








## 2019-2024 Integrated Strategic Master Plan (ISMP) Performance Measures - August 2025 Update




Goal/Objective	Performance Measure	Baseline (2017-18)	2019-20 Performance	2020-21 Performance	2021-22 Performance	2022-23 Performance	2023-24 Performance	2024-25 Performance	Target/Benchmark	
<b>Goal 1: Expand access to educational programs and services that meet community and student needs through enhanced outreach and course offerings.</b>										
1.1. Expand educational opportunities to local high school students by increasing dual enrollment.	1.1.1. 25% increase in the number of students who are dual-enrolled	2,350	3,026	3,073	3,702	3,132	3,090	3,333	<b>2,938</b>	
1.2. Expand the LA College Promise program and enrollments.	1.2.1. 25% increase in the number of new students who are enrolled in the LA College Promise Program	440 (Fall 2017)	656 (Fall 2019)	405 (Fall 2020)	515 (Fall 2021)	629 (Fall 2022)	649 (Fall 2023)	826 (Fall 2024)	<b>550</b>	
1.3. Expand noncredit adult education courses/programs focused on skills improvement and vocational training.	1.3.1. 25% increase in the number of students enrolled in noncredit adult education courses	1,931	2,032	766	1,091	1,964	3,335	3,734	<b>2,414</b>	
1.4. Expand online offerings and online pathways in accordance with Guided Pathways.	1.4.1. 10% increase in the number of online sections offered	258	362	1,522	1,302	1,192	1,250	1,229	<b>284</b>	
	1.4.2. 15% increase in the number of online enrollments	11,627	15,249	47,445	35,560	32,259	35,675	38,143	<b>13,371</b>	
1.5. Improve outreach through effective marketing and branding strategies.	1.5.1. 25% increase in the number of first-time students	1,736 (Fall 2017)	1,478 (Fall 2019)	1,037 (Fall 2020)	1,277 (Fall 2021)	1,463 (Fall 2022)	1,810 (Fall 2023)	1,663 (Fall 2024)	<b>2,170</b>	
	1.5.2. 25% increase in the number of AB540 students	646	622	589	562	569	649	625	<b>808</b>	








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	1.5.3. 25% of students endorsing very much or quite a bit when asked how much their decision to enroll was impacted by newspaper, radio, or television advertisements	16.7% (Spring 2017)	19.4% indicated Very much or Some in Fall 2018	24.9% indicated Very much or Some in Spring 2021	No new data	29.4% indicated Very much or Some in Fall 2022	No new data	25.9% indicated Very much or Some in Fall 2024	25%
	1.5.4. 25% of students endorsing very much or quite a bit when asked how much their decision to enroll was impacted by social media	20.2% (Spring 2017)	22.3% indicated Very much or Some in Fall 2018	30.2% indicated Very much or Some in Spring 2021	No new data	35.3% indicated Very much or Some in Fall 2022	No new data	39.7% indicated Very much or Some in Fall 2024	25%
<b>Goal 2: Student-centered institution that effectively supports students in attaining educational goals.</b>									
2.1. Offer student services with a high standard for customer service.	2.1.1. 90% of student services having high satisfaction ratings (defined as 80% of students indicating that they are Very satisfied or Satisfied)	100% (Spring 2017)	95% (19/20) had 80% rate Very satisfied or Satisfied in Fall 2018	100% had 80% rate Very satisfied or Satisfied in Spring 2021	No new data	100% had 80% rate Very satisfied or Satisfied in Fall 2022 (both in-person and online modalities)	No new data	100% had 80% rate Very satisfied or Satisfied in Fall 2024 (both in-person and online modalities)	90%
2.2. Foster an environment that embraces inclusion and the diversity found in a global society.	2.2.1. ≥3.5 survey rating (out of 4) when students are asked: At this college (or, “Since the beginning of the term” starting with the 2021 survey), how often do you engage with	3.17 (79.6%) reported Often or Sometimes in Spring 2017	70.7% reported Often or Sometimes in Fall 2018	51.1% reported Often or Sometimes in Spring 2021	No new data	64.9% reported Often or Sometimes in Fall 2022	No new data	67.7% reported Often or Sometimes in Fall 2024	3.5 (87.5%)









