

OVERVIEW OF STUDENT ACHIEVEMENT MEASURES

The Seattle Colleges Strategic Plan focuses on 23 leading and lagging KPIs that make up four overarching goals: Student Success; Equity, Diversity, Inclusion, and Community; Organizational Excellence; and Partnerships. The Strategic Plan was developed during the 2016-17 academic year and projects KPI targets for the 2022-23 academic year, the final year of the plan.

The College is committed to pursuing and promoting student achievement and removing barriers to success. To do so, we believe in disaggregating specified KPIs by race-ethnicity, age, and gender to get a better sense of where gaps exist within specific student populations. This practice and commitment to better understanding our disaggregated data improves our ability to successfully plan, implement, assess, and allocate resources that increase the successes of students.

Peer Comparisons

Based on the definitions of these metrics outlined in the district-wide Strategic Plan and other institutions' publicly available data, South Seattle College used a mix of regional and national comparisons. For two of the metrics (four-year completion, and job placement), other colleges had not publicly released data that meets the KPI definitions, so in-district sister colleges Seattle Central and North Seattle Colleges were used as the regional comparison group. Two further metrics (fall-winter retention and math progression) were available on the SBCTC's First Time Entering Student Outcomes dashboard, therefore in-state comparisons were available as regional comparison.

Five in-state colleges were selected as a Guided Pathway Cohort comparison group as they are working towards Guided Pathways goals on similar timelines as a part of the College Spark Guided Pathways grant and the AACC Pathways Project: Everett Community College, Peninsula College, Pierce College, South Puget Sound Community College, and Skagit Valley College. For the remaining metric, Student Engagement, the Community College Survey of Student Engagement (CCSSE) was administered at all three colleges of Seattle Colleges, which allowed for an in-district comparison, a comparison to three of the five Guided Pathways Cohort colleges, and a comparison to all medium-sized colleges that administered CCSSE. In 2022, South Seattle College discontinued using the CCSSE as a student engagement evaluation tool and began administering a college-wide survey to assess student climate and satisfaction. As a result, South Seattle College has only been able to compare its own data for the past three years.

The five out-of-state colleges selected as our national comparison institutions are Portland Community College, City College of San Francisco, Salt Lake Community College, Austin Community College (TX), and Minneapolis Community and Technical College. These colleges were chosen based on comparable enrollment and budget, equity and inclusion efforts, similar student demographics, and a similar distribution of working adult and younger populations. The national comparison is used exclusively for the completion rate metric.

Student Success Data Sources and Comparisons

| Metric | Source | Regional Comparison (Seattle Central College & North Seattle College) | Regional Comparison (Guided Pathways Cohorts Comparison) | National Comparison |
|----------------------------|--|---|--|---------------------|
| Student Engagement | Internal dataset: CCSSE/student climate survey | ✓ | † | X |
| Fall-Winter Retention Rate | SBCTC's First Time Entering dashboard | ✓ | ✓ | X |
| 4-year Completion Rate | Internal dataset: First Time Entering transfer/award dataset | ✓ | X | X |
| | IPEDS | ✓ | X | ✓ |
| Job Placement Rate | Internal dataset: SBCTC DLOA jobs dataset | ✓ | X | X |
| Wage Progression | Internal dataset: SBCTC DLOA jobs dataset | X | X | X |
| Math Progression | SBCTC's First Time Entering dashboard | ✓ | ✓ | X |

† Availability based on CCSSE comparison data

** SBCTC is not providing data updates of wage progression in DLOA table anymore, the last update is 2019-2020.

Student Engagement: 2023 Community College Survey of Student Engagement

| | 2022 (2021 CCSSE Administration) | 2022 (2022 Student Climate Survey) | 2023 (2023 Student Climate Survey) |
|---|----------------------------------|------------------------------------|------------------------------------|
| Overall | | | |
| | 3.0 | 4.06 | 4.11 |
| Race/Ethnicity | | | |
| American Indian or Alaska Native | -- | -- | -- |
| Asian | 3.2 | 4.3 | -- |
| Black or African American | 3.6 | 5.0 | 5.0 |
| Hispanic or Latino | 2.6 | 3.8 | -- |
| Native Hawaiian or Other Pacific Islander | -- | -- | -- |
| White | 2.9 | 4.2 | -- |

