



KILGORE COLLEGE

2013-2014

BALANCED SCORECARD: 2013-2014

Research and Institutional Effectiveness Office
1100 Broadway
Kilgore, Texas 75662-3204
Updated 04/17/2015

**KILGORE COLLEGE BALANCED SCORECARD
2013 - 2014**

Institution-Wide Assessment: Aligning College Activities and Practices to Its Mission

Core Value Indicators: High Quality; Great Value; Easy Access; and Community Focus		Tab Detail #	SCORE TREND*	SCORE	CHANGE/DIFFERENCE	TARGET	ADDITIONAL EXPLANATION ABOUT TARGET/ASSESSMENT	LAST UPDATE	Updated?	Responsibility
1. High Quality:										
1.1	Number of Certificate & AAS Awards	1.1		1,039	1.7%	1,022	Annual increase	2013-14	Y	Huskey
1.2	Number of AA/AAT/AS Awards	1.1		410	-7.9%	445	Annual increase	2013-14	Y	Huskey
1.3	Number of Total Awards	1.1		1,449	-1.2%	1,467	Annual increase	2013-14	Y	Huskey
1.4	Number of Core Curriculum Completers	1.1		362	-14.0%	421	Annual increase	2013-14	Y	Huskey
1.5	FTIC-FT Graduation Rate: Associate Degrees (AA, AS, AAT, AAS)	1.1		13.9%	2.2%	11.8%	Annual cohort (Fall 2010) increase (IPEDS)	Spring 2014	Y	Huskey
1.6	FTIC-FT Graduation Rate: Certificates	1.1		3.0%	-1.0%	4.0%	Annual cohort (Fall 2010) increase (IPEDS)	Spring 2014	Y	Huskey
1.7	FTIC-FT Graduation Rate: All Awards	1.1		16.9%	1.1%	15.8%	Annual cohort (Fall 2010) increase (IPEDS)	Spring 2014	Y	Huskey
1.8	Transfer Student GPA After One Year: UT-Tyler	1.4		72.1%	-2.9%	74.9%	>= to other transfers	Spring 2014	Y	Huskey
1.9	Transfer Student GPA After One Year: SFA	1.4		65.9%	-10.3%	76.2%	>= to other transfers	Spring 2014	Y	Huskey
1.10	Percent Transferred	1.5		26.3%	1.6%	24.7%	Compared with Medium B Peers, Accountability System	Spring 2014	Y	Huskey
1.11	Persistence (% of students who dropped at least one course)	1.8		28.0%	2.0%	30%	30% or less	Fall 2013	Y	Huskey
1.12	Persistence (% of students that withdrew from enrollment)	1.8		3.9%	3.2%	7%	7% or less	Fall 2013	Y	Huskey
1.13	Persistence (Fall to Spring FTIC Full-time)	1.8a		80.1%	0.1%	80%	80%	Spring 2014	Y	Huskey
1.14	Persistence (Fall to Fall FTIC Full-time)	1.8a		52.7%	-7.3%	60%	60%	Fall 2014	Y	Huskey
1.15	Success (C or better) in subsequent, related coursework- Reading	1.9		64.2%	10.9%	53.2%	Annual Increase	Spring 2014	Y	Huskey
1.16	Success (C or better) in subsequent, related coursework- English	1.9		58.6%	-1.7%	60.4%	Annual Increase	Spring 2014	Y	Huskey
1.17	Success (C or better) in subsequent, related coursework- Math	1.9		65.6%	1.6%	64.0%	Annual Increase	Spring 2014	Y	Huskey
1.18	Demonstration of Citizenship	1.11		25.7%	-24.3%	50%	Graduating Student Survey	Spring 2014	Y	Huskey
1.19	Student Satisfaction of Instructional Program	1.12		98.3%	3.3%	95%	Graduating Student Survey	Spring 2014	Y	Huskey
1.20	Student Satisfaction (Students report having met educational objective at KC)	1.12		97.9%	2.9%	95%	Graduating Student Survey	Spring 2014	Y	Huskey
1.21	Success on certificate/licensure exam (total programs)	1.13		95.8%	5.8%	90%	Program Review Data	Spring 2014	Y	Huskey
1.22	Student Satisfaction With Support Services (satisfied with student services)	1.12		89.2%	-5.8%	95%	Student Satisfaction Survey Q#2 (Spring odd years)	Spring 2013	Y	Huskey
1.23	Percent of Students Who Early Registered (for fall semester)	3.1.3		84.2%	4.2%	80%	student record analysis	Fall 2013	Y	Huskey
1.24	Student Life and Experiential Learning: Participation in campus-wide activities (including clubs, educational programs, service projects)	3.2		29.3%	-1.7%	31%	Graduating Student Survey (baseline=31%)	Spring 2014	Y	Huskey






**KILGORE COLLEGE BALANCED SCORECARD
2013 - 2014**

Institution-Wide Assessment: Aligning College Activities and Practices to Its Mission







Core Value Indicators: High Quality; Great Value; Easy Access; and Community Focus		Tab Detail #	SCORE TREND*	SCORE	CHANGE/DIFFERENCE	TARGET	ADDITIONAL EXPLANATION ABOUT TARGET/ASSESSMENT	LAST UPDATE	Updated?	Responsibility
1.25	Faculty computer upgrade schedule			100%	0%	100%	computer replacement every 4 years	Sum 2014	Y	Lewellen
1.26	Student Satisfaction: Computer Resources	5.2		98.2%	3.20%	95%	Graduating Student Survey	Spring 2014	Y	Huskey
1.27	Student Satisfaction: Library Databases	5.2		97.5%	2.50%	95%	Graduating Student Survey	Spring 2014	Y	Huskey
1.28	Student Satisfaction: Library Print Resources	5.2		97.5%	2.50%	95%	Graduating Student Survey	Spring 2014	Y	Huskey
1.29	Student satisfaction: Specific Course Web Sites	5.2		98.2%	3.20%	95%	Graduating Student Survey	Spring 2014	Y	Huskey
1.30	New employee competence	2.2		100.0%	0.00%	100%	met expectations	Sum 2014	Y	Johnson
1.31	Workforce stability: turnover rate	2.3		7.67%	-4.33%	12.00%	stable or declining turnover rate	Sum 2014	Y	Johnson
1.32	Workforce stability: average years of service	2.3		11.83	0.45	11.38	increase in avg years of service	Sum 2014	Y	Johnson
1.33	Supportive and collegial work environment	6.1		95.9%	5.90%	90%	IE Survey, #1	Spring 2014	Y	Huskey
1.34	Acceptable level of employee morale	6.2		93.4%	8.40%	85%	IE Survey, #10	Spring 2014	Y	Huskey
1.35	Opportunities for professional development	6.3		82.6%	-7.40%	90%	IE Survey, #5	Spring 2014	Y	Huskey
1.36	Meaningful involvement in decision making	6.4		88.0%	-2.00%	90%	IE Survey, #12	Spring 2014	Y	Huskey
1.37	Excellent (appropriate) compensation	6.5		\$51,471	\$4,248	\$47,223	faculty salaries above the mean salary of peers (IPEDS or THECB)	FY 2013	Y	Huskey
1.38	Documented evidence of improvement: % of units that met targets in AIP's	6.6		69.9%	9.9%	60%	RIE Report Target=60%	Fall 2013	Y	Huskey
2. Great Value:										
2.1	Fund balance (reserve)			100%	0.0%	100%	3 months of total expenditures in operating fund	Sum 2014	Y	Miracle
2.2	Unqualified yearly audit			100%	0.0%	100%	100% compliance with Public Funds Investment Act; no material weakness in internal control structure	Sum 2014	Y	Miracle
2.3	Compliance with bid process requirements			100%	0.0%	100%	100% of purchases greater than \$25,000 will comply with purchase	Sum 2014	Y	Miracle
3. Easy Access:										
3.1	Success in developmental course work: English	1.10		63.1%	8.1%	55%	55% success	Fall 2013	Y	Huskey
3.2	Success in developmental course work: Math	1.10		52.9%	-2.1%	55%	55% success	Fall 2013	Y	Huskey
3.3	Success in developmental course work: Reading	1.10		72.4%	17.4%	55%	55% success	Fall 2013	Y	Huskey
3.4	FTIC Students receiving financial aid (includes scholarships and loans)	1.7		70%	6.4%	64%	At or above last year	Spring 2014	Y	Huskey
3.5	Gifts from donors	8.3		\$1,000,000	0.0%	\$1,000,000	\$1,000,000 target	Sum 2014	Y	Gorman
3.6	Student Population Mirrors Service Area (comparison of minority % gap)	4.1		1.1%	2.9%	-1.8%	At or below minority % gap of medium CC's from Accountability Sys	FY2013	Y	Huskey
4. Community Focus:										

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4.1	Enrollment in Continuing Ed. Courses	1.6		7,542	-8.8%	8,271	Annual increase	Sum II 2014	Y	Huskey
4.2	Number of students enrolled in workforce education programs	7.1		2,899	-6.0%	3,083	Annual increase	Fall 2013	Y	Huskey
4.3	Employment Placement Success of Workforce Ed Completers: Certificate/AAS	1.2		86.3%	-3.7%	90%	Accountability System	Spring 2014	Y	Huskey
4.4	Number of Long Term Clients of KC Small Business Development Center	7.3		96	-22.6%	124	Annual increase	10/1/2014	Y	Bunt
4.5	Number of partnerships with business and industry entities	7.4		186	272.0%	50	50 companies per year	Sum 2014	Y	Woodruff
Number of Scores At or Above Targets			33					Number Updated	52	
Percent of Scores At or Above Targets			63.5%					Number of Measures	52	
Number of Scores Improved or Unchanged Since Last Year (Up Arrows)			26					% Updated	100%	
Percent of Scores Improved or Unchanged Since Last Year (Up Arrows)			50.0%							

*Trend arrow descriptions: Green (light) arrows=At or above target; Red (dark) arrows=below target. Arrow directions:

-  Score is higher than target and higher than last year's Scorecard score.
-  Score is lower than target and lower than last year's Scorecard score.
-  Score is the higher than target and the same as last year's Scorecard score.
-  Score is the lower than target and the same as last year's Scorecard score.
-  Score is higher than target but lower than last year's Scorecard score.
-  Score is lower than target but higher than last year's Scorecard score.

