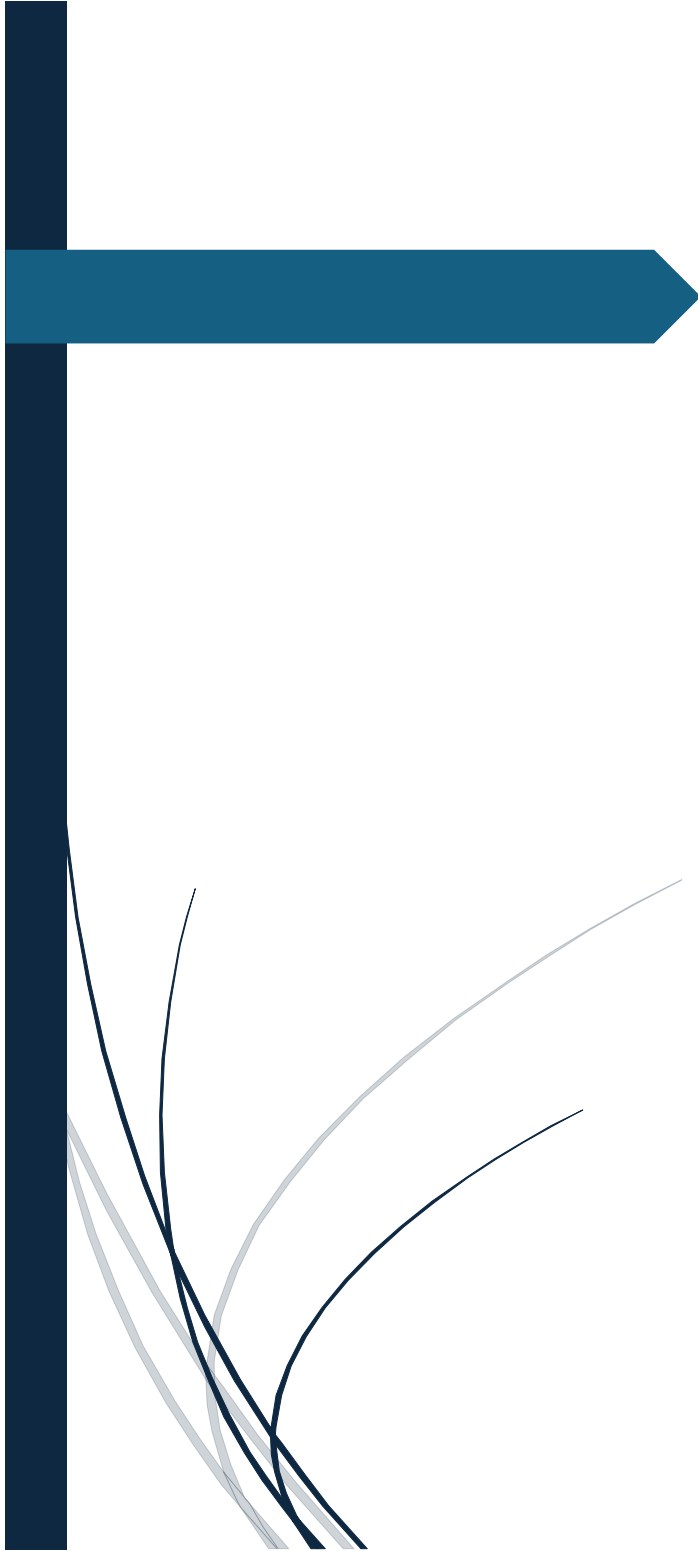




2023-28 STRATEGIC PLAN SPRING 2025 PROGRESS REPORT

Key Performance Indicators -Tracking

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STRATEGIC PLAN AT-A-GLANCE

Goal1: **Academic Success**

Help students achieve their educational and career goals through responsive academic experiences, innovative teaching strategies, and exemplary learning support services.

