

# Scorecard of Saddleback College Strategic Plan Progress: District-wide KPI's

## Goal I: Campus Climate

*Foster an environment characterized by creativity, innovation, respectful interactions, and collaboration*

Objectives	Target	Current
Innovation*	>2.50	2.69
Improve Climate*	>2.50	2.69
Improve Communication*	>2.50	2.75

\*= Scores on SOCCCD Climate Survey

*Promote students' success by enhancing the teaching and learning environment.*

Objectives	Target	Current
SPAR	58.1%	59.0%
Professional development*	>2.50	2.80
CCSSE survey of engagement	Set baseline	Researching

## Goal II: Student Success

Mission,  
Vision,  
Values

## Goal III: Economic/ Workforce Development

*Advance economic and workforce development through regional partnerships and industry and by strengthening CTE.*

Objectives	Target	Current
Partnership List	Create	Created
Align workforce development with jobs	Above ISS‡	89% above ISS
Improve Communication*	>2.50	2.75

‡ = Institution-set Standard Placement Rate

*Strengthen long-term financial health and institutional effectiveness through integrated planning and resource allocation.*

Objectives	Target	Current
Planning and resource effectiveness*	> 2.50	2.52
Process analysis (BPA)*	>2.50	2.62
Multi-year planning model	Develop	Completed Excel-based model

## Goal IV: Financial Resources & Effectiveness

# Saddleback College Approach to Outcomes

- Currently focusing on achievement of action steps
- Adopt district-wide KPI's
- Once activities are completed, teams discuss development of additional KPI's
- Focus on mapping of evidence to support activities and to improve outcomes
  - (the outcome or the way it is measured)
- Acknowledges district-wide iterative assessment KPI's during planning cycles
- Discussion through integrated planning teams will improve process of adopting college KPI's
- Elevation of outcomes and quality of assessment as well as target and “reach” goals

# Action Steps for Goal I: Dashboard Indicators

*Saddleback College will foster an environment characterized by creativity, innovation, respectful interactions, and collaboration.*









Goal I: Campus Climate	Objectives	Target Actions	Current Activities
	1.1.1 Identify areas of mutual collaboration and gaps	Identify via data/research	✓ Complete with Evidence
	1.1.2 Discuss ways to close gaps	Innovative strategies	🚧 Work in Progress
	1.1.3 Employee relationship-building	Develop recommendations	⏸ On hold per 1.1.2
	1.2.1 Wellness program with District Services & IVC	Develop a program	⏸ On hold for feasibility
	1.3.1 Improve engagement in communication and governance	Draft of Governance Manual	✓ Complete with Evidence
	1.4.1 Get employee perceptions on professional development	Conduct survey/analyze	✓ Complete with Evidence

# Action Steps for Goal I: Dashboard Indicators

*Saddleback College will foster an environment characterized by creativity, innovation, respectful interactions, and collaboration.*

Goal I: Campus Climate	Objectives	Target Actions	Current Activities
	1.4.2 Create online staff development tools	Deploy and monitor Lynda.com utilization statistics	✓ Complete with evidence
1.5.1 Discuss ways to close gaps	Innovative strategies	🚧 Work in Progress	

# Summary of Action Steps: Goal I

Action Step		Action Step Status
1.1.1		Complete with evidence
1.1.2		Work in Progress
1.1.3		On hold per completion of 1.1.2
1.2.1		On hold for feasibility
1.3.1		Work in Progress
1.4.1		Complete with evidence
1.4.2		Complete with evidence
1.5.1		Work in Progress

75% of our action steps for Goal I are “in progress” or are complete with additional evidence







# Action Steps for Goal II: Dashboard Indicators

*Saddleback College will promote students' success by enhancing the teaching and learning environment.*

