

**Strategic Plan, 2019-2020 to 2022-2023, Results—McLennan Community College**

Goal	2019-2020	2020-2021	2021-2022
<b>1. Help all students succeed at the highest level possible.</b>			
a. Increase the percentage of students mastering the six state core learning outcomes. (Increase % of students scoring 70% or better on each core curriculum learning outcome.)	(GEN ED): 2015-2017, 79% 2019-2020, 86%		
b. Increase the percentage of students mastering the pathways/program learning outcomes. (Increase % of students scoring 70% or better and mastering program learning outcomes)	(Workforce/CTE): 2015-2017, 81% 2019-2020, 88%		
c. Increase course completion across all demographic groups. (Completion 90%, Drop 5%)	2019-2020: Completion, 75% & Drop, 12%		
d. Increase fall to spring and fall to fall retention across all demographic groups. (Fall to Spring 90% & Fall to Fall 75%)	2019-2020: Fall to Spring, 76% & Fall to Fall, 54%		

<p>e. Increase the percentage of students successfully completing across all demographic groups. (two- and three-year FTIC graduation + transfer rate—2 year: 40%; 3 year: 60%.)</p>	<p>3 year graduation/transfer rate:</p> <ul style="list-style-type: none"> <li>• Fall 2017 Cohort graduation rate 22.2%</li> <li>• Fall 2017 Cohort transfer rate 11.2%</li> <li>• Graduation + Transfer rate = 33.4%</li> </ul> <p>2 year graduation/transfer rate:</p> <ul style="list-style-type: none"> <li>• Fall 2018 Cohort graduation rate 14.1%</li> <li>• Fall 2018 Cohort transfer rate 10.4%</li> <li>• Graduation + Transfer rate = 24.5%</li> </ul>		
<p>f. Close the gaps between the highest and lowest performing groups on learning outcomes, course completions, retention, and graduation rates.</p>	<p>[No Information Available]</p>		
<p>g. Increase the percentage of engaged students on campus.</p>	<p>[No Information Available]</p>		
<p><b>2. Take care of our people.</b></p>			
<p>a. Remain affordable. (MCC cost as % of median salary.)</p>	<p>2019-2020, 15% of median salary (Texas average is 8%, National average is 5%)</p>		
<p>b. Reduce student financial insecurity.</p>	<p>2018-2019, Paulanne's Pantry serves 950 households (3,592 individuals) 2019-2020, Paulanne's Pantry serves 953 households (3,096 individuals)</p>		

<p>c. Pay market salaries for employees. (Pay within 10% of median market salaries across all employee classes.)</p>	<ul style="list-style-type: none"> <li>• 2018-2019, 50% achievement towards goal [50% increase]</li> <li>• 2019-2020, 75% achievement towards goal [25% increase]</li> </ul>	<ul style="list-style-type: none"> <li>• 2020-2021, 87.5% achievement towards goal [12.5% increase]</li> </ul>	
<p>d. Increase employee job satisfaction (physical and mental health).</p>	<p>2020 Great Colleges to Work for Survey—93%, Pride; 91%, Facilities; 89%, Job Satisfaction; 89%, benefits &amp; Work/life balance; 87% professional development; 86% supervisors/dept. chairs</p>		
<p>e. Increase the efficiency and effectiveness of professional development for all employees.</p>	<p>2018-2019: 131 professional development opportunities, attended by 482 staff/faculty. 2019-2020: 582 professional development opportunities attended by 5,062 staff/faculty.</p>		
<p>f. Increase employee engagement.</p>	<p>2020 Great Colleges to Work for Survey—93%, Pride; 91%, Facilities; 89%, Job Satisfaction; 89%, benefits &amp; Work/life balance; 87% professional development; 86% supervisors/dept. chairs</p>		
<p><b>3. Impact the Community.</b></p>			
<p>a. Increase engagement with local ISD partners.</p>	<p>2018-2019: President, VPI, &amp; Londa met with 26 area schools and MCC's Board met with 8 ISD Boards. 2019-2020: President, VPI, &amp; Londa met with 32 area</p>		

	schools and MCC's Board with 6 ISD Boards.		
b. Provide more opportunities for students to earn college credit in high school.	2018-2019: 100 dual credit sections; 28 partner schools; FA 2,221 students & SP 2,059 students. 2019-2020: dual credit sections, FA 244 & SP 351; 40 partner schools; FA 2,192 students & SP 2,059 students.		
c. Provide skilled workers for local business and industry. (% of graduates and transfers working in Waco 1 year and 5 years after graduation.)	[No Information Available]		
d. Increase employer satisfaction with MCC graduates.	[No Information Available]		
e. Increase MCC's reputation in the community.	Total enrollment in community continuing education activities (community programs, Health & Human Services, Kids College, Contract Training, Truck Driving, Highlander Ranch): 2018-2019, 5,434 2019-2020, 3,903 (decrease due to COVID-19)		
f. Implement a marketing campaign.	[No Information Available]	Workforce/CTE Marketing Campaign, 2020-2021, Perkins Basic Grant Funded, "We Train Heroes"--\$37K.	
<b>4. Provide resources to fund success.</b>			

<p>a. Increase the number of McLennan County HS students entering MCC immediately after HS graduation.</p>	<p>Fall 2018 - 1,399; 2019 Graduates: Of the 3,309 McLennan County High School Graduates in 2018-19, 799 (24.1%) entered MCC after HS graduation--this is down from 2017-2018 when 813 (25.2%) of the 3,221 graduates entered MCC after graduation.</p>		
<p>b. Increase the number of students returning (after stopping out for more than one semester) to complete degrees.</p>	<p>Number of students returning each term: FA19, 1,027 (11.30%); SP20, 687 (8.53%); FA 20, 928 (11.30%)</p>		
<p>c. Increase the number of non-traditional students (as defined by THECB 3P1) retraining for new jobs.</p>	<p>All Programs--2017-2018, 16.69%; 2018-2019, 17.94%</p>		
<p>d. Increase endowment of the MCC Foundation.</p>	<p>2018-2019: \$21,637,787 2019-2020: \$24,276,654 (9% increase)</p>		
<p>e. Improve efficiency and reduce administrative time and costs.</p>	<p>[Impact of time saved with online Load Sheets?]</p>		
<p>f. Implement a marketing campaign.</p>	<p>[No Information Available]</p>		