

DATE: October 28, 2020
TO: District Board of Trustees
FROM: Sanford C. Shugart, President
RE: Metrics for Valencia College’s Strategic Impact Plan

During the July 2020 Board of Trustees meeting, draft goal areas were presented for Valencia’s next Strategic Impact Plan. These goal areas were contextualized using historical data and established a framework for high-level, organizing metrics for the college.

Between September 14, 2020, and October 8, 2020, sixteen Impact Plan forums were held for employees to provide feedback on these four proposed Impact Plan goal areas. There were nearly 400 participants in these meetings who provided feedback through webinar discussions. An additional 130 recommendations were received through surveys or email. Student Government Association leaders also provided their feedback through the Provost Student Advisory Board.

Employee feedback revealed strong support for the four goal areas with a large majority of employees reporting that the goal areas both represented Valencia College’s most important work and were aligned with their job roles. Employees and students shared recommendations for revisions to the names of several of the goal areas to increase clarity. These changes (“Access” to “College Access,” “Transfer” to “Transfer Success,” and “Workforce” to “Career Readiness”) are reflected in the revision of Figure 1 to Figure 2 below.

Figure 1

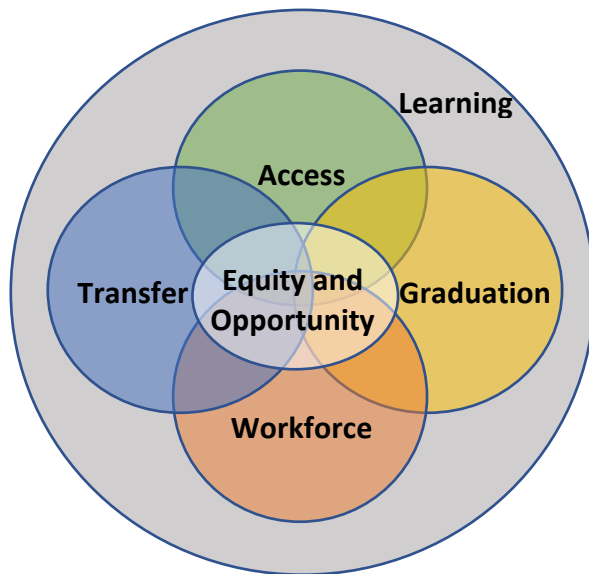
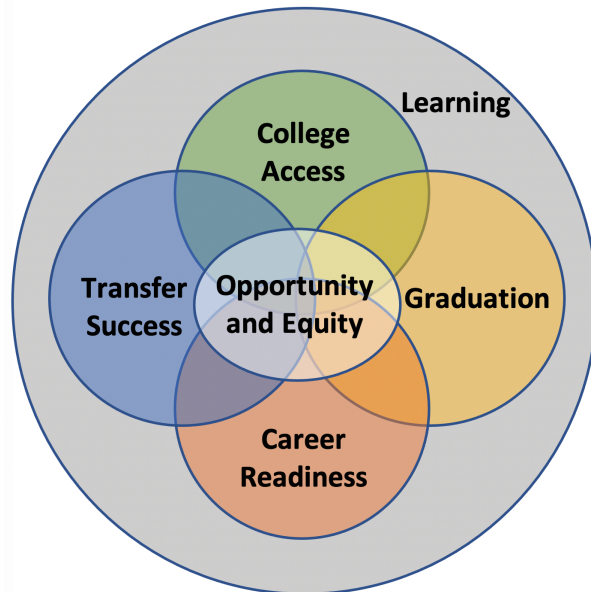


Figure 2



In addition to feedback from employees and students, leaders from the school districts of Orange and Osceola counties provided feedback on the College Access goal area, and leaders from the University of Central Florida provided feedback on the Transfer Success goal area. A synthesis of all feedback was then shared with Leadership Forum, Valencia’s governance council composed of administrators and faculty leaders from across the college, to advise on a final draft of the metrics and targets for each goal area. The following four metrics and targets represent the results from the collaboration of these groups.

College Access

By 2030, 80% of Orange and Osceola county students of each race/ethnicity for each county will attend a postsecondary institution in the year following their high school graduation.

Graduation

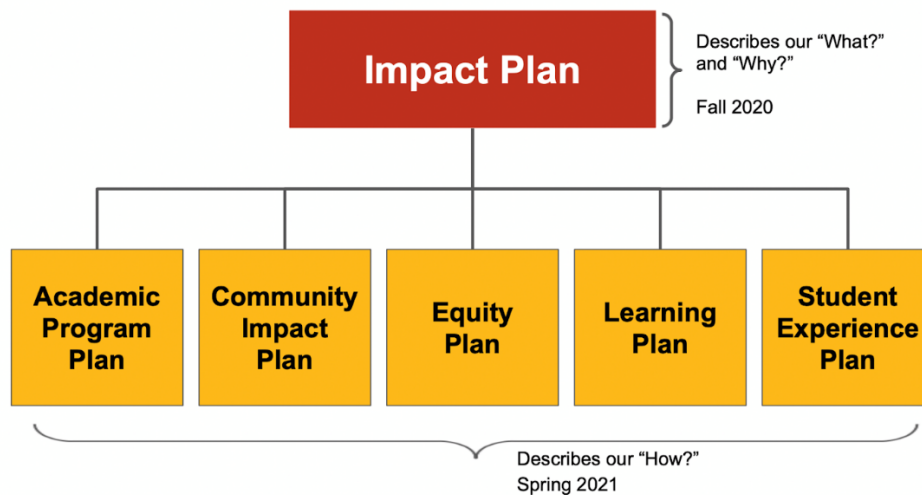
By 2030, the five-year disaggregated graduation rates for degree-seeking students of each race/ethnicity will exceed 50% so that more than half of all degree-seeking students of each race/ethnicity who enroll at Valencia in the 2025-26 academic year will complete an associate degree from Valencia by Summer 2030.

Transfer Success

By 2030, 65% of students of each race/ethnicity who earn an A.A. or A.S. degree from Valencia College and enroll in a baccalaureate degree program at the University of Central Florida or Valencia College will earn their bachelor's degree within four years of matriculating to a baccalaureate program.

Career Readiness

By 2030, Valencia College students will earn 12,000 high-quality workforce credentials annually. These credentials will include A.S., B.A.S., and B.S. degree completions, Accelerated Skills Training completions, postsecondary adult vocational certificate (PSAV) completions, and qualifying technical certificate completions.¹ To move toward equity in educational attainment and factoring in expected changes in demographics, we would expect at least 50% of these credentials to be awarded to Hispanic students and at least 25% to be awarded to Black students.



After receiving feedback on these proposed metrics from the Board of Trustees, planning work will continue this Fall with the development of leading indicators for each of the goal areas that will be included in the Strategic Impact Plan. In addition, preparation will begin for the Institutional Planning process that will occur in Spring 2021. The Strategic Impact Plan will be presented to the Board of Trustees for approval in December 2020.

