



Aligning KPI Targets

with

Vision 2030, July 2025 edition

GC KPIs Aligned with Vision 2030

- FTES Enrollment (Census after Start)
- Enrollment in Academic/Career Pathway
- Course Success Rate
- Course Retention Rate
- Completion of Transfer-Level English
- Completion of Transfer-Level Math
- Completion of both Transfer-Level Math & English
- First-term Fall Students earning 12 or more units
- Term Persistence Rate (Fall to Spring)
- Annual Persistence Rate (Fall to Fall)
- Number of students who earn a certificate
- Number of students who earn an ADT
- Number of students who earn an AA/AS
- Number of students transferring to UCs and CSUs
- Number of students taking CCAP (dual enrollment)
- Attainment of regional living wage

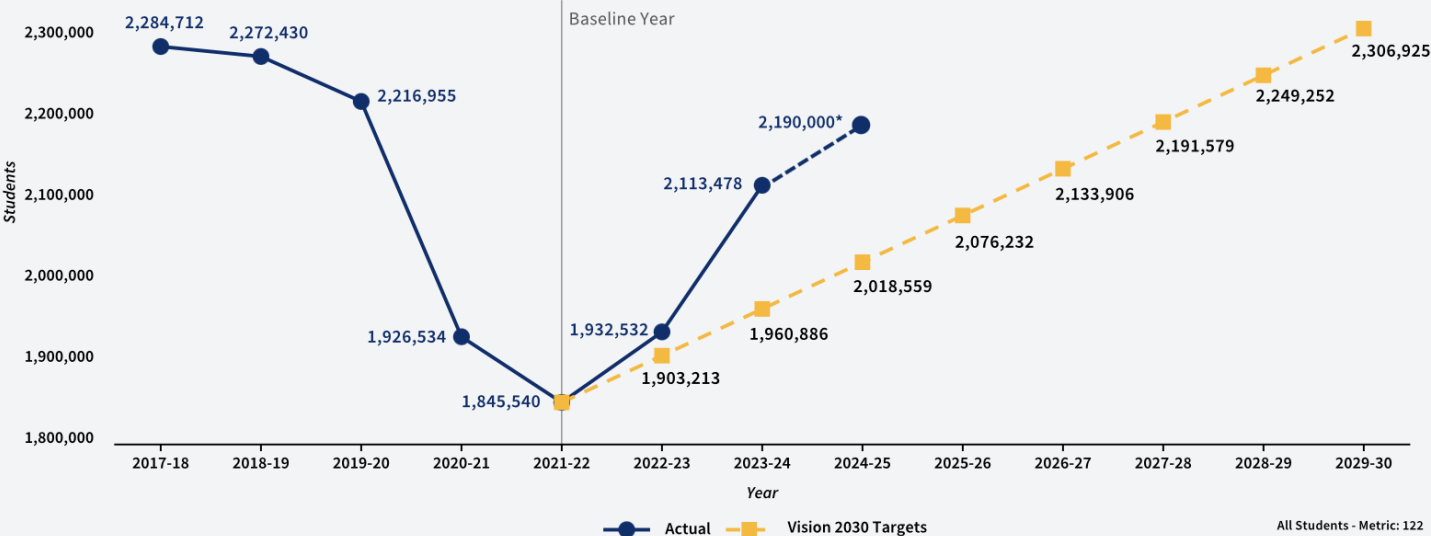
GC KPIs not included in Vision 2030:

- Attained employment in field of study (or related field of study)
- Median Annual Earnings

Student Enrollment

Benchmark

By 2030, increase with equity the number of students attending a California community college by either a) 25% or b) so their enrollments are higher than prior to the pandemic for student populations that experienced enrollment declines during the pandemic (whichever is greater), with emphasis on reaching underserved populations of Californians.



