



WYOMING

COMMUNITY COLLEGES

Annual Performance Report: Performance Indicators

2016-2017

Wyoming Community College Commission
2300 Capitol Avenue, 5th Floor, Suite B
Cheyenne, Wyoming 82002
(307) 777-7763
www.communitycolleges.wy.edu

Table of Contents

| | |
|----------------------------------------------------------------------------|----|
| Introduction..... | 3 |
| Performance Indicator A: Student Goal Attainment | 6 |
| Performance Indicator B: Student Persistence and Retention..... | 9 |
| Performance Indicator C: Degree and Certificate Completion Rates..... | 12 |
| Performance Indicator D: Placement Rate of Graduates in the Workforce..... | 15 |
| Performance Indicator E: Licensure/Certification Pass Rates..... | 17 |
| Performance Indicator F: Demonstration of Critical Literacy Skills..... | 18 |
| Performance Indicator G: Success in Subsequent, Related Coursework..... | 19 |
| Performance Indicator H: Number and Rate of Students Who Transfer..... | 21 |
| State of Wyoming’s Return on Investment..... | 25 |
| Summary..... | 25 |

Contact:
Wyoming Community College Commission
Nicole Anderson, Policy Analyst
2300 Capitol Avenue, 5th Floor, Suite B
Cheyenne, Wyoming 82002
(307) 777-7226

02/01/2017

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

Introduction

W.S. 21-18-202 (h)(iii) mandates that the Wyoming Community College Commission (WCCC) develop performance benchmarks, outcome measures and other performance indicators which serve as the basis for annual reporting to the legislature and the governor. The annual reporting must include, but is not limited to, the following measures:

- (A) Student goal attainment and retention;
- (B) Student persistence;
- (C) Degree and certificate completion rates;
- (D) Placement rate of graduates in the workforce;
- (E) Licensure and certification pass rates;
- (F) Demonstration of critical literacy skills;
- (G) Success in subsequent, related coursework; and
- (H) Number and rate of students who transfer.

In an effort to accommodate the mandate set forth in Wyoming statute and to streamline the performance indicator reporting process, the decision was made to specifically address the required performance measures.

The Wyoming Community College Commission Statewide Strategic Plan: Planning for the Future of Wyoming's Community Colleges, developed in 2009, identified five primary state interests that will drive investment in community college programs and services. These state interests focus on what colleges can do to meet statewide goals, what structures and supports are needed to help Wyoming community colleges improve their services, and most importantly what services and resources are necessary to assist Wyoming residents in achieving their potential as productive, educated citizens. These state interests as defined by the 2010 Wyoming Community College Commission Statewide Strategic Plan are:

- **Educated Citizenry**
 - Increase the educational attainment of Wyoming residents by offering them access to a wide range of educational, training, and cultural programs.
- **Diversified Economy**
 - Contribute to the diversification of Wyoming's economy by supporting the expansion of business and industry into new areas.
- **Workforce Development**
 - Respond to the needs of existing and emerging industries by providing a well-prepared and well-trained workforce.
- **Effective and Efficient Systems**
 - Maximize return on investment by implementing system-wide efficiencies to enhance community college operations.
- **Accountability and Improvement**
 - Improve the educational success of Wyoming residents by measuring outcomes and responding to findings, whether negative or positive.

Derivatives of the Primary State Interests:

On-going development and adaptation of the Strategic Plan in 2013-14 identified four derivatives of these five primary state interests.

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

- **Participation (Access)**
 - Increase participation in credit-bearing coursework and programs.
 - Increase Wyoming high school students' participation in dual and concurrent enrollment.
 - Increase the number of students enrolling in high school equivalency programs at Wyoming community colleges.
 - Continue to strengthen participation in non-credit courses to serve business and industry's workforce, or for lifelong learning and enrichment.

- **Progress**
 - Increase the percentage of students completing college level English and mathematics within their first 30 credit hours.
 - Improve timely progress in the first year toward completion of degrees and certificates.
 - Increase student persistence from semester to semester.
 - Monitor demographic sector performance in order to target specific strategies to better serve sub-cohorts of students.

- **Performance**
 - Increase the number of degrees and certificates obtained, with a specific focus on those seen as high-value for Wyoming's needs.
 - Ensure colleges are working with local businesses and industry to provide non-credit certificates, which are nationally recognized, wherever possible for Wyoming's workforce.
 - Ensure Wyoming community college graduates outpace the nation in regards to the rates at which they pass licensure and certifications required to enter the workforce.

- **Placement**
 - Increase the successful placement of community college graduates into the Wyoming workforce and/or the labor force in other states.
 - Increase Wyoming community college students' successful transfer to a four-year institution to pursue a bachelor's degree.
 - Increase the successful placement of at-risk and under-represented students.

This 2016-2017 Performance Indicator Report aligns the performance indicators required by statute with the objectives contained in the WCCC Statewide Strategic Plan 2.0. Commission staff have matched the eight Wyoming statutorily required performance indicators with the new Strategic Plan's 4 P's of success. Progress and performance incorporate many of the components of the eight requirements.

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

| <u>Wyoming Statute Requirements</u> | <u>Strategic Plan 4 P's</u> | <u>Match</u> |
|-------------------------------------------------|-----------------------------|---------------|
| A) Student goal attainment and retention | Participation | C, E |
| B) Student persistence | Progress | B, C, E, F, G |
| C) Degree and certificate completion rates | Performance | A, C, E, F, G |
| D) Placement rate of graduates in the workforce | Placement | D, H |
| E) Licensure and certification pass rates | | |
| F) Demonstration of critical literacy skills | | |
| G) Success in subsequent, related coursework | | |
| H) Number and rate of students who transfer | | |

The seven Wyoming community colleges are members of the National Community College Benchmark Project (NCCBP). Participation in the NCCBP has provided data that have been included in this report for Performance Indicators 2016-2017. The seven community colleges also submit data for this report from IPEDS (Integrated Postsecondary Education Data System), their own graduate surveys and administrative computing systems (Colleague® software by Ellucian) and a central reporting business intelligence application (WCCC/Community College Data Warehouse) for reporting statewide aggregate data.

INTENTIONALLY LEFT BLANK

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

A: Student Goal Attainment

Measures: The number of students who, upon leaving community college, report their original goal for attending (or subsequent goal decided while enrolled) has been met. Student retention and persistence rates measured.

Data Sources: College most recent Graduate Surveys, 2017 National Community College Benchmark Project (NCCBP), and most recent (Spring 2017) Community College Survey of Student Engagement (CCSSE) results reported by each of the seven community colleges

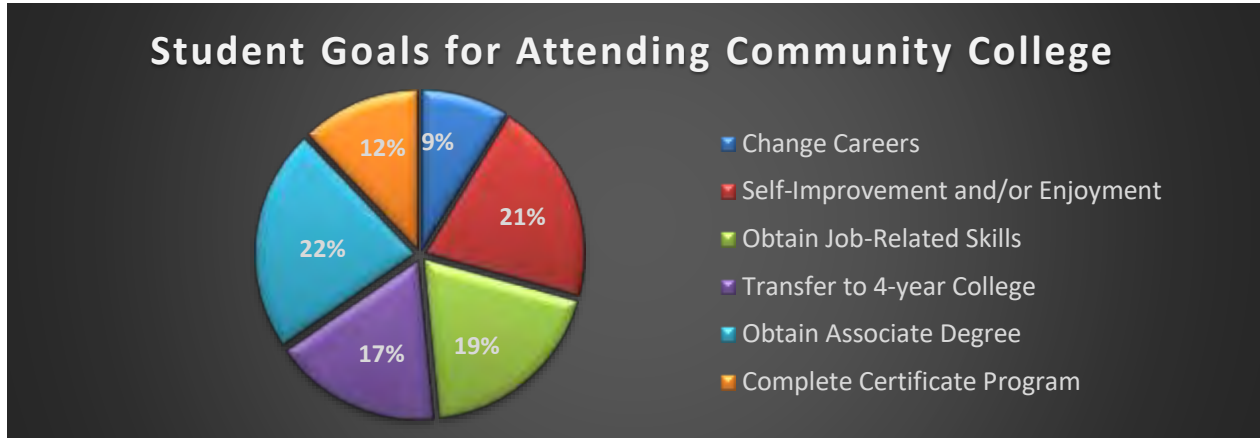
Strategic Plan Match: Performance

Students enroll in community colleges for a variety of reasons from self-improvement to four-year university transfer. To determine student goals in attending a Wyoming community college, the CCSSE survey can be utilized. Table A.1 demonstrates student percentages of primary or secondary goals for attending community college and Figure A.1 shows the aggregate reasons.