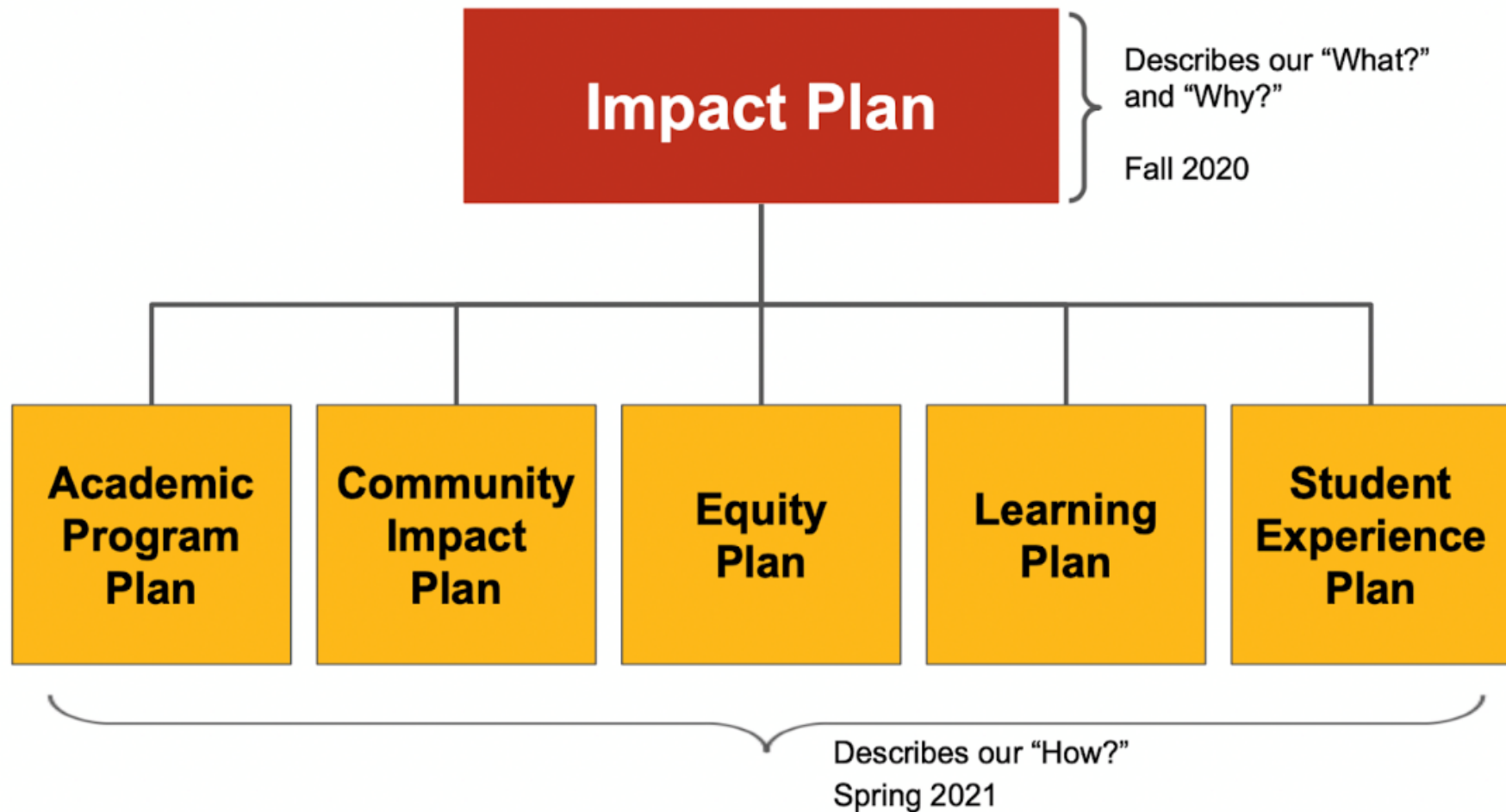
¹ Technical certificates to be included in this measure will be selected by faculty and administrators in November using placement, salary and other data.

