

**ARIZONA POSTSECONDARY CAREER AND TECHNICAL EDUCATION**

**Federal Perkins Grant**

**2018 Directed Performance Measures Improvement Plan**

(Note: This form is used when performance measure not met for three consecutive years)

College Name: Northland Pioneer College

Colleges not meeting the State Adjusted Level of Performance (SALP) for three or more consecutive years for a performance measure will be required to develop a Directed Performance Measure Improvement Plan which must include the following:

- 1) Develop a directed improvement plan which includes activities and practices that are expected to positively assist in reaching the unachieved performance measure(s). If more than one performance measure has not been met for three consecutive years, a separate improvement plan should be completed for each measure.
- 2) Review Perkins expenditures and redirect funds to support activities and resources needed to accomplish the goal of improving the performance on the measure in question. At least 10% of the total Perkins allocation will be redirected in the grant application (through a revision) to support improvement of the performance measure(s) not met for three consecutive years.

Performance Measure not meeting 90% of the SALP	2016-2017 College Level of Performance	2016-2017 SALP	90% of 2016-2017 SALP
5P1 – Non-traditional Student Participation	19.26	28.50	25.65

Number of Consecutive Years Measure Not Met: 3+

Identified Reasons/Causes for Deficiency for this Performance Measure?

Reasons still under review. NPC male-traditional programs have utilized female lab aides and adjunct faculty every year; both traditionally male and traditional female programs' recruiting materials feature non-traditional students; CTE and Nursing/Allied Health faculty appear to be most welcoming and encouraging to non-traditional students. Scholarships are offered annually to non-traditional students to encourage participation and completion.

Overall Objective(s) for Improvement	Specific Action Step(s) for Improvement	Responsible Party (Name & Position Title)	Completion Deadline	Status Report (Upload into Grant under Related Documents in GME Quarterly)		
				Due 06/30/18	Due 09/30/18	Due 11/30/18
Analyze participants list	Identify high-impact departments – get list of participants by department from IR.	Ann Hilliard Carl Perkins Grant Manager	01-31-2018			
	Discuss potential underlying factors with Department Chairs	Ann Hilliard Carl Perkins Grant Manager	02-28-2018			
	Meet with NPC Marketing to ensure non-traditional student images are published in NPC materials	Ann Hilliard Carl Perkins Grant Manager	03-31-2018			
	Investigate national trends for possible underlying patterns	Ann Hilliard Carl Perkins Grant Manager	04-31-2018			
	Continue to devote Perkins resources to non-traditional student scholarships	Ann Hilliard Carl Perkins Grant Manager	05-31-2018			