



Scorecard for College Priority 2: Promote Student, Faculty, and Staff Success

Last Updated: 11/15/2024

What is this Scorecard?

Grays Harbor College has five College Priorities to help focus and direct the college’s long-term strategic planning. Each Priority has a scorecard with objectives and indicators to define what success looks like, and metrics to measure GHC’s progress in those areas. This is the scorecard for College Priority 2.

Reading the Scorecard

- The success indicators (legend to right) relate to the *baseline* measure, not the prior year.
- The academic year listed is the scorecard year, not necessarily the year the data is from. Think of it as the most recent data available in that year.
- *Baseline* year(s) were those years used to set the target. Data from these years was the most recent data available at the time initial targets were set. If there were multiple years with similar values, there may be more than one baseline year. (See end for more notes.)
- *Historical* years are provided for context, but were not used to set the target.
- Some metrics are based on surveys which are not done every year (such as PACE or the CCSSE) so there will be gaps, indicated by a hyphen: “-”.

Status	Symbol
Target Met	
Showing Progress	
Static/Minimal Change	
Moving Away from Target	

Definitions

- **HU-SoC:** Historically Underserved Students of Color. This grouping includes student who have self-identified as at least one of: Black or African American, Latino or Hispanic, American Indian or Alaska Native, or Pacific Islander, including Native Hawai’ian.
- **Equity Index:** a ratio that demonstrates whether the target population is over- or under-represented in the population of successful students. Ratio values below 1.0 indicate the target population is under-represented. Moving the ratio closer to 1.0 shows a narrowing of the gap. The Equity Index is based on work from the USC Center for Urban Education. GHC aggregates the most recent 3 years of data when calculating an Equity Index.

Scorecard

Objective 1: Employees will engage in purposeful work set in a positive environment with dedicated resources

Indicator 1.1 – The college provides purposeful work, creates and maintains a positive environment, and provides needed resources for employees to complete their work.

Metric	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Target	Current Status
2.1.1.A) Average Score of selected metrics from PACE Climate Survey is at least 3.5 or higher . (Scale of 1 to 5)	3.48 Baseline	-	3.36 ▼	-	3.30 ▼	-		≥ 3.5	▼

Indicator 1.2 – Employees help students reach their educational goals.

Metric	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Target	Current Status
2.1.2.A) Average score of selected questions on helpful employees from annual Graduate Survey is 3.5 or higher . (Scale of 1 to 4)	-	3.44 Baseline	3.42 ◊	3.39 ▼	3.32 ▼	3.47 ▲		≥ 3.5	▲
2.1.2.B) Average score of selected indicators on student satisfaction from regular student survey is 1.52 or higher . (Scale of 0 to 2)	1.47 Baseline	-	1.42 ▼	-	1.55 ★	-	1.49 ▲	≥ 1.52	▲

Objective 2: Students will reach their educational goals

Indicator 2.1 – Students reach their goal(s) of course and degree/certificate completion

Metric	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Target	Current Status
2.2.1.A) 82% of all college-level courses will be completed successfully.	80.1% Baseline	80.1% 	80.6% 	81.1% 	81.0% 	81.5% 		≥ 82%	
2.2.1.B) 32% of all first-time students will complete a degree or certificate within 3 years of their starting date. (Includes BAS.)	30% Baseline	30% Baseline	28% 	31% 	29% 	30% 		≥ 32%	

Indicator 2.2 – Students reach their goal of obtaining and finding success in meaningful employment and/or Transfer

Metric	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Target	Current Status
2.2.2.A) 68% of all first-time students are employed within 4 years of their starting date.	67% Baseline	71% Baseline	63% 	61% 	69% 	64% 		≥ 68%	
2.2.2.B) 25% of all first-time students will transfer to a 4-year institution within 4 years of their starting date.	24% Baseline	23% Baseline	24% 	24% 	23% 	23% 		≥ 25%	

Indicator 2.3 – DEI and Program-to-Program data demonstrates equitable success for all student groups

Metric	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Target	Current Status
2.2.3.A) Increase HU-SoC Equity Index for Course Completions to 0.96 or greater , demonstrating a narrowing of the equity gap.	0.94 Baseline	0.93 	0.92 	0.92 	0.92 	0.91 		≥ 0.96	
2.2.3.B) Increase HU-SoC Equity Index for Completion of a Degree or Certificate by Year 3 to 0.86 or greater , reducing equity gap from “moderate” to “mild.” (Includes BAS).	0.72 Historical	0.81 Baseline	0.93 	0.83 	0.78 	0.70 		≥ 0.86	