Table A.1: Student Goals

| | Complete Certificate Program | Obtain Associate Degree | Transfer to a 4-year college or University | Obtain / Update Job-Related Skills | Self-Improvement/ Personal Enjoyment | Change Careers |
|-----------------------------------------------------|------------------------------|-------------------------|--------------------------------------------|------------------------------------|--------------------------------------|----------------|
| Casper College (CC) | 43% | 82% | 67% | 71% | 76% | 34% |
| Central Wyoming College (CWC) | 50% | 80% | 58% | 77% | 80% | 35% |
| Eastern Wyoming College (EWC) | 43% | 82% | 53% | 69% | 66% | 24% |
| Laramie County Community College (LCCC) | 33% | 74% | 62% | 54% | 67% | 32% |
| Northwest College (NWC) | 40% | 86% | 70% | 63% | 74% | 20% |
| Northern Wyoming Community College District (NWCCD) | 49% | 78% | 57% | 71% | 72% | 40% |
| Western Wyoming Community College (WWCC) | 45% | 78% | 56% | 73% | 76% | 34% |

Figure A.1: Student Goals for Attending Community College for all Colleges



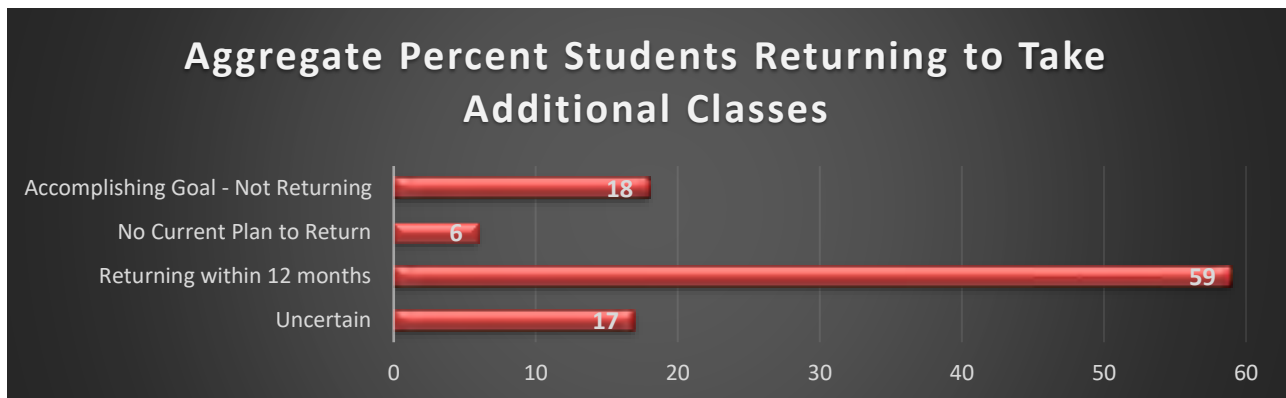
*CCSSE 2017

Additionally, the CCSSE is utilized to measure students' intentions to take classes at the same college again in the future. Table A.2 and Figure A.2 note students' timeframes for planning to take classes again at the college.

Table A.2: Percent Students Returning to Take Additional Classes

| | "I will accomplish my goal(s) during this term and will not be returning" | "I have no current plan to return" | "Within the next 12 months" | "Uncertain" |
|-------|---------------------------------------------------------------------------|------------------------------------|-----------------------------|-------------|
| CC | 20% | 3% | 61% | 17% |
| CWC | 10% | 8% | 60% | 22% |
| EWC | 15% | 9% | 62% | 14% |
| LCCC | 17% | 5% | 63% | 15% |
| NWC | 26% | 7% | 57% | 11% |
| NWCCD | 18% | 8% | 54% | 20% |
| WWCC | 19% | 4% | 55% | 23% |

Figure A.2: Aggregate Percent Students Returning to Take Additional Classes



*CCSSE 2017

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

To measure student goal attainment, Table A.3 (N=1140) illustrates between 88% and 100% of students accomplished their primary goal while attending a Wyoming community college based on results from the National Community College Benchmark Project (NCCBP).

Table A.3: NCCBP Student Goal Attainment

| College | Percentage of Graduate Completers that Accomplished their Primary Goal while Attending Community College | NCCBP National Percentile Rank |
|---------|----------------------------------------------------------------------------------------------------------|--------------------------------|
| CC | 88% | 22% |
| CWC | 95% | 49% |
| EWC | 100% | >99% |
| LCCC | 92% | 34% |
| NWC | 92% | 35% |
| NWCCD | 97% | 65% |
| WWCC | 97% | 95% |

Figure A.3 shows of the 846 students responding to the college Graduate Surveys, 96% “Strongly Agree” or “Agree” they accomplished their community college educational goals while attending the community college.

Figure A.3: Most Recent Survey Result, “I Accomplished my Community College Educational Goals while at this College”



*Most recent graduate report was completed for each college either 2015-2016 or 2016-2017.

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

B: Student Persistence and Retention

Measure: The proportion of the cohort of first-time, full-time/part-time, degree-seeking, non-dual or concurrent students who registered for their first credits at a community college in one fall term, and are still enrolled, at the same college (Retention) or at any college (Persistence), for at least one credit the following fall term,

Data Source: WCCC/Community College Data Warehouse

Strategic Plan Match: Progress

Retention rates demonstrate the number of students who return to or graduate from the same college in a subsequent term(s). Wyoming community colleges enrolled 2,919 full-time, first-time and full-time degree seeking students in the Fall of 2016. The aggregate full-time retention rate from Fall 2016 to Fall 2017 was 58%. This percentage has been relatively stable over the last five years, ranging from 55% to 58% for full time students, as can be seen in Table B.1. The first time part-time and full-time retention rates, by college, for students enrolled for the first time in Fall 2016 and returning for the Fall 2017 semester is displayed in Table B.2 and Figure B.1.

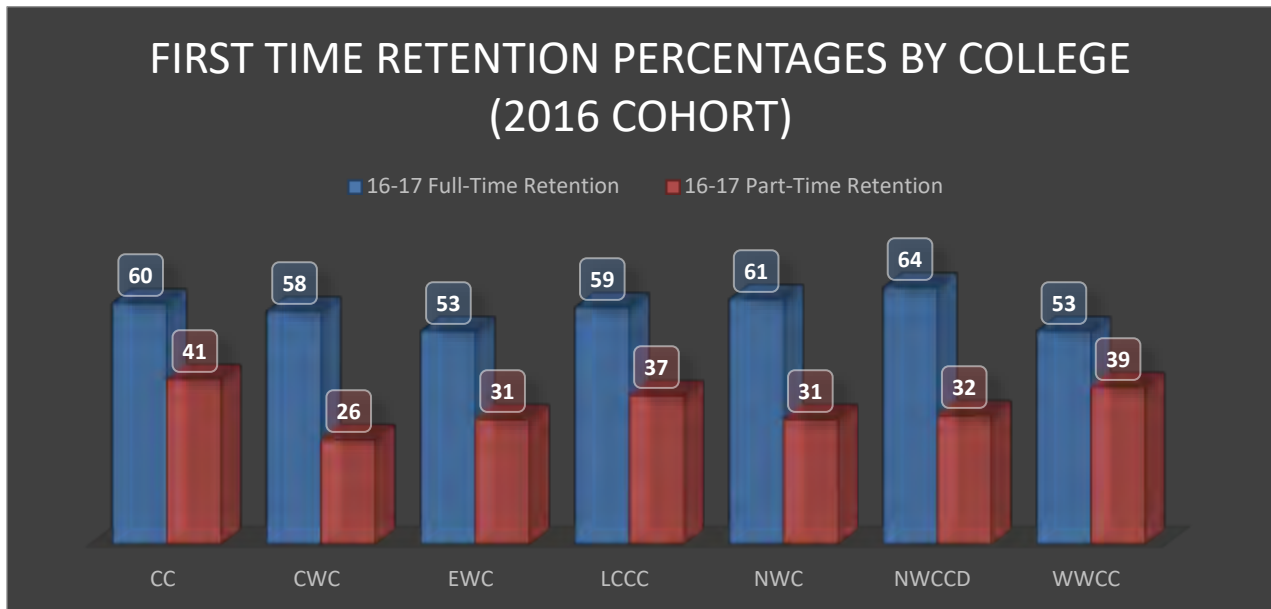
Table B.1: Trend *First-time/Degree-Seeking* Students' Retention Rates for Colleges Combined

| | Retention Rate Full-Time | Retention Rate Part-Time |
|-------------------------------------------------|--------------------------|--------------------------|
| Rate of Fall 2016 Cohort Retention in Fall 2017 | 58% | 34% |
| Rate of Fall 2015 Cohort Retention in Fall 2016 | 57% | 25% |
| Rate of Fall 2014 Cohort Retention in Fall 2015 | 57% | 30% |
| Rate of Fall 2013 Cohort Retention in Fall 2014 | 56% | 29% |
| Rate of Fall 2012 Cohort Retention in Fall 2013 | 55% | 33% |
| Rate of Fall 2011 Cohort Retention in Fall 2012 | 55% | 32% |

