

## FY21 Presidential Assessment and Institutional Goal Accomplishments

FY21 Institutional Goal	Relation to MC2025	Outcomes/Assessment	Timeline	Accomplishments
<p><b>1. Advance, monitor, and assess progress towards Board of Trustees Student Success Goals: 30% credential attainment, 50% transfers (fall 2018 cohort), and 38% baccalaureate completion after transfer (fall 2014 cohort)</b></p>	<p><b>GOAL I</b> – Empower Students to Start Smart and Succeed <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• Time and Credits to Completion</li> <li>• Increased Graduation/Transfer Rates</li> </ul>	<ul style="list-style-type: none"> <li>• Increase completion of year two milestones to 25% for Fall 2019 cohort (1% increase)</li> <li>• Increase first year gateway English completion to 59% for Fall 2020 cohort (1% increase)</li> <li>• Increase first year gateway math completion to 34% for Fall 2020 cohort (1% increase)</li> </ul>	<p>June 2021</p>	
<p><b>2. Advance work on implementing and monitoring key student success initiatives</b></p> <ul style="list-style-type: none"> <li>• Flexible scheduling</li> <li>• Guided pathways</li> <li>• Advising</li> <li>• Start Smart</li> </ul>	<p><b>GOAL I</b> – Empower Students to Start Smart and Succeed <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• Scheduling Efficiency</li> <li>• Time and Credits to Degree</li> </ul> <p><b>GOAL II</b> – Enhance Transformational Teaching Practices and Learning Environments <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• Student Satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>• Seat Utilization               <ul style="list-style-type: none"> <li>○ % of seats filled</li> <li>○ Balanced enrollment ratio (70-95%)</li> </ul> </li> <li>• Cancellation Rate               <ul style="list-style-type: none"> <li>○ # of sections scheduled but canceled</li> <li>○ Cancelled per term/registrations impacted</li> </ul> </li> <li>• Multi-Semester Courses               <ul style="list-style-type: none"> <li>○ % or # of courses scheduled over given timeframe</li> </ul> </li> <li>• Time to Degree               <ul style="list-style-type: none"> <li>○ Time to degree/certificate</li> <li>○ Degree velocity/% of degree completed</li> </ul> </li> </ul>	<p>June 2021</p>	

		<ul style="list-style-type: none"> <li>• Credits to Degree <ul style="list-style-type: none"> <li>○ Credits to degree/certificate</li> <li>○ Credits w/in program</li> </ul> </li> <li>• <i>Student Perceptions</i></li> </ul>		
<p><b>3. Identify, assess, and remove barriers to increase access to Montgomery College</b></p> <ul style="list-style-type: none"> <li>• <b>Launch Presidential Scholars Program</b></li> <li>• <b>Expand early college opportunities</b></li> <li>• <b>Explore feasibility of campus expansion</b></li> <li>• <b>Develop strategy for Virtual Campus</b></li> <li>• <b>“Removing Barriers” Initiative</b></li> </ul>	<p><b>GOAL I</b> – Empower Students to Start Smart and Succeed <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• <i>Optimal Enrollment</i></li> <li>• <i>Time and Credits to Completion</i></li> <li>• <i>Increased Graduation/Transfer Rates</i></li> </ul> <p><b>GOAL II</b> – Enhance Transformational Teaching Practices and Learning Environments <i>Outcomes:</i></p> <p><i>Distance Learning and Student Learning Outcomes</i></p> <p><b>GOAL IV</b> – Build, Engage, and Strengthen Community Partnerships <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• <i>Early Learning Opportunities</i></li> </ul> <p><b>GOAL VI</b> – Protect Affordability <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• <i>Financial Support</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Scholarships</i> <ul style="list-style-type: none"> <li>○ # of credit students receiving scholarships</li> <li>○ % of credit students receiving scholarships</li> <li>○ % increase in scholarship funds</li> </ul> </li> <li>• <i>Early Learning Opportunities</i> <ul style="list-style-type: none"> <li>○ # of dual enrolled students # of early college students enrolled</li> <li>○ # of new early college programs offered</li> <li>○ # of middle college students enrolled</li> <li>○ # of new middle college programs offered</li> <li>○ # of CTE students enrolled</li> <li>○ # of new CTE programs offered</li> <li>○ # of WDCE summer program students enrolled</li> <li>○ # of new WDCE summer programs offered</li> </ul> </li> </ul>	<p>Fall 2020</p> <p>Ongoing</p> <p>June 2021</p> <p>Ongoing</p> <p>January 2021</p>	

		<ul style="list-style-type: none"> <li>• <i>Virtual Campus</i> <ul style="list-style-type: none"> <li>○ Online Enrollment</li> <li>○ # of online courses offered</li> <li>○ # of online seats offered/filled</li> <li>○ Online grades equal to or greater than non-distance courses</li> <li>○ Online Retention rates</li> <li>○ Online graduation rate</li> </ul> </li> </ul>		
<b>4. Ensure Workday implementation to 85%</b>	<p><b>GOAL V</b> – Invest in Our Employees <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• <i>Employee Support</i></li> </ul> <p><b>GOAL VI</b> – Protect Affordability <i>Outcomes:</i></p> <p><i>Institutional Sustainability</i></p>	<ul style="list-style-type: none"> <li>• <i>Project completion rate</i></li> </ul>	June 2021	
<b>5. Develop institutional transfer scorecard to advance student transition from Montgomery College to 4-year institutions</b>	<p><b>GOAL I</b> – Empower Students to Start Smart and Succeed <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• <i>Increased Graduation/Transfer Rates</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Transfer rate</i></li> <li>• <i>Baccalaureate Attainment</i></li> </ul>		
<b>6. Meet FY22 Board of Trustees budget development expectations and successfully advocate for the desired budget</b>	<p><b>GOAL VI</b> – Protect Affordability <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• <i>Affordability</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Tuition as a % of operating fund revenues</i></li> <li>• <i>Tuition as a % of University of Maryland system undergraduate tuition</i></li> </ul>	May 2021	
<b>7. Develop and assess benchmark metrics on student satisfaction with</b>	<p><b>GOAL II</b> – Enhance Transformational Teaching</p>	<ul style="list-style-type: none"> <li>• <i>Improvement over time on selected CCSSE questions</i></li> </ul>		