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	students who differ from you in terms of their religious beliefs, political opinions, or ethnic background?								
	2.2.2. ≥3.5 survey rating (out of 4) when students are asked: How much have your experiences at this college, both in and out of class, improved your ability to understand people of other racial, cultural, or religious backgrounds?	3.33 (82.9%) reported Very much or Quite a bit in Spring 2017	75.0% reported Very much or Quite a bit in Fall 2018	76.8% reported Very much or Quite a bit in Spring 2021	No new data	79.5% reported Very much or Quite a bit in Fall 2022	No new data	80.9% reported Very much or Quite a bit in Fall 2024	3.5 (87.5%)
2.3. Increase full-time enrollment through flexible scheduling and program offerings.	2.3.1. 26% of credit students enrolled full time	21.6% 24.1% (excl. Dual Enrl.) (Fall 2017)	20.3% 23.7% (excl. Dual Enrl.) (Fall 2019)	16.7% 19.6% (excl. Dual Enrl.) (Fall 2020)	16.1% 19.2% (excl. Dual Enrl.) (Fall 2021)	17.4% 21.0% (excl. Dual Enrl.) (Fall 2022)	16.6% 19.2% (excl. Dual Enrl.) (Fall 2023)	17.3% 21.0% (excl. Dual Enrl.) (Fall 2024)	26%
In addition, ensure scheduled class offerings meet the needs of students and align with Guided Pathways.	2.3.2. See also student success metrics under objectives 3.2 through 3.5	see below	see below	see below	see below	see below	see below	see below	see below
2.4. Review and refine curriculum and programs to ensure that they are responsive to student and industry needs.	2.4.1. No programs with zero annual completions (excl. programs for the first four years they are offered)	6 programs	2 programs	4 programs	5 programs	11 programs	5 programs	TBD	Zero programs







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2.5. Provide technology to effectively serve students.	2.5.1. ≥3.5 survey rating (out of 4) when students are asked: To what extent do you agree with the statement "This college's Wi-Fi is reliable"?	3.21 (83.6%) reported Strongly agree or Agree in Spring 2017	80.6% reported Strongly agree or Agree in Fall 2018	N/A - all classes were online (question not asked on 2021 Survey)	No new data	79.4% reported Strongly agree or Agree in Fall 2022	No new data	84.5% reported Strongly agree or Agree in Fall 2024	3.5 (87.5%)	
	2.5.2. ≥3.5 survey rating (out of 4) when students are asked: In general, to what extent do you agree with the statement "My instructors adequately use available technology in and out of the classroom"?	3.49 (96.7%) reported Strongly agree or Agree in Spring 2017	95.6% reported Strongly agree or Agree in Fall 2018	89.6% reported Strongly agree or Agree in Spring 2021	No new data	92.7% reported Strongly agree or Agree in Fall 2022	No new data	96.5% reported Strongly agree or Agree in Fall 2024	3.5 (87.5%)	
	2.5.3. ≥3.5 survey rating (out of 4) when students are asked: How often do you use email, social media, text messaging, or this college's website to keep informed about college events? (Canvas and Cranium Café were added to the question in Spring 2021 and Fall 2022)	3.11 (74.9%) reported Often or Sometimes in Spring 2017	88.2% reported Often or Sometimes in Fall 2018	81.7% reported Often or Sometimes in Spring 2021	No new data	85.1% reported Often or Sometimes in Fall 2022	No new data	86.9% reported Often or Sometimes in Fall 2024	3.5 (87.5%)	