Vision 2030 Game Plan

State provides 2 options
with guidance for
whichever is greater

- 2021/2022 Baseline
FTES plus 25%

8192=> 10,204

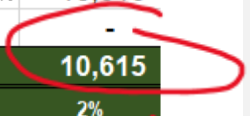
- Exceed Pre-pandemic
Enrollment

12,211 => 12,215

2024/25: 29.6% rebound growth!
 But still 13% below target of 12215

Historical FTES

	Actuals						As of 4/3/25		
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25		
Resident FTES	Actual						Target ^	Actual	
Grossmont College							64.94%	64.97%	
Summer (after July 1)	949	867	346	637	559	706	306	8.9%	333
Fall	5,775	5,349	4,680	3,955	3,971	4,516	5,040	-3.7%	4,854
Spring	5,394	5,086	4,399	3,496	3,984	4,516	5,041	-3.5%	4,867
Summer Pullback (before Jun 30)						540	550	2.1%	562
Total	12,117	11,301	9,425	8,088	8,514	10,278	10,937	-2.9%	10,615
Factored FTES	94	103	102	103	120	154	-		-
Total Resident FTES	12,211	11,404	9,526	8,192	8,634	10,432	10,937		10,615
Annual % ^	6%	-7%	-16%	-14%	5%	21%	5%		2%
% ^ to 2018/19 Pre-Covid		-7%	-22%	-33%	-29%	-15%	-10%		-13%



Making up the Difference in 5 Years

+320 FTEs per annum to exceed pre-pandemic

Starting from **10,615**,
adding **+320 each year**:

- **2024–25**: 10,615
- **2025–26**: $10,615 + 320 = 10,935$
- **2026–27**: $10,935 + 320 = 11,255$
- **2027–28**: $11,255 + 320 = 11,575$
- **2028–29**: $11,575 + 320 = 11,895$
- **2029–30**: $11,895 + 320 = 12,215$

Degree or Certificate Completion

30% growth target

Fixed rate of 3.75% of baseline

Benchmark

By 2030, increase with equity the number of California community college students completing a certificate, associate degree, or baccalaureate degree by 30%.



ADT for Transfer

30% growth

Fixed rate of 3.75% of baseline

Benchmark

By 2030, increase with equity the number of California community college students who earn an associate degree for transfer by 30%.