**1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7 (1.1) Number of Awards
Degrees and Certificates Awarded 2004-2013**

	2004-05		2005-06		2005 to 2006	2006-07		2006 to 2007	2007-08		2007 to 2008	2008-09		2008 to 2009	2009-10		2009 to 2010	2010-11		2010 to 2011	2011-12		2011 to 2012	2012-13		2012 to 2013	2013-14		2013 to 2014
	Total	%	Total	%	Inc/Dec	Total	%	Inc/Dec	Total	%	Inc/Dec	Total	%	Inc/Dec	Total	%	Inc/Dec	Total	%	Inc/Dec	Total	%	Inc/Dec	Total	%	Inc/Dec	Total	%	Inc/Dec
Associate of Arts	240	15.7%	231	18.5%	-3.8%	225	16.6%	-2.6%	210	14.5%	-6.7%	215	14.0%	2.4%	241	14.1%	12.1%	244	13.5%	1.2%	294	15.1%	20.5%	316	16.1%	7.5%	290	15.4%	-8.2%
Associate of Arts in Teaching	6	0.4%	8	0.6%	33.3%	17	1.3%	112.5%	13	0.9%	-23.5%	17	1.1%	30.8%	10	0.6%	-41.2%	17	0.9%	70.0%	15	0.8%	-11.8%	16	0.8%	6.7%	10	0.5%	-37.5%
Associate of Science	46	3.0%	49	3.9%	6.5%	49	3.6%	0.0%	49	3.4%	0.0%	63	4.1%	28.6%	70	4.1%	11.1%	84	4.6%	20.0%	121	6.2%	44.0%	113	5.8%	-6.6%	110	5.8%	-2.7%
1.2 Total AA/AAT/AS	292	19.1%	288	23.0%	-1.4%	291	21.5%	1.0%	272	18.8%	-6.5%	295	19.2%	8.5%	321	18.8%	8.8%	345	19.1%	7.5%	430	22.1%	24.6%	445	22.7%	3.5%	410	21.8%	-7.9%
Associate of Applied Science	191	12.5%	174	13.9%	-8.9%	209	15.5%	20.1%	244	16.8%	16.7%	259	16.9%	6.1%	271	15.9%	4.6%	303	16.7%	11.8%	316	16.2%	4.3%	316	16.1%	0.0%	345	18.3%	9.2%
Certificate of Completion	642	42.0%	435	34.8%	-32.2%	537	39.7%	23.4%	597	41.2%	11.2%	623	40.6%	4.4%	699	41.0%	12.2%	758	41.9%	8.4%	727	37.4%	-4.1%	706	36.0%	-2.9%	694	36.9%	-1.7%
1.1 Total AAS/Certificates	833	54.5%	609	48.7%	-26.9%	746	55.2%	22.5%	841	58.0%	12.7%	882	57.5%	4.9%	970	56.9%	10.0%	1,061	58.6%	9.4%	1,043	53.6%	-1.7%	1,022	52.1%	-2.0%	1,039	55.2%	1.7%
1.4. Core Curriculum Completer	390	25.5%	340	27.2%	-12.8%	298	22.0%	-12.4%	289	19.9%	-3.0%	322	21.0%	11.4%	353	20.7%	9.6%	360	19.9%	2.0%	405	20.8%	12.5%	421	21.5%	4.0%	362	19.2%	-14.0%
Field of Study Completer	13	0.9%	14	1.1%	7.7%	17	1.3%	21.4%	47	3.2%	176.5%	34	2.2%	-27.7%	60	3.5%	76.5%	45	2.5%	-25.0%	67	3.4%	48.9%	74	3.8%	10.4%	72	3.8%	-2.7%
1.3 Total Associate Degrees/Certs	1,125	73.6%	897	71.7%	-20.3%	1,037	76.7%	15.6%	1,113	76.8%	7.3%	1,177	76.8%	5.8%	1,291	75.8%	9.7%	1,406	77.6%	8.9%	1,473	75.7%	4.8%	1,467	74.8%	-0.4%	1,449	77.0%	-1.2%
Grand Total Awards	1,528	100.0%	1,251	100.0%	-18.1%	1,352	100.0%	8.1%	1,449	100.0%	7.2%	1,533	100.0%	5.8%	1,704	100.0%	11.2%	1,811	100.0%	6.3%	1,945	100.0%	7.4%	1,962	100.0%	0.9%	1,883	100.0%	-4.0%

*Degrees Awarded is a count of all degrees, certificates, core and field of study completer awards. A student may receive multiple awards during the year. Source: CBM009

KC IPEDS Graduation Rate Survey (GRS) Report

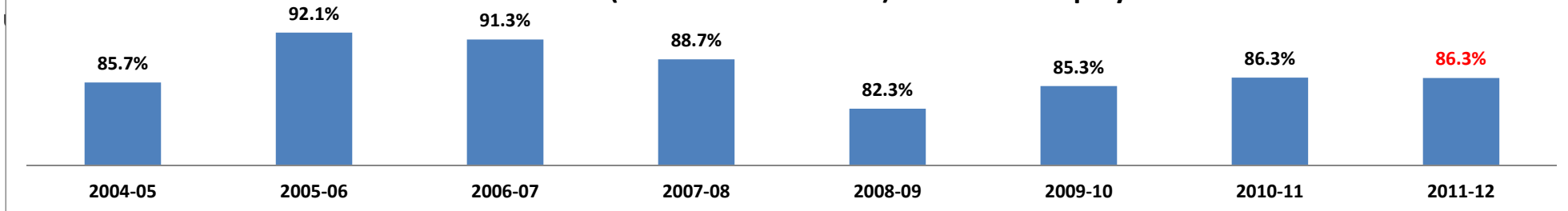
IPEDS Reporting Year	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	
Fall Cohort Year	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	
Number in Beginning Cohort	#	737	808	787	697	856	753	949	888	1062	1027
<2 Year Completers	#	51	38	15	33	37	28	29	37	43	31
1.6 %<2 Year Completers	%	6.9%	4.7%	1.9%	4.7%	4.3%	3.72%	3.06%	4.17%	4.05%	3.02%
2-4-Year Completers	#	86	104	92	63	84	94	107	102	125	143
1.5 % 2-4 Year Completers	%	11.7%	12.9%	11.7%	9.0%	9.8%	12.5%	11.3%	11.5%	11.8%	13.9%
Total Completers Within 150%	#	137	142	107	96	121	122	136	139	168	174
Updated 7/14/2014	%	18.6%	17.6%	13.6%	13.8%	14.1%	16.2%	14.3%	15.7%	15.8%	16.9%

Full-time, First-time degree/certificate-seeking students reported from the fall cohort, who completed their program within 150% of normal time (Degree: 3 years, Certificate: 2 years) as of the end of three years. Source: KC Data as reported on IPEDS GRS (US Dept of Ed)