Table B.2: 2016 Cohort *First-time* Retention Rates by College

| College | Number of First-time Degree-seeking Students Fall 2016 | Retention Rate Full-Time | Retention Rate Part-Time |
|---------|--------------------------------------------------------|--------------------------|--------------------------|
| CC | 614 | 60% | 41% |
| CWC | 261 | 58% | 26% |
| EWC | 214 | 53% | 31% |
| LCCC | 570 | 59% | 37% |
| NWC | 418 | 61% | 31% |
| NWCCD | 606 | 64% | 32% |
| WWCC | 236 | 53% | 39% |

Figure B.1: First Time Retention Rates by College



*WCCC/Community College Data Warehouse 2017

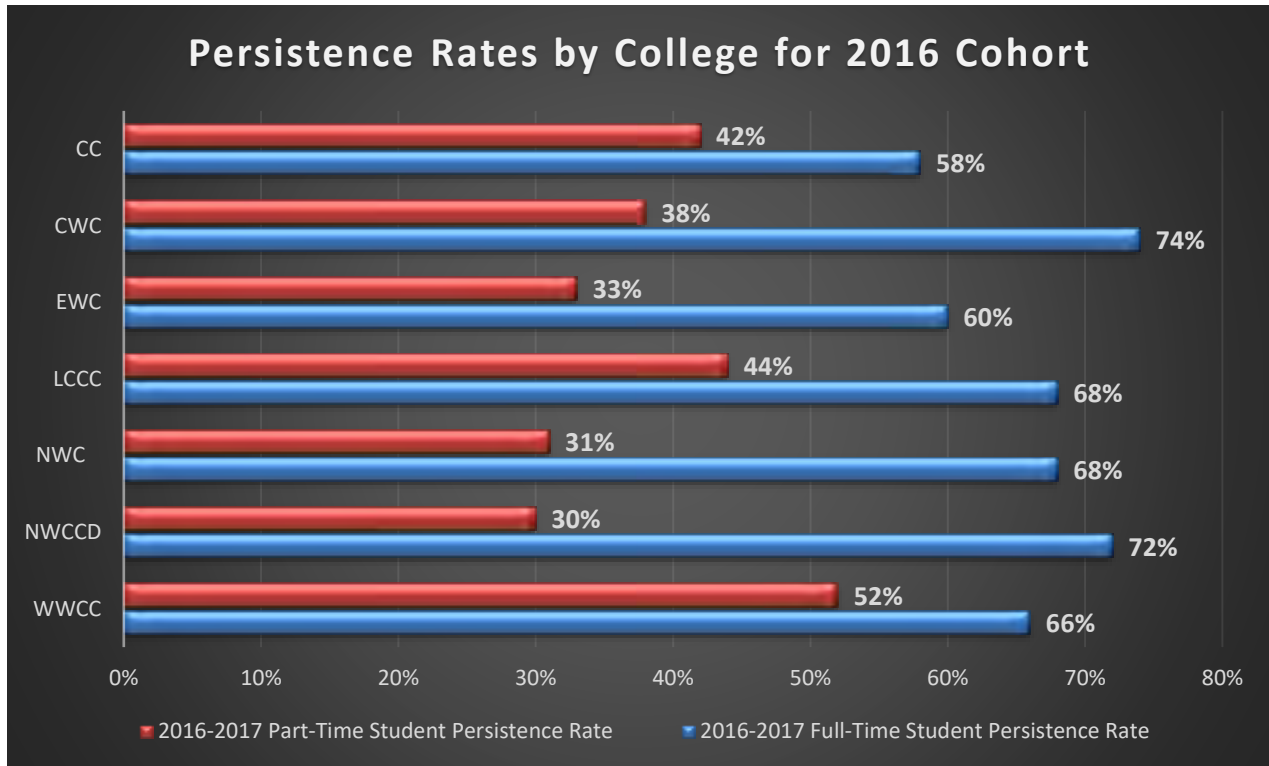
Persistence rates demonstrate the percentage of students who return to or graduate from any institution in a subsequent term(s). Table B.3 and Figure B.2 show the percentage of first-time students in the most recent Fall 2016 cohort who persisted to any college during the Fall 2017 semester. Table B.4 and Figure B.3 show a full three year persistence history.

Table B.3: First-time Persistence Rates by College Fall 2016 Cohort

| College | Number of First-time Degree-seeking Students Fall 2016 | Persistence Rate Full-Time | Persistence Rate Part-Time |
|-----------------------------------------|--------------------------------------------------------|----------------------------|----------------------------|
| CC | 614 | 66% | 52% |
| CWC | 261 | 72% | 30% |
| EWC | 214 | 60% | 33% |
| LCCC | 570 | 68% | 44% |
| NWC | 418 | 68% | 31% |
| NWCCD | 606 | 74% | 38% |
| WWCC | 236 | 58% | 42% |
| Average College Persistence Rate | | 67% | 39% |

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

Figure B.2: First-Time Full-Time and Part-Time, Degree-Seeking students Persistence Rates by College (2016 Fall to 2017 Fall)



*WCCC/Community College Data Warehouse 2017

Table B.4: Three-Year *First-time Degree-Seeking* Persistence Rates by College Fall 2014 Cohort

| | | Cohort 14/Fall | Persisted to 15/Fall | Persisted to 16/Fall | Persisted to 17/Fall |
|-------------------------|-----------|----------------|----------------------|----------------------|----------------------|
| CC | Part Time | 59 | 42% | 27% | 24% |
| | Full Time | 509 | 69% | 56% | 46% |
| CWC | Part Time | 65 | 28% | 25% | 15% |
| | Full Time | 188 | 63% | 45% | 30% |
| EWC | Part Time | 27 | 41% | 19% | 15% |
| | Full Time | 156 | 66% | 42% | 27% |
| LCCC | Part Time | 92 | 32% | 29% | 20% |
| | Full Time | 376 | 70% | 56% | 44% |
| NWC | Part Time | 19 | 37% | 32% | 32% |
| | Full Time | 372 | 70% | 47% | 36% |
| NWCCD | Part Time | 72 | 44% | 38% | 22% |
| | Full Time | 431 | 71% | 49% | 40% |
| WWCC | Part Time | 34 | 38% | 32% | 24% |
| | Full Time | 186 | 60% | 40% | 32% |
| Average Colleges | Part Time | 368 | 37% | 29% | 21% |
| | Full Time | 2,218 | 68% | 50% | 39% |

C: Degree and Certificate Completion Rates

Measure: The proportion of an entering community college cohort officially enrolled in a degree program that actually completed a degree or certificate, reported at annual intervals. The cohort includes only non-transfer, first-time and full-time students.

Data Source: Integrated Postsecondary Education Data Systems (IPEDS)—Graduation Rate Surveys, 2015-2016

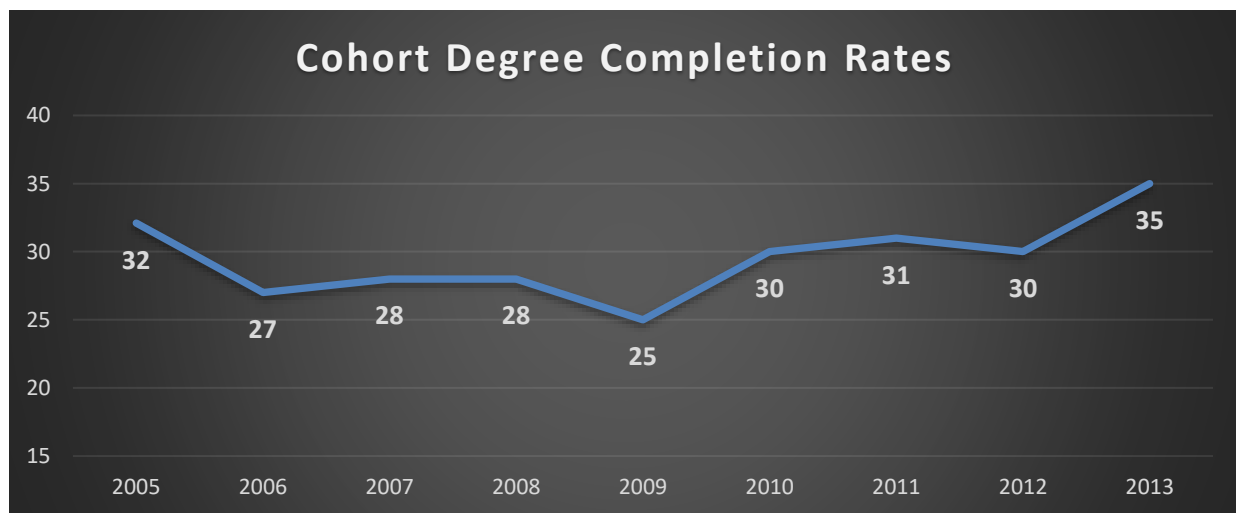
Strategic Plan Match: Participation, Progress & Performance

As illustrated in Table C.1 and Figure C.1, the 2013 cohort aggregate average completion rate at Wyoming community colleges is 35%, which is higher than rates for recent previous cohorts. The average aggregate completion rate for the Wyoming community colleges has remained fairly stable over the last ten years but currently shows its highest completion rate in a decade. According to the U.S. Department of Education, National Center for Educational Statistics (NCES), IPEDS, Winter 2015-16 Graduation Rates component, the graduation rate for public 2-year institutions was 22 percent, putting Wyoming community colleges above this national percentage.

