

WIG	Objective	KPI	Target	Assessment	Latest Data	Further Comments
1. Equitable Access	Objective 1: Improve community access to our educational opportunities and support systems.	A. Number of Adult Learners enrolled in Credit Courses (Ages 25-64) Fall Term.	Increase headcount by at least 100 students annually.	Met	Fall 2023 1752 Fall 2024 2638 (+886) Fall 2025 2742 (+104)	Fall 2024 numbers updated in January 2026 to reflect late registrations that were added long after end of year
1. Equitable Access	Objective 1: Improve community access to our educational opportunities and support systems.	B. Student attrition rate during the add/drop period.	Decrease the percentage of students who drop all classes after the start of the term but during the add/drop period by 1%.	Improved	2022-2023 8.7% 2023-2024 8.3% (-0.4%) 2024-2025 7.7% (-0.6%) 2025-2026 7.1% (-0.5%)	AY 2024 and AY 2025 numbers adjusted slightly to reflect restrocatave changes
1. Equitable Access	Objective 2: Foster greater participation of under-served populations in RCC programs	A. Number of Hispanic/Latinx students enrolled in fall term credit classes	Increase the number of Hispanic/Latinx students enrolled fall term annually by 50.	Improved	Fall 2023 922 Fall 2024 1000 (+78) Fall 2025 1020 (+20)	
1. Equitable Access	Objective 2: Foster greater participation of under-served populations in RCC programs	B. Increase the number of economically disadvantaged (Pell) students enrolled in credit classes (non-dual credit).	Increase by 28.5% of additional students for AY 2025 and by 30% additional students for AY 2026.	Met	Baseline modified. For AY 2024-2025 goal was 2496. For 2025-2026 the goal is 2674 (this is an extremely complex calculation; check with Esam on details) 2024-2025 (2763) 2025-2026 (2966)	
1. Equitable Access	Objective 3: Strengthen adaptable and responsive training and learning opportunities aimed at boosting student participation.	A. Number of Students earning credits while in high school (e.g., Early College, College Now!).	Increase the number of students by 200.	Improved	2022-2023 1293 2023-2024 1440 (+147) 2024-2025 1988 (+548) 2025-2026 2098 (+110)	
1. Equitable Access	Objective 3: Strengthen adaptable and responsive training and learning opportunities aimed at boosting student participation.	B. Number of accelerated learners (i.e., Early College, Dual Credit students) transitioning to attending RCC in two years.	Increase the number of students by 50 per year.	Not met	2022-2023 241 2023-2024 196 (-45) 2024-2025 194 (-2) 2025-2026 184 (-10)	
2. Student Success	Objective 4: Provide holistic resources and support to ensure students achieve their learning goals.	A. IPEDS First Time/Full Time ("FTFT") Graduation Rate (150%).	Increase 2% per year. It's important to understand that this KPI is about four years in retrospect because of the calculations required and validation involved via IPEDS.	Met	2019 14% 2020 12% (-2%) 2021 9% (-3%) 2022 16% (+7%)	
2. Student Success	Objective 4: Provide holistic resources and support to ensure students achieve their learning goals.	B. DFW Rates for Fall Term.	Decrease by 1% per year.	Improved	2023-2024 20.4% 2024-2025 19.2% (-1.2%) 2025-2026 18.37% (-0.83%)	
2. Student Success	Objective 4: Provide holistic resources and support to ensure students achieve their learning goals.	C. Percentage of First Time (FTEIC) Fall term students earning 30+ Credits their first year enrolled at RCC.	Increase 4% per year for 5 years (Benchmarked to OSSC Dashboard)	Improved	2022-2023 20.2% 2023-2024 16.3% (-3.9%) 2024-2025 20.0% (+3.7%) 2025-2026 20.0% (+0.0%)	No change
2. Student Success	Objective 5: Employ effective student engagement strategies to increase student persistence.	A. Fall-to-fall retention rates for first time ever in college students (FTEIC).	Increase fall-to-fall retention rates by 2% per year with the multi-year goal being to return to pre-pandemic levels. Last pre-pandemic cohort was Fall 2018 with a rate of 43.28%	Met	Fall 2022 Cohort 43.7% Fall 2023 Cohort 44.6% Fall 2024 Cohort 44.6% (this surpasses the stated pre-pandemic rate mentioned in previous column	
2. Student Success	Objective 5: Employ effective student engagement strategies to increase student persistence.	B. Improve fall-to-winter (term-to-term) retention rate for fall first time ever enrolled students.	Increase 2% per year to be above average on OSSC benchmark	Met	2023-2024 71.7% (+1.1%) 2024-2025 74.5 % (+2.8%) 2025-2026 73.1 % (-1.4%)	