VALENCIA COLLEGE

Strategic Impact Plan: Draft Metrics and Targets

Board of Trustees Meeting
October 28, 2020

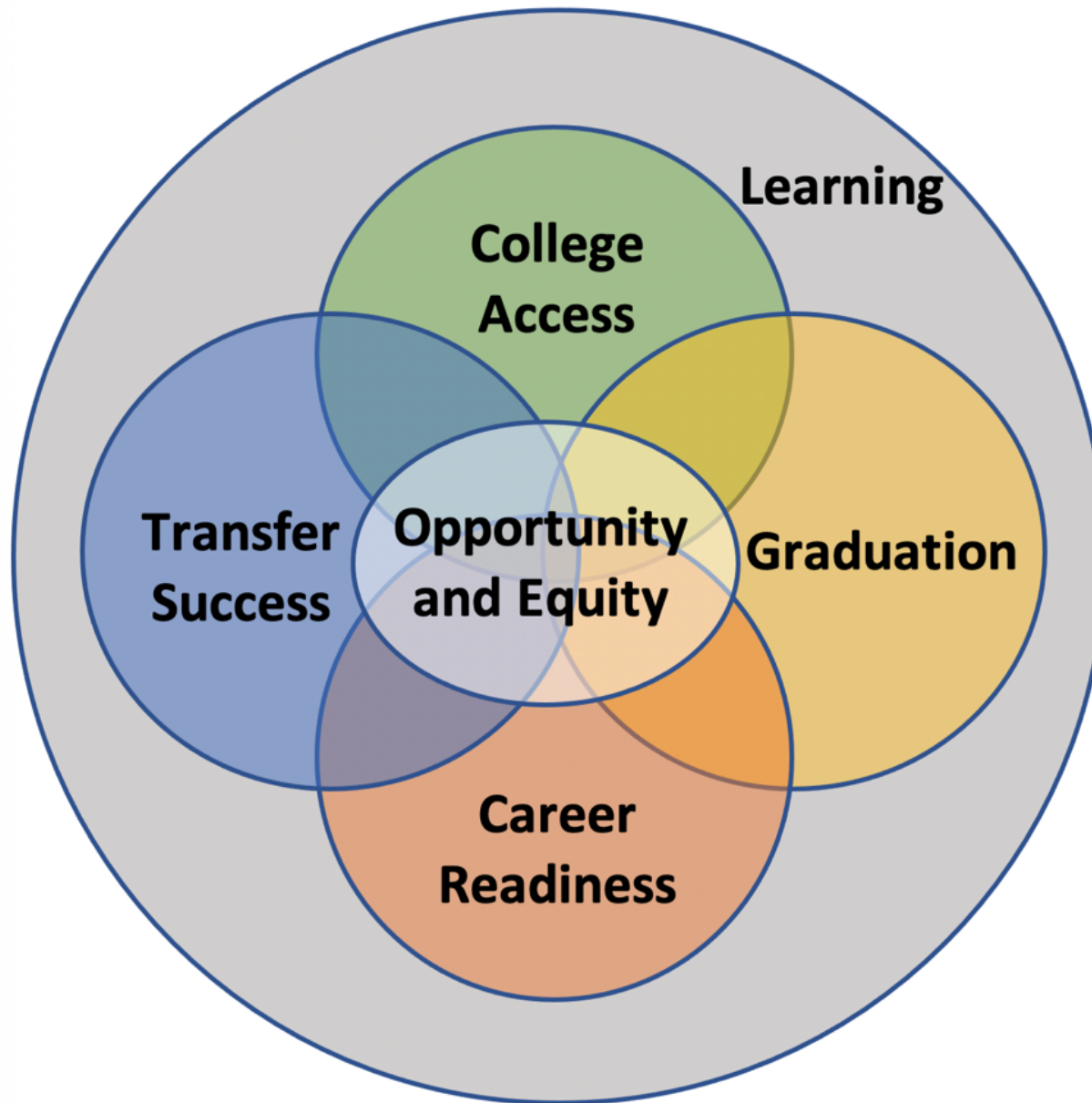
Planning Architecture

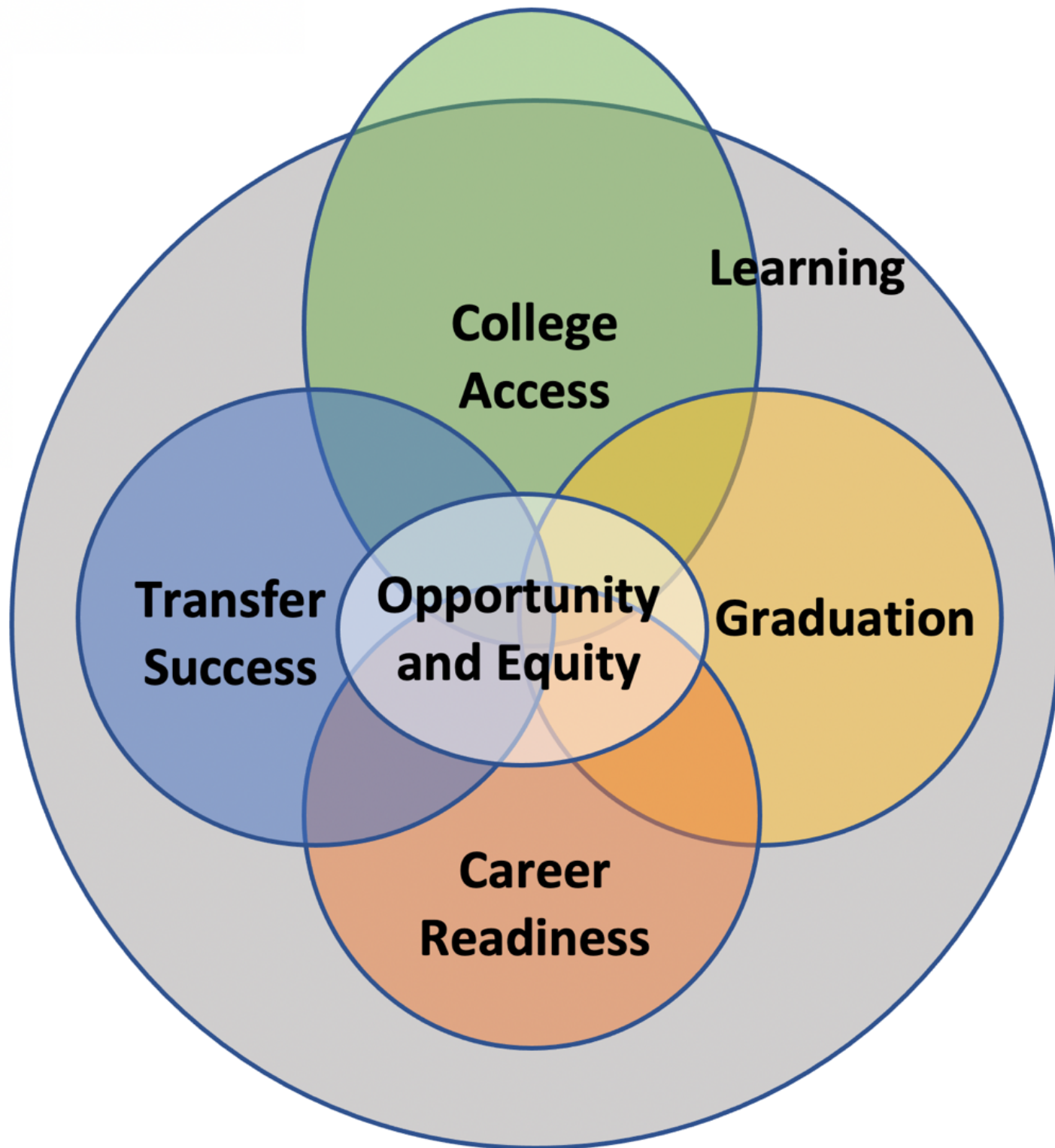


Impact Plan: Updated Draft Goal Areas

Original Goal Name	Updated Goal Name
Access	College Access
Graduation	
Transfer Success	
Workforce Success	Career Readiness

Impact Plan: Updated Draft Goal Areas





**College
Access**

Learning

**Transfer
Success**

**Opportunity
and Equity**

Graduation

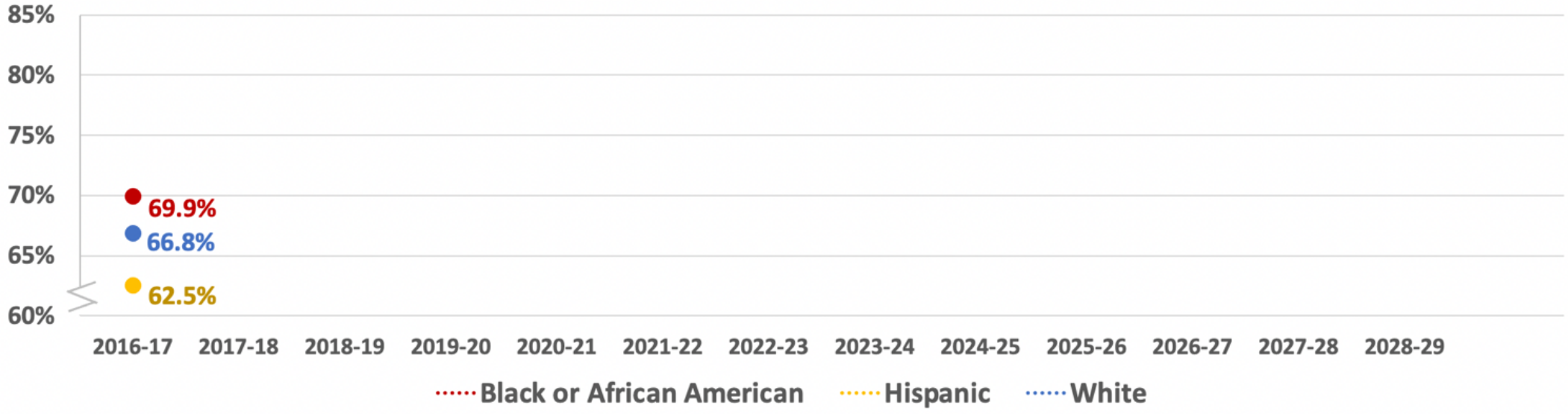
**Career
Readiness**

College Access – Historical Data

Orange County
Percentage of Students Enrolled in Postsecondary Institution in Year Following High School Graduation Disaggregated by Race/Ethnicity



Osceola County
Percentage of Students Enrolled in Postsecondary Institution in Year Following High School Graduation Disaggregated by Race/Ethnicity