Goal/Objective	Performance Measure	Baseline (2017-18)	2019-20 Performance	2020-21 Performance	2021-22 Performance	2022-23 Performance	2023-24 Performance	2024-25 Performance	Target/Benchmark	
2.6. Ensure that all students have access to financial aid, orientation, educational planning, and proactive counseling.	2.6.1. 10% increase in the number of students receiving a Pell Grant	2,783	2,741	2,096	2,146	2,308	2,498	2,841	<b>3,061</b>	
	2.6.2. 10% increase in the number of students receiving a CA Promise Grant	8,374	7,647	7,159	6,935	7,547	9,758	9,549	<b>9,211</b>	
	2.6.3. ≥95% of new students completing orientation	79.7%	77.0%	65.3%	59.0%	59.5%	39.1%	68.3%	<b>95%</b>	
	2.6.4. ≥95% of new students completing an educational plan	74.1%	78.4%	66.3%	60.8%	65.8%	37.8%	77.3%	<b>95%</b>	
2.7. Increase student persistence and successful course completion through effective practices in the classroom and by being responsive to student needs.	2.7.1. Meet institution-set target for successful course completion rate (67%)	66.5% (Fall 2017)	65.8% (Fall 2019)	67.5% (Fall 2020)	65.8% (Fall 2021)	66.9% (Fall 2022)	66.8% (Fall 2023)	72.1% (Fall 2024)	<b>67%</b>	
	2.7.2. Increase fall-to-spring student persistence to State-level of performance (65.3%)	60.0% (Fall 2016 to Spring 2017)	56.5% (Fall 2018 to Spring 2019)	55.4% (Fall 2019 to Spring 2020)	53.8% (Fall 2020 to Spring 2021)	49.4% (Fall 2021 to Spring 2022)	53.3% (Fall 2022 to Spring 2023)	44.9% (Fall 2023 to Spring 2024)	<b>65.3%</b>	
2.8. Increase student participation in activities, including Athletics and arts, and in governance and decision-making.	2.8.1. 10% increase in the percentage of students that report that they have participated in a College activity and/or event outside the classroom.	45.6% (Spring 2017)	47.6% (Fall 2018)	N/A - all classes were online (question not asked on 2021 survey)	<i>No new data</i>	43.0% (Fall 2022)	<i>No new data</i>	45.7% (Fall 2024)	<b>50.2%</b>	

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	2.8.2. 100% of campus shared governance committees will have an active student member	57.1%	100%	100%	71.4%	100%	83.3%	88.9%	100%	
<b>Goal 3: Increase student success and equity.</b>										
3.1. Increase the percentage of students successfully completing transfer-level English and mathematics in their first year within the district.	3.1.1. Meet statewide performance on this metric (currently 14.7%)	3.1% (2016-17)  N=63	7.3% (2018-19)  N=141	9.1% (2019-20)  N=165	11.9% (2020-21)  N=149	10.6% (2021-22)  N=167	9.8% (2022-23)  N=220	8.0% (2023-24)  N=201	14.7%	
3.2. Increase completion of degrees and certificates.	3.2.1. 20% increase in the number of students who receive an AA/AS/ADT degree	586	755	806	782	648	760	~750 (projection)	702	
	3.2.2. 20% increase in the number of students who receive a Chancellor's Office Approved Credit Certificate	650	750	771	865	716	1,049	~1,000 (projection)	778	
3.3. Increase the number of students transferring to four-year institutions.	3.3.1. 35% increase in the number students who receive an ADT degree	273	411	446	387	336	381	~380 (projection)	369	
3.4. Decrease time to completion.	3.4.1. 10% decrease in the average number of units	93 (2016-17)	93 (2018-19)	89 (2019-20)	86 (2020-21)	86 (2021-22)	83 (2022-23)	83 (2023-24)	84	