4.3. (1.2) Employment Success Rates

Percent of students either employed and/or enrolled in a Texas senior institution within one year of graduation	2004-05 Graduates		2005-06 Graduates		2006-07 Graduates		2007-08 Graduates		2008-09 Graduates		2009-10 Graduates		2010-11 Graduates		2011-12 Graduates	
Academic																
Employed Only	125	34.2%	164	37.7%	99	36.4%	86	34.5%	86	32.5%	107	37.3%	107	36.3%	150	41.0%
Employed and Enrolled (in Senior Institutions)	161	44.0%	158	36.3%	76	27.9%	77	30.9%	78	29.4%	70	24.4%	65	22.0%	84	23.0%
Enrolled Only (in Senior Institutions)	48	13.1%	72	16.6%	58	21.3%	60	24.1%	75	28.3%	74	25.8%	77	26.1%	88	24.0%
Enrolled Only (in Community Colleges)	6	1.6%	22	5.1%	14	5.1%	17	6.8%	13	4.9%	20	7.0%	22	7.5%	20	5.5%
Not Found	26	7.1%	19	4.4%	25	9.2%	9	3.6%	13	4.9%	16	5.6%	24	8.1%	24	6.6%
Total Academic	366	37.8%	435	35.9%	272	27.7%	249	24.4%	265	24.7%	287	24.3%	295	23.7%	366	28.8%
Academic Employed/Enrolled	340	92.9%	416	95.6%	247	90.8%	240	96.4%	252	95.1%	271	94.4%	271	91.9%	342	93.4%
Academic Employed	286	78.1%	322	74.0%	175	64.3%	163	65.5%	164	61.9%	177	61.7%	172	58.3%	234	63.9%
Technical/Workforce Education																
Employed Only	501	83.2%	699	90.0%	640	90.1%	668	86.8%	654	80.7%	752	84.0%	803	84.3%	755	83.4%
Employed and Enrolled (in Senior Institutions)	15	2.5%	17	2.2%	8	1.1%	15	1.9%	13	1.6%	11	1.2%	19	2.0%	26	2.9%
Enrolled Only (in Senior Institutions)	2	0.3%	1	0.1%	8	1.1%	10	1.3%	13	1.6%	7	0.8%	6	0.6%	12	1.3%
Enrolled Only (in Community Colleges)	17	2.8%	12	1.5%	25	3.5%	40	5.2%	58	7.2%	51	5.7%	39	4.1%	51	5.6%
Not Found	67	11.1%	48	6.2%	29	4.1%	37	4.8%	72	8.9%	74	8.3%	85	8.9%	61	6.7%
Total Technical/Workforce Education	602	62.2%	777	64.1%	710	72.3%	770	75.6%	810	75.3%	895	75.7%	952	76.3%	905	71.2%
Technical/Workforce Education Employed/Enrolled	535	88.9%	729	93.8%	681	95.9%	733	95.2%	738	91.1%	821	91.7%	867	91.1%	844	93.3%
4.3 Technical/Workforce Education Employed	516	85.7%	716	92.1%	648	91.3%	683	88.7%	667	82.3%	763	85.3%	822	86.3%	781	86.3%
Total Graduates Employed	802	82.9%	1038	85.6%	823	83.8%	846	83.0%	831	77.3%	940	79.5%	994	79.7%	1015	79.9%
Total Academic and Technical/Workforce Education Placement Rate	968	90.4%	1212	94.5%	982	94.5%	1019	95.5%	1075	92.1%	1182	92.4%	1247	91.3%	1271	93.3%

% of Technical (Workforce Education) Graduates Employed



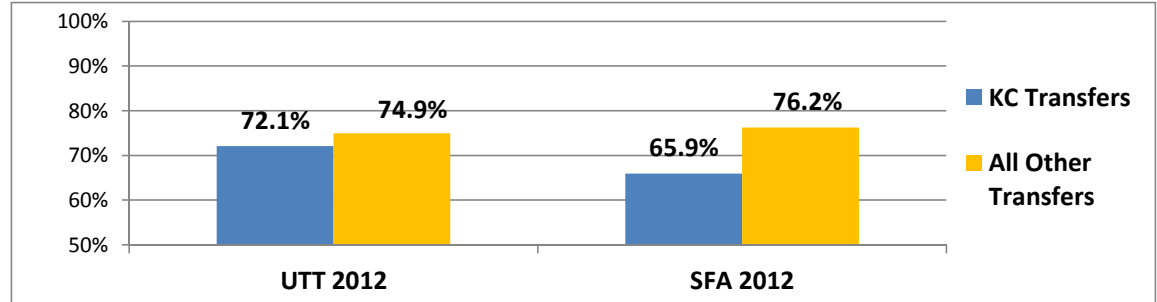
(KC) Success Outcome= 90% placement

Source: CB Accountability System #20 Graduate Success After Graduation & CB116

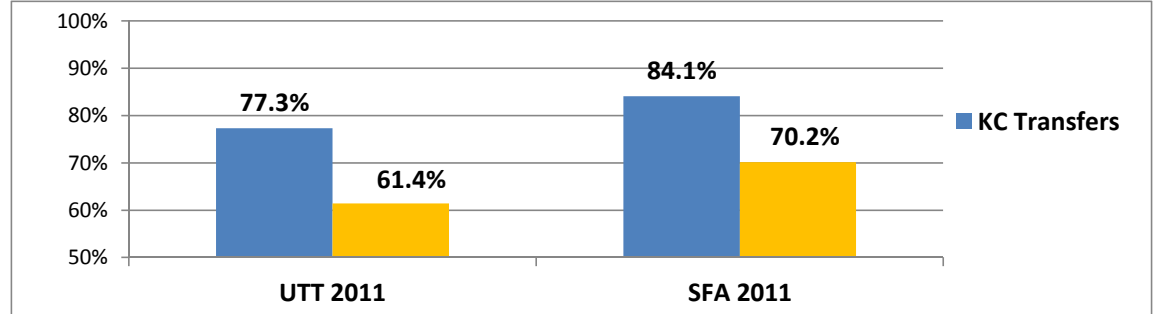
1.8 (1.4) Success of KC Transfers To Top Two Transfer Institutions - Fall Semesters

% of Students Receiving a 2.0 GPA or Higher During the First Year

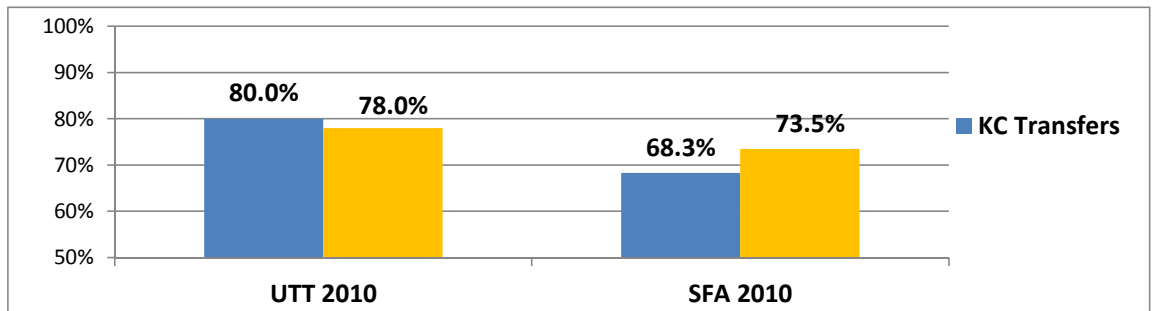
	UTT 2012	SFA 2012
KC Transfers	72.1%	65.9%
All Other Transfers	74.9%	76.2%