<p><b>their Montgomery College experience</b></p>	<p>Practices and Learning Environments <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• <i>Student Satisfaction</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Ratings higher than peer groups</i></li> <li>• <i>Ratings higher than national average</i></li> <li>• <i>Improvement over time on selected questions</i></li> <li>• <i>Ratings higher than peer groups</i></li> <li>• <i>Ratings higher than national average</i></li> </ul>		
<p><b>8. Develop strategy and roadmap for Montgomery College’s intent to embrace a journey towards antiracism in policy, practice, and promise</b></p>	<p><b>GOAL II</b> – Enhance Transformational Teaching Practices and Learning Environments <i>Outcomes:</i> <i>Student Satisfaction</i></p> <p><b>GOAL V</b> – Invest in Our Employees <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• <i>Employee Satisfaction and Perceptions</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Improved employee perceptions/satisfaction</i></li> <li>• <i>Improved student perceptions/satisfaction</i></li> </ul>	<p>Fall 2020</p>	
<p><b>9. Drive workforce and economic development strategies in concert with county government and private sector through robust programming, collaboration, and PIC-MC development</b></p>	<p><b>GOAL III</b> – Fuel the Economy <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• <i>Enhanced Partnerships</i></li> <li>• <i>Responsive Curriculum</i></li> <li>• <i>Employment and Economic Impact</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i># of and enrollment in contract trainings</i></li> <li>• <i>% of employers who report satisfaction with contract training</i></li> <li>• <i># of new PIC MC ground leases signed</i></li> <li>• <i>% of curricular programs with advisory committee</i></li> <li>• <i># of industry recognized badges developed</i></li> </ul>	<p>Ongoing</p>	

		<ul style="list-style-type: none"> <li>• # of credit program adjustments</li> <li>• # of new noncredit programs developed</li> <li>• Net income generated by college operations</li> <li>• Added regional income due to student earnings and business output</li> </ul>		
<p><b>10. Protect the mission, outcomes, and sustainability of the College through the alignment, implementation, and communication of the Resilient MC Roadmap and MC2025 Strategic Plan</b></p> <ul style="list-style-type: none"> <li>• Data Governance Plan</li> <li>• Enterprise Risk Assessment and Plan</li> <li>• Roadmap for Equity and Inclusion</li> <li>• Strategic Enrollment Plan</li> <li>• Strategic Workforce and Staffing Plan</li> <li>• Technology Master Plan (employees, students, and infrastructure)</li> </ul>	<p><b>GOAL I</b> – Empower Students to Start Smart and Succeed <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• Optimize Enrollment</li> </ul> <p><b>GOAL II</b> – Enhance Transformational Teaching Practices and Learning Environments <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• Transformational Opportunities</li> <li>• Distance Learning and Student Learning Outcomes</li> </ul> <p><b>GOAL V</b> – Invest in Our Employees <i>Outcomes:</i></p> <ul style="list-style-type: none"> <li>• Employee Satisfaction and Perceptions</li> <li>• Career Pathways</li> <li>• Employee Support</li> </ul> <p><b>GOAL VI</b> – Protect Affordability <i>Outcomes:</i></p>	<ul style="list-style-type: none"> <li>• Development of Data Governance Plan</li> <li>• Development of Enterprise Risk Assessment Plan</li> <li>• Improvement on identified equity measures</li> <li>• Strategic Enrollment <ul style="list-style-type: none"> <li>○ Increase in annual credit/bill hours</li> <li>○ Variance in meeting projected enrollment</li> <li>○ Fall Unduplicated Headcount</li> <li>○ Annual Unduplicated Headcount</li> <li>○ Enrollment Demographics to County Demographics</li> </ul> </li> <li>• Strategic Workforce Plan <ul style="list-style-type: none"> <li>○ % of occupational class salaries in-line with market rate compensation</li> </ul> </li> </ul>	<p>Ongoing</p> <p>January 2021</p> <p>June 2021</p> <p>Ongoing</p> <p>January 2021</p> <p>Ongoing</p> <p>January 2021</p>	

	<ul style="list-style-type: none"> <li>• <i>Institutional Sustainability</i></li> </ul>	<ul style="list-style-type: none"> <li>○ Reduction in the number of employees at grade ceiling</li> <li>○ # of employee career paths created</li> <li>○ # of professional development opportunities/classes for employees</li> <li>○ Employee perception</li> <li>• <i>IT Master Plan</i> <ul style="list-style-type: none"> <li>○ % of faculty, staff, students, and community members with access to required Information Communication Technology (ICT) that is equally effective and equally integrated</li> <li>○ Development of a “Digital First” strategy</li> <li>○ IT accessibility</li> <li>○ Enhanced Help Desk</li> <li>○ #/% of processes automated or transition to self-help</li> </ul> </li> </ul>		
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