Strategic Priority 1: Ensure that academic programs and course modalities meet student demand and foster student success.

Strategic Priority 2: Promote teaching innovation and excellence that utilizes inclusive, equity-minded pedagogy.

Strategic Priority 3: Enhance academic support services and intervention systems to foster successful course completion and sufficient credit momentum.

Goal 2: **Student Experience**

Foster a student-centered and equitable campus experience where all students feel welcomed, valued, connected, and empowered to succeed.

Strategic Priority 1: Ensure systems and procedures are student-centered and equitable to make it easier for students to navigate college processes.

Strategic Priority 2: Integrate diversity, equity, and inclusion principles and practices throughout campus.

Strategic Priority 3: Foster student belonging, engagement, and wellbeing

Strategic Priority 4: Enhance support systems to address non-cognitive barriers to success.

Goal 3: **Communication**

Ensure communication systems are consistent, transparent, and designed to promote student success.

Strategic Priority 1: Ensure communication messages and tactics are consistent, well-coordinated, and focused on promoting academic success and a positive student experience.

Strategic Priority 2: Enhance and expand strategic communication interventions that support student success.

Strategic Priority 3: Improve employees' understanding of how their area contributes toward overall college goals.

Strategic Priority 4: Ensure all stakeholders have a mechanism to share their ideas and concerns

Strategic Priority 5: Enhance recognition of OCC's brand and increase positive perceptions of the college in the community

KEY PERFORMANCE INDICATORS AT-A-GLANCE

GOAL 1:

- Fall to Spring Persistence
- Fall to Fall Retention
- 3-year Graduation Rate
- Decrease achievement gap in fall-to-fall retention of underrepresented minorities (urm) and non-urm
- Decrease achievement gap in fall-to-fall retention for first-generation and not first-generation
- Decrease achievement gap in 3-year graduation rate of underrepresented minorities and non-urm
- Decrease achievement gap in 3-year graduation rate of first-generation and not first-generation
- The percentage of first-time full-time degree/certificate entering cohort who successfully complete 24 or more college credits in their first year of enrollment

GOAL 2:

- How likely is it that you would recommend this college to a friend or peer with 1 being not at all likely and 10 being extremely likely?
- Indicate the level of satisfaction with racial harmony at this college
- Indicate your level of satisfaction with your sense of belonging at this college
- Indicate your level of satisfaction with the overall quality of instruction at this college

GOAL 3:

- Complete audit of college communications to students and employees will demonstrate consistency and transparency
- Open and ethical communication is practiced at this institution
- Students' competencies are enhanced
- The percentage of employees who report the extent to which students' needs are central to what they do
- Information is shared within this institution
- External stakeholders' perception of OCC