| | | | |
|----------------------------|-----|-----|------|
| 2+ Races | 3.2 | -- | -- |
| Not Reported | -- | 3.9 | 4.0 |
| Gender | | | |
| Female | 3.1 | 4.3 | 4.0 |
| Male | 3.0 | 4.0 | -- |
| Non-Binary, Genderqueer | -- | 4.5 | 5.0 |
| Other | 2.7 | 2.0 | 4.0 |
| Unknown | -- | 3.7 | 4.0 |
| Age | | | |
| Traditional Age | 3.0 | 4.0 | 4.3 |
| 18-24 | | 4.0 | 4.3 |
| Non-traditional Age | 3.1 | 4.2 | 4.0 |
| 25-29 | | 3.8 | -- |
| 30-39 | | 4.2 | -- |
| 40+ | | 4.8 | 4.0 |
| Unknown | | 3.8 | 4.0 |
| Enrollment Status | | | |
| Full-Time | 3.2 | 4.1 | 4.0 |
| Part-Time | 2.8 | 4.3 | 4.3 |
| I don't remember | | 3.6 | 4.0 |
| First Generation | | | |
| First Gen | 3.1 | ? | ? |
| Not First Gen | 3.0 | ? | ? |
| Educational Intent | | | |
| Transfer | -- | 3.5 | 4.33 |
| Prof/Tech | -- | 4.3 | 4.0 |
| ABE and ESL | -- | 4.0 | -- |
| Other Intent | -- | 3.8 | 4.0 |

Data for the Student Engagement KPI was gathered from local and national surveys. Approximately every three years, the Community College Survey of Student Engagement (CCSSE) is administered at all three colleges of Seattle Colleges. In 2022, South Seattle College discontinued using the CCSSE as a student engagement evaluation tool and began administering a district-wide survey to assess climate and satisfaction. This most recent year of data is from the average response to CCSSE item “How would you evaluate your overall educational experience at this college?” (1 = poor, 2 = fair, 3 = good, 4 = excellent). Both South Seattle College and the District have met the 2023 goal of a 3.2 average response. In addition to comparing South Seattle College’s data to its sister colleges, Seattle Central and North Seattle, data is available for three of the five Guided Pathways and the national CCSSE cohort of medium colleges, who all administered the CCSSE in 2021. While there are quite a few cells suppressed due to small counts of respondents, overall, South and the other Seattle Colleges had similar equity gaps—particularly for respondents that identified as “Hispanic or Latino,” who had the lowest average rating for both South Seattle College and the District overall. Other gaps were common among all comparison groups, like female-identified respondents and respondents of non-traditional age giving higher average ratings than their counterparts.

Fall to Winter Retention Rate: 2022 Cohort

| | South Seattle College | Regional Comparison (Seattle Central College & North Seattle College) | Regional Comparison (Guided Pathways WA CTC Cohort) |
|---|-----------------------|---|---|
| Overall | | | |
| | 78% | 75% | 76% |
| Race/Ethnicity | | | |
| American Indian or Alaska Native | -- | 69% | 88% |
| Asian | 86% | 80% | 78% |
| Black or African American | 80% | 75% | 72% |
| Hispanic or Latino | 76% | 76% | 70% |
| Native Hawaiian or Other Pacific Islander | 67% | 64% | 79% |
| White | 77% | 73% | 78% |
| 2+ Races | 76% | 77% | 74% |
| Not Reported | 54% | 67% | 83% |
| Gender | | | |
| Female | 80% | 77% | 76% |
| Male | 78% | 76% | 76% |
| Non-Binary, Genderqueer | -- | 72% | 80% |
| Unknown | 73% | 63% | 84% |
| Age | | | |
| 0-19 | 85% | 81% | 85% |
| 20-24 | 69% | 71% | 53% |
| 25-29 | 81% | 69% | 62% |
| 30-39 | 70% | 70% | 67% |
| 40+ | 50% | 67% | 65% |
| Unknown | -- | -- | -- |
| Need Based Aid | | | |
| Received | 83% | 77% | 71% |
| Did Not Received | 76% | 75% | 79% |

