
CORE THEMES, OBJECTIVES, & KEY PERFORMANCE INDICATORS

CORE THEMES AND CORE THEME OBJECTIVES

CORE THEME 1: STUDENT ACHIEVEMENT

- 1.1 Students accomplish their educational objectives.
- 1.2 South facilitates progression through various levels.
- 1.3 Students navigate the system successfully.

CORE THEME 2: TEACHING AND LEARNING

- 2.1 Instructional programs are effective.
- 2.2 Students learn requisite knowledge and skills.
- 2.3 Students are actively engaged in learning.

CORE THEME 3: COLLEGE CULTURE AND CLIMATE

- 3.1 South increases cultural competency; hires/retains diverse staff.
- 3.2 South encourages employee growth and contribution to community.
- 3.3 South uses its resources efficiently and effectively.

CORE THEME 4: COMMUNITY ENGAGEMENT AND PARTNERSHIPS

- 4.1 South's programs support industry workforce development.
- 4.2 South partners with schools/colleges to create a seamless pipeline.
- 4.3 South engages its community for mutual enrichment.

CORE THEMES, OBJECTIVES, & KEY PERFORMANCE INDICATORS

KEY PERFORMANCE INDICATORS (KPIs)

- KPI 1 PERCENTAGE OF ALL NEW DEGREE-SEEKING STUDENTS RETAINED FALL TO WINTER
- KPI 2 NUMBER OF POINTS PER STUDENT AS DEFINED BY THE STUDENT ACHIEVEMENT INITIATIVE
(SAI)
- KPI 3 PERCENTAGE OF ALL NEW DEGREE-SEEKING STUDENTS WHO EARN A CERTIFICATE/DEGREE
OR TRANSFER WITHIN 4 YEARS
- KPI 4 ACTUAL FULL-TIME EQUIVALENTS (FTEs) IN COMPARISON TO THE STATE'S ALLOCATION
ENROLLMENT TARGET
- KPI 5 PERCENTAGE OF ALL PROFESSIONAL TECHNICAL GRADUATES WHO ARE EMPLOYED WITHIN
9 MONTHS OF GRADUATION
- KPI 6 PERCENTAGE OF STUDENTS WHO ACHIEVE LEVEL 3 (ON A 4-LEVEL SCALE) OF MASTERY AS
DEFINED BY MASTER RUBRICS FOR EACH STUDENT LEARNING OUTCOME (SLO)
- KPI 7 PERCENTAGE OF STUDENTS WHO ACHIEVE LEVEL 3 (ON A 5-LEVEL SCALE) OF MASTERY AS
DEFINED BY THE MASTER COURSE OUTCOME RUBRIC FOR COURSE OUTCOMES (CO)
- KPI 8 GRADUATING STUDENTS' SELF-REPORT OF INSTRUCTIONAL EFFECTIVENESS
- KPI 9 ETHNIC COMPOSITION OF SOUTH'S STUDENT POPULATION
- KPI 10 PERCENTAGE OF SOUTH'S EMPLOYEES WHO REPRESENT A DIVERSE WORKFORCE
- KPI 11 NUMBER OF ACTIVITIES ON THE SOUTH CAMPUSES THAT ARE AIMED AT INCREASING
CULTURAL COMPETENCE AND AWARENESS
- KPI 12 MAINTENANCE OF THE FINANCIAL RESERVE AS MANDATED BY DISTRICT POLICY

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DEFINITION OF MISSION FULFILLMENT

- At least 8 of the 12 KPIs will be at 80% of the benchmark, or above, and
- No more than 4 of the 12 KPIs will be below 75% of the benchmark.

KPI/CORE THEME OBJECTIVE MATRIX

Core Theme Objective		Associated KPIs
1.1	Students accomplish their educational objectives.	3, 5
1.2	South facilitates progression through various levels.	1, 2, 3
1.3	Students navigate the system successfully.	1, 2, 3
2.1	Instructional programs are effective.	2, 3, 5, 6, 7, 8
2.2	Students learn requisite knowledge and skills.	5, 6, 7, 8
2.3	Students are actively engaged in learning.	6, 7, 8
3.1	South increases cultural competency; hires/retains diverse staff.	10, 11
3.2	South encourages employee growth and contribution to community.	11
3.3	South uses its resources efficiently and effectively.	4, 12
4.1	South's programs support industry workforce development.	3, 5
4.2	South partners with schools/colleges to create a seamless pipeline.	3, 9
4.3	South engages its community for mutual enrichment.	9

Note: Key Performance Indicators (KPIs) are not intended to provide an at-a-glance snapshot of the institution. Instead, their purpose is to gauge the effectiveness of the college at meeting its mission by tracking meaningful, measurable, and verifiable data points. We assume that an adequate KPI provides a high-level overview of the college's performance in certain areas that are key to the fulfillment of its mission. A fluctuation in one or more KPIs should prompt deeper inspection, so KPIs need to support closer analysis. Furthermore, KPIs should: be institutional in scope; be within the college's ability to control or influence; reflect the *results* of actions taken by the college, not the actions themselves; and, connect to one or more Core Theme Objectives as well as to the Mission and Strategic Goals of both South Seattle and the Seattle College District.