

	College	Source Document	Metric	District Strategic Plan Reference
1	De Anza	EMP Update 2016/17, 2017/18	The basic skills English course sequence completion rate will achieve 77%.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
2	De Anza	EMP Update 2016/17, 2017/18	The basic skills Math sequence completion rate will achieve 57%	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
3	De Anza	EMP Update 2016/17, 2017/18	The basic skills ESL sequence completion rate will achieve 50%	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
4	De Anza	EMP Update 2016/17, 2017/18	Six percent of students with a goal of transfer or degree will have enrolled in at least one course having a community/civic engagement component each fall.	College Goal 1.3: Increase participation in community and civic engagement within and outside the college.
5	De Anza	EMP Update 2016/17, 2017/18	Sixty seven percent of students who were enrolled in a career technical education program will be employed full-time one year after leaving De Anza.	College Goal 4.2: Increase employment rates for CTE participants.
6	De Anza	EMP Update 2016/17, 2017/18	De Anza will have a 58% completion rate for the Career Technical Education Completion Rate.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
7	De Anza	EMP Update 2016/17, 2017/18	Target groups will persist at a rate within 5% of all other groups.	College Goal 1.2: Decrease in Achievement Gap.
8	De Anza	EMP Update 2016/17, 2017/18, 2018/19	There will be no more than a 5 percentage point difference between the annual Course Completion Rate for target groups and all other groups.	College Goal 1.2: Decrease in Achievement Gap.
9	De Anza	EMP Update 2016/17, 2017/18	Salaries and benefits as a percentage of unrestricted general fun expenditures, excluding other outgoing expenditures will remain stable at 97%.	College Goal 6.1(?): Maintain competitive salaries and benefits.
10	De Anza	EMP Update 2016/17, 2017/18	The annual FTES enrollment will increase to 18,500	College Goal 2.1: Reduce access barriers and increase enrollment, especially for underserved populations.
11	De Anza	EMP Update 2016/17, 2017/18	Fall enrollment of students residing in geographical locations with historically low participation rates will increase to 47%.	College Goal 2.1: Reduce access barriers and increase enrollment, especially for underserved populations.
12	De Anza	EMP Update 2018/19	Fall enrollment of students residing in geographical locations with historically college-going rates will increase to 47%.	College Goal 2.1: Reduce access barriers and increase enrollment, especially for underserved populations.
13	De Anza	EMP Update 2016/17, 2017/18	The college will attain Fully-Accredited-No Action in fall 2017 from the accrediting commission.	<i>We are supporting this by, among other things, aligning the district strategic plan with college Education Master Plans.</i>
14	De Anza	EMP Update 2016/17, 2017/18	The college will attain an overall Persistence Rate of 75%.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
15	De Anza	EMP Update 2016/17, 2017/18	The college will achieve a rate of 71% or the highest score within the peer group on the Overall Scorecard Completion Rate.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).

16	De Anza	EMP Update 2016/17, 2017/18	The college will achieve a rate of 89% or the highest score within the peer group on the Scorecard Completion Rate for Prepared students.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
17	De Anza	EMP Update 2016/17, 2017/18	The college will achieve a rate of 62% or the highest score within the peer group on the Scorecard Completion Rate for Unprepared students.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
18	De Anza	EMP Update 2016/17, 2017/18	The college will achieve a rate of 77% for the Annual Course Completion Rate.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
19	De Anza	EMP Update 2018/19	The college will achieve a rate of 77% for annual successful course completion.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
20	De Anza	EMP Update 2016/17	The college will achieve a rate of 75% for the Annual Course Completion Rate for online courses.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
21	De Anza	EMP Update 2016/17, 2017/18	The college will achieve a rate of 60% for the Annual Course Completion Rate by Subject for the lowest achieving subject areas.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
22	De Anza	EMP Update 2016/17, 2017/18	The number of associate degrees awarded will increase to 2,100.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
23	De Anza	EMP Update 2018/19	The number of associate degrees (A.A., A.S. and ADT) awarded will increase to 2,063.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
24	De Anza	EMP Update 2018/19	The number of associate degrees (A.A. or A.S.) awarded will increase to 1,544.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
25	De Anza	EMP Update 2016/17, 2017/18	The number of students who transfer to a four-year institution will increase to 2,800.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
26	De Anza	EMP Update 2016/17, 2018/19	The number of students who transfer to any four-year institution will increase to 3,289.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
27	De Anza	EMP Update 2018/19	The number of students who transfer to a UC or CSU will increase to 2,377.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
28	De Anza	EMP Update 2017/18	The number of certificates awarded will increase to 675.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
29	De Anza	EMP Update 2018/19	The number of certificates awarded will increase to 637.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).