	UTT 2011	SFA 2011
KC Transfers	77.3%	84.1%
All Other Transfers	61.4%	70.2%

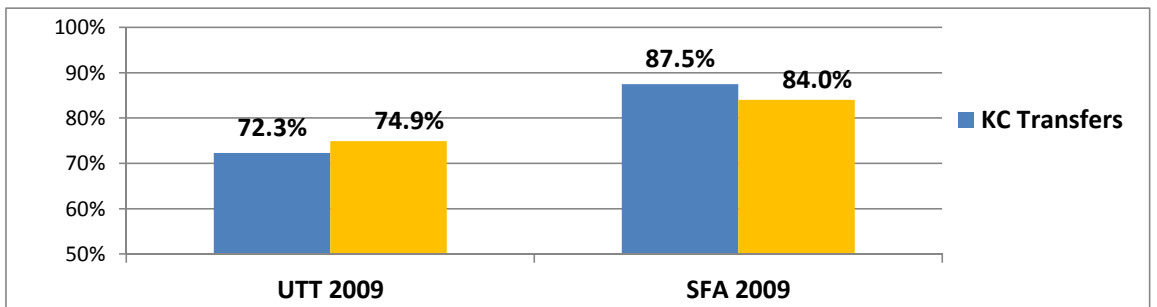


	UTT 2010	SFA 2010
KC Transfers	80.0%	68.3%
All Other Transfers	78.0%	73.5%



ted 7/14/2014

	UTT 2009	SFA 2009
KC Transfers	72.3%	87.5%
All Other Transfers	74.9%	84.0%



GPA and Retention of KC Transfers By Top Transfer Universities - Fall Semesters

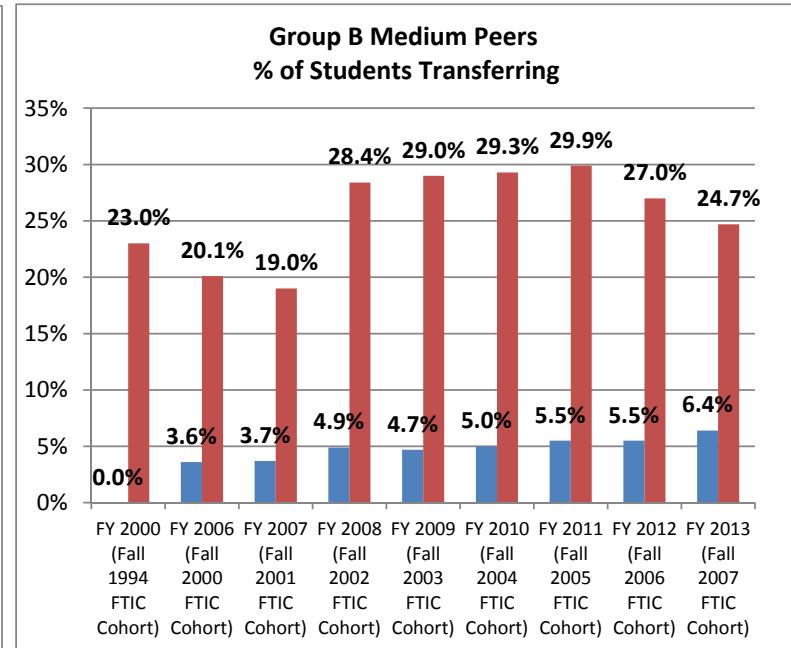
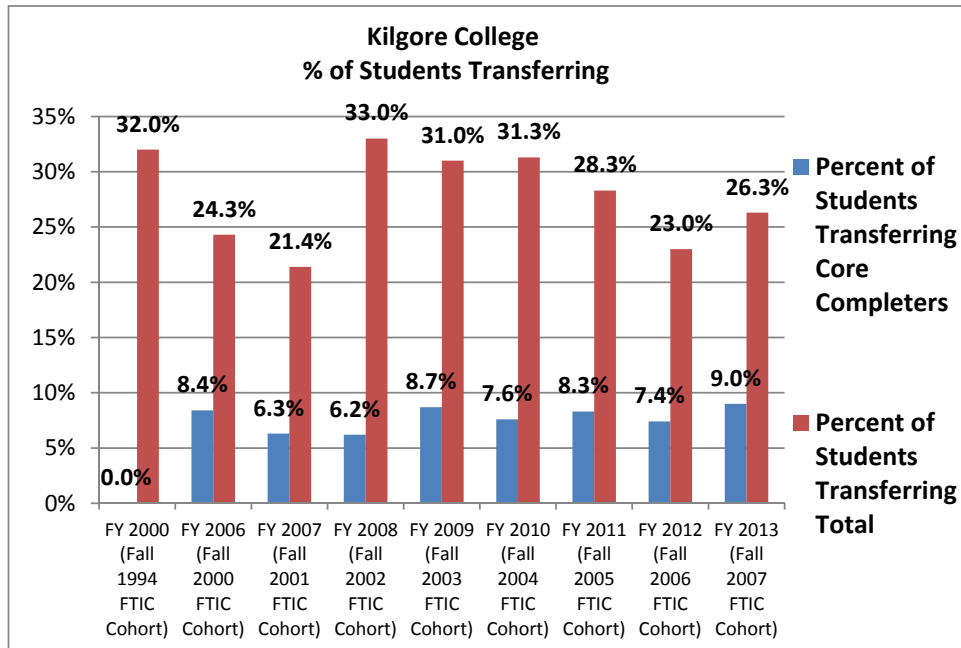
University and Year	Comparison Category	<2.0 GPA		≥2.0 GPA		Unknown GPA		Total Transfers (Earned ≥30 SCH at KC)		Enrolled Next Fall At Same University	
		#	%	#	%	#	%	#	%	#	%
UTT 2012	Kilgore College Transfers	22	25.6%	62	72.1%	2	2.3%	86	100%	58	67.4%
	All Other 2-Year Transfers	107	22.3%	359	74.9%	13	2.7%	479	100%	343	71.6%
	Total Transfers Fall 2012	129	22.8%	421	74.5%	15	2.7%	565	100%	401	71.0%
SFA 2012	Kilgore College Transfers	15	34.1%	29	65.9%	0	0.0%	44	100%	29	65.9%
	All Other 2-Year Transfers	141	22.5%	478	76.2%	8	1.3%	627	100%	471	75.1%
	Total Transfers Fall 2012	156	23.2%	507	75.6%	8	1.2%	671	100%	500	74.5%
UTT 2011	Kilgore College Transfers	22	22.7%	75	77.3%	0	0.0%	97	100%	67	69.1%
	All Other 2-Year Transfers	180	36.4%	304	61.4%	11	2.2%	495	100%	346	69.9%
	Total Transfers Fall 2011	202	34.1%	379	64.0%	11	1.9%	592	100%	413	69.8%
SFA 2011	Kilgore College Transfers	7	15.9%	37	84.1%	0	0.0%	44	100%	37	84.1%
	All Other 2-Year Transfers	156	28.4%	386	70.2%	8	1.5%	550	100%	382	69.5%
	Total Transfers Fall 2011	163	27.4%	423	71.2%	8	1.3%	594	100%	419	70.5%
UTT 2010	Kilgore College Transfers	17	20.0%	68	80.0%	0	0.0%	85	100%	59	69.4%
	All Other 2-Year Transfers	98	20.2%	379	78.0%	9	1.9%	486	100%	349	71.8%
	Total Transfers Fall 2010	115	20.1%	447	78.3%	9	1.6%	571	100%	408	71.5%
SFA 2010	Kilgore College Transfers	12	29.3%	28	68.3%	1	2.4%	41	100%	29	70.7%
	All Other 2-Year Transfers	146	24.7%	435	73.5%	11	1.9%	592	100%	433	73.1%
	Total Transfers Fall 2010	158	25.0%	463	73.1%	12	1.9%	633	100%	462	73.0%
UTT 2009	Kilgore College Transfers	17	26.2%	47	72.3%	1	1.5%	65	100%	45	69.2%
	All Other 2-Year Transfers	93	23.1%	302	74.9%	8	2.0%	403	100%	301	74.7%
	Total Transfers Fall 2009	110	23.5%	349	74.6%	9	1.9%	468	100%	346	73.9%
SFA 2009	Kilgore College Transfers	6	9.4%	56	87.5%	2	3.1%	64	100%	53	82.8%
	All Other 2-Year Transfers	65	11.5%	473	84.0%	25	4.4%	563	100%	392	69.6%
	Total Transfers Fall 2009	71	11.3%	529	84.4%	27	4.3%	627	100%	445	71.0%

Measure: KC transfers' GPA will be higher than other 2-year institutions.

Source: THECB Transfer reports using CBM001, CBM002, CBM009

1.10 (1.5) Percent of Students Transferred

	Kilgore College				Group B Medium Peers			
	Percent of Students Transferring		Annual Point Change		Percent of Students Transferring		Annual Point Change	
	Core Completers	Total	Core Completers	Total	Core Completers	Total	Core Completers	Total
FY 2000 (Fall 1994 FTIC Cohort)	0.0%	32.0%	NA	NA	0.0%	23.0%	NA	NA
FY 2006 (Fall 2000 FTIC Cohort)	8.4%	24.3%	8.4%	-7.7%	3.6%	20.1%	3.6%	-2.9%
FY 2007 (Fall 2001 FTIC Cohort)	6.3%	21.4%	-2.1%	-2.9%	3.7%	19.0%	0.1%	-1.1%
FY 2008 (Fall 2002 FTIC Cohort)	6.2%	33.0%	-0.1%	11.6%	4.9%	28.4%	1.2%	9.4%
FY 2009 (Fall 2003 FTIC Cohort)	8.7%	31.0%	2.5%	-2.0%	4.7%	29.0%	-0.2%	0.6%
FY 2010 (Fall 2004 FTIC Cohort)	7.6%	31.3%	-1.1%	0.3%	5.0%	29.3%	0.3%	0.3%
FY 2011 (Fall 2005 FTIC Cohort)	8.3%	28.3%	0.7%	-3.0%	5.5%	29.9%	0.5%	0.6%
FY 2012 (Fall 2006 FTIC Cohort)	7.4%	23.0%	-0.9%	-5.3%	5.5%	27.0%	0.0%	-2.9%
FY 2013 (Fall 2007 FTIC Cohort)	9.0%	26.3%	1.6%	3.3%	6.4%	24.7%	0.9%	-2.3%



