition & Developmental Course Completion rates

All - Fall 2008 students that took:	Number that took	Number that passed (received an A - C grade)	Course Completion Rate	Two Year Goal	Four Year Goal	Spring 2009 - Those that passed & then took:	Number that took	Number that passed	Course Completion Rate	Two Year Goal	Four Year Goal	Achieving the Dream Goal
REA021	284	169	60%			PSY/SOC 101	83	47	57%			
WRT010	586	387	66%			ENG101	278	178	64%			
MAT022	997	535	54%	57%	60%	MAT 120/130	227	120	53%	50%	60%	1
ESL 044 & ESL 115	151	114	75%			WRT010	34	30	88%			

Hispanic - Fall 2008 students that took:	Number that took	Number that passed	Course Completion Rate	Two Year Goal	Four Year Goal	Spring 2009 - Those that passed & then took:	Number that took	Number that passed	Course Completion Rate	Two Year Goal	Four Year Goal	Achieving the Dream Goal
REA021	118	73	62%			PSY/SOC 101	29	14	48%			
WRT010	216	142	66%	52%	55%	ENG101	98	61	62%	59%	64%	5
MAT022	226	116	51%			MAT 120/130	44	19	43%			
ESL 044 & ESL 115	124	93	75%			WRT010	27	24	89%			

Male - Fall 2008 students that took:	Number that took	Number that passed	Course Completion Rate	Two Year Goal	Four Year Goal	Spring 2009 - Those that passed & then took:	Number that took	Number that passed	Course Completion Rate	Two Year Goal	Four Year Goal	Achieving the Dream Goal
REA021	102	56	55%	52%	55%	PSY/SOC 101	25	17	68%			
WRT010	261	152	58%	48%	52%	ENG101	111	77	69%			3
MAT022	415	203	49%			MAT 120/130	110	61	55%			
ESL 044 & ESL 115	50	40	80%			WRT010	13	10	77%			

Age <= 25 - Fall 2008 students that took:	Number that took	Number that passed	Course Completion Rate	Two Year Goal	Four Year Goal	Spring 2009 - Those that passed & then took:	Number that took	Number that passed	Course Completion Rate	Two Year Goal	Four Year Goal	Achieving the Dream Goal
REA021	246	142	58%	49%	52%	PSY/SOC 101	78	46	59%			
WRT010	492	311	63%	52%	55%	ENG101	231	146	63%			4
MAT022	851	427	50%			MAT 120/130	198	105	53%			
ESL 044 & ESL 115	91	69	76%			WRT010	23	19	83%			

**KPI #2 - Gatekeeper Course Completion Rates**

<b>All - Fall 2008</b> students that took:	Number that <u>took</u>	Number that <u>passed</u>	Course Completion <u>Rate</u>	Two Year <u>Goal</u>	Four Year <u>Goal</u>	<b>Achieving the Dream</b> <u>Goal</u>
ENG101	1,080	637	59%	59%	64%	<b>2</b>
MAT 120/130	396	206	52%			
BIO 103,121 & 122	821	463	56%			

<b>Hispanic - Fall 2008</b> students that took:	Number that <u>took</u>	Number that <u>passed</u>	Course Completion <u>Rate</u>	Two Year <u>Goal</u>	Four Year <u>Goal</u>
ENG101	230	132	57%		
MAT 120/130	85	43	51%		
BIO 103,121 & 122	139	62	45%		

<b>Male - Fall 2008</b> students that took:	Number that <u>took</u>	Number that <u>passed</u>	Course Completion <u>Rate</u>	Two Year <u>Goal</u>	Four Year <u>Goal</u>
ENG101	465	253	54%		
MAT 120/130	187	87	47%		
BIO 103,121 & 122	201	114	57%		

<b>Age &lt;= 25 - Fall 2008</b> students that took:	Number that <u>took</u>	Number that <u>passed</u>	Course Completion <u>Rate</u>	Two Year <u>Goal</u>	Four Year <u>Goal</u>
ENG101	913	512	56%		
MAT 120/130	333	166	50%		
BIO 103,121 & 122	443	214	48%		

**KPI #3 - Retention**

	Fall 2008 Students	Graduated	Transferred to a 4 year college	Returned in Fall 2009	Total Positive	Retention Rate	Two Year Goal	Four Year Goal
<b>All</b> first-time, full-time, degree seeking <b>Fall 2008</b> students	965	11	107	562	680	70%		
<b>Hispanic</b> first-time, full-time, degree seeking <b>Fall 2008</b> students	193	0	16	112	128	66%		
<b>Male</b> , first-time, full-time, degree seeking <b>Fall 2008</b> students	447	2	51	251	304	68%		
<b>Age &lt;= 25</b> first-time, full-time, degree seeking <b>Fall 2008</b> students	903	8	103	527	638	71%		

**KPI #4 - Degrees & Certificates Conferred**

	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	1 Yr. Delta	3 Yr. Delta	Two Year Goal	Four Year Goal
<b>Total #</b> of degrees and certificates conferred	826	748	843	885	5%	7%		
conferred: <b>Hispanic</b> Degrees & Certificates	80	72	84	109	30%	36%		
conferred: <b>Male</b> Degrees & Certificates	250	214	216	266	23%	6%		
conferred: <b>Age &lt;=25</b>	321	293	328	381	16%	19%		

**KPI #5 - Diversity of Faculty and Staff**

	Fall 2008 # Minority	Total Employees	% Minority	Two Year Goal	Four Year Goal
Full-time faculty	11	108	10%	12%	14%
All full-time employees	34	211	16%		
All employees - full and part-time	77	840	9%		

## Course Completion Rates --- Supplement to KPI Report

	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008
<b>1a:</b> MAT 022	50%	52%	50%	54%	54%	54%
<b>1b:</b> MAT 120/130	58%	46%	59%	44%	52%	52%
<b>2:</b> ENG 101	63%	62%	53%	56%	51%	59%
<b>3: Male</b>						
REA 021	45%	50%	43%	49%	50%	55%
WRT 010	43%	46%	52%	45%	46%	58%
<b>4: &lt;=25</b>						
REA 021		51%	50%	46%	55%	58%
WRT 010		52%	52%	49%	51%	63%
<b>5a: Hispanic</b>						
WRT 010	55%	55%	53%	48%	50%	66%
<b>5b: Passed &amp; Took ENG 101</b>		64%	61%	55%	67%	64%