



2019-2024 Strategic Plan
Aspire. Engage. Achieve.

STUDENT ACHIEVEMENT INDICATORS



Dreams. Delivered.®

Vision

This is what we aspire to achieve.

Del Mar College will be the premier choice for life-changing educational opportunities, provided by responsive, innovative faculty and staff who empower students to improve local and global communities.

Mission

This defines what we are here to do.

Del Mar College is a multi-campus community college providing access to affordable degree and certificate programs, customized workforce development, and continuing education opportunities for the successful educational advancement and lifelong learning needs of our communities.

Core Values

These are the characteristics that are important in how we do our work.

Student Learning and Success

Ensuring students gain the necessary knowledge, skills, and experience to achieve their goals of graduation, transfer, and/or personal enrichment.

Excellence in Instruction

Developing and delivering exceptional instruction that is tailored to a diverse student population.

Access

Providing opportunities to all persons who wish to participate and succeed in higher education through traditional and distance delivery formats.

Integrity

Demonstrating honesty, transparency, and clear communication with our stakeholders, our community, and with each other.

Accountability

Demonstrating responsible and ethical stewardship of the resources entrusted to us by our community.

Innovation

Dedicating attention to new ideas that lead to higher levels of achievement for students, faculty, and staff.

Diversity and Inclusion

Committing to a diverse and inclusive community that values, celebrates and learns from our differences and in which all people are treated with dignity and respect.

Plan Overview

Goal One: Completion

Goal Two: Recruitment and Persistence

Goal Three: Academic Preparedness and Student Learning

Goal Four: Learning Environments

- *Not Included: no applicable Student Achievement Indicators*

Goal Five: Workforce Development, Community Partnerships, and Advocacy

Goal Six: Financial Effectiveness and Affordability

- *Not Included: no applicable Student Achievement Indicators*

Document Components

- **Goals:** Broad, priority areas
- **Student Achievement Indicators:** Describe how we will measure progress toward meeting our goals
 - Thresholds—expectations set by the College to define its own acceptable level of achievement (minimum target/baseline)
 - Targets – expectations for improvement; what the institution intends to achieve (improvement/aspirational target)

Goal One: Completion

Create coherent and seamless pathways that guide students to achieve their educational goals.

STUDENT ACHIEVEMENT INDICATORS

Number of degrees and certificates awarded

Degrees and certificates awarded (All credit students). Economically disadvantaged students are those receiving Pell at any time. Targets are aligned with DMC's 60x30TX Institutional Targets. Data Source: THECB Accountability System

All Students

Award Year	Threshold	Target
2020	2,000	2,200
2025	2,200	2,400
2030	2,400	2,900

African American

Award Year	Threshold	Target
2020	40	60
2025	60	80
2030	80	110

Hispanic

Award Year	Threshold	Target
2020	1,200	1,320
2025	1,400	1,780
2030	1,900	2,400

Economically Disadvantaged

Award Year	Threshold	Target
2020	900	940
2025	950	1,080
2030	1,000	1,240

Graduation rates (3yr, 4yr, 6yr)

First-time, full-time entering degree-seeking students who enrolled in a minimum of 12 SCH their first fall semester who graduated from the same or another Texas public or independent institution. Dual credit students not included; labelled as FTIC after they graduate high school. Data Source: THECB Accountability System

Time Frame	Threshold	Target – By 2024
3 Yr Graduation Rate	15%	20%
4 Yr Graduation Rate	20%	25%
6 Yr Graduation Rate	22%	28%

Average time to complete an associate degree

The average length of time in years to complete an associate degree. Data Source: THECB Accountability System.

Time to Completion

Threshold	Target - By 2024
5 Years	4.5 Years

Average semester credit hours (SCH) attempted when completing an associate degree

The average length of time in years to complete an associate degree. The average attempted semester credit hours (SCH) to complete an associate degree. Data Source: THECB Accountability System.

SCH to Degree

Threshold	Target - By 2024
93	83

Transfer to a four-year institution

Students who entered college for the first time at a two-year institution and were not concurrently enrolled at a four-year institution, and then transferred for the first time to a four-year institution within 6 years. Dual credit students not included; labelled as FTIC after they graduate high school. Source: THECB Accountability System.

Transfer Rate

Threshold	Target - by 2024
10%	17%

Goal Two: Recruitment and Persistence

Recruit and attract students to Del Mar College and provide resources to support continuous enrollment until achievement of their educational goals.

STUDENT ACHIEVEMENT INDICATOR

Fall-to-Fall persistence rates

One-year and two-year persistence rates for first-time, degree-seeking undergraduates enrolled in at least 12 semester credit hours in the fall who are enrolled at the same or another Texas public or private institution. Dual credit students not included; labelled as FTIC after they graduate high school. Data Source: THECB Accountability System.

Time Frame	Threshold	Targets – by 2024
1 Year Persistence	60%	65%
2 Year Persistence	48%	55%

Goal Three: Academic Preparedness and Student Learning

Accelerate student attainment of academic preparedness and ensure optimal levels of learning in all instructional delivery formats.

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Percentage of academically unprepared students who satisfy TSI within 2 years

Of the first-time summer/fall entering (non-flex entry) degree-seeking students who did not meet the college readiness standard and were not TSI exempted, the percent of students who satisfied TSI requirements in 2 years. Dual credit students not included. Data Source: THECB Accountability system.

Subject Areas	Threshold	Target by 2024
Math	25%	30%
Reading	48%	55%
Writing	57%	65%

Percentage of academically unprepared students completing a college-level course in the subject they entered not ready (math, reading, writing) within 2 years

Unprepared first-time summer/fall entering (non-flex entry) degree-seeking students in each subject are tracked to determine whether they successfully complete a college-level course in the subject they entered not ready (math, reading, writing) within 2 years. Dual credit students not included. Data Source: THECB Accountability system.

Subject Areas	Threshold	Target by 2024
Math	15%	20%
Reading	24%	30%
Writing	32%	37%

Goal Five: Workforce Development, Community Partnerships, and Advocacy

Strengthen connections with workforce and community partners, educational agencies, and governmental bodies and officials.

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Graduate job placement rate

Students found working or enrolled in Texas within one year after earning a degree or certificate. Data Source: THECB Accountability System.

Working or Enrolled Within One Year

Threshold	Target
87%	91%