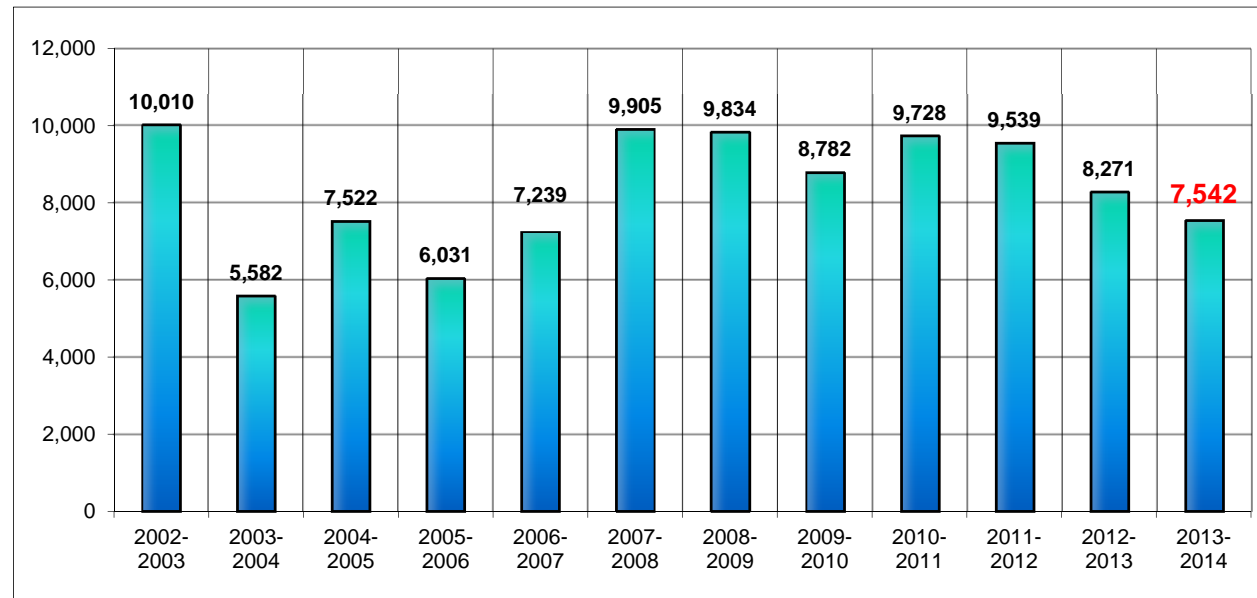
Success Target: At or above peers

Source: #13, Texas Accountability System. FTIC (dual credit become FTIC the first semester after they graduate) at KC students are tracked for 6 years until they enroll at a TX 4-year institution

4.1 (1.6) Enrollment in Continuing Education

2002-2013

	1st qtr	2nd qtr	3rd qtr	4th qtr	Total	% change
2002-2003	3,024	2,636	2,237	2,113	10,010	—
2003-2004	1,750	840	1,641	1,351	5,582	-44.24%
2004-2005	2,254	1,821	1,586	1,861	7,522	34.75%
2005-2006	1,902	848	1,852	1,429	6,031	-19.82%
2006-2007	2,036	1,921	1,638	1,644	7,239	20.03%
2007-2008	2,891	1,809	2,993	2,212	9,905	36.83%
2008-2009	2,259	2,585	2,452	2,538	9,834	-0.72%
2009-2010	2,266	1,293	2,816	2,407	8,782	-10.70%
2010-2011	2,848	2,373	2,391	2,116	9,728	10.77%
2011-2012	3,322	1,840	2,520	1,857	9,539	-1.94%
2012-2013	2,129	1,709	2,260	2,173	8,271	-13.29%
2013-2014	2,935	1,597	1,748	1,262	7,542	-8.81%

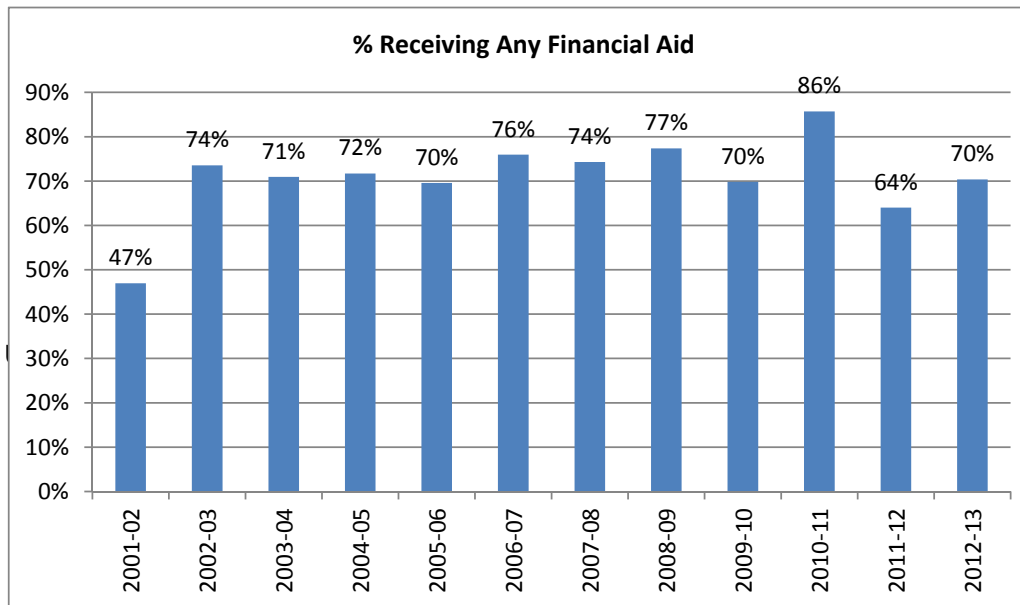


Success Outcome= annual increase

Source: CBM00A

3.4 (1.7) Students Receiving Financial Aid

Academic Year (AY)	Total Fall First Time In College (FTIC) Students	Number Receiving Any Financial Aid During the AY	% Receiving Any Financial Aid
2000-01	839	451	54%
2001-02	739	347	47%
2002-03	809	595	74%
2003-04	785	557	71%
2004-05	679	487	72%
2005-06	845	588	70%
2006-07	753	572	76%
2007-08	950	706	74%
2008-09	888	687	77%
2009-10	1044	729	70%
2010-11	1029	882	86%
2011-12	962	616	64%
2012-13	959	675	70%



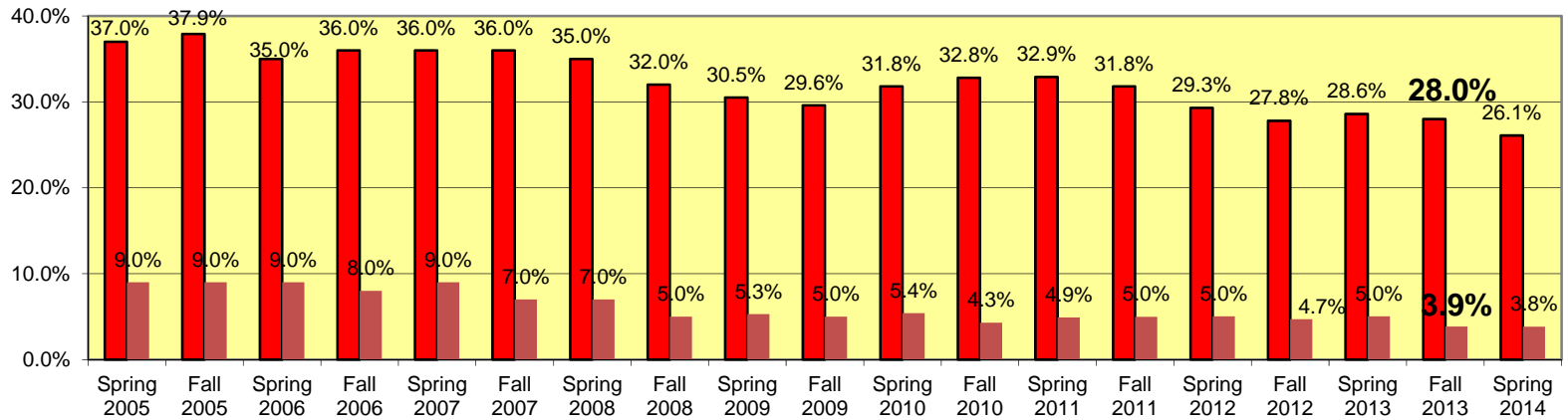
Success Outcome: 69% of student population received financial aid (includes scholarships and loans)

Source: KC student records, National Center for Education Statistics (IPEDS Student Financial Aid)

1.11, 1.12. (1.8) Persistence: Drops and Withdrawals

	1.11 % of Students Who Dropped at Least One Course	1.12 % of Students Who Withdraw From All Courses
Fall 2004	37.0%	8.0%
Spring 2005	37.0%	9.0%
Fall 2005	37.9%	9.0%
Spring 2006	35.0%	9.0%
Fall 2006	36.0%	8.0%
Spring 2007	36.0%	9.0%
Fall 2007	36.0%	7.0%
Spring 2008	35.0%	7.0%
Fall 2008	32.0%	5.0%
Spring 2009	30.5%	5.3%
Fall 2009	29.6%	5.0%
Spring 2010	31.8%	5.4%
Fall 2010	32.8%	4.3%
Spring 2011	32.9%	4.9%
Fall 2011	31.8%	5.0%
Spring 2012	29.3%	5.0%
Fall 2012	27.8%	4.7%
Spring 2013	28.6%	5.0%
Fall 2013	28.0%	3.9%
Spring 2014	26.1%	3.8%

1.11, 1.12. Persistence: % of students who dropped at least one course OR Total Withdrawal