2. Student Success	Objective 6: Reduce the time and number of credits to completion of a credential.	A. Average number of credits an Associate's degree completer has upon graduation.	Decrease the average number of credits by 2 credits per year for 5 years.	Met	2023-2024 119 2024-2025 113 (-6) 2025-2026 107 (-6)	
2. Student Success	Objective 6: Reduce the time and number of credits to completion of a credential.	B. Percentage of First Time Ever in College Students (FTEIC) completing college level math their first academic year.	Increase completion rates by 3% per year for 3 years to significantly move us towards our peers.	Improved	2022-2023 9.4% 2023-2024 9.7% (+0.3%) 2024-2025 10.2% (+0.5%) 2025-2026 10.6% (+0.4%)	
2. Student Success	Objective 6: Reduce the time and number of credits to completion of a credential.	C. Percentage of male First Time Ever in College students (FTEIC) completing college level English/Writing their first academic year.	Increase 3% per year for male students completing College level English/Writing (for 3 years).	Improved	2022-2023 35.9% 2023-2024 41.1 % (+5.2%) 2024-2025 42.6 % (1.5%) 2025-2026 45.1 % (+2.5%)	
3. Community Partnerships	Objective 7: Expand comprehensive outreach with business and industry partners.	A. Survey of community stakeholder engagement with stakeholders defined as business, industry, nonprofit, and government agency partners of RCC.	Majority of respondents in a majority of the sectors having indicating positive views of RCC outreach as baseline to improve upon.	Met	64% of all those who responded to question "RCC communicates regularly and transparently with the citizens and businesses in the local community" agreed strongly or very strongly. There was a majority of agreement or strong agreement in all of the six sectors (Educational; Government agency; Business; Nonprofit; Trade association; Other); survey closes August 1, 2026 but unlikely to have major changes	

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3. Community Partnerships	Objective 7: Expand comprehensive outreach with business and industry partners.	B. Number of workforce students (e.g., CTE, Allied Health, Applied Technology programs).	Increase headcount by 500 annually.	Not met	2023-2024 4683 2024-2025 5052 (+369) 2025-2026 4938 (-114)	The 2024-2025 numbers were recalculated as ethnicity data in J1 improved
3. Community Partnerships	Objective 8: Foster advanced educational partnerships to enrich learning opportunities.	A. Improve First-Time/Full Time (FTFT IPEDS) Transfer rates (3-Year).	Increase First-Time/Full Time (FTFT IPEDS) Transfer Rates by 1% annually. It's important to understand that this KPI is about four years in retrospect because of the calculations required and validation involved via IPEDS.	Met	2020 cohort 20% (+2%) 2021 cohort 21% (+1%) 2022 cohort 23% (+2%)	
3. Community Partnerships	Objective 8: Foster advanced educational partnerships to enrich learning opportunities.	B. Increase the number of Hispanic students receiving colleges credits in high school (i.e., College Now!).	Increase the total number of Hispanic/Latinx students by 50 students per year.	Improved	2024-2025 (281) 2023-2024 (346) (+65) 2025-2026 (364) (+18)	The 2024-2025 numbers were recalculated as ethnicity data in J1 improved
3. Community Partnerships	Objective 9: Enhance internal systems and communication practices for improved collaboration.	A. Item from the Great College’s Survey, “I have access to timely and accurate information about what’s happening at the institution.”	RCC improves its percentage of overall positive responses to the statement by at least three percentage points between survey administrations or maintains a score of 75% or higher	Improved	2023-2024 (58%) 2024-2025 (56%) 2025-2026 (see narrative below) Findings from the 2023-24 and 2024-25 Great Colleges to Work For survey indicated an opportunity to improve employees' access to timely and accurate information about institutional activities and decisions. In response, RCC strengthened its communication practices during AY 2025-26 through the launch of College Council to support the development of a shared governance framework and provide a college-wide forum for information sharing, feedback, and dialogue, enhancements to the Rogue Report employee newsletter, improvements to the institutional events calendar through a coordinated cross-functional approach, and other efforts designed to increase transparency, improve collaboration, and expand employee access to institutional information.	
