

STATE BOARD OF COMMUNITY COLLEGES
2023 State Performance Measure Modification

Request:

The State Board of Community Colleges is requested to approve the indexing of the Gateway English, Gateway Math, First-Year Progression, and Curriculum Completion state performance measures to four student groups: Non-Pell/Non-Minority, Non-Pell/Minority, Pell/ Non-Minority, and Pell/Minority. Indexing was previously based on Pell and Non-Pell only.

Strategic Plan Reference:

Strategy 3.1.3: Incentivize excellence by disaggregating student performance data and rewarding colleges that excel in supporting diverse students in achieving positive outcomes.

Background:

In November 2020, the Performance Measure Review Committee was established to facilitate the 2020-21 review and make recommendations for any updates to the performance measures. The committee proposed ten recommendations to be implemented across a three-year timeframe. These recommendations were endorsed by the North Carolina Association of Community College Presidents in May 2021 and approved by the State Board of Community Colleges in July 2021.

These recommendations represented the most significant performance measure changes since 2011. Probably the most impactful recommendations were “Indexing of Pell/Non-Pell” and “Strongly consider indexing of student characteristics beyond Pell, including race/ethnicity, sex, etc.” The indexing of Pell/Non-Pell was the first time the performance measures took student characteristics into account when assessing college results.

Historically, the NCCCS performance measure model has informed and incented college efforts to increase levels of student success. However, the

**Performance Measure Modification
Implementation Timeframe**

2021 Performance Measure Report

- ✓ Resetting baselines and excellence levels annually

2022 Performance Measure Report

- ✓ Indexing results on a 1.00 scale across all measures
- ✓ Decoupling Impact from Quality
- ✓ Indexing of Pell/Non-Pell

2023 Performance Measure Report

- ✓ Include workforce CE programs that have equivalent Curriculum programs to be included in the Impact component of the Completion measure
- ✓ Standardized grading schemes for CE programs, to facilitate inclusion in Performance Measures, ease of inter-college transferability and recognition and for CE to Curriculum articulated credit
- **Strongly consider indexing of student characteristics beyond Pell, including race/ethnicity, sex, etc.**

2024 Performance Measure Report

- Consider weighting of outputs across measures
- Address concerns raised around the Basic Skills performance measure
- Investigate feasibility of Licensure/ Certification passers not passing on first attempt be included in the impact component

impact student characteristics have on college success rates have not been considered when assessing and funding community college performance in North Carolina. This has unintentionally rewarded colleges with higher proportions of students with stronger academic preparation and certain socioeconomic backgrounds, while penalizing those serving more diverse student populations with lower success rates. Indexing of Pell/Non-Pell was the first step in accounting for disparate success rates across student populations. Starting with the 2022 Performance Measure Report, indexing of Pell/Non-Pell was applied to Gateway English, Gateway Math, First-Year Progression, and Curriculum Completion measures.

Rationale:

For the 2023 report, the committee encouraged the consideration of indexing student characteristics beyond Pell that is informed by research focused on student characteristics influencing success rates. This resulted in proposed indexing based on the combination of the two Pell categories with two race/ethnicity categories. Based on a review of the data and conversations with the NCACCP Programs Committee, one race/ethnicity category was designated for underserved minority students including American Indian, Black, Hawaiian/Pacific Islander, Hispanic, and Multiple Races. The non-minority category includes Asian, White, and Unknown. This expands the number of indexed groups for the Gateway English, Gateway Math, First-Year Progression, and Curriculum Completion measures from two to four: Non-Pell Non-Minority, Non-Pell Minority, Pell Non-Minority, and Pell Minority.

Comparisons of success rates associated with the historical models and proposed model are included on the next page.

The indexing of Pell/Non-Pell was a large step forward in addressing equity and accounting for disparate success rates across student populations and this proposal furthers our efforts to leverage student characteristics as a means of fairly assessing college success rates.