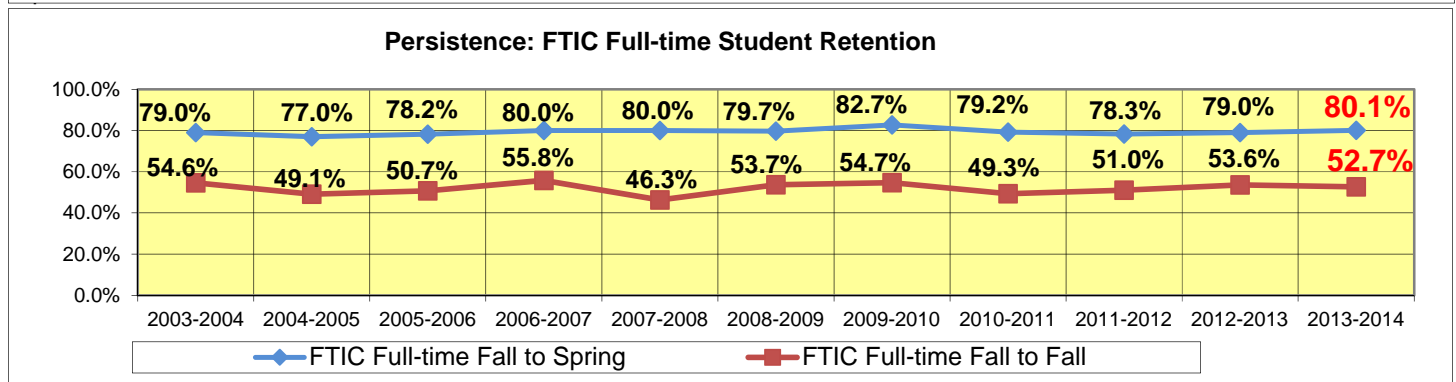
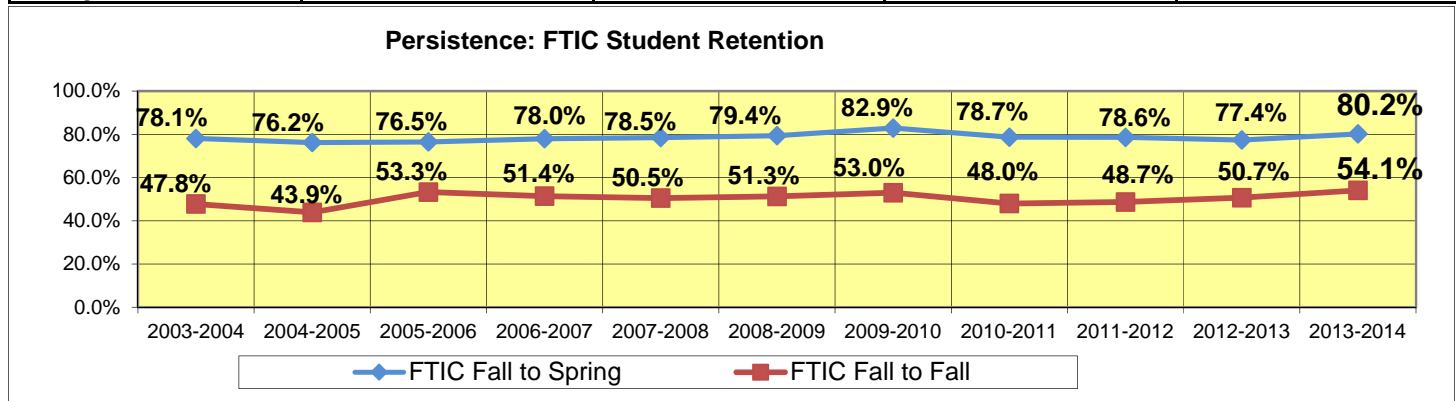


Success Outcome: (a) % of students who were dropped at least one course ≤ 30%; (b) total withdrawal ≤ 7%

Source: CBM00S starting Fall 2012; POISE Withdrawal batch file

1.13, 1.14 (1.8a) Persistence: First Time In College Student Retention

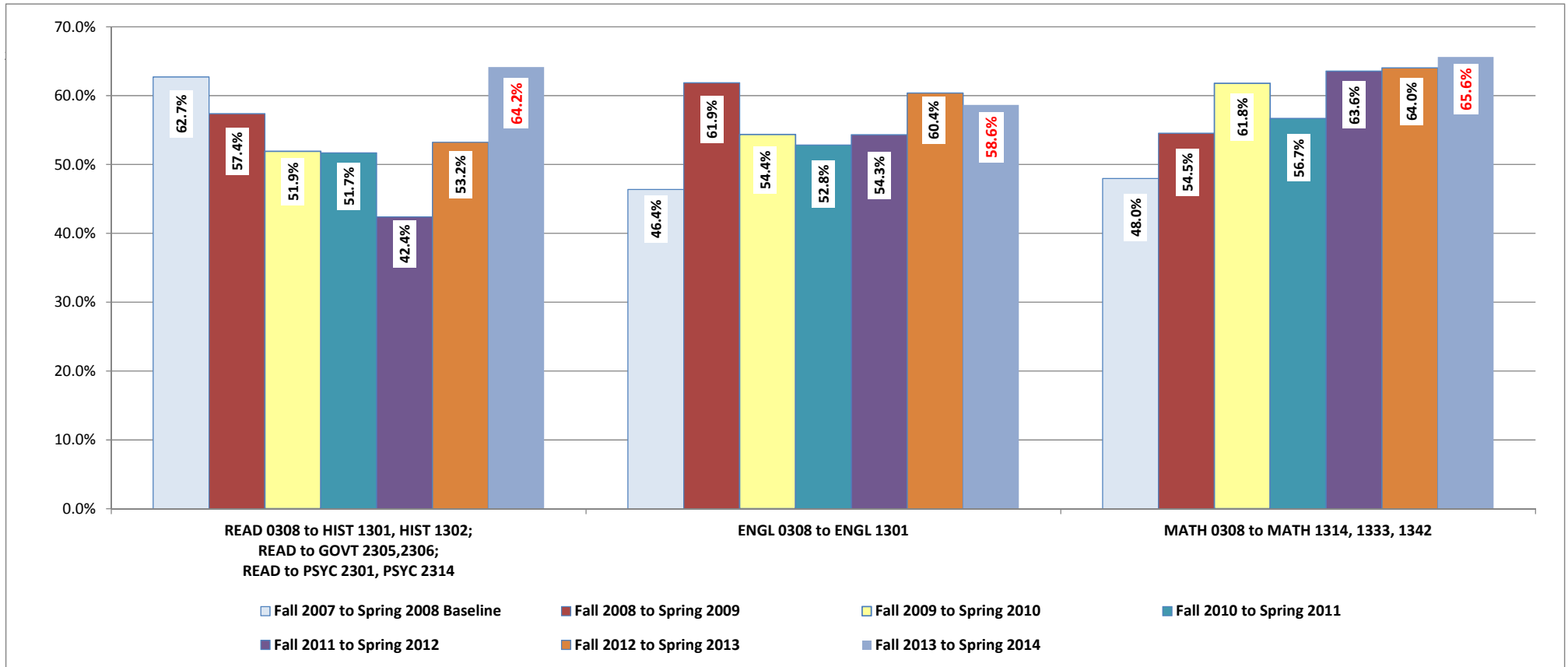
	FTIC Fall to Spring	FTIC Fall to Fall	FTIC Full-time Fall to Spring	FTIC Full-time Fall to Fall
2003-2004	78.1%	47.8%	79.0%	54.6%
2004-2005	76.2%	43.9%	77.0%	49.1%
2005-2006	76.5%	53.3%	78.2%	50.7%
2006-2007	78.0%	51.4%	80.0%	55.8%
2007-2008	78.5%	50.5%	80.0%	46.3%
2008-2009	79.4%	51.3%	79.7%	53.7%
2009-2010	82.9%	53.0%	82.7%	54.7%
2010-2011	78.7%	48.0%	79.2%	49.3%
2011-2012	78.6%	48.7%	78.3%	51.0%
2012-2013	77.4%	50.7%	79.0%	53.6%
2013-2014	80.2%	54.1%	80.1%	52.7%
Averages	78.6%	49.9%	79.4%	51.9%



Success Outcomes: (1) Fall to Spring= 80%; (2) Fall to Fall=60%. Source: CBM001 Reports

1.15, 1.16, 1.17 (1.9) Success (A,B,C) in Subsequent Courses

Initial Course	Subsequent Course	Fall 2007 to Spring 2008			Fall 2008 to Spring 2009			Fall 2009 to Spring 2010			Fall 2010 to Spring 2011			Fall 2011 to Spring 2012			Fall 2012 to Spring 2013			Fall 2013 to Spring 2014			Annual % Points Change
		Total	# of Success	% Success	Total	# of Success	% Success	Total	# of Success	% Success	Total	# of Success	% Success	Total	# of Success	% Success	Total	# of Success	% Success	Total	# of Success	% Success	
1.15 READ 0308	HIST1301,1302; GOVT 2305,2306; PSYC2301,2314	59	37	62.7%	61	35	57.4%	104	54	51.9%	89	46	51.7%	92	39	42.4%	62	33	53.2%	53	34	64.2%	10.9%
1.16 ENGL 0308	ENGL 1301	110	51	46.4%	118	73	61.9%	149	81	54.4%	159	84	52.8%	173	94	54.3%	159	96	60.4%	133	78	58.6%	-1.7%
1.17 MATH 0308	MATH 1314, 1333, 1342	123	59	48.0%	110	60	54.5%	123	76	61.8%	97	55	56.7%	129	82	63.6%	114	73	64.0%	96	63	65.6%	1.6%
Average All Areas		292	147	50.3%	289	168	58.1%	376	211	56.1%	345	185	53.6%	394	215	54.6%	335	202	60.3%	282	175	62.1%	1.8%