Metric	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Target	Current Status
2.2.3.C) Increase HU-SoC Equity Index for Employment by Year 4 to 0.97 or greater , showing a continued decrease in the equity gap.	0.96 Baseline	0.96 Baseline	0.94 ▼	0.94 ▼	0.99 ★	0.99 ★		≥ 0.97	★
2.2.3.D) Increase HU-SoC Equity Index for Transfer to a 4-year Institution by Year 4 to 0.90 or greater , reducing equity gap from “moderate” to “mild.”	0.85 Baseline	0.85 Baseline	0.86 ▲	0.94 ★	0.94 ★	0.93 ★		≥ 0.90	★

Multiple Baseline/Historical Years

Some metrics have multiple *baseline* or *historical* years. Why is this? The development of the 2019-2026 scorecard was a multi-year learning process for GHC. Development of the objectives, indicators, and metrics took place throughout 2019-20, which meant that there was no data to inform college priority work during 2019-20, and 2020-21 was the earliest year where metrics were finalized and scorecard data was available. For some areas, this process continued into 2020-21. For example, for metric 2.1.2.A, the questions for this measure were not added to the GHC grad survey until spring of 2021, making that the first year data was available.

When metrics were finalized for the 2020-21 scorecard, if the values for 2019-20 and 2020-21 scorecard were similar, they were both considered *baseline* and used to set the target (see 2.2.1.B). However, if they were significantly different, the 2020-21 measure was usually considered to be *baseline*, while the 2019-20 scorecard value would be considered *historical*: providing context, but not used to determine the target (see 2.2.3.B).

Most Recent Sample Sizes:

Metric	Sample Size	Source/Time Frame
2.1.1.A) Average Score of selected metrics from PACE Climate Survey is at least 3.5 or higher . (Scale of 1 to 5)	114 unique employees	2022 PACE Survey
2.1.2.A) Average score of selected indicators from annual Graduate Survey is 3.5 or higher . (Scale of 1 to 4)	155 unique students	2024 Graduate Survey
2.1.2.B) Average score of selected indicators from annual Student Survey is 1.52 or higher (Scale of 0 to 2)	318 unique students	2024 CCSSE Survey
2.2.1.A) 82% of all college-level courses will be completed successfully.	1,908 unique students & 11,296 enrollments	2023-24 academic year, college-level enrollments
2.2.1.B) 32% of all first-time students will complete a degree or certificate within 3 years of their starting date.	701 unique students	First-time college-level students from 2020-21

Metric	Sample Size	Source/Time Frame
2.2.2.A) 68% of all first-time students are employed within 4 years of their starting date.	842 unique students	First-time college-level students from 2019-20 (Excludes Running Start)
2.2.2.B) 27% of all first-time students will transfer to a 4-year institution within 4 years of their starting date.	842 unique students	First-time college-level students from 2019-20 (Includes Running Start)
2.2.3.A) Increase HU-SoC Equity Index for Course Completions to 0.96 or greater , demonstrating a narrowing of the equity gap.	9,567 enrollments by HU-SoC students	College-level enrollments by HU-SoC from 2021-22 to 2023-24 academic years
2.2.3.B) Increase HU-SoC Equity Index for Completion of a Degree or Certificate by Year 3 to 0.86 or greater , reducing equity gap from “moderate” to “mild.”	650 unique HU-SoC students	First-time college level HU-SoC students from 2018-19 to 2020-21
2.2.3.C) Increase HU-SoC Equity Index for Employment by Year 4 to 0.97 or greater , showing a continued decrease in the equity gap.	630 unique HU-SoC students	First-time college level HU-SoC students from 2017-18 to 2019-20 (Excludes Running Start)
2.2.3.D) Increase HU-SoC Equity Index for Transfer to a 4-year Institution by Year 4 to 0.90 or greater , reducing equity gap from “moderate” to “mild.”	712 unique HU-SoC students	First-time college level HU-SoC students from 2017-18 to 2019-20 (Includes Running Start)

Note on cohort differences between Transfer and Enrollment:

This data is from the SBCTC First Time Entering Cohort (FTEC) dashboard. FTEC data generally includes Running Start students, but the Employment data is not pulled for dual enrollment students in the FTEC Cohort. This is why the cohort sizes differ between the Transfer and Enrollment metrics.