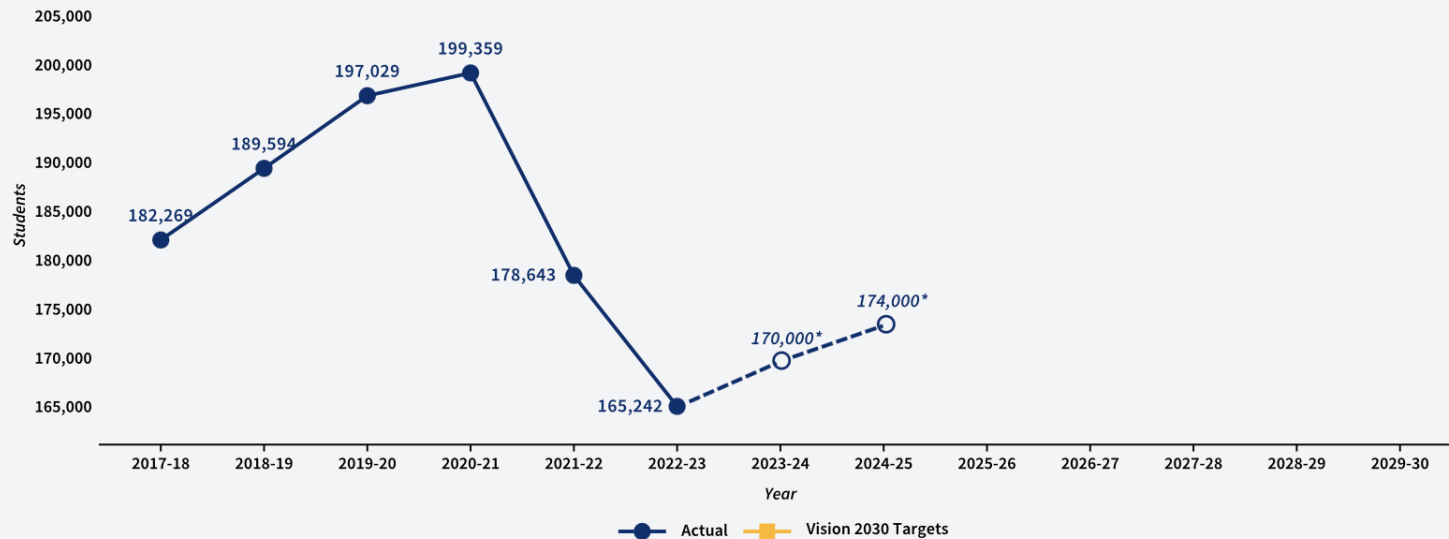


Student Transfer

2.9% first year and 2.4% second year, rolling growth
Incremental growth

Benchmark

Continue to work with other segments to mutually agree on these increases.