Source: Student Grades

3.1, 3.2, 3.3 (1.10) Success (C or better or passing) in Developmental Course Work

	Fall 2004			Spring 2005			Fall 2005			Spring 2006		
	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course
English												
0304	44	20	45.5%	24	10	41.7%	46	21	45.7%	33	18	54.5%
0306	34	20	58.8%	32	16	50.0%	43	24	55.8%	40	14	35.0%
0308	216	80	37.0%	207	100	48.3%	275	114	41.5%	225	118	52.4%
Total	294	120	40.8%	263	126	47.9%	364	159	43.7%	298	150	50.3%
Math												
0304	313	146	46.6%	236	118	50.0%	287	161	56.1%	235	115	48.9%
0-2011	313	146	46.6%	236	118	50.0%	287	161	56.1%	235	115	48.9%
0306	587	288	49.1%	461	217	47.1%	524	243	46.4%	414	190	45.9%
0308	534	204	38.2%	534	165	30.9%	493	190	38.5%	490	220	44.9%
Total	1,747	784	44.9%	1,467	618	42.1%	1,591	755	47.5%	1,374	640	46.6%
Reading												
0304	53	22	41.5%	35	9	25.7%	97	49	50.5%	36	16	44.4%
0306	147	86	58.5%	105	50	47.6%	160	96	60.0%	125	66	52.8%
0308	218	159	72.9%	184	117	63.6%	219	144	65.8%	155	103	66.5%
Total	418	267	63.9%	324	176	54.3%	476	289	60.7%	316	185	58.5%
Totals	2,459	1,171	47.6%	2,054	920	44.8%	2,431	1,203	49.5%	1,988	975	49.0%
	Fall 2006			Spring 2007			Fall 2007			Spring 2008		
	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course
English												
0304	37	22	59.5%	23	9	39.1%	23	14	60.9%	20	10	50.0%
4/2014	42	17	40.5%	40	14	35.0%	44	25	56.8%	37	22	59.5%
0308	280	187	66.8%	184	107	58.2%	296	188	63.5%	187	119	63.6%
Total	359	226	63.0%	247	130	52.6%	363	227	62.5%	244	151	61.9%
Math												
0304	264	140	53.0%	202	75	37.1%	295	143	48.5%	230	108	47.0%
0306	520	227	43.7%	428	170	39.7%	430	200	46.5%	377	156	41.4%
0308	446	197	44.2%	486	164	33.7%	510	203	39.8%	422	176	41.7%
Total	1,230	564	45.9%	1,116	409	36.6%	1,235	546	44.2%	1,029	440	42.8%
Reading												
0304	56	26	46.4%	28	14	50.0%	48	30	62.5%	38	19	50.0%
0306	144	88	61.1%	92	53	57.6%	151	97	64.2%	97	65	67.0%
0308	205	148	72.2%	153	100	65.4%	176	120	68.2%	141	97	68.8%
Total	405	262	64.7%	273	167	61.2%	375	247	65.9%	276	181	65.6%
Totals	1,994	1,052	52.8%	1,636	706	43.2%	1,973	1,020	51.7%	1,549	772	49.8%

3.1, 3.2, 3.3 (1.10) Success (C or better or passing) in Developmental Course Work

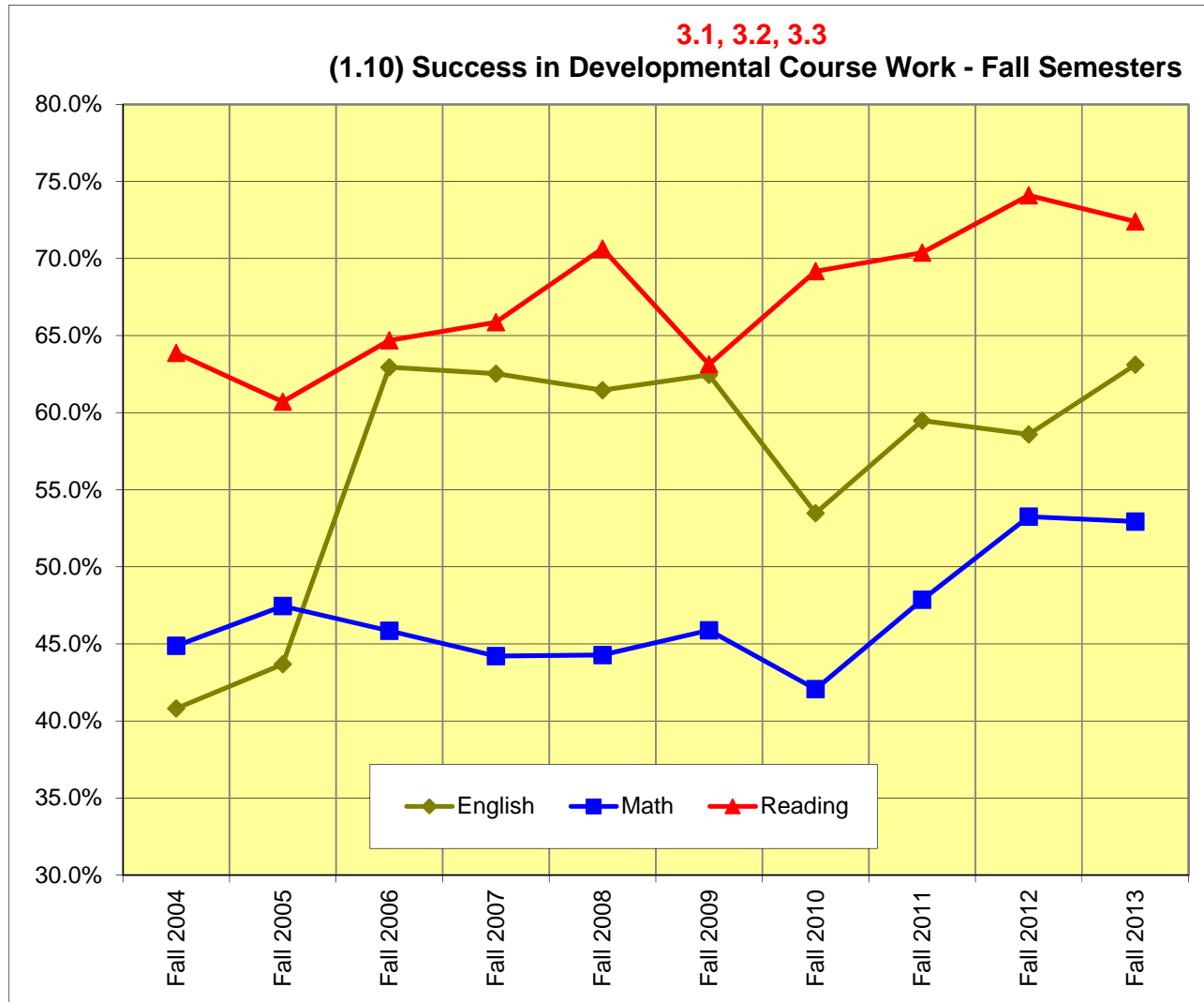
	Fall 2008			Spring 2009			Fall 2009			Spring 2010		
	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course
English												
0304	36	25	69.4%	22	17	77.3%	53	41	77.4%	31	22	71.0%
0306	51	21	41.2%	64	46	71.9%	77	43	55.8%	87	41	47.1%
0308	310	198	63.9%	210	120	57.1%	384	237	61.7%	341	176	51.6%
Total	397	244	61.5%	296	183	61.8%	514	321	62.5%	459	239	52.1%
Math												
0304	310	151	48.7%	248	111	44.8%	425	201	47.3%	354	143	40.4%
0306	418	183	43.8%	383	173	45.2%	472	205	43.4%	471	195	41.4%
0308	417	173	41.5%	411	175	42.6%	476	224	47.1%	445	180	40.4%
Total	1,145	507	44.3%	1,042	459	44.0%	1,373	630	45.9%	1,270	518	40.8%
Reading												
0304	67	42	62.7%	46	25	54.3%	109	64	58.7%	66	34	51.5%
0306	155	105	67.7%	116	77	66.4%	193	123	63.7%	176	115	65.3%
0308	163	125	76.7%	138	91	65.9%	254	164	64.6%	252	169	67.1%
Total	385	272	70.6%	300	193	64.3%	556	351	63.1%	494	318	64.4%
Totals	1,927	1,023	53.1%	1,638	835	51.0%	2,443	1,302	53.3%	2,223	1075	48.4%