30	De Anza	EMP Update 2018/19	52% of students who apply to the college will enroll.	College Goal 2.1: Reduce access barriers and increase enrollment, especially for underserved populations.
31	De Anza	EMP Update 2018/19	The number of student who attained the Vision goal Completion Definition will increase to 1,935.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
32	De Anza	EMP Update 2018/19	The college will achieve a rate of 18% for transfer-level math and English completion in the first year.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
33	De Anza	EMP Update 2018/19	The college will attain an overall retention rate of 75% from fall to winter.	College Goal 1.1: Increase student achievement in key academic outcome areas (retention, success, completion, transfer, basic skills, and persistence).
34	De Anza	EMP Update 2018/19	The average units earned per completed associate degree will decrease to 122.	Add "credits to completion" to College Goal 1.1.
35	De Anza	EMP Update 2018/19	39% of students who were enrolled in a career technical education program will obtain a living wage.	College Goal 4.2(?): Increase employment rates for CTE participants.
36	De Anza	EMP Update 2018/19	The percent of students who stated that after leaving De Anza College they plan to frequently/almost always work with others to promote social or political change will increase to 36%.	College Goal 1.3: Increase participation in community and civic engagement within and outside the college.
37	De Anza	EMP Update 2018/19	The percent of respondents who stated that their experience at De Anza College somewhat/to a great extent contributed to their ability to work with others to make a difference on campus or in their community will increase to 56%.	College Goal 1.3(?): Increase participation in community and civic engagement within and outside the college.
38	Foothill	Annual College Strategic Objectives 2016/17	To increase Foothill Collee's total FTES enrollment by more than 1.5%...	College Goal 2.1: Reduce access barriers and increase enrollment, especially for underserved populations.
39	Foothill	Annual College Strategic Objectives 2016/17	Increase the percentage of Latino students, from 22.3% currently to 25% by June 30, 2017...	College Goal 2.1: Reduce access barriers and increase enrollment, especially for underserved populations.
40	Foothill	Annual College Strategic Objectives 2016/17	Implementation of the Student Equity Plan...aimed at reducing the achievement gap for our disproportionately impacted students.	College Goal 1.2: Decrease in Achievement Gap.
41	Foothill	Annual College Strategic Objectives 2016/17	Board of Trustees approval of Self Study report by June 2017	<i>We are supporting this by, among other things, aligning the district strategic plan with college Education Master Plans.</i>
42	Foothill	Annual College Strategic Objectives 2017/18	Develop an integrated plan...to close equity gaps while increasing enrollments at the same time.	College Goal 1.2: Decrease in Achievement Gap; College Goal 2.1: Reduce access barriers and increase enrollment, especially for underserved populations.
43	Foothill	Annual College Strategic Objectives 2017/18	Achieve more than 1.5% FTES growth at 500 productivity (+/-25) with attention to integrating equity efforts related to enrollment, CTE, Sunnyvale Education Center, and education pathway.	College Goal 2.1: Reduce access barriers and increase enrollment, especially for underserved populations.

44	Foothill	Annual College Strategic Objectives 2017/18	Plan and start implementing a new college-wide theme (brand) of Service Leadership whereby each student at Foothill will have at least one opportunity to harness his/her leadership skills through service projects within the college community, locally, statewide, nationally, or globally.	College Goal 1.3(?): Increase participation in community and civic engagement within and outside the college.
45	Foothill	Annual College Strategic Objectives 2017/18	Plan and implement a a review to restructure governance as identified in Quality Focused Essay.	SP #7: Stronger district governance supports college governance.
46	Foothill	Annual College Strategic Objectives 2018/19	Equity plan: Revise equity plan...to close equity gaps.	College Goal 1.2: Decrease in Achievement Gap.
47	Foothill	Annual College Strategic Objectives 2018/19	Enrollment growth...	College Goal 2.1: Reduce access barriers and increase enrollment, especially for underserved populations.
48	Foothill	Annual College Strategic Objectives 2018/19	Infuse Service Leadership into the college instructional and student services structure, identify leadership skills student/institutional learning outcomes, and develop metrics to measure effectiveness.	College Goal 1.3(?): Increase participation in community and civic engagement within and outside the college.
49	Foothill	Annual College Strategic Objectives 2018/19	Implement and evaluate effectiveness of new governance as committed in accreditation Quality Focused Essay.	SP #7: Stronger district governance supports college governance.
50		Online feedback	Aid with the destigmatization of basic needs programs by increasing their visibility on their respective campus	Add a goal to SP #3: Learning & Support Services
51		Online feedback	Commit to alleviate the housing crisis by working towards affordable housing solutions for students and staff	Add a goal to SP #3: Learning & Support Services