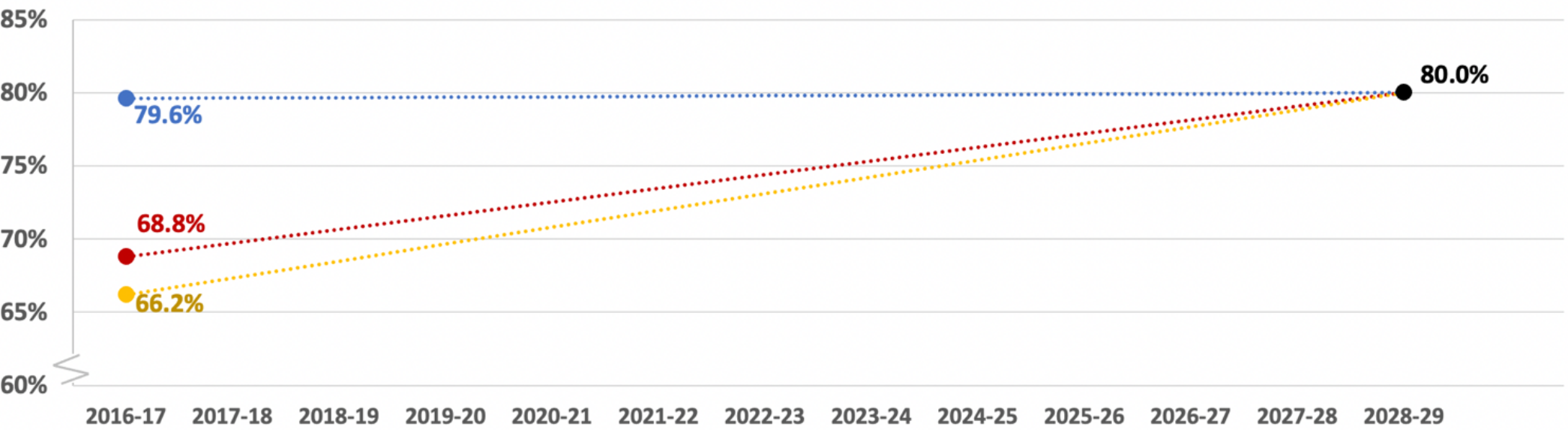


College Access Draft Goal

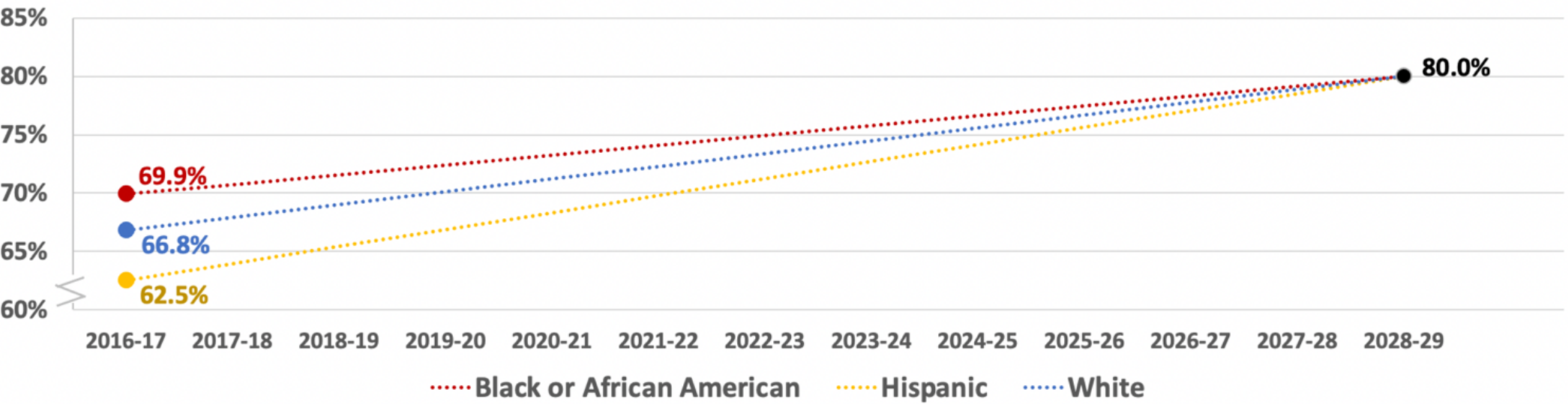
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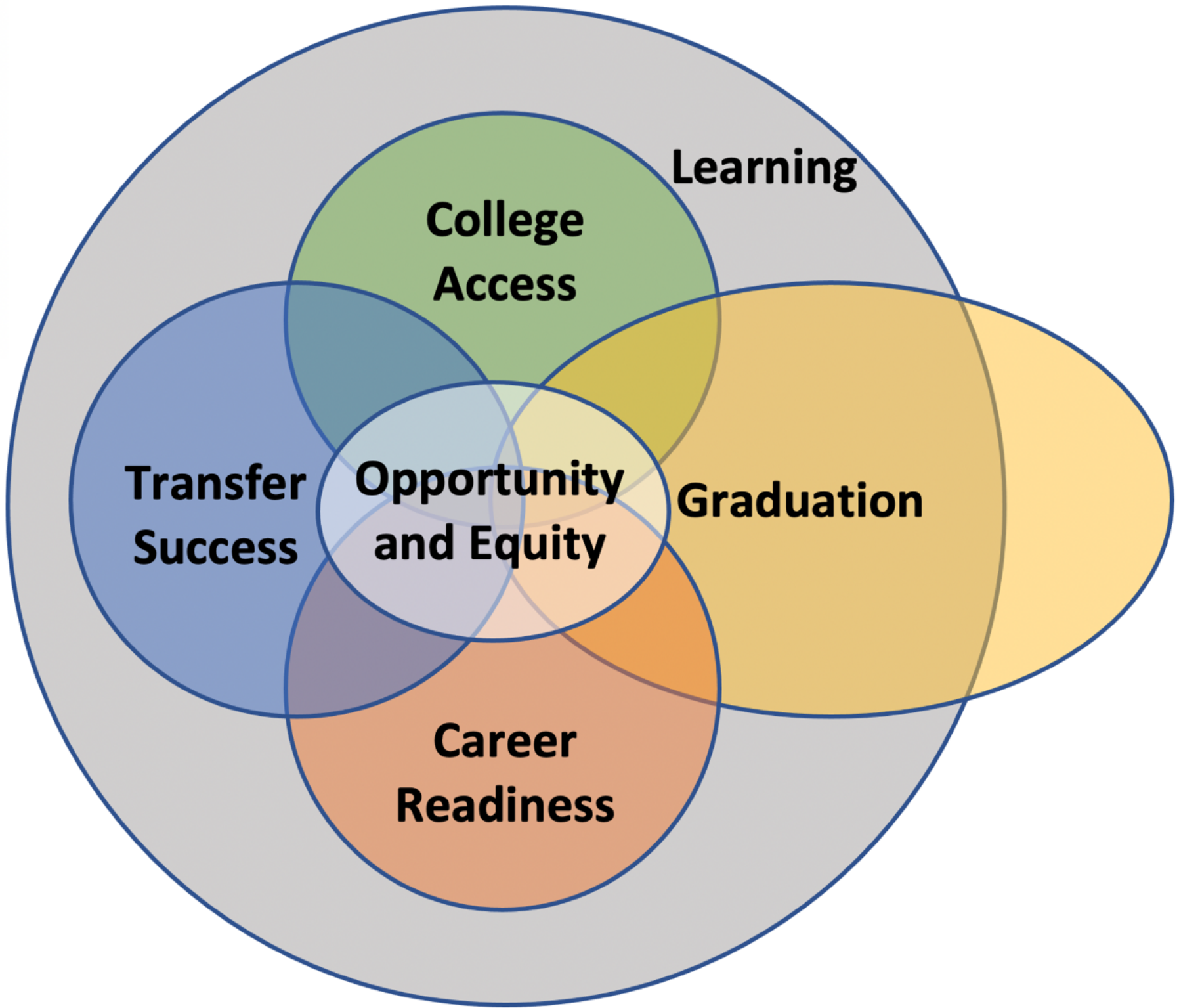
College Access – Draft Metric and Target

2030 College Access Goal for Orange County
 Percentage of Students Enrolled in Postsecondary Institution in Year Following High School Graduation
 Disaggregated by Race/Ethnicity



2030 College Access Goal for Osceola County
 Percentage of Students Enrolled in Postsecondary Institution in Year Following High School Graduation
 Disaggregated by Race/Ethnicity