Goal/Objective	Performance Measure	Baseline (2017-18)	2019-20 Performance	2020-21 Performance	2021-22 Performance	2022-23 Performance	2023-24 Performance	2024-25 Performance	Target/Benchmark
	accumulated by students earning an associate's degree								
3.5. Increase career and job placement rates.	3.5.1. 10% increase in the percentage of exiting CE students who report being employed in their field of study	69.5% (CTEOS 2017)	65.1% (CTEOS 2019)	65.2% (CTEOS 2020)	69.5% (CTEOS 2021)	62.9% (CTEOS 2022)	61.8% (CTEOS 2023)	70.0% (CTEOS 2024)	<b>76.5%</b>
3.6. Reduce equity gaps in student achievement.	3.6.1. 40% decrease in identified achievement gaps in metrics used by the State	See Student Equity Plan							
<b>Goal 4: Enhance organizational effectiveness through improved infrastructure and expanded communication and training.</b>									
4.1. Provide campus facilities that are clean, safe, and responsive to staff and student needs.	4.1.1. <3.6% of students indicating that they disagree or strongly disagree with the question: To what extent do you agree with the statement, I feel safe and secure at this college?	2.9% reported Strongly disagree or Disagree in Spring 2017	3.1% reported Strongly disagree or Disagree in Fall 2018	N/A - all classes were online (question not asked on 2021 survey)	<i>No new data</i>	5.5% reported Strongly disagree or Disagree in Fall 2022	<i>No new data</i>	2.6% reported Strongly disagree or Disagree in Fall 2024	<b>&lt;3.6%</b>
	4.1.2. ≥3.5 survey rating (out of 4) when students are asked: To what extent do you agree with the statement "Buildings are clean and well maintained"?	3.29 (88.2%) reported Strongly agree or Agree in Spring 2017	93.4% reported Strongly agree or Agree in Fall 2018	N/A - all classes were online (question not asked on 2021 survey)	<i>No new data</i>	95.7% reported Strongly agree or Agree in Fall 2022	<i>No new data</i>	93.9% reported Strongly agree or Agree in Fall 2024	<b>3.5 (87.5%)</b>



Goal/Objective	Performance Measure	Baseline (2017-18)	2019-20 Performance	2020-21 Performance	2021-22 Performance	2022-23 Performance	2023-24 Performance	2024-25 Performance	Target/Benchmark	
	4.1.3. ≥3.5 survey rating (out of 4) when students are asked: To what extent do you agree with the statement "Learning facilities (equipment, classrooms, and labs) are adequate and up-to-date"?	3.25 (92.1%) reported Strongly agree or Agree in Spring 2017	92.4% reported Strongly agree or Agree in Fall 2018	N/A - all classes were online (question not asked on 2021 survey)	No new data	91.3% reported Strongly agree or Agree in Fall 2022	No new data	94.1% reported Strongly agree or Agree in Fall 2024	3.5 (87.5%)	
	4.1.4. Establish list of essential services to be available at all campus locations	Not established	Not established	Not established	List established and applied	List established and applied	List established and applied	List established and applied	Establish list	
4.2. Ensure the College website is up-to-date, dynamic, and user- and mobile-friendly.	4.2.1. ≥3.5 survey rating (out of 4) when students are asked: To what extent do you agree with the statement "I can easily find the information I need on the college website"?	3.34 (90.9%) reported Strongly agree or Agree in Spring 2017	92.0% reported Strongly agree or Agree in Fall 2018	88.1% reported Strongly agree or Agree in Spring 2021	No new data	88.3% reported Strongly agree or Agree in Fall 2022	No new data	86.8% reported Strongly agree or Agree in Fall 2024	3.5 (87.5%)	
	4.2.2. ≥3.5 survey rating (out of 4) when students are asked: To what extent do you agree with the statement "Information on the college website is current and accurate"?	3.38 (92.7%) reported Strongly agree or Agree in Spring 2017	92.8% reported Strongly agree or Agree in Fall 2018	89.9% reported Strongly agree or Agree in Spring 2021	No new data	89.4% reported Strongly agree or Agree in Fall 2022	No new data	88.7% reported Strongly agree or Agree in Fall 2024	3.5 (87.5%)	