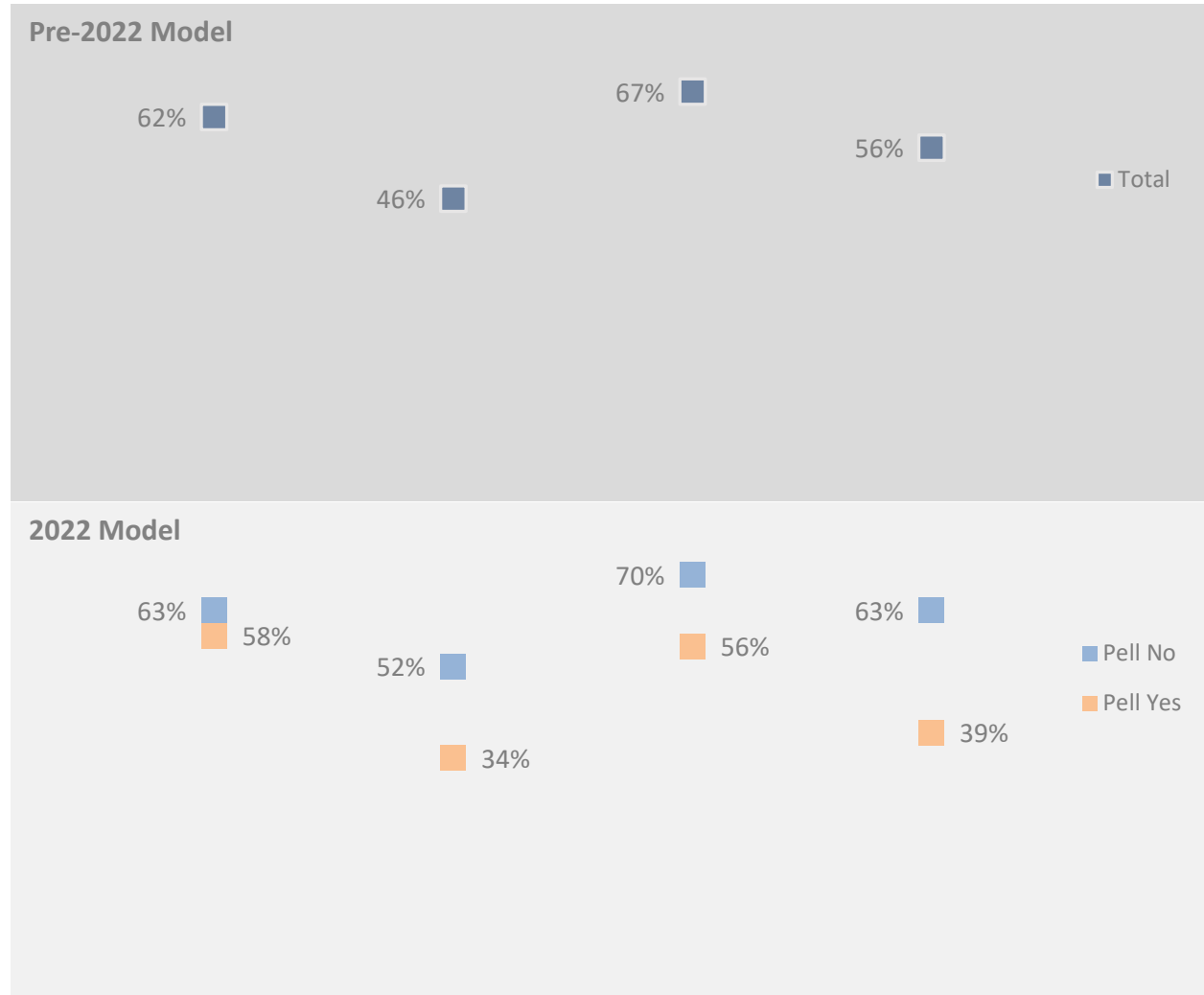
Previous and recommended next steps:

- ✓ Endorsement of the proposed model from the NCACCP Programs Committee in January 2023
- Approval of the proposed model from the State Board of Community Colleges in February 2023
- Implement changes as part of the 2023 Performance Measures for Student Success Report
- Consider indexing additional student characteristics when the next Performance Measure Review Committee is established later this year

Contact:

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Success rates associated with historical models and proposed model - 2022 Report data



Proposed 2023 Model