Learning

**College
Access**

**Transfer
Success**

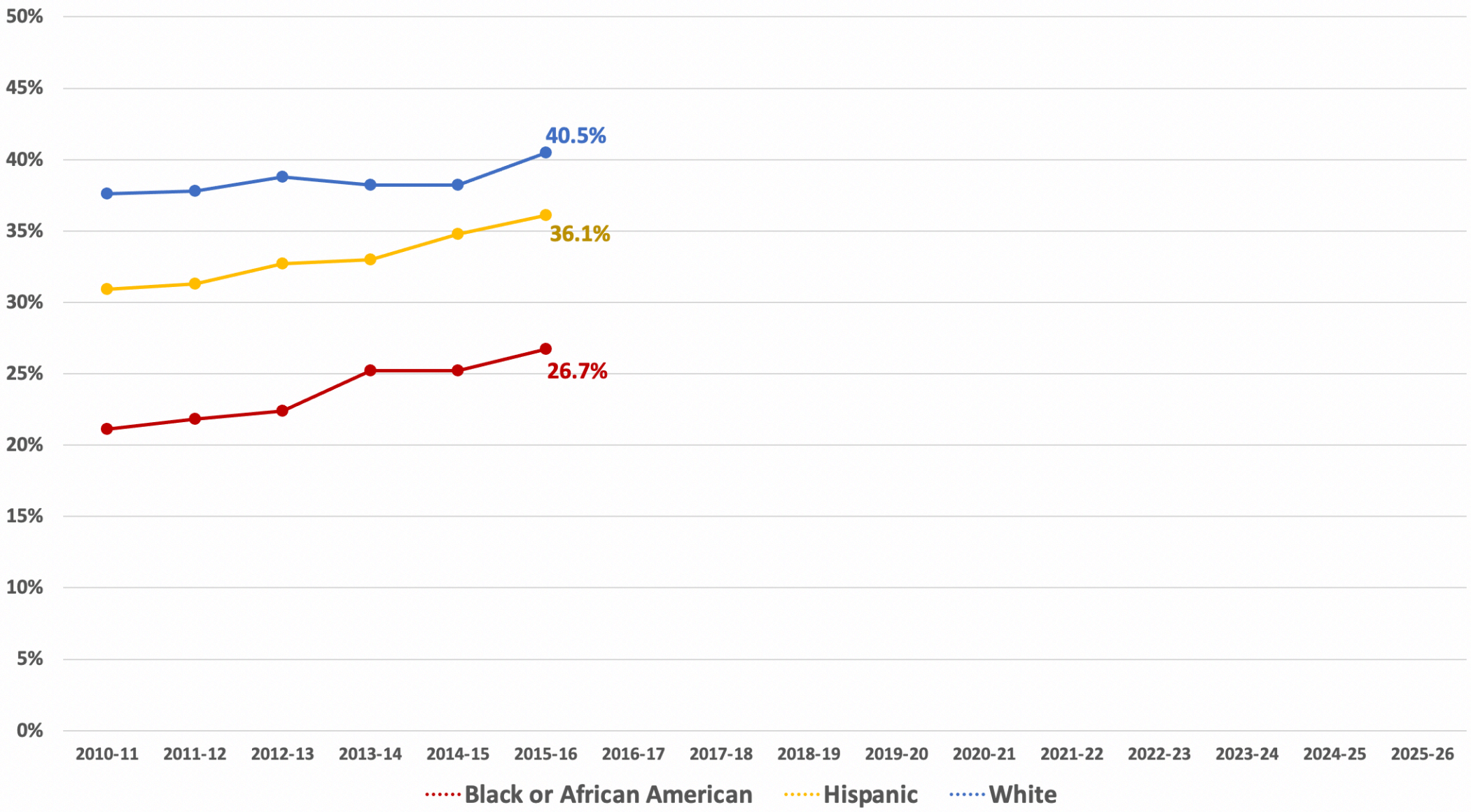
**Opportunity
and Equity**

Graduation

**Career
Readiness**

Graduation – Historical Data

Percentage of Degree-Seeking Students Who Complete an Associate Degree within Five Years Disaggregated by Race/Ethnicity