4. Excellence & Culture	Objective 10: Utilize assessment and institutional data to optimize instruction, services, and operations in support of student success.	A. Percentage of course sections with “low cost/no cost” textbook designation	Increase KPI as follows - a minimum of 60% of RCC credit course sections will qualify for the no cost/low-cost designation by the end of the 2023-25 biennium. Greater than 41% of courses will be low cost/no cost at the end of the 2023-24 academic year.	Improved	2022-2023 48% 2023-2024 34% 2024-2025 (numbers are not available due to migration) 2025-2026 39.77%	
4. Excellence & Culture	Objective 10: Utilize assessment and institutional data to optimize instruction, services, and operations in support of student success.	B. Full time faculty report implementation of change in course based upon data from previous academic years.	80% of full-time faculty will report having implemented a change in a course based upon analysis of course data from previous years.	Met	68.3% of full-time faculty responded they made a change in 2023-2024 based on the 2022-2023 analysis in the Course Outcome Report. 56.5% in 2024-2025 92.4% in 2025-2026	
4. Excellence & Culture	Objective 11: Increase participation in professional development programs that elevate teaching and learning, student success, and operational effectiveness.	A. Participation levels shall increase.	Outline process and timeline for developing measurement system utilizing the Professional Development Council 2023-2024	Met	The Professional Development Council has been assigned the work of this KPI to create a system for registration and tracking of internal PD using the following timeline. KPI measurement will be tied to accomplishing the steps along the timeline. 2024-2025 defined activities, develop big picture system (done) 2025-2026 built process in Jenzabar for tracking (completed and ready to send to D4A) 2026-2027 implement	
4. Excellence & Culture	Objective 12: Leverage existing, new, and emerging technologies to improve the student experience and operational efficiency.	A.Level of course accessibility in Blackboard (our LMS) as measured by our Panorama software.	Maintain a high level of course accessibility -score at least 65% in 2024-25, with long term goal of a 5 % increase in each subsequent year. With the 2024-2025 target of 65% exceeded substantially (86%), the recalculated targets are as follows for the subsequent years: 2025-2026 (90%); 2026-2027(95%); 2027-2028 (99%)	Met	Panorama configured in year 1 to allow faculty to have info necessary to make course improvements to meet target. 2024-2025 (86%) Baseline updated 2025-2026 (95%)	
4. Excellence & Culture	Objective 12: Leverage existing, new, and emerging technologies to improve the student experience and operational efficiency.	B. Item from the Great Colleges Survey, “ In my position, I am proactive in using technology to improve my work and make processes more efficient.”	RCC scores at or above 50% benchmark for the item. Re-assess after baseline data is established from July 2024 report.	Met	2023-2024 (90%) 2024-2025 (86%) 2025-2026 (see below) Findings from the 2023-24 and 2024-25 Great Colleges to Work For survey indicated that employees are proactive in using technology to improve their work and increase efficiency. During AY 2025-26, RCC continued to build upon this strength through implementation of Systems Thinking initiatives, technology-enabled process improvements, employee training and development, and ongoing investments in tools and systems that enhance organizational effectiveness	