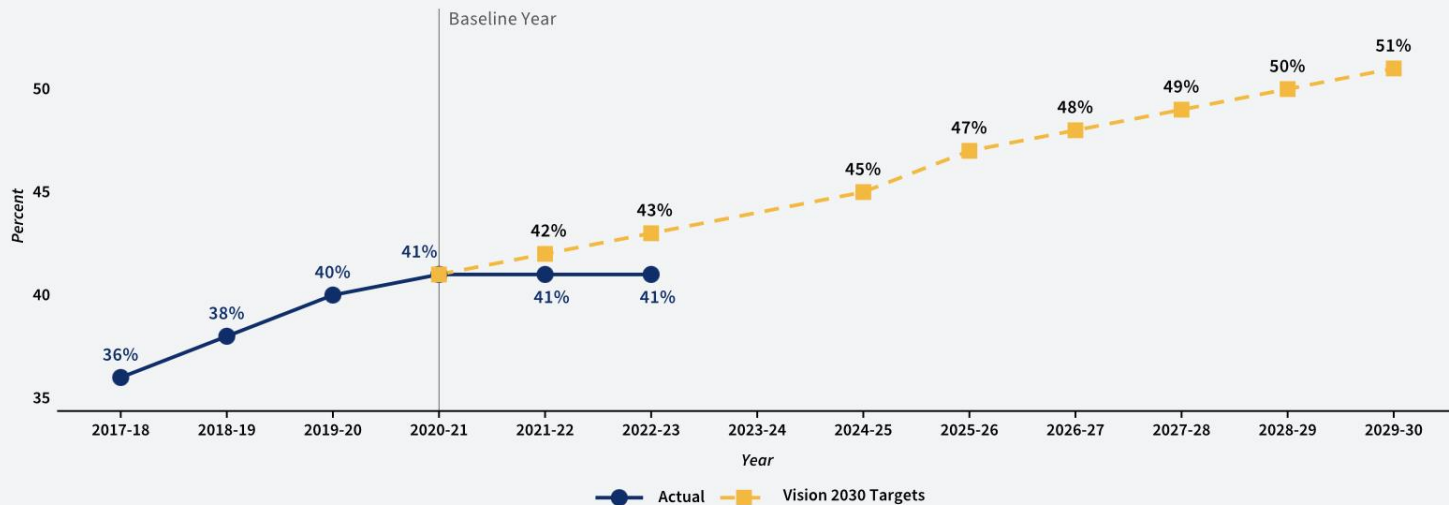
Living Wage

Increase 10% points by 2029/2030

add 1.25% percentage points to each year

Benchmark

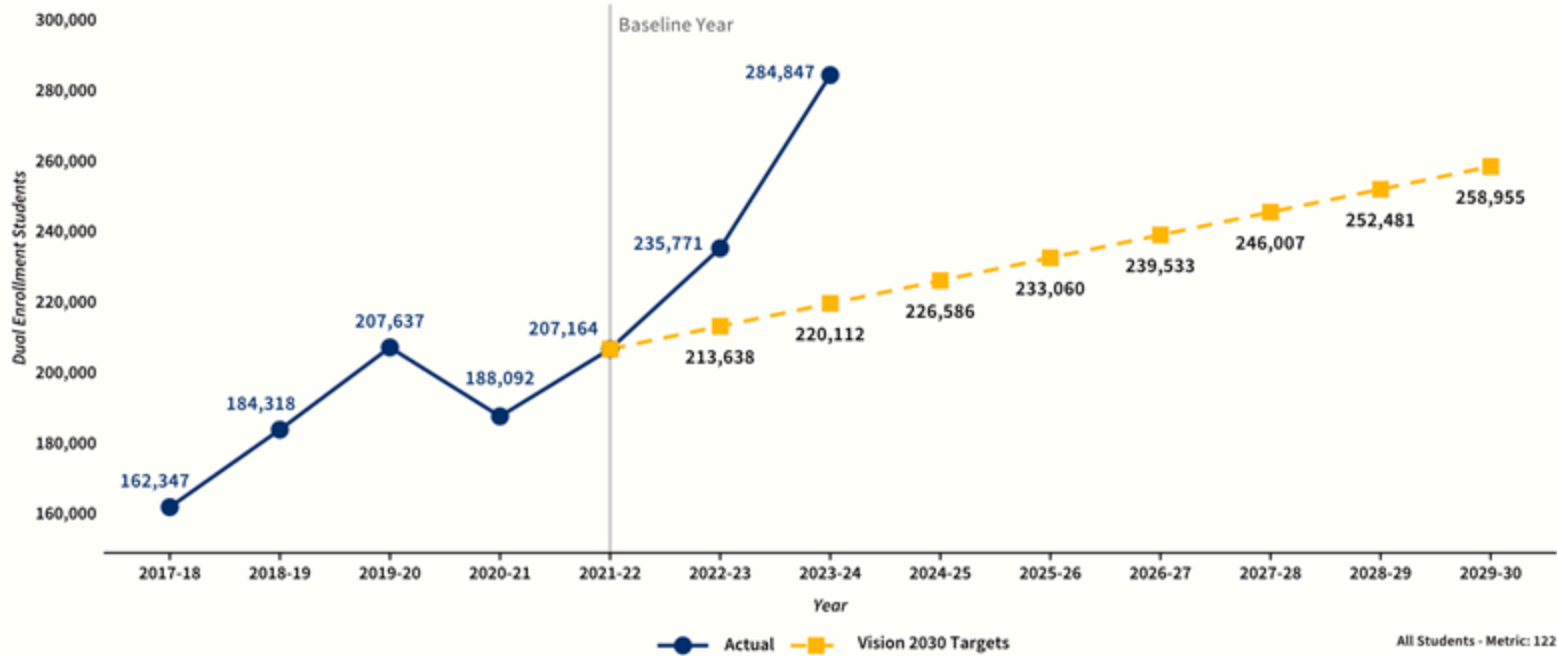
By 2030, increase with equity the percentage of California community college students who earn a living wage for their region after exiting higher education by 10 percentage points.



Dual Enrollment

25% growth target

Fixed annual increase ~3.125% of baseline



GC KPIs Aligned with Vision 2030

- FTES Enrollment (Census after Start) ~ **Exceed Pre-Pandemic**
- Enrollment in Academic/Career Pathway
- Number of students taking CCAP (dual enrollment) ~ **25% from baseline**
- Course Success Rate
- Course Retention Rate
- Completion of Transfer-Level English
- Completion of Transfer-Level Math
- Completion of both Transfer-Level Math & English
- First-term Fall Students earning 12 or more units
- Term Persistence Rate (Fall to Spring)
- Annual Persistence Rate (Fall to Fall)
- Number of students who earn a certificate
- Number of students who earn an ADT ~ **30% from baseline**
- Number of students who earn an AA/AS ~ **30% from baseline**
- Number of students transferring to UCs and CSUs ~ **2-3% incremental**
- Attainment of regional living wage ~ **10% from baseline**