Goal II: Student Success	Objectives	Target Actions	Current Activities
	<b>2.1.1</b> Comprehensive review of student needs, and achievement gaps for instruction.	Research (CCSSE); OEI data	✓ Complete with Evidence but Ongoing
	<b>2.1.2</b> Collaborate with BSI to implement strategies related to developmental learning.	Innovative strategies	✓ Complete with Evidence but Ongoing
	<b>2.1.3</b> Retention plan for “at risk” students and/or are on academic probation.	Develop & Implement	✓ Complete with Evidence
	<b>2.1.4</b> Increasing use of accelerated models for face-to-face and online instruction.	Support	✓ Complete with Evidence
	<b>2.1.5</b> Establish protocols for the use of Early Alert/Progress report.	Publish Governance Manual	✓ Complete with Evidence
	<b>2.1.6</b> Programs of study for undeclared majors.	Evaluate & Implement	✓ Complete with Evidence



# Action Steps for Goal II: Dashboard Indicators

*Saddleback College will promote students' success by enhancing the teaching and learning environment.*

Goal II: Student Success	Objectives	Target Actions	Current Activities
	<b>2.1.7</b> Core values, competencies and skills for face-to-face and online instruction.	Institute	 Complete with Evidence
	<b>2.1.8</b> Instructional models, such as paired courses, supplemental learning, and embedded tutoring.	Identify & Implement	 Complete with Evidence
	<b>2.1.9</b> Ratio of full-time faculty to part-time faculty.	Conduct study/research	 Work in Progress
	<b>2.2.1</b> College-wide professional development committee	Establish	 Complete with Evidence
	<b>2.2.2</b> Existing professional development opportunities	Publish Governance Manual	 Work in Progress
	<b>2.3.1</b> Use CCSSE data to understand engagement activities	Research and Analysis	 Work in Progress













# Action Steps for Goal II: Dashboard Indicators

*Saddleback College will promote students' success by enhancing the teaching and learning environment.*

Goal II: Student Success	Objectives	Target Actions	Current Activities
	<b>2.3.2</b> Student support services for face-to-face and online instruction	Planning	 Work in Progress
<b>2.3.3</b> Peer-to-peer interaction program	Initiate	 Work in Progress	



# Summary of Action Steps: Goal II

Action Step	Action Step Status
2.1.1	 Work in Progress; Preliminary analysis complete
2.1.2	 Complete with evidence but ongoing
2.1.3	 Complete with evidence
2.1.4	 Complete with evidence
2.1.5	 Complete with evidence
2.1.6	 Complete with evidence
2.1.7	 Complete with evidence
2.1.8	 Complete with evidence
2.1.9	Work in Progress
2.2.1	 Complete with evidence
2.2.2	Work in Progress
2.3.1	 Complete with evidence
2.3.2	 Work in Progress
2.3.3	 Work in Progress

100% of our action steps for Goal II are “in progress” or are complete with additional evidence

# Action Steps for Goal III: Dashboard Indicators

*Saddleback College will advance economic and workforce development through regional partnerships with educational institutions and industry and by strengthening career technical education.*

Goal III: Economic & WFD	Objectives	Target Actions	Current Activities
	3.1.1 EWD plan and structure	Complete and approve	✓ Complete with Evidence
	3.1.2 EWD plan implementation	Designate roles	✓ Complete with Evidence
	3.1.3 EWD advisory committee	Create	🚧 Work in Progress
	3.1.4 Business entities and regional institutions	Identify	✓ Complete with Evidence
	3.1.5 Partnership models	Develop	✓ Complete with Evidence
	3.1.6 Roundtable advisory activities	Develop and offer	🚧 Work in Progress

# Action Steps for Goal III: Dashboard Indicators

*Saddleback College will advance economic and workforce development through regional partnerships with educational institutions and industry and by strengthening career technical education.*

Goal III: Economic & WFD	Objectives	Target Actions	Current Activities
	3.1.7-8 Entrepreneurship activities	Complete and approve	🚧 Work in Progress
	3.2.1 EWD plan implementation	Designate roles	✅ Complete with Evidence
	3.2.2 Workforce development needs	Analyze data	✅ Complete with Evidence
	3.2.3 Report cataloging	Reporting	🚧 Work in Progress
	3.2.4 Assessment of local CTE	Inventory of outcomes	✅ Complete with Evidence
	3.2.5 Entrepreneurship opportunities	Develop and offer	🚧 Work in Progress