Goal 1: Academic Success- Help students achieve their educational and career goals through responsive academic experiences, innovative teaching strategies, and exemplary learning support services.								
		Target/Results						
Strategic Priorities	Key Performance Indicators		Fall 2022	Fall 2023	Fall 2024	Fall 2025	Fall 2026	Fall 2027
1.1. Ensure that academic programs and course modalities meet student demand and foster student success.	1.1.1 Fall to Spring persistence	Target		79.1%	80.6%	82.1%	83.6%	85.1%
		Results	77.6%	79.6%	78.1%			
	1.1.2 Fall to Fall Retention	Target		54.5%	55.5%	56.5%	57.5%	58.5%
		Results	53.5%	54.6%				
			Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	Fall 2025
	1.1.3 3-year Graduation Rate	Target		26.1%	27.1%	28.1%	29.1%	30.1%
		Results	25.1%	27.6%				
			Fall 2022	Fall 2023	Fall 2024	Fall 2025	Fall 2026	Fall 2027
1.2 Promote teaching innovation and excellence that utilizes inclusive, equity-minded pedagogy.	1.2.1 Decrease achievement gap in fall-to-fall retention of underrepresented minorities and non-urm	Target		14.1%	12.5%	10.9%	9.3%	7.8%
		Results	Gap 15.7% URM: 43.2% Non-URM: 58.9%	Gap 16.3% URM: 44.0% Non-URM: 60.3%				
	1.2.2 Decrease achievement gap in fall-to-fall retention of first-generation and not first-generation	Target		13.4%	11.4%	9.4%	7.4%	7.4%
		Results	Gap 14.8% FGen 44.5% NFGen 59.3%	Gap 8.4% FGen 48.9% NFGen 57.3%				
			Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	Fall 2025
	1.2.3 Decrease achievement gap in 3-year graduation rate of underrepresented minorities and non-urm	Target		11.7%	10.4%	9.1%	7.8%	6.5%
		Results	Gap 13.0% URM: 16.5% Non-URM: 29.5%	Gap 17.9% URM: 15.9% Non-URM: 33.8%				
	1.2.4 Decrease achievement gap in 3-year graduation rate of first-generation and not first-generation	Target		11.0%	9.8%	8.6%	7.4%	6.1%
		Results	Gap 12.2% FGen- 18.9% NFGen- 31.1%	Gap 13.9% FGen- 20.0% NFGen- 33.9%				
			Fall 2022	Fall 2023	Fall 2024	Fall 2025	Fall 2026	Fall 2027
1.3 Enhance academic support services and invention systems to foster successful course completion and sufficient credit momentum.	1.3.1 The percentage of first-time full-time degree-seeking entering cohort who successfully complete 24+ college credits in their first year of enrollment	Target		36.9%	37.9%	38.9%	39.9%	40.9%
		Results	35.9%	35.8%				

Goal 2: Foster a student-centered and equitable campus experience where all students feel welcomed, valued, connected, and empowered to succeed					
Strategic Priorities	Key Performance Indicators	Targets/Results			
			Spring 2021	Spring 2024	Spring 2027
2.1 Ensure systems and procedures are student-centered and equitable to make it easier for students to navigate college processes	2.1.1 How likely is it that you would recommend this college to a friend or peer with 1 being not at all likely and 10 being extremely likely	Target		79.9%	85%
		Results	74.7%	76.6%	
2.2 Integrate diversity, equity, and inclusion principles and practices throughout campus	2.2.1 Indicate your level of satisfaction with racial harmony at this college	Target		81.3%	85%
		Results	77.5%	83.3%	
2.3 Foster student belonging, engagement, and wellbeing	2.3.1 Indicate your level of satisfaction with your sense of belonging at this college	Target		85.3%	90%
		Results	80.5%	84.3%	
2.4 Enhance support systems to address non-cognitive barriers to success	2.4.1 Indicate your level of satisfaction with the overall quality of instruction at this college	Target		81%	85%
		Results	77%	77.6%	

Goal 3: Ensure communication systems are consistent, transparent, and designed to promote student success				
Strategic Priorities	Key Performance Indicators	Target/Results		
			Fall 2023	Fall 2026
3.1 Ensure communication messages and tactics are consistent, well-coordinated, and focused on promoting academic success and a positive student experience	3.1.1 Complete audit of college communications to students and employees will demonstrate consistency and transparency	Target		100%
		Results	100%	
	3.1.2 Open and ethical communication is practiced at this institution	Target		50%
		Results	35%	
3.2 Enhance and expand strategic communication interventions that support student success	3.2.1 Students' competencies are enhanced	Target		68%
		Results	58%	
3.3 Improve employees' understanding of how their work area contributes towards overall college goals	3.3.1 Percentage of employees who report the extent to which students' needs are central to what they do	Target		81%
		Results	71%	
3.4 Ensure all stakeholders have a mechanism to share their ideas and concerns	3.4.1 Information is shared within this institution	Target		50%
		Results	31%	
3.5 Enhance recognition of OCC's brand and increase positive perceptions of the college in the community	3.5.1 External stakeholders' perception of OCC based on the RMS Brand Survey questions	Target		5
		Results	4	