GC KPI List

Grossmont College KPI Targets for 2022/2023 - 2027/2028

Key Performance Indicator (KPI) Disaggregated Data on Each Indicator		2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	5-YR AVG (or available avg over time)	1-YR Trend (20/21 - 21/22)	One-year change	Floor	Stretch	Short-Term Target (1-yr) 2023/2024	Mid-Term Target (3-yrs) 2025/2026	Long-Term Target (5 yrs) 2027/2028
Connecticut & Enrollment	Increase Equitable Access*														
	FTES Enrollment (Census after Start)	11,824	10,933	9,491	7,799	8,400	10,080	9,341	↑	1,680	7,799	13,152	8,988***	10,500	11,500
	Enrollment in Academic/Career Pathway														
	Number of students enrolling in CCAP classes	693	1,395	747	814	1,247	1,464	1,133	↑	217	595	1395	860	900	950
Learning Progress	Increase Course Success Rates and Close Equity Gaps*														
	Course Success Rate	70%	70%	70%	70%	70%	71%	70%	↑	1%	70%	80%	73%	73%	75%
	Course Retention Rate	85%	81%	84%	84%	85%	87%	84%	↑	2%	81%	90%	85%	88%	88%
	Completion of Transfer-Level English & Math*														
	Completion of Transfer-Level English	40%	45%	41%	44%	36%	30%	39%	↑	-6%	33%	50%	40%	43%	46%
	Completion of Transfer-Level Math	20%	24%	26%	28%	21%	20%	24%	↓	-1%	23%	40%	28%	31%	34%
	Completion of both Transfer-Level Math & English	16%	20%	21%	22%	14%	12%	18%	↓	-2%	19%	40%	18%	21%	25%
Momentum	Units Attained*														
	First-term Fall Students earning 12 or more units		32%	35%	35%	33%	28%	33%	↓	-5%	20%	35%	27%	30%	30%
	Increase Term & Annual Persistence Rates*														
	Term Persistence Rate (Fall to Spring)	71%	72%	71%	69%	70%	68%	70%	↓	-2%	66%	76%	68%	70%	70%
	Annual Persistence Rate (Fall to Fall)	49%	49%	48%	48%	50%	50%	49%	↔	0%	49%	59%	50%	52%	54%
Completion	Increase Completion Rates & Close Equity Gaps*														
	Number of students who earn a certificate	1,237	1,251	1,072	1071	923	1,103	1,084	↑	180	1072	1400	1200	1300	1400
	Number of students who earn an ADT	792	825	715	745	766	742	759	↓	-24	715	1000	785	825	850
	Number of students who earn an AA/AS	1,277	1,226	993	873	1,043	1,379	1,103	↑	336	993	1500	1100	1200	1300
	Number of students transferring to UCs and CSUs	1,444	1,476	1,086	858	794	847	1,012	↑	53	1292	1600	1500	1550	1600
	**Percentage of certificate/degree/transfer seeking students who graduate or transfer within 3 years	10%	4%	9%	pending	pending	pending	pending	↑		4%	20%	8%	12%	15%
	Percentage of certificate/degree/transfer seeking students who graduate or transfer within 4 years	10%	4%	pending	pending	pending	pending	pending	↓		4%	20%	10%	15%	15%
Employment/Earnings	Increase Career & Transfer Outcomes that Lead to a Livable Wage for All Students*														
	Job placement rates	44%	38%	44%	pending	pending	pending	42%	↑	6%					
	Attained employment in field of study (or related field of study)	72%	71%	77%	70%	pending	pending	73%	↑	-7%					
	Attainment of regional living wage	31%	32%	27%	27%	29%	pending	29%	↑	2%					
	Median Annual Earnings	\$28,244	\$29,308	\$37,117	\$37,149	\$39,456	pending	\$34,255	↑	\$2,307					