* Less than 10 observations/data suppressed

Retention rate data came from the SBCTC's First Time Entering Student Outcomes dashboard, which is made available to community and technical colleges in Washington. This allowed for comparison to other in-district colleges and the five Guided Pathways cohort colleges. South Seattle College had a retention rate slightly higher than its sister colleges and the other Guided Pathways colleges. At South Seattle College, the gaps between race/ethnicity groups for subgroups that reported demographic data were smaller than those at the sister colleges and commensurate with those in the Guided Pathways cohort, except the race unknown subgroup. South Seattle College had the largest gap in age groups when compared with both peer groups.

Four-Year Completion Rate: 2019 Cohort

| | South Seattle College | Regional Comparison (Seattle Central College & North Seattle College) |
|---|-----------------------|---|
| Overall | | |
| | 19% | 24% |
| Race/Ethnicity | | |
| American Indian or Alaska Native | 10% | 14% |
| Asian | 29% | 29% |
| Black or African American | 17% | 20% |
| Hispanic or Latino | 17% | 22% |
| Native Hawaiian or Other Pacific Islander | 14% | 24% |
| White | 17% | 22% |
| 2+ Races | 21% | 23% |
| Not Reported | 14% | 31% |
| Gender | | |
| Female | 20% | 25% |
| Male | 19% | 22% |
| Non-Binary, Genderqueer | -- | -- |
| Unknown | 19% | 36% |
| Age | | |
| 0-19 | 28% | 19% |
| 20-24 | 11% | 25% |
| 25-29 | 14% | 21% |
| 30-39 | 16% | 30% |
| 40+ | 15% | 33% |
| Unknown | -- | -- |
| Need Based Aid | | |
| Received | 26% | 28% |
| Did Not Received | 18% | 23% |

* Less than 10 observations/data suppressed

IPEDS Graduation Rate: 150% of Time

| | South Seattle College | National Comparison |
|---|-----------------------|---------------------|
| Overall | | |
| IPEDS Graduation Rates | 26% | 25% |
| Transfer-out-Rate | 25% | 23% |
| Completion Rate, Race/Ethnicity | | |
| American Indian or Alaska Native | -- | 17% |
| Asian | 18% | 29% |
| Black or African American | 10% | 16% |
| Hispanic or Latino | 22% | 18% |
| Native Hawaiian or Other Pacific Islander | 20% | 7% |
| White | 36% | 26% |
| 2+ Races | 17% | 23% |
| Not Reported | 36% | 28% |

| Completion Rate, Gender | | |
|-------------------------|-----|-----|
| Female | 22% | 25% |
| Male | 30% | 24% |
| Non-Binary, Genderqueer | -- | -- |
| Unknown | -- | -- |

4-year completion rate data were sourced from the dataset used to populate SBCTC's First Time Entering Student Outcomes dashboard. It only includes peer comparison group available was the in-district sister colleges. This rate reflects the percentage of new students that earn an award within four years and/or transfer to a four-year college within four years. While South Seattle College's overall completion rate was lower than its peer comparison, equity gaps were similar. The largest gaps existed in race/ethnicity subgroups, gender subgroups, and age subgroups.

The IPEDS data shows that both of our completion rate and transfer out rate are comparable to our national peers.