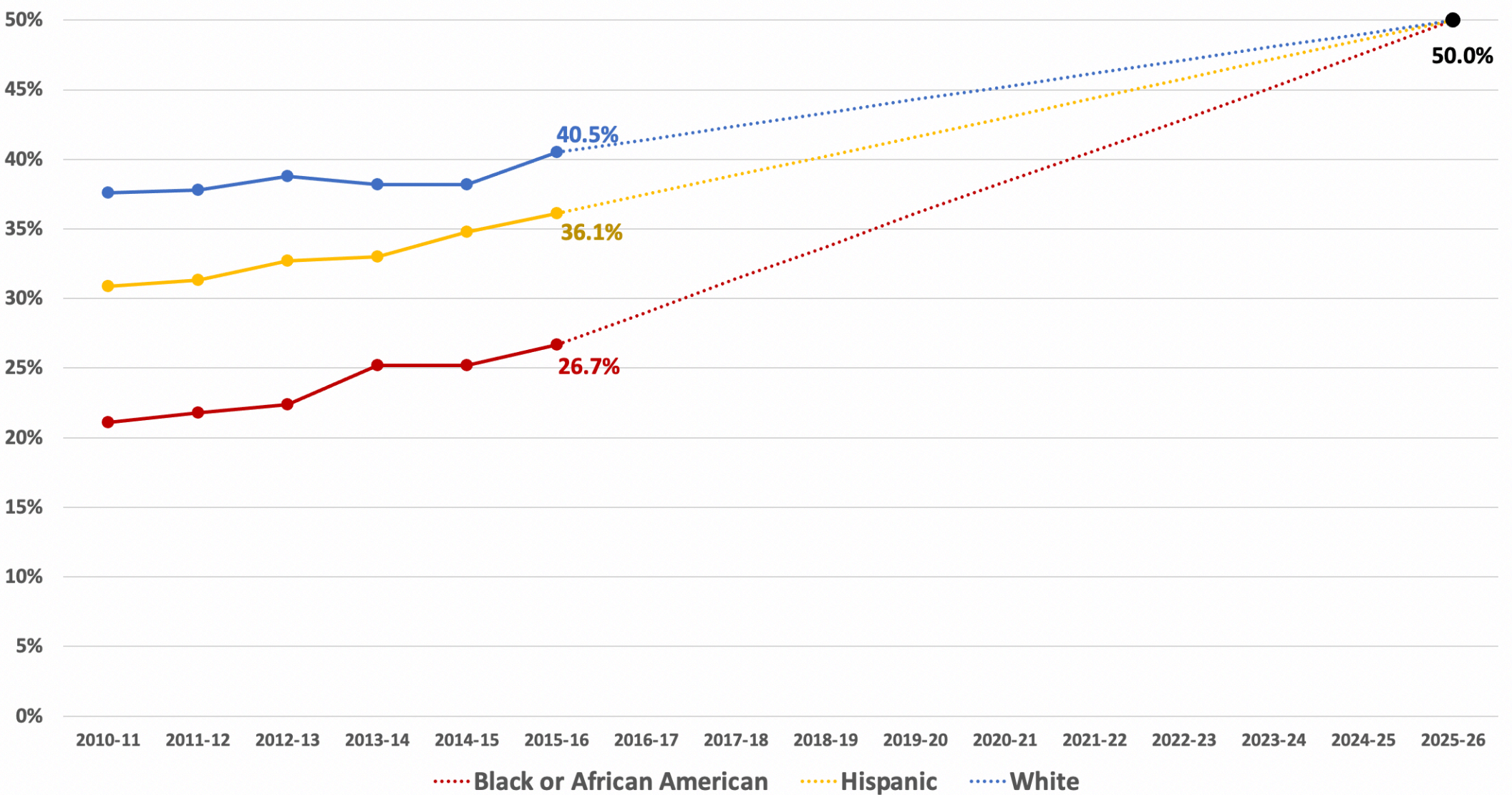


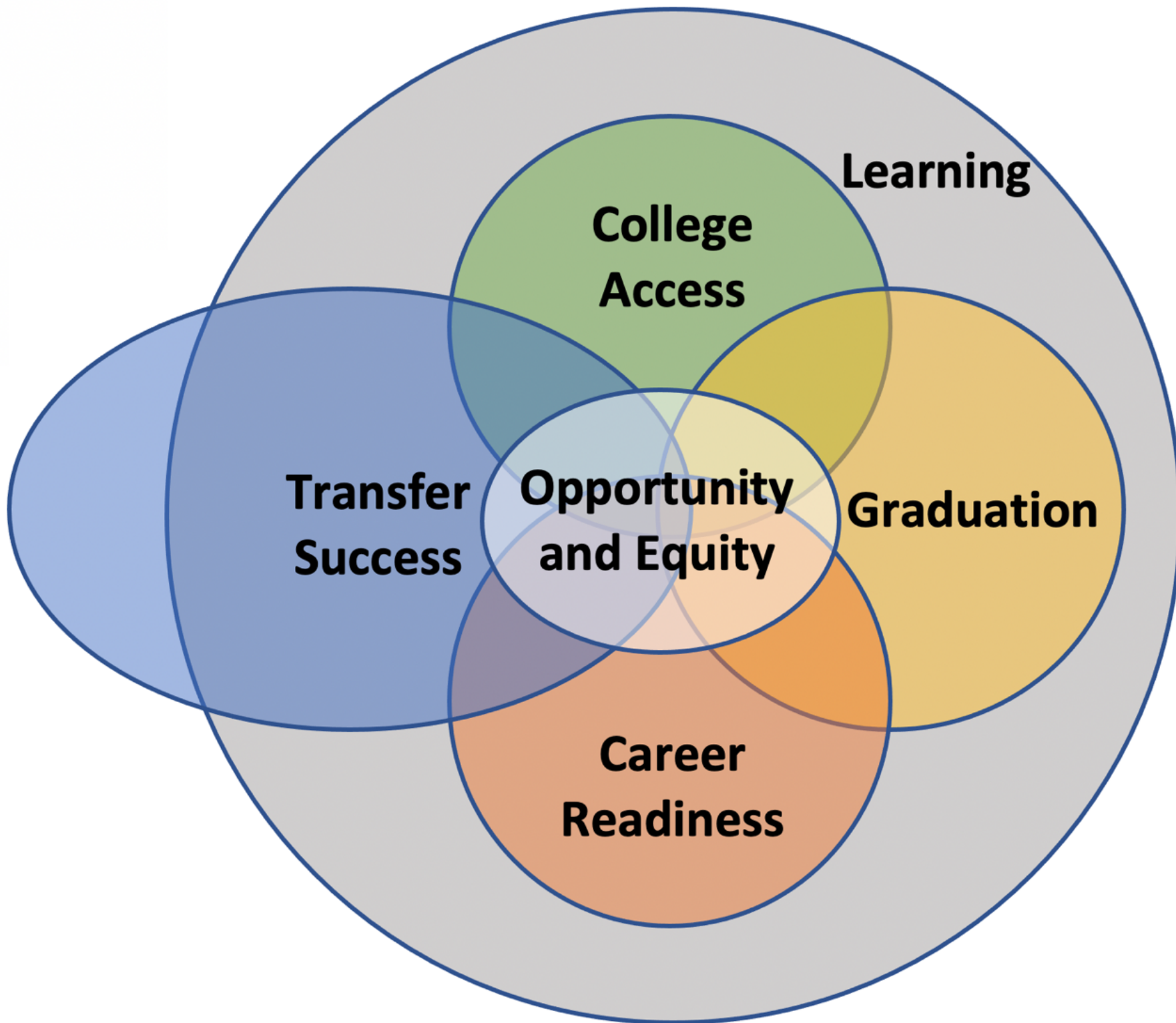
Graduation Draft Goal

By 2030, the five-year disaggregated graduation rates for degree-seeking students of each race/ethnicity will exceed 50% so that more than half of all degree-seeking students of each race/ethnicity who enroll at Valencia in the 2025-26 academic year will complete an associate degree from Valencia by Summer 2030.

Graduation – Draft Metric and Target

2030 Graduation Goal
Percentage of Degree-Seeking Students Who Complete an Associate Degree within Five Years
Disaggregated by Race/Ethnicity





Learning

**College
Access**

**Transfer
Success**

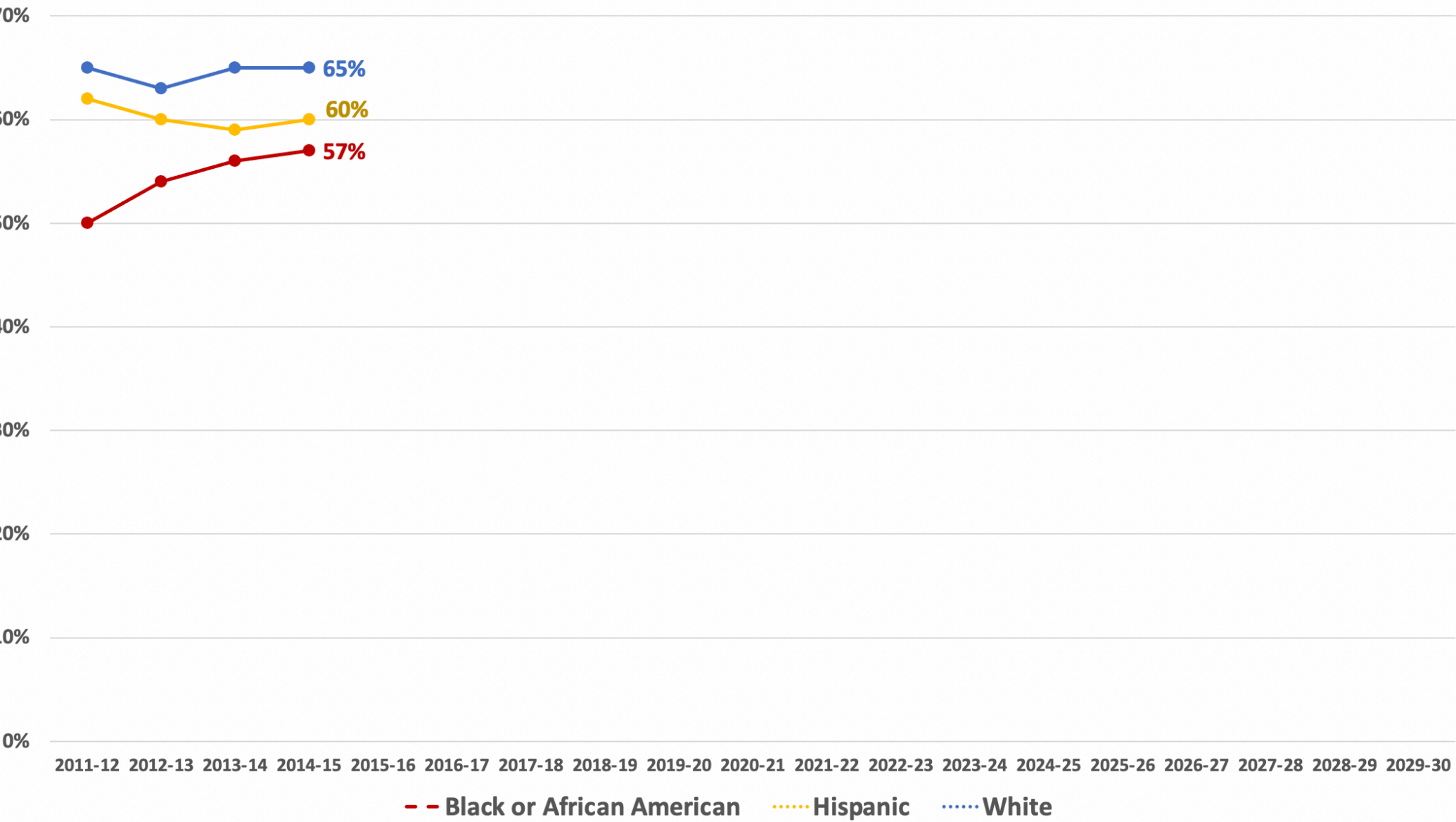
**Opportunity
and Equity**

Graduation

**Career
Readiness**

Transfer Success – Historical Data

Percentage of Students Completing UCF or Valencia Baccalaureate Degree within Four Years of Matriculating After Completing AA or AS Disaggregated by Race/Ethnicity