	Fall 2010			Spring 2011			Fall 2011			Spring 2012		
	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course
English												
0200							27	16	59.3%	11	8	72.7%
0304	56	39	69.6%	23	17	73.9%	61	31	50.8%	29	9	31.0%
0306	77	38	49.4%	103	54	52.4%	97	45	46.4%	79	39	49.4%
0308	484	253	52.3%	379	198	52.2%	442	281	63.6%	346	190	54.9%
Total	617	330	53.5%	505	269	53.3%	627	373	59.5%	465	246	52.9%
Math												
0304	485	217	44.7%	372	157	42.2%	480	255	53.1%	277	100	36.1%
0305										40	30	75.0%
0306	493	216	43.8%	461	210	45.6%	449	186	41.4%	428	199	46.5%
0307										42	33	78.6%
0308	491	185	37.7%	454	199	43.8%	454	221	48.7%	366	174	47.5%
0309										36	23	63.9%
Total	1,469	618	42.1%	1,287	566	44.0%	1,383	662	47.9%	1,189	559	47.0%
Reading												
0304	101	64	63.4%	63	31	49.2%	85	57	67.1%	49	27	55.1%
0306	182	126	69.2%	134	85	63.4%	175	116	66.3%	98	58	59.2%
0308	249	178	71.5%	232	155	66.8%	260	193	74.2%	176	121	68.8%
Total	532	368	69.2%	429	271	63.2%	520	366	70.4%	323	206	63.8%
Totals	2,618	1,316	50.3%	2,221	1106	49.8%	2,530	1,401	55.4%	1,977	1,011	51.1%

3.1, 3.2, 3.3 (1.10) Success (C or better or passing) in Developmental Course Work

	Fall 2012			Spring 2013			Fall 2013			Spring 2014		
	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course	# Enrolled	# Success	% Per course
English												
0200	24	17	70.8%	20	11	55.0%	35	29	82.9%	4	1	25.0%
0304	42	22	52.4%	27	10	37.0%	38	20	52.6%	42	18	42.9%
0306	91	46	50.5%	53	26	49.1%	81	44	54.3%	53	25	47.2%
0308	358	216	60.3%	292	162	55.5%	268	180	67.2%	126	64	50.8%
0309	38	23	60.5%	9	5	55.6%	66	35	53.0%	32	13	40.6%
Total	553	324	58.6%	401	214	53.4%	488	308	63.1%	257	121	47.1%
Math												
0304	352	188	53.4%	223	107	48.0%	297	144	48.5%	144	79	54.9%
0305	66	42	63.6%	75	41	54.7%	104	61	58.7%	96	65	67.7%
0306	356	167	46.9%	263	111	42.2%	211	108	51.2%	187	87	46.5%
0307	72	58	80.6%	133	97	72.9%	107	74	69.2%	119	86	72.3%
0308	365	174	47.7%	291	140	48.1%	271	118	43.5%	186	84	45.2%
0309	47	41	87.2%	77	66	85.7%	81	62	76.5%	77	48	62.3%
Total	1,258	670	53.3%	1,062	562	52.9%	1,071	567	52.9%	809	449	55.5%
Reading												
0304	79	53	67.1%	39	18	46.2%	75	44	58.7%	56	33	58.9%
0306	148	103	69.6%	98	54	55.1%	148	111	75.0%	75	52	69.3%
0308	190	153	80.5%	133	98	73.7%	143	110	76.9%	119	96	80.7%
Total	417	309	74.1%	270	170	63.0%	366	265	72.4%	250	181	72.4%
Totals	2,228	1,303	58.5%	1,733	946	54.6%	1,925	1,140	59.2%	1,316	751	57.1%

3.1, 3.2, 3.3 (1.10) Success (C or better or passing) in Developmental Course Work

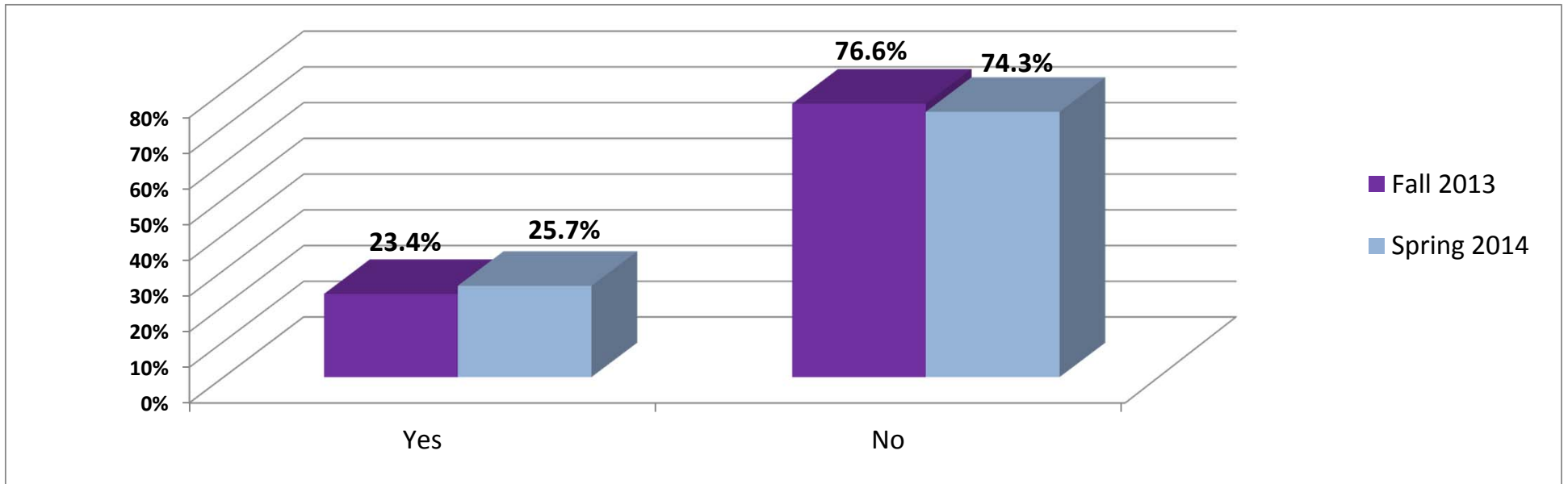


Success Outcome: 55% Overall. Source: Starting Fall 2012, CBM00S; KC Student Grade Records

1.18 (1.11) Community Service

While enrolled at Kilgore College, did you participate in any of the following community service activities: U.S. Military Services, service learning, voted in an election, active member of a community organization, volunteer fire department, or jury duty, etc.?

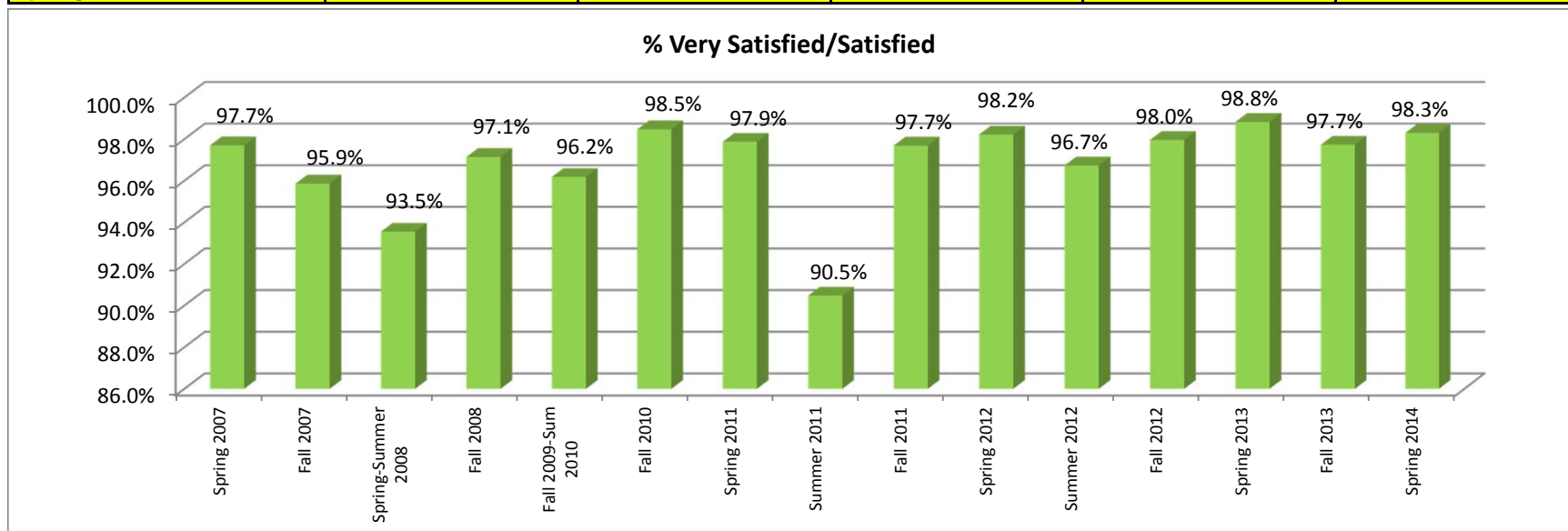
	Yes	%	No	%	Total	%
Fall 2013	47	23.4%	154	76.6%	201	100.0%
Spring 2014	49	25.7%	142	74.3%	191	100.0%



Success Outcome: 50% answer "Yes" to the question on the Graduating Student Survey.

1.19 (1.12) Student Satisfaction of Instructional Program