Job Placement Rate: 2021-22 Existing Cohort (Professional/Technical students only)

| | South Seattle College | Regional Comparison (Seattle Central College & North Seattle College) |
|---|-----------------------|---|
| Overall | | |
| | 79% | 82% |
| Race/Ethnicity | | |
| American Indian or Alaska Native | 67% | 79% |
| Asian | 86% | 88% |
| Black or African American | 75% | 79% |
| Hispanic or Latino | 80% | 82% |
| Native Hawaiian or Other Pacific Islander | 78% | 92% |
| White | 79% | 83% |
| 2+ Races | 80% | 84% |
| Not Reported | 76% | 76% |
| Gender | | |
| Female | 80% | 84% |
| Male | 78% | 81% |
| Non-Binary, Genderqueer | 100% | 60% |
| Unknown | 75% | 72% |
| Age | | |
| 0-19 | 80% | 81% |
| 20-24 | 85% | 87% |
| 25-29 | 83% | 89% |
| 30-39 | 80% | 84% |
| 40+ | 73% | 73% |
| Unknown | 77% | 77% |
| Need Based Aid | | |
| Received | 81% | 80% |
| Did Not Received | 78% | 83% |

* Less than 10 observations/data suppressed

Data for the Job Placement KPI were gathered by the State Board for Community and Technical Colleges (SBCTC) in a database that links professional/technical students' college records with educational outcomes from the National Student Clearinghouse and employment outcomes from unemployment insurance data. This most recent dataset examines the 2021-22 cohort of exiting students nine months after they left college. Due to the security required for use of this data, it is not published at a state-level, and therefore, South Seattle College's only comparison group will be the other two colleges within the District. Overall, South Seattle College's job placement rate was similar to its district counterparts. South Seattle College and its sister colleges had similar gaps between ethnicities and age groups.

Math Progression: 2022 Cohort

| | South Seattle College | Regional Comparison (Seattle Central College & North Seattle College) | Regional Comparison (Guided Pathways WA CTC Cohort) |
|---|-----------------------|---|---|
| Overall | | | |
| | 30% | 23% | 35% |
| Race/Ethnicity | | | |
| American Indian or Alaska Native | -- | 11% | 31% |
| Asian | 49% | 36% | 45% |
| Black or African American | 36% | 18% | 31% |
| Hispanic or Latino | 19% | 18% | 29% |
| Native Hawaiian or Other Pacific Islander | 17% | 22% | 28% |
| White | 24% | 22% | 35% |
| 2+ Races | 33% | 21% | 35% |
| Not Reported | 7% | 19% | 35% |
| Gender | | | |
| Female | 34% | 22% | 33% |
| Male | 28% | 26% | 37% |
| Non-Binary, Genderqueer | -- | 15% | 35% |
| Unknown | 31% | 20% | 34% |
| Age | | | |
| 0-19 | 46% | 31% | 39% |
| 20-24 | 27% | 24% | 34% |
| 25-29 | 16% | 18% | 30% |
| 30-39 | 13% | 13% | 26% |
| 40+ | 11% | 7% | 19% |
| Unknown | -- | -- | -- |
| Need Based Aid | | | |
| Received | 34% | 27% | 34% |
| Did Not Received | 29% | 22% | 35% |

* Less than 10 observations/data suppressed

Math Progression data were collected from the SBCTC's First Time Entering Student Outcomes dashboard. Math Progression rates reflect the percentage of new students (in summer and fall quarters) that complete a college-level math course within one year. South Seattle College had a rate higher than either peer comparison group. Overall, this increased rate likely reflects work done to refine the College's math sequence and efforts to offer more math courses through a co-requisite model. However, large gaps remain between subgroups, particularly in the race/ethnicity and age subgroups.

The above five student achievement KPIs provide effective, meaningful, and consistent data points that assist the College in determining the overall progression, success, and achievements of our students. The initiatives and activities outlined in our Strategic and Operational Plans are aligned and provide support and impact to the overall progression towards the College's targets in these KPIs.

The College continues to monitor these KPIs through an anti-bias, anti-racist lens annually through the Office of Institutional Effectiveness, campus leadership, and the district-wide committees to help maintain the focus of the College and ensure continued impact while also investigating opportunities for improvement and enhancement.

While the performance of KPIs that support student achievement is positive, this work is complex, requiring that the College continue to refine and improve the indicators used to inform planning decision-making and allocation of resources and capacity.