# Action Steps for Goal III: Dashboard Indicators

*Saddleback College will advance economic and workforce development through regional partnerships with educational institutions and industry and by strengthening career technical education.*

Goal III: Economic & WFD	Objectives	Target Actions	Current Activities
	3.2.6 Emergent/cross-cutting programs	Complete	🚧 Work in Progress
	3.2.1 EWD plan implementation	Designate roles	✅ Complete with Evidence
	3.3.1 EWD infrastructure	Complete plan	✅ Complete with Evidence
	3.3.2 Program mix	Dialogue	🚧 Work in Progress
	3.3.3 Business plan	Develop 5-yr plan	🚧 Work in Progress
	3.3.4 Entrepreneurship opportunities	Develop and offer	🚧 Work in Progress

# Action Steps for Goal III: Dashboard Indicators

*Saddleback College will advance economic and workforce development through regional partnerships with educational institutions and industry and by strengthening career technical education.*

Goal III: Economic & WFD	Objectives	Target Actions	Current Activities
	3.3.5 Professional development integrated into CTE program	Complete	✓ Complete with Evidence
	3.4.1 CWE partners	Identify	🚧 In Progress
	3.4.2 Expand job board	Deploy	🚧 In Progress
	3.4.3 Professional development for faculty	Offer development	✓ Completed with Evidence
	3.4.4 Information dissemination plan	Deploy	✓ Completed with Evidence

# Summary of Action Steps: Goal III

Action Step	Action Step Status
3.1.1	✓ Complete with evidence
3.1.2	✓ Complete gathering evidence
3.1.3	🚧 Work in Progress
3.1.4	✓ Complete with evidence
3.1.5	✓ Complete with evidence
3.1.6	🚧 Work in Progress
3.1.7	🚧 Work in Progress
3.1.8	🚧 Work in Progress
3.2.1	✓ Complete with evidence
3.2.2	✓ Complete gathering evidence
3.2.3	🚧 Work in Progress
3.2.4	✓ Complete gathering evidence
3.2.5	🚧 Work in Progress
3.2.6	🚧 Work in Progress
3.3.1	✓ Complete gathering evidence
3.3.2	🚧 Work in Progress
3.3.3	🚧 Work in Progress
3.3.4	✓ Complete gathering evidence
3.3.5	✓ Complete gathering evidence

Action Step	Action Step Status
3.4.1	🚧 Work in Progress
3.4.2	🚧 Work in Progress
3.4.3	✓ Complete gathering evidence
3.4.4	✓ Complete gathering evidence

100% of our action steps for Goal III are “in progress” or are complete

# Action Steps for Goal IV: Dashboard Indicators

*Saddleback College will strengthen long-term financial health and institutional effectiveness through integrated planning and resource allocation.*

## Goal IV: Financial Resources

Objectives	Target Actions	Current Activities
4.1.1 Refine resource allocation process; data-driven	Research and analyze data	✓ Complete with Evidence and Ongoing
4.1.2 Assess views of resource allocation process	Survey/Dialogue	✓ Complete with Evidence
4.2.2 Business process documentation	Multi-phase documentation	🚧 Work in Progress
4.3.1 Enrollment management plan	Create	✓ Complete with Evidence
4.3.2 Multi-year budget model	Develop	✓ Complete with Evidence
4.3.3 Benchmark analysis	Research and analyze	🚧 Work in Progress
4.3.4 Increase donations	Donation totals	🚧 Work in Progress

# Summary of Action Steps: Goal IV

Action Step	Action Step Status
4.1.1	✓ Complete with evidence but ongoing
4.1.2	✓ Complete with evidence but ongoing
4.2.1	✓ Complete with evidence but ongoing
4.2.2	✎ Work in Progress
4.3.1	✓ Complete with evidence
4.3.2	✓ Complete with evidence but ongoing
4.3.3 a- 4.3.3d	✎ Work in Progress

100% of our action steps for Goal IV are “in progress” or are complete with additional evidence