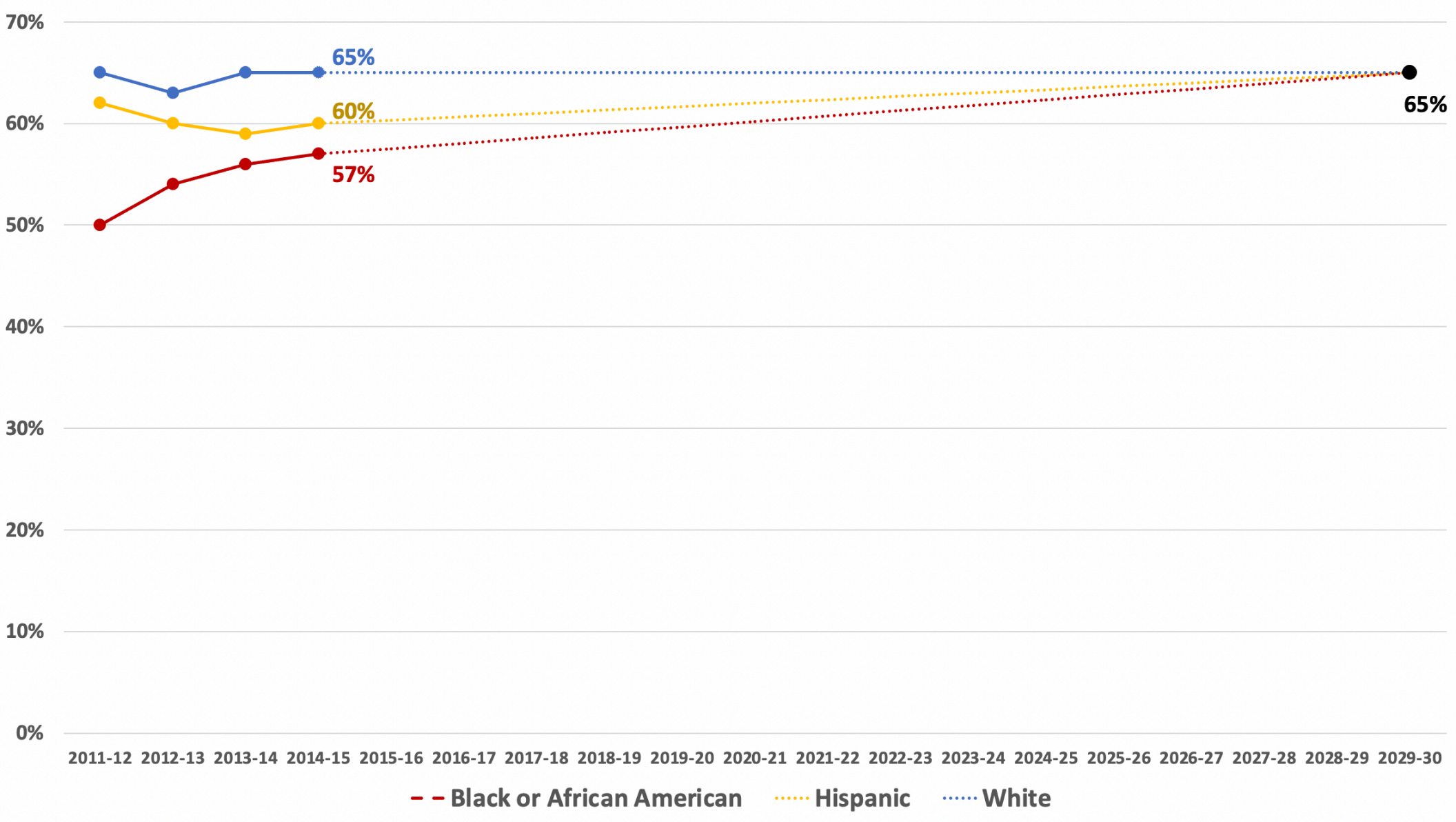


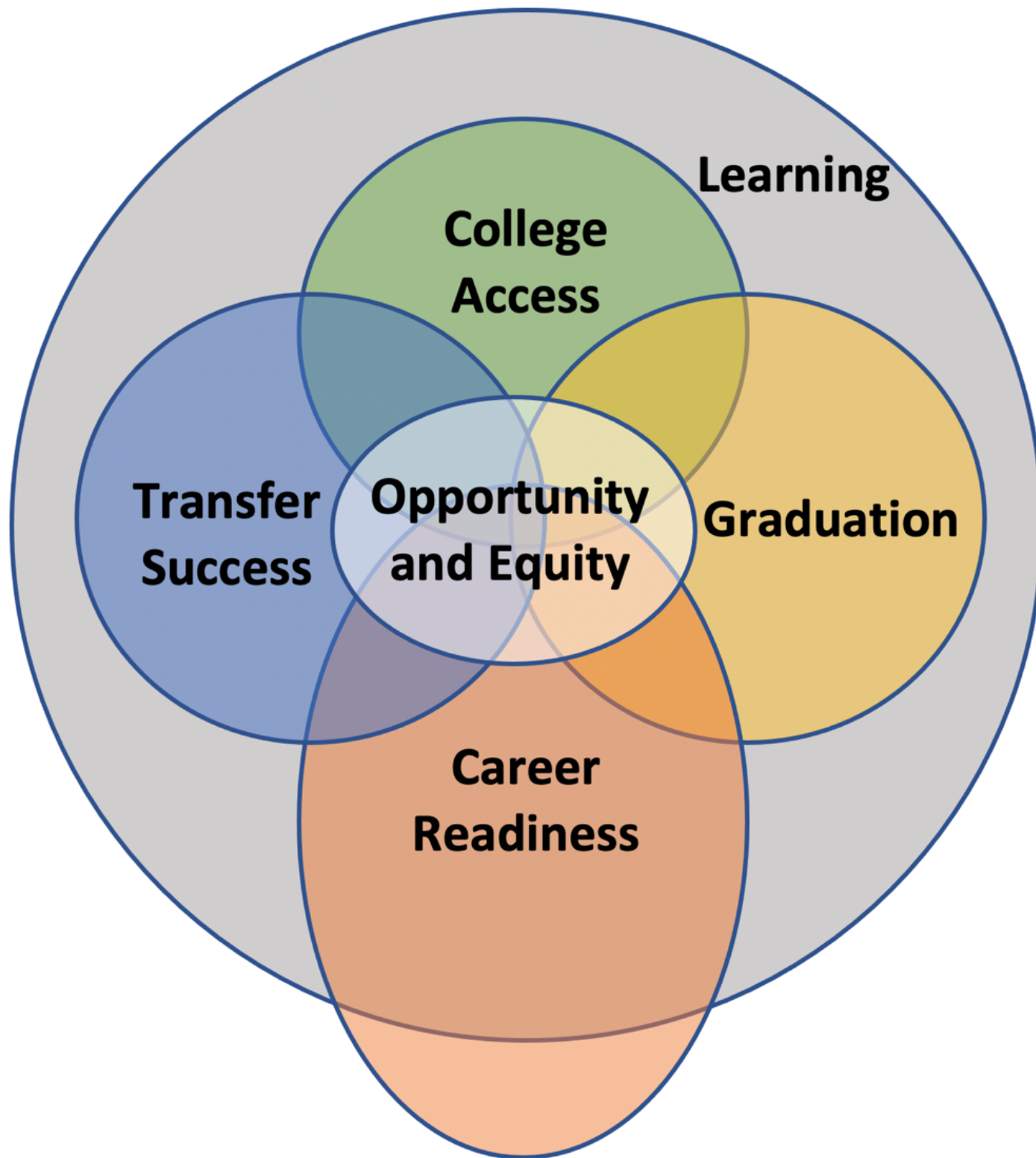
Transfer Success Draft Goal

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Transfer Success – Draft Metric and Target