Table C.1: Current and Historical Degree Completion Rates

| | |
|----------------------------------------------------------|-----|
| 2013 Cohort Graduation Rate within 3 years (spring 2015) | 35% |
| 2012 Cohort Graduation Rate within 3 years (spring 2014) | 30% |
| 2011 Cohort Graduation Rate within 3 years (spring 2013) | 31% |
| 2010 Cohort Graduation Rate within 3 years (spring 2012) | 30% |
| 2009 Cohort Graduation Rate within 3 years (spring 2011) | 25% |
| 2008 Cohort Graduation Rate within 3 years (spring 2010) | 28% |
| 2007 Cohort Graduation Rate within 3 years (spring 2009) | 28% |
| 2006 Cohort Graduation Rate within 3 years (spring 2008) | 27% |
| 2005 Cohort Graduation Rate within 3 years (spring 2007) | 32% |

Figure C.1 Trend Degree Completion Rate for All Community Colleges by Cohort



*IPEDS Graduation Rate Survey (2015-2016)

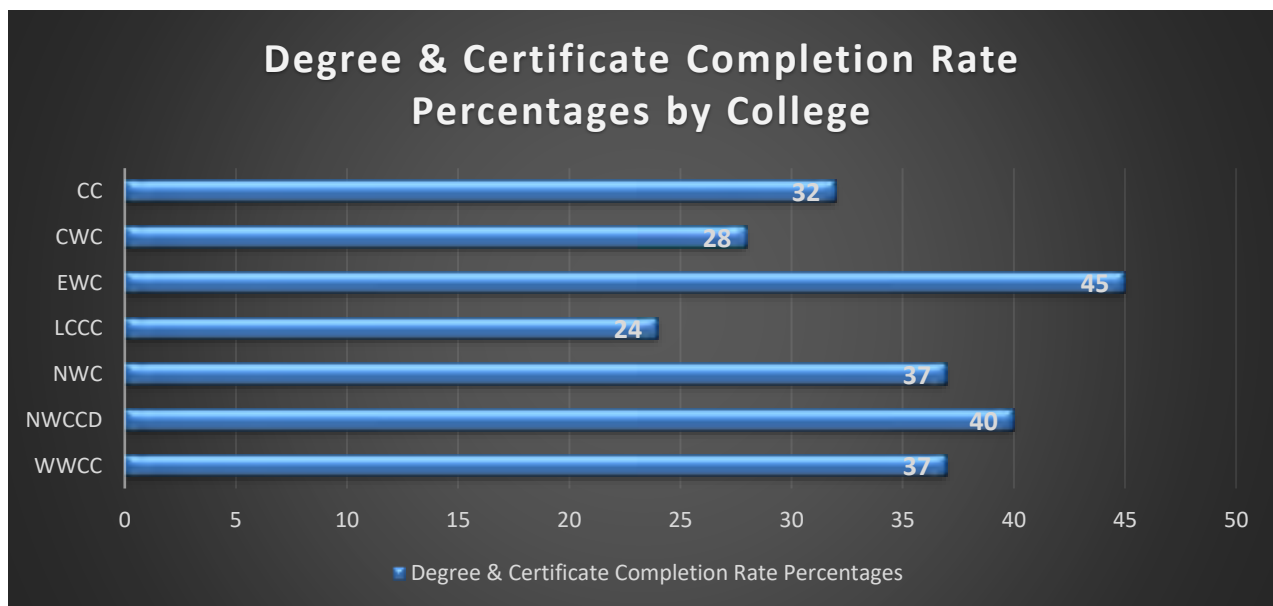
Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

Table C.2 and Figure C.2 show the degree and certificate completion rates, by college, for the 2013 cohort. The cohort includes all full-time, first-time, degree and certificate-seeking undergraduate students entering the institution either during the fall term or during the 12-month period as described above. The cohort size includes the sum of the certificate and degree seekers which is used as the denominator, since most students are degree seekers.

Table C.2: 2013 Cohort Degree and Certificate Completion Rates by College

| College | 2013 Cohort Size | Certificate/Degree Completers within 150% of normal time | Degree and Certificate Completion Rate |
|---------|------------------|----------------------------------------------------------|----------------------------------------|
| CC | 616 | 200 | 32% |
| CWC | 232 | 66 | 28% |
| EWC | 230 | 103 | 45% |
| LCCC | 318 | 77 | 24% |
| NWC | 372 | 136 | 37% |
| NWCCD | 446 | 178 | 40% |
| WWCC | 374 | 140 | 37% |

Figure C.2: Degree and Certification Complete Rate Percentages by College



* (IPEDS)—Graduation Rate Surveys, 2015-2016

A similar measure to assess graduation rate success is through a degree or certificate productivity rate. Tables C.3 and C.4 look at success rates by equating degree and certificate award rates to full-time equivalency (FTE). Table C.3 shows the number of degree and/or certificate graduates in one

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

academic year per 100FTE. Table C.4 shows the number of degrees and/or certificates awarded in one academic year per 100FTE. Figure C.3 shows the total number of awards and graduates, by college, per 100FTE.

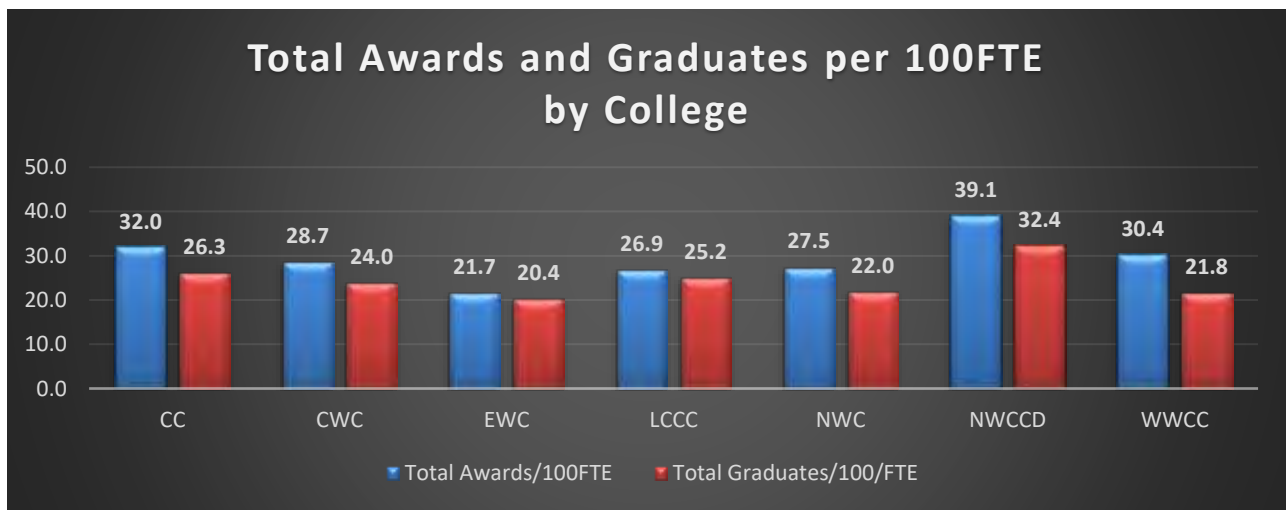
Table C.3: Graduates by Full Time Equivalency 2016-2017

| | Associate Degree Graduates/100FTE | Total Graduates/100FTE |
|------------------------------|-----------------------------------|------------------------|
| CC | 21.1 | 26.3 |
| CWC | 16.0 | 24.0 |
| EWC | 13.1 | 20.4 |
| LCCC | 19.0 | 25.2 |
| NWC | 21.0 | 22.0 |
| NWCCD | 23.3 | 32.4 |
| WWCC | 18.3 | 21.8 |
| Average All Colleges: | 18.8 | 24.6 |

Table C.4: Degree/Certificate Awards by Full Time Equivalence 2016-2017

| | Associate Degrees Awarded/100FTE | Total Awards/100FTE |
|------------------------------|----------------------------------|---------------------|
| CC | 22.9 | 32.0 |
| CWC | 18.3 | 28.7 |
| EWC | 13.3 | 21.7 |
| LCCC | 19.6 | 26.9 |
| NWC | 23.9 | 27.5 |
| NWCCD | 25.1 | 39.1 |
| WWCC | 24.3 | 30.4 |
| Average All Colleges: | 21.1 | 29.5 |

Figure C.3: Total Awards and Graduates per 100FTE by College



*IPEDS Completion Survey and 12-Month Enrollment Survey (2016-2017)

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

D: Placement Rate of Graduates in the Workforce

Measure: The percentage of students graduating from a community college with a degree or certificate and employed one year after graduation.

