

WIG	Objective	KPI	Target	Assessment	Latest Data	
1. Equitable Access	Objective 1: Improve community access to our educational opportunities and support systems.	A. Number of Adult Learners enrolled in Credit Courses (Ages 25-64) Fall Term.	Increase headcount by at least 100 students annually.	Met	Fall 2022 1549 Fall 2023 1752 (+203) Fall 2024 1967 (+215)	
		B. Student attrition rate during the add/drop period.	Decrease the percentage of students who drop all classes after the start of the term but during the add/drop period by 1%.	Improved	2022-2023 8.6% 2023-2024 8.3% (-0.3%) 2024-2025 7.8% (-0.5%)	
	Objective 2: Foster greater participation of under-served populations in RCC programs	A. Number of Hispanic/Latinx students enrolled in fall term credit classes	Increase the number of Hispanic/Latinx students enrolled fall term annually by 50.	Met	Fall 2022 770 Fall 2023 922 (+152) Fall 2024 1000 (+78)	
		B. Increase the number of economically disadvantaged (Pell) students enrolled in credit classes (non-dual credit).	Increase by 28.5% of additional students for AY 2025 and by 30% additional students for AY 2026.	Met	Baseline modified. For AY 2024-2025 goal was 2496. 2024-2025 (2763)	
	Objective 3: Strengthen adaptable and responsive training and learning opportunities aimed at boosting student participation.	A. Number of Students earning credits while in high school (e.g., Early College, College Now!).	Increase the number of students by 200.	Met	2022-2023 1293 2023-2024 1440 (+147) 2024-2025 1988 (+548)	
		B. Number of accelerated learners (i.e., Early College, Dual Credit students) transitioning to attending RCC in two years.	Increase the number of students by 50 per year.	Not met	2022-2023 241 2023-2024 196 (-45) 2024-2025 194 (-2)	
2. Student Success	Objective 4: Provide holistic resources	A. IPEDS First Time/Full Time ("FTFT") Graduation Rate (150%).	Increase 2% per year. It's important to understand that this KPI is about four years in retrospect because of the calculations required and validation involved via IPEDS.	Not met	2019 14% 2020 12% (-2%) 2021 9% (-3%)	
		B. DFW Rates for Fall Term.	Decrease by 1% per year.	Met	2022-2023 19.3% 2023-2024 20.4% (+0.7%) 2024-2025 19.2% (-1.2%)	
		C. Percentage of First Time (FTEIC) Fall term students earning 30+ Credits their first year enrolled at RCC.	Increase 4% per year for 5 years (Benchmarked to OSSC Dashboard)	Improved	2022-2023 20.2% 2023-2024 16.3% (-3.9%) 2024-2025 20.0% (+3.7%)	
	Objective 5: Employ effective student e	A. Fall-to-fall retention rates for first time ever in college students (FTEIC).	Increase fall-to-fall retention rates by 2% per year with the multi-year goal being to return to pre-pandemic levels. Last pre-pandemic cohort was Fall 2018 with a rate of 43.28%	Met	Fall 2021 Cohort 44.47% Fall 2022 Cohort 44.93% Fall 2023 Cohort 45.63%	
		B. Improve fall-to-winter (term-to-term) retention rate for fall first time ever enrolled students.	Increase 2% per year to be above average on OSSC benchmark	Met	2022-2023 70.6% 2023-2024 71.7% (+1.1%) 2024-2025 74.4% (+2.7%)	
	Objective 6: Reduce the time and number of credits to completion of a credential.	A. Average number of credits an Associate's degree completer has upon graduation.	Decrease the average number of credits by 2 credits per year for 5 years.	Met	2022-2023 121 2023-2024 119(-2) 2024-2025 113 (-6)	
		B. Percentage of First Time Ever in College Students (FTEIC) completing college level math their first academic year.	Increase completion rates by 3% per year for 3 years to significantly move us towards our peers.	Improved	2022-2023 9.4% 2023-2024 9.7% (+0.3%) 2024-2025 10.2% (+0.5%)	
		C. Percentage of male First Time Ever in College students (FTEIC) completing college level English/Writing their first academic year.	Increase 3% per year for male students completing College level English/Writing (for 3 years).	Improved	2022-2023 35.9% 2023-2024 41.1% (+5.2%) 2024-2025 42.6% (1.5%)	
	3. Community Partnerships	Objective 7: Expand comprehensive outreach with business and industry partners.	A. Survey of community stakeholder engagement with stakeholders defined as business, industry, nonprofit, and government agency partners of RCC.	Majority of respondents in a majority of the sectors having indicating positive views of RCC outreach as baseline to improve upon.	Met	Baseline modified. Survey in field until October 15, 2025. 88% respondents--with a strong majority in each sector (Business, nonprofit, public agency, education, and other) agrees or agreed strongly with "RCC communicates regularly and transparently with the citizens and businesses in the local community"