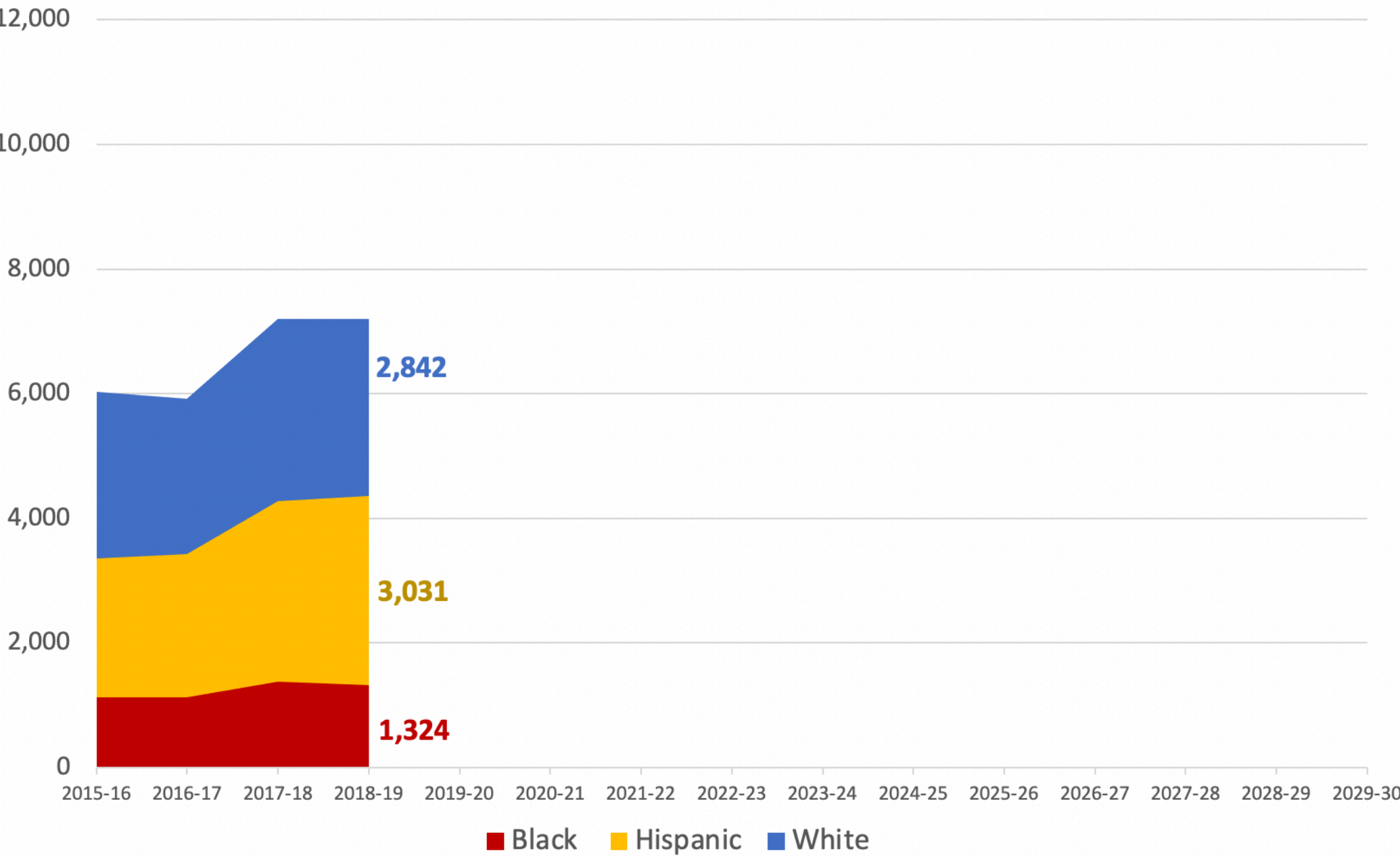
2030 Transfer Success Goal
Percentage of Students Completing UCF or Valencia Baccalaureate Degree within Four Years of Matriculating After Completing AA or AS Disaggregated by Race/Ethnicity





Career Readiness – Historical Data

Number of High Quality Credentials Earned Annually Disaggregated by Race/Ethnicity

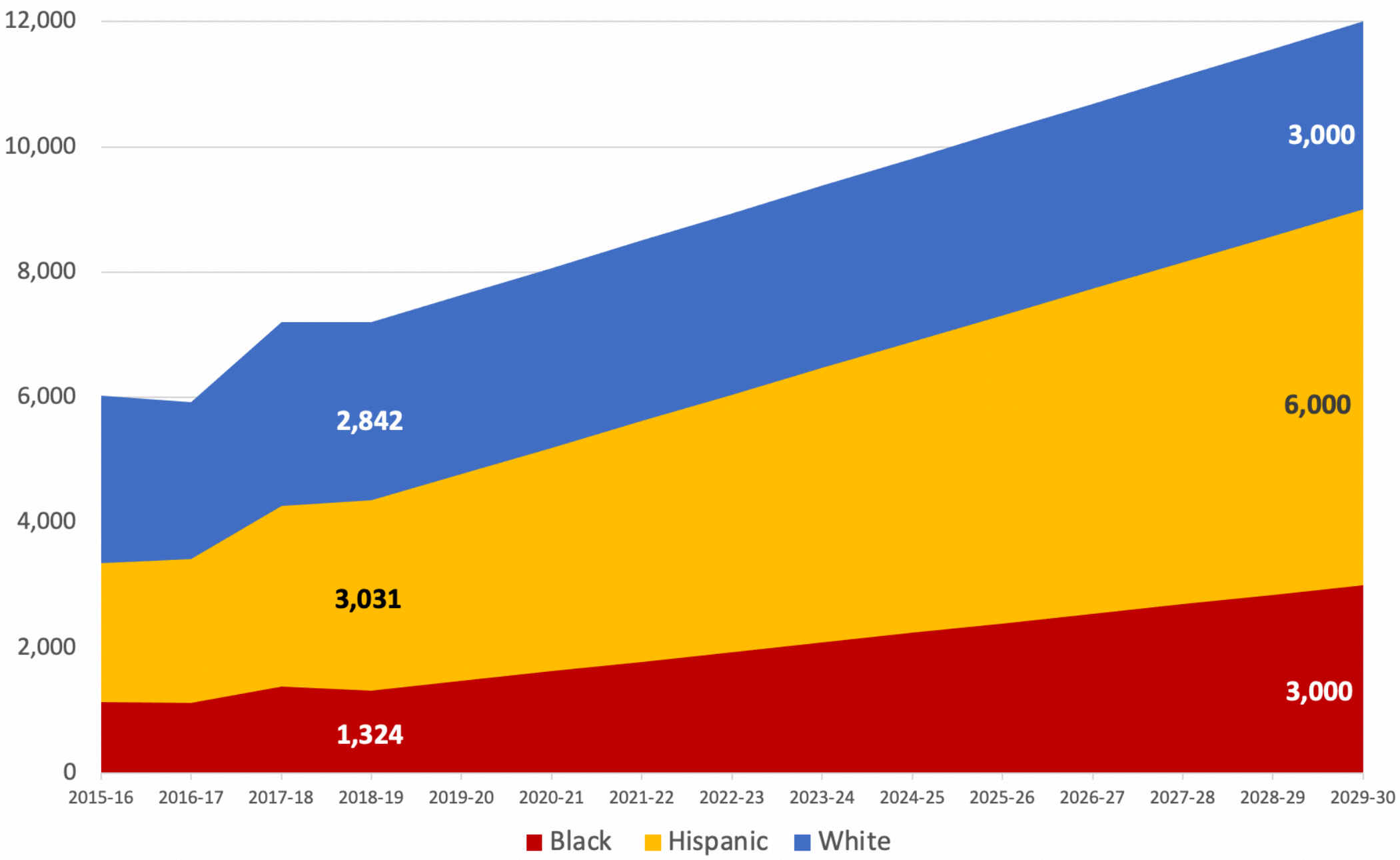


Career Readiness Draft Goal

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Career Readiness – Draft Metric and Target

Career Readiness 2030 Goal
Number of High Quality Credentials Earned Annually Disaggregated by Race/Ethnicity



Summary of Metrics and Targets

College Access

By 2030, 80% of Orange and Osceola county students of each race/ethnicity for each county will attend a postsecondary institution in the year following their high school graduation.

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Feedback?