Data Sources: Most recent System Graduation Surveys; Department of Workforce Services (DWS), Research and Planning Division

Strategic Plan Match: Placement

Graduates (N graduates responding=963) replied to questions administered by each of the Wyoming community colleges' Graduate Surveys regarding employment status. Surveys are typically administered six months to a year after graduation, every year or every other year. Table D.1 provides an aggregate percentage of employment status. Table D.2 shows current employment status by college.

Table D.1: Most Recent Graduate Surveys "Which Statement Best Describes your Current Employment Status?"

| Employment Status | 2015-16 or 2016-17 | 2014-15 |
|-----------------------------------------------|-----------------------|---------|
| Employed Full Time (40 hours or more/week) | 43% | 37% |
| Employed Part-Time (less than 40 hours/week) | 24% | 32% |
| Unemployed, actively seeking employment | 9% | 6% |
| Unemployed or retired, not seeking employment | 14% | 14% |
| No response | 3% | 2% |

*The most recent graduate report was completed 2015-2016 or 2016-2017. Graduate reports are completed by colleges every year or every other year. Table D.1 aggregates percentages from Table D.2.

Table D.2: Most Recent Graduate Surveys "Which Statement Best Describes your Current Employment Status?" by College

| College | % Employed Full-Time (40 hours or more/week) | % Employed Part-Time (less than 40 hours/week) | % Unemployed, actively seeking employment | % Unemployed or retired, not seeking employment | % No Response |
|---------|----------------------------------------------|------------------------------------------------|-------------------------------------------|-------------------------------------------------|---------------|
| CC | 61% | 27% | 0% | 12% | 0% |
| CWC | 22% | 54% | 6% | 18% | 0% |
| EWC | 57% | 14% | 14% | 14% | 0% |
| LCCC | 59% | 8% | 17% | 16% | 0% |
| NWC | 32% | 45% | 9% | 14% | 0% |
| NWCCD* | 19% | 3% | 5% | 2% | 24% |
| WWCC | 48% | 19% | 11% | 23% | 0% |

*NWCCD has an additional category on their graduate survey: "Continuing educational pursuits". 71 percent of students selected this option.

**Most recent graduate report was completed 2015-2016 or 2016-2017. Graduate reports are completed by colleges every year or every other year.

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

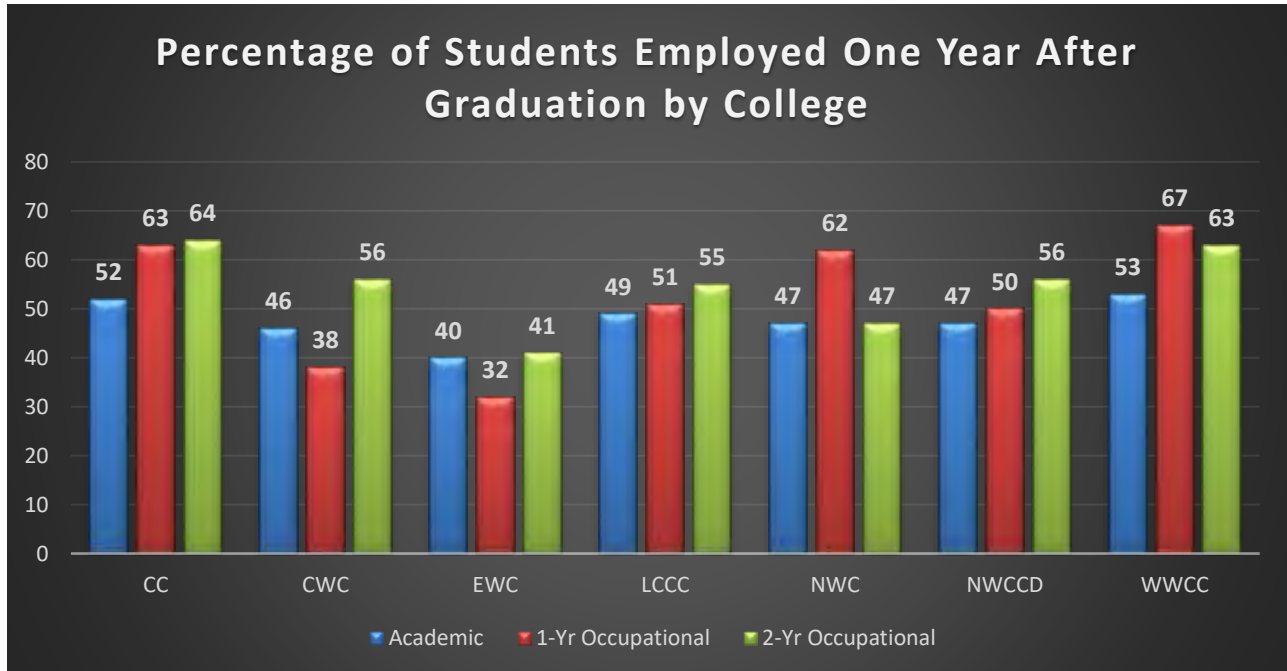
In 2016, the Wyoming Department of Workforce Services, Research and Planning Division, included a report of Wyoming Community College Graduates in their Wyoming Labor Market Information website. The data utilized by DWS came directly from the community colleges and provided information for wage records for community college graduates one year after graduation. Table D.3 and Figure D.1 show the percentage of students who were employed one year after graduation in an academic or one or two year occupational track.

Table D.3: Percentage of Students Employed One Year After Graduation

| Percent of students employed one year after graduation | Academic | 1-year Occupational | 2-year Occupational |
|--------------------------------------------------------|------------|---------------------|---------------------|
| CC | 52% | 63% | 64% |
| CWC | 46% | 38% | 56% |
| EWC | 40% | 32% | 41% |
| LCCC | 49% | 51% | 55% |
| NWC | 47% | 62% | 47% |
| NWCCD | 47% | 50% | 56% |
| WWCC | 53% | 67% | 63% |
| Average for Colleges | 47% | 51% | 54% |

* DWS Research and Planning Division

Figure D.1: Percentage of Students Employed One Year after Graduation by College



*DWS Research and Planning Division

Wyoming Community Colleges
 ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

E: Licensure/Certification Pass Rates

Measure: *The proportion of those who complete or graduate from a community college vocational program and then actively seek licensure or certification for the first time within a given year, who achieve licensure or certification in areas traditionally requiring licensure or certification to obtain a job in that field.*

Data Sources: *Various certifying/licensing bodies as provided by Wyoming community colleges for program completers who took the exam within one year of completing the program*

Strategic Plan Match: *Progress, Performance & Participation*

Wyoming's seven community colleges have 25 different workplace placement programs that prepare students for licensure or certification, reflecting a high level of quality instruction at Wyoming community colleges. The pass rates represent those students who passed their exam on the first attempt.