			B. Number of workforce students (e.g., CTE, Allied Health, Applied Technology programs).	Increase headcount by 500 annually.	Improved	2022-2023 4201 2023-2024 4683 (+482) 2024-2025 4881 (+198)
		Objective 8: Foster advanced educational partnerships to enrich learning opportunities.	A. Improve First-Time/Full Time (FTFT IPEDS) Transfer rates (3-Year).	Increase First-Time/Full Time (FTFT IPEDS) Transfer Rates by 1% annually. It's important to understand that this KPI is about four years in retrospect because of the calculations required and validation involved via IPEDS.	Met	2019 cohort 18% 2020 cohort 20% (+2%) 2021 cohort 21% (+1%)
			B. Increase the number of Hispanic students receiving colleges credits in high school (i.e., College Now!).	Increase the total number of Hispanic/Latinx students by 50 students per year.	Improved	2022-2023 245 2023-2024 281 (+36) 2024-2025 303 (+22)

	Objective 9: Enhance internal systems and communication practices for improved collaboration.	A. Item from the Great College's Survey, "I have access to timely and accurate information about what's happening at the institution."	RCC improves its percentage of overall positive responses to the statement by at least three percentage points between survey administrations or maintains a score of 75% or higher	Not met	2023-2024 (58%) 2024-2025 (56%)
4. Excellence & Culture	Objective 10: Utilize assessment and institutional data to optimize instruction, services, and operations in support of student success.	A. Percentage of course sections with "low cost/no cost" textbook designation	Increase KPI as follows - a minimum of 60% of RCC credit course sections will qualify for the no cost/low-cost designation by the end of the 2023-25 biennium. Greater than 41% of courses will be low cost/no cost at the end of the 2023-24 academic year.	Reassessing	2022-2023 48% 2023-2024 34% 2024-2025 (numbers are not available due to migration)
		B. Full time faculty report implementation of change in course based upon data from previous academic years.	80% of full-time faculty will report having implemented a change in a course based upon analysis of course data from previous years.	Not met	68.3% of full-time faculty responded they made a change in 2023-2024 based on the 2022-2023 analysis in the Course Outcome Report. 56.5% in 2024-2025
	Objective 11: Increase participation in professional development programs that elevate teaching and learning, student success, and operational effectiveness.	A. Participation levels shall increase.	Outline process and timeline for developing measurement system utilizing the Professional Development Council 2023-2024	Met	The Professional Development Council has been assigned the work of this KPI to create a system for registration and tracking of internal PD using the following timeline. KPI measurement will be tied to accomplishing the steps along the timeline. <i>2024-2025 define activities, develop big picture system</i> <i>2025-2026 build process in Jenzabar for tracking</i> <i>2026-2027 implement</i>
	Objective 12: Leverage existing, new, and emerging technologies to improve the student experience and operational efficiency.	A. Level of course accessibility in Blackboard (our LMS) as measured by our Panorama software.	Maintain a high level of course accessibility -score at least 65% in 2024-25, with long term goal of a 5% increase in each subsequent year. <i>With the 2024-2025 target of 65% exceeded substantially (86%), the recalculated targets are as follows for the subsequent years: 2025-2026 (90%); 2026-2027(95%); 2027-2028 (99%)</i>	Met	Panorama configured in year 1 to allow faculty to have info necessary to make course improvements to meet target. 2024-2025 (86%) Baseline updated
B. Item from the Great Colleges Survey, "In my position, I am proactive in using technology to improve my work and make processes more efficient."		RCC scores at or above 50% benchmark for the item. Re-assess after baseline data is established from July 2024 report.	Met	2023-2024 (90%) 2024-2025 (86%)	