

ARIZONA POSTSECONDARY CAREER AND TECHNICAL EDUCATION

**Federal Perkins Grant
2017-2018 Performance Measures Improvement Plan**

(Note: This form is used when performance measure not met for at least one but not more than two consecutive years)

College Name: Northland Pioneer College

Complete the chart to include action steps/objectives which will be implemented to positively assist in reaching the unachieved performance measure. Include any reasons/causes that may have had an effect on performance for this objective. A separate improvement plan should be completed for each measure not met.

Performance Measure Not Meeting 90% of the SALP	2016-2017 College Level of Performance	2016-2017 SALP	90% of 2016-2017 SALP
3P1 – CTE Student Retention or Transfer	47.28%	68%	61.20%

Number of Consecutive Years Measure Not Met: 2

Identified Reasons/Causes for Deficiency for this Performance Measure?

NPC has identified improving retention and completion as its global quality initiative for HLC reaccreditation. Significant financial resources have been dedicated to a software program, Hobson's Starfish, to improve communication and early assistance by faculty, advisors, and services to students at risk. Faculty Success Coaches have been identified for each division, to work with faculty and staff to increase the timely use of the Starfish system, and to improve student contact information. These measures are expected to improve both retention and completion for all students.

A major contributor to the lack of transfer students is the massive increase in state college tuition and expense (over \$27,000/year at the closest university, NAU). Commuting to university is not a viable option for most students in the region, so there are not many opportunities to minimize cost at a four-year university. The significant poverty levels in Navajo and Apache Counties mean that very few families can afford the cost of university. Pell grants are capped at just under \$6,000/year. Many students and their families prefer not to take on considerable college debt.

Overall Objective(s) for Improvement	Specific Action Step(s) for Improvement	Responsible Party (Name & Position Title)	Completion Deadline	Mid-Year Status Report
For the Perkins Concentrator cohort, work with the IR department to identify high-impact departments. Create list of student names who didn't continue, transfer, or graduate during the CAR IV window.	Meet with Department Chairs to review names and possibly identify patterns of non-completion.	Ann Hilliard Carl Perkins Grant Manager	04-30-2018	