| License / Certification | CC | CWC | EWC | LCCC | NWC | NWCCD | WWCC |
|----------------------------------------------------------------------------------|------|------|------|------|------|-------|------|
| AIARE LEVEL 1 – Avalanche Training | | 100% | | | | | |
| ARRT (American Registry of Radiologic Technologists) | 100% | | | 100% | | | |
| American Registry for Diagnostic Medical Sonography – Abdominal/Small Parts | | | | 100% | | | |
| American Registry for Diagnostic Medical Sonography – Obstetrical and Gynecology | | | | 100% | | | |
| Basic Life Support for Health Care Providers | | 100% | | | | | |
| Central Regional Dental Testing Exam (CRDTS) | | | | | | 91% | |
| Certified Horsemanship Association (CHA) | | 100% | | | | | |
| Certified Occupational Therapy Assistant Examination | 95% | | | | | | |
| Cosmetology (National-Interstate Council of State Boards of Cosmetology (NIC)) | | | 100% | | | | |
| National Hygiene Clinical Exam | | | | 100% | | | |
| Emergency Medical Tech Wilderness (EMT) | | 100% | | | | | |
| Federation on State Boards of Physical Therapy (FSBPT) | | | | 95% | | | |
| Fire Science Certification Exams | | 95% | | | | | |
| Medical Lab Technician Certification Exam | 100% | | | | | | |
| NCLEX-PN | 100% | | | 88% | 100% | 100% | 100% |

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

| License / Certification | CC | CWC | EWC | LCCC | NWC | NWCCD | WWCC |
|---------------------------------------------------------------|------|-----|-----|------|-----|-------|------|
| NCLEX-RN | 85% | 93% | | 100% | 80% | 87% | 100% |
| Nail Technician (NIC) | | | 75% | | | | |
| National Board for Surgical Technology and Surgical Assisting | | | | 57% | | | |
| National Dental Hygiene Exam (NBDHE) | | | | 94% | | 91% | |
| National Registry of EMT-Paramedic | | | | 86% | | | |
| Pharmacy Technician Certification Board | 100% | | | | | | |
| Veterinary Technician | | | 89% | | | | |
| Welding 3/8" Plate Test (American Welding Society (AWS)) | | | 89% | | | | |
| Welding 1" Plate Test (AWS) | | | 91% | | | | |
| Wilderness First Responder | | 93% | | | | | |

F: Demonstration of Critical Literacy Skills

Measure: Various institutional measures satisfy the intent of this indicator, which is to assess the general skills and broad analytical capabilities of students.

Data Source: 2017 NCCBP

Strategic Plan Match: Progress & Performance

The NCCBP identifies four key courses to demonstrate core academic skills: Composition I, Composition II, Algebra and Speech. Table F.1 examines retention, enrollee success and completer rates in these four courses for all seven colleges. The retention rate measures total credit grades divided by credit courses that are requirements for associate degrees or certificates. This is a measurement to indicate all grades possible out of all taking the class, for credit or not. The enrollee success rate measures only the A, B, C and P/S grades from all possible credit course grades to indicate those grades above a D. The completer success rate measures those grades above a D against the total population of credit-bearing grades (excludes W grade).

Table F.1: Average NCCBP Core Academic Skills Retention, Enrollee & Completer Success Rates Fall 2015

| | NCCBP Form 11 – Average Submitted Values | | | |
|-----------------------------------------|------------------------------------------|----------------|---------|--------|
| | Composition I | Composition II | Algebra | Speech |
| Total A, B, C, P/S, D, F/U and W grades | 3840 | 667 | 1427 | 877 |
| Total A, B, C, P/S, D and F/U grades | 3321 | 563 | 1215 | 766 |
| Total A, B, C, and P/S grades | 2833 | 461 | 1002 | 660 |
| Retention Rate | 89% | 86% | 85% | 89% |
| Enrollee Success Rate | 77% | 72% | 70% | 79% |
| Completer Success Rate | 86% | 84% | 83% | 88% |

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

G: Success in Subsequent, Related Coursework

Measure: The proportion of an identified entering student cohort assessed as deficient in one or more of the basic skills (writing/mathematics, who subsequently (a) successfully completes developmental/remedial work intended to remediate this deficiency and (b) completes a college-level course, with a grade of “C” or better, after one year, five semesters, or eight semesters including summers.

Data Source: WCCC/Community College Data Warehouse, 2014 Cohort

Strategic Plan Match: Progress & Performance

A number of community college students enroll in developmental/remedial courses to prepare for college-level courses. In Fall 2014, 4,135 (duplicated headcount) community college students were enrolled in developmental/remedial mathematics and English courses. Of these, 2,373 (duplicated headcount) students completed their respective developmental/remedial coursework that semester. Of the 2,373 students who completed developmental/remedial coursework, 956 completed subsequent college-level courses within one year. Another 138 completed in the fifth semester and 90 more successfully completed within eight semesters. Of those enrolled Fall 2014, 27% in math and 37% in English were successful college level course (prerequisite courses which must be completed satisfactorily to continue in subsequent classes in the discipline) completers.

It is important to note many students must complete a series of developmental/remedial courses before they are able to complete a college level course, which accounts for the lower numbers in Subsequent College Level Coursework (within 1 year).

Table G.1: Aggregate Subsequent College Level Coursework Fall 2014 Cohort

| | Developmental/Remedial | | | Subsequent College Level Course | | | | | | |
|---------|------------------------|---------------------|------------------------|------------------------------------------------------|-------|------------------------------------------------------|-------|--------------------------------------------------------|-------|------------------------------------------------------------|
| | Enrolled 14/FA | Successful 14/FA | Success rate (%) | Successfully completed with 1 year (15 F/A) | | Successfully completed with 5 terms (16/SU) | | Successfully completed within 8 terms (17/SU) | | Successful College Level Course Completers** % |
| | | | | N | % | N | % | N | % | |
| Math | 3302 | 1837 | 55.63 | 685 | 37.29 | 800 | 43.55 | 877 | 47.74 | 27 |
| English | 833 | 536 | 64.35 | 271 | 50.56 | 294 | 54.85 | 307 | 57.28 | 37 |
| Total | 4135 | 2373 | | 956 | | 1094 | | 1184 | | |

** “Successful College Level Course Completers” are the percent of those who enrolled in a remedial course in Fall 2014 and successfully completed a related college-level course by the end of Summer 2017.

It should be noted that Wyoming community colleges are utilizing progressive techniques to facilitate enhanced options for students requiring remedial level coursework. For instance, many colleges have already, or are beginning to, implement co-requisite “lab” courses, to be taken along with college level courses, to supplement instruction to allow extra assistance to the students in achieving the college level material. In addition, adult education is being considered as another option. The above table (G.1) does not yet include success rates for students taking advantage of these novel methods of education for remedial students.

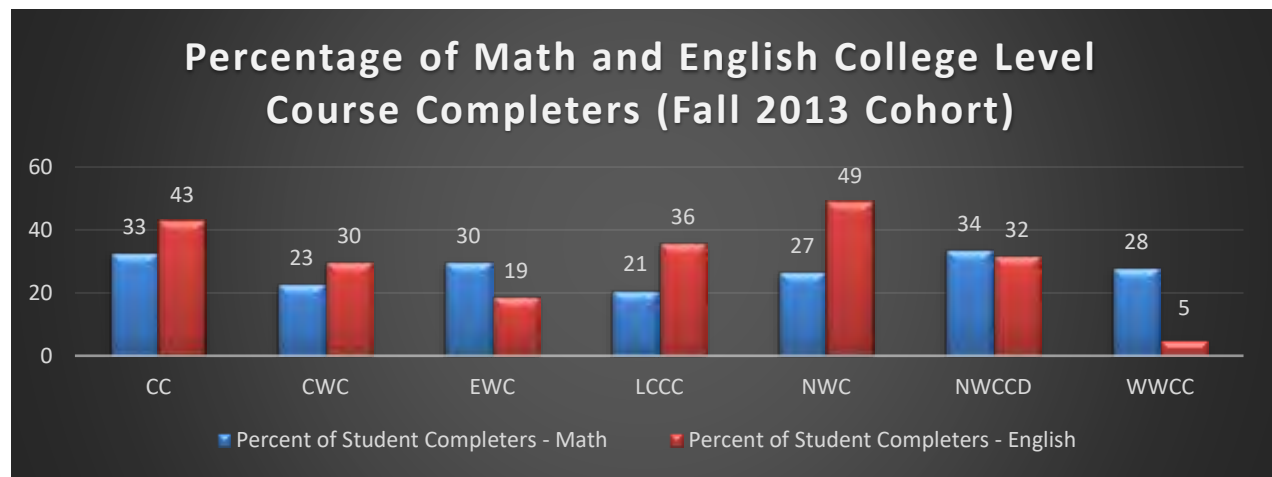
Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