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4.3. Increase professional development opportunities for faculty, staff, and administrators.	4.3.1. At least 20 events annually that provide professional development opportunities for faculty, staff, and administrators	41	> 33	> 62	30 (LAMC facilitated); 170+ (LACCD facilitated)	35 (LAMC facilitated); ~500 (LACCD facilitated)	35 (LAMC facilitated); >1,000 (LACCD facilitated)	30 (LAMC facilitated); ~600 (LACCD facilitated)	20	
4.4. Ensure timely evaluations	4.4.1. 100% of evaluations completed on time per their respective contracts	47.6% (2017)	<i>On hold due to Covid pandemic</i>	<i>On hold due to Covid pandemic</i>	56% (2021)	TBD	TBD	TBD	100%	
<b>Goal 5: Improve financial stability by eliminating inefficiencies, enhancing resource development, and developing partnerships.</b>										
5.1. Increase funding brought in through alternative sources, such as by enhancing grant development processes for curricular and student support programs.	5.1.1. 10% increase in the number of grants awarded	No data	No data	6 grants	9 grants	14 grants	32 grants	35 grants	7 grants (if use 2020-21 as baseline)	
	5.1.2. 10% increase in amount of revenue generated through other sources (dedicated revenues)	\$330,556 (dedicated revenues)	\$281,586 (dedicated revenues)	\$330,868 (dedicated revenues)	\$391,769 (dedicated revenues)	\$409,611 (dedicated revenues)	\$471,911 (dedicated revenues)	\$803,093 (dedicated revenues)	\$363,612 in dedicated revenues	
5.2. Develop community and business partnerships.	5.2.1. 10% increase in community and business partnerships	25 (2015-16)	No data	No data	31	47+	50+	TBD (50+)	28	
5.3. Enhance the College Foundation.	5.3.1. 10% increase in the amount of funds raised by the Foundation	~\$20,000	\$0	\$0	\$66,440 (gross revenue) \$50,926 (net revenue)	\$150,067 (gross revenue) \$66,828 (net revenue)	\$205,664 (gross revenue) \$1,000 (net revenue)	TBD (benchmark exceeded)	\$22,000	

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	5.3.2. 10% increase in the amount of scholarships dispersed by the Foundation	\$16,622	\$17,300	\$26,285	\$19,711	\$16,265 (+\$10,000 in emergency student relief funds)	\$22,488 (+\$133,858 in student debt relief via Foundation's Millie Dein Endowment)	TBD (benchmark exceeded)	\$18,284
5.4. Identify and implement strategies to eliminate inefficiencies and streamline processes, including the efficient use of facilities and resources.	5.4.1. Maintain expenditures per FTES	\$5,453	\$6,152	\$6,264	\$7,446	\$8,084	\$6,755	\$7,487	\$5,453
	5.4.2. ≥36 average class size	34.0 (Fall 2017)	34.7 (Fall 2019)	32.4 (Fall 2020)	26.2 (Fall 2021)	25.5 (Fall 2022)	27.5 (Fall 2023)	27.9 (Fall 2024)	>36
	5.4.3. Capitalization Load Ratio (CAP Load) (the total capacity of a space divided by the actual or projected usage of the space) of 150% for lecture and lab spaces	Lecture: 185% Lab: 260%	Lecture: 175% Lab: 255%	Lecture: 150% Lab: 200%	Lecture: 147% Lab: 196%	Lecture: 144% Lab: 192%	Lecture: 254% Lab: 285% (New calculations were done based on 2023 data for the 2025-2029 5-Year Construction Plan and Space Inventory)	Lecture: 249% Lab: 278%	150% for lecture and for lab



**Key**

= Achieved the benchmark/target

= Making progress over the baseline, but haven't achieved the benchmark/target yet

= Lower than baseline but improving over prior year(s)

= Lower than baseline and declining overall

\* = It's complicated