Table G.2: Subsequent College Level Coursework Fall 2014 Cohort by College

| College | Course | Developmental/Remedial | | | Subsequent College Level Course | | | | | | |
|---------|---------|------------------------|-----------------------|-------------------|----------------------------------------------|-------|-----------------------------------------------|-------|-----------------------------------------------|-------|-------------------------------------------------|
| | | Enrolled 14/FA # | Successful 14/FA # | Success Rate % | Successfully completed within 1 year (15/FA) | | Successfully completed within 5 terms (16/SU) | | Successfully completed within 8 terms (17/SU) | | Successful College Level Course Completers % |
| CC | Math | 531 | 305 | 57.44 | 142 | 46.56 | 164 | 53.77 | 175 | 57.38 | 32.95 |
| | English | 110 | 71 | 64.55 | 38 | 53.52 | 44 | 61.97 | 47 | 66.20 | 42.72 |
| CWC | Math | 184 | 99 | 53.80 | 34 | 34.34 | 40 | 40.40 | 43 | 43.43 | 23.37 |
| | English | 106 | 72 | 67.92 | 27 | 37.50 | 31 | 43.06 | 32 | 44.44 | 30.18 |
| EWC | Math | 164 | 114 | 69.51 | 42 | 36.84 | 47 | 41.23 | 49 | 42.98 | 29.87 |
| | English | 36 | 23 | 63.89 | 5 | 21.74 | 7 | 30.43 | 7 | 30.43 | 19.44 |
| LCCC | Math | 1265 | 685 | 54.15 | 199 | 29.05 | 233 | 34.01 | 269 | 39.27 | 21.26 |
| | English | 244 | 161 | 65.98 | 82 | 50.93 | 85 | 52.80 | 89 | 55.28 | 36.47 |
| NWC | Math | 321 | 167 | 52.02 | 67 | 40.12 | 80 | 47.90 | 88 | 52.69 | 27.41 |
| | English | 136 | 94 | 69.12 | 59 | 62.77 | 65 | 69.15 | 66 | 70.21 | 48.53 |
| NWCCD | Math | 296 | 168 | 56.76 | 87 | 51.79 | 95 | 56.55 | 101 | 60.12 | 34.12 |
| | English | 65 | 35 | 53.85 | 19 | 54.29 | 20 | 57.14 | 21 | 60.00 | 32.31 |
| WWCC | Math | 541 | 299 | 55.27 | 114 | 38.13 | 141 | 47.16 | 152 | 50.84 | 28.10 |
| | English | 833 | 536 | 64.35 | 41 | 51.25 | 42 | 52.50 | 45 | 56.25 | 5.40 |

** "Successful College Level Course Completers" are the percent of those who enrolled in a remedial course in fall 2014 and successfully completed a related college-level course by the end of summer 2017.

Figure G.1: Percentage of Developmental Math and English College Level Course Enrollees who Complete (Fall 2014 Cohort)



*WCC/Community College Data Warehouse 2017

H: Number and Rate of Transfer

Measure: Transfer information for Wyoming community college students.

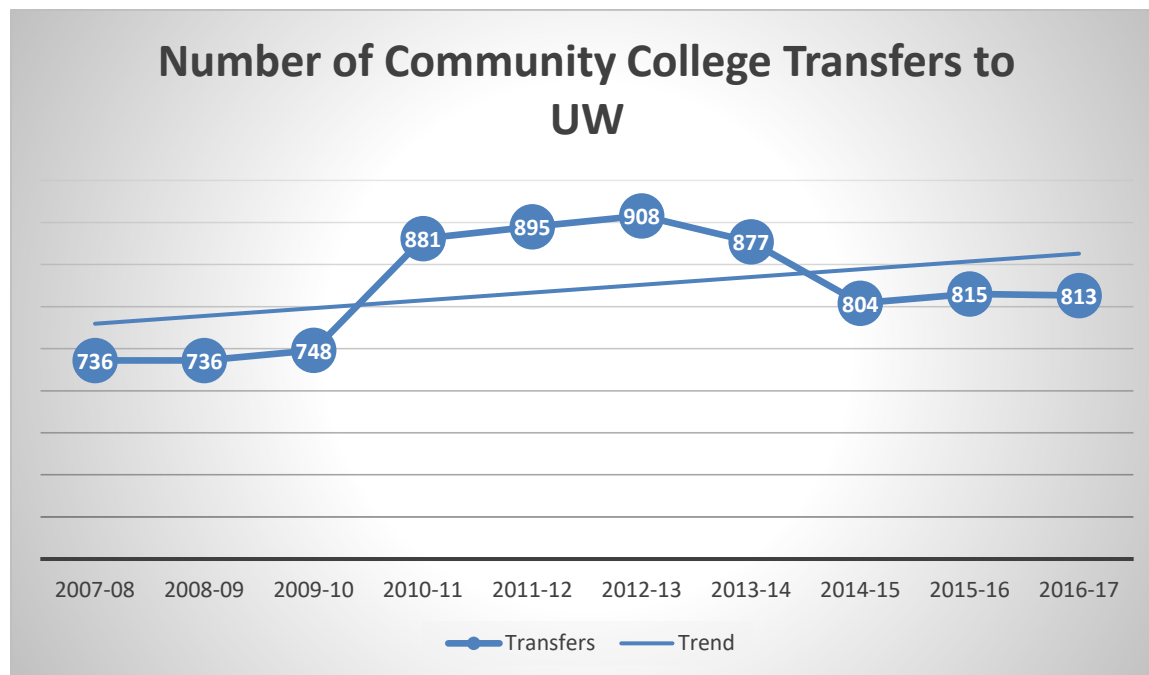
Data Sources: “New Transfer Students 2015-2016,” University of Wyoming Office of Institutional Analysis, 2016, Colleague®, National Student Clearinghouse’s Student Tracker and 2017 NCCBP, Integrated Postsecondary Education Data Systems (IPEDS), WCCC/Community College Data Warehouse

Strategic Plan Match: Placement

According to the University of Wyoming Annual Transfer Report, a total of 813 students from Wyoming community colleges transferred to the University of Wyoming during the academic year 2016-2017. The data do not represent any specific cohort but rather a total of transfer students who most recently attended a Wyoming community college before enrolling at the University.

Figure H.1 below highlights the enrollment of transfer students to UW during the last ten academic years.

Figure H.1: The Number of Community College Students Who Transferred to the University of Wyoming (Academic Year)



* 2016-17 University of Wyoming New Transfer Student Report

Table H.1 represents the top 4-year institutions that received the largest number of transferring Wyoming community college students by college (2016-17 degree seeking students).

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

Table H.1: Top Receiving 4-Year Institutions by Number of Transferring Students

| College | Top Receiving 4-year Institutions | Number of Transfer Students |
|---------|-------------------------------------------------------------------------------------------------------------|-----------------------------|
| CC | University of Wyoming | 237 |
| | South Dakota School of Mines / Colorado State Univ. | 8 each |
| | Montana State University - Billings | 7 |
| | Valley City St. Univ./Black Hills St. Univ./Univ.North.Colo. | 5 each |
| CWC | University of Wyoming | 94 |
| | Montana State University | 4 |
| | Chadron State College / Valley City State University | 3 each |
| | Black Hills State University | 2 |
| EWC | University of Wyoming | 36 |
| | Chadron State College | 15 |
| | Black Hills State University | 6 |
| | Amer. Public Univ. System / Utah State University / Univ. of Northern Colorado / College of Southern Nevada | 2 each |
| LCCC | University of Wyoming | 292 |
| | Western Governors University | 15 |
| | Colorado State University | 7 |
| | Chadron State College / Univ. of Northern Colorado | 6 each |
| NWC | University of Wyoming | 71 |
| | Montana State University – Billings | 12 |
| | Brigham Young Univ. - Idaho / University of Montana | 5 each |
| | Chadron State College / Univ. of Montana - Western | 4 each |
| NWCCD | University of Wyoming | 114 |
| | Black Hills State University | 17 |
| | Chadron State College / Montana State Univ - Billings | 7 each |
| | Valley City State University | 5 |
| WWCC | University of Wyoming | 196 |
| | Weber State University | 33 |
| | Utah State University | 28 |
| | Western Governors University | 16 |

H.2 Tables illustrate transfer rates for only those students who transferred without previously earning a degree. This is the methodology specified by IPEDS and NCCBP. Rates would be much higher if it included graduates who also transferred. Table H.2.A looks at transfer rates by college (percent of first-time, full-time students who transferred to any institution in three years). These data were submitted to NCCBP by each of the colleges. Table H.2.B shows first-time full-time and first-time, part-time transfer rates by college for students who transferred to a 4-year institution from the Fall 2013 Cohort.

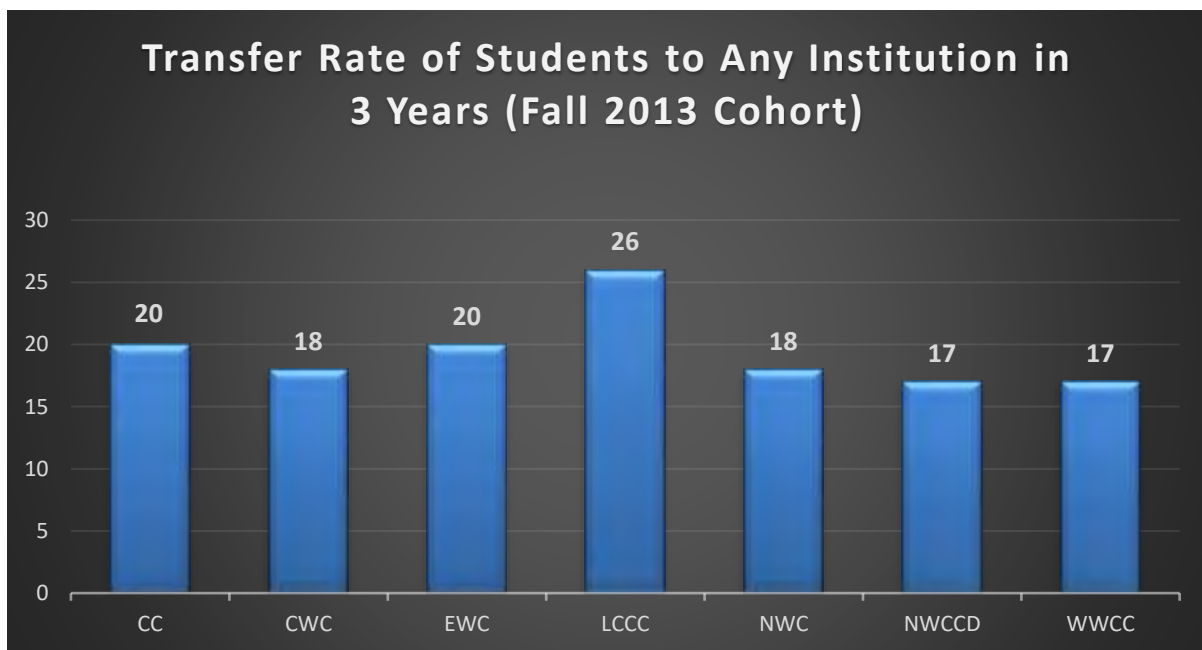
Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

Table H.2.A / Figure H.3: Transfer Rate (Percent of Students who Transferred to any Institution in Three Years) Fall 2013 Cohort

| College | First-time Full-time |
|---------|----------------------|
| CC | 20% |
| CWC | 18% |
| EWC | 20% |
| LCCC | 26% |
| NWC | 18% |
| NWCCD | 17% |
| WWCC | 17% |

***Note:** Colleges do not report transfer rates for First-time, Part-time to IPEDS

Figure H.3: Transfer Rate of Students to Any Institution in three years for the Fall 2013 Cohort



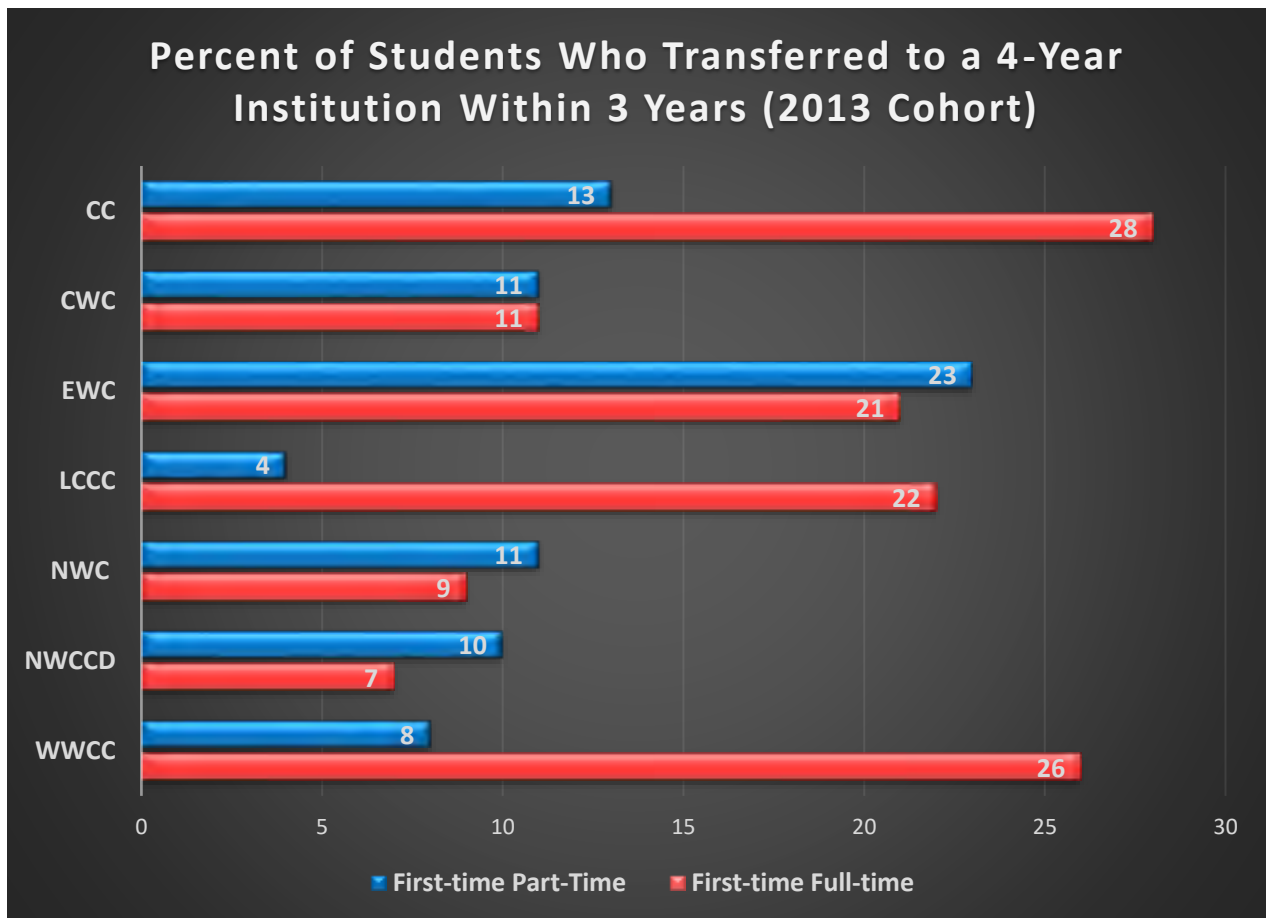
***IPEDS 2015-2016**

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

Table H.2.B and Figure H.4: Transfer Rate (Percent of Students who Transferred to a 4-year Institution in Three Years) Fall 2013 Cohort

| College | First-time Full-time | First-time Part-time |
|---------|----------------------|----------------------|
| CC | 28% | 13% |
| CWC | 11% | 11% |
| EWC | 21% | 23% |
| LCCC | 22% | 4% |
| NWC | 9% | 11% |
| NWCCD | 7% | 10% |
| WWCC | 26% | 8% |

Figure H.4: The Percent of Students who Transferred to a 4-year College in 3 years – 2013 Cohort



*NCCBP 2017

Wyoming Community Colleges
ANNUAL PERFORMANCE REPORT: PERFORMANCE INDICATORS 2016-2017

State of Wyoming's Return on Investment

While the data available may not be what are traditionally seen in demonstrating return on investment, it does show numbers of individuals achieving milestones during the past year, demonstrating a benefit of state-provided operational funding. During the 2016-2017 academic year, the seven Wyoming community colleges enrolled 6,530 full-time students (unduplicated headcount), and 23,484 part-time students (unduplicated headcount). Graduates from Wyoming community colleges earned 699 Associate of Arts (AA) degrees, 1,083 Associate of Science (AS) degrees, 736 Associate of Applied Science (AAS) degrees, 20 Associate of Business (AB) degrees, 26 Associate of Fine Arts (AFA) degrees and 1,075 certificates. *(It should be noted, in previous years of this report, headcounts were reported as annualized. This year enrollment data were reported as unduplicated in accordance with the annual enrollment report.)*

The State of Wyoming provided \$115,486,695 million in operational funding to support the seven community colleges during fiscal-year 2017.

Summary

Using these performance indicators, Wyoming's seven community colleges are able to document their performance in meeting the needs of their stakeholders. Wyoming's community colleges take their responsibility of accountability seriously and intend to use this report not only to document performance, but to evaluate where improvements can be made and to make plans of action to not only meet, but to exceed stakeholders' expectations. Future Performance Indicator Reports will associate the Strategic Plan 2.0 with the performance indicators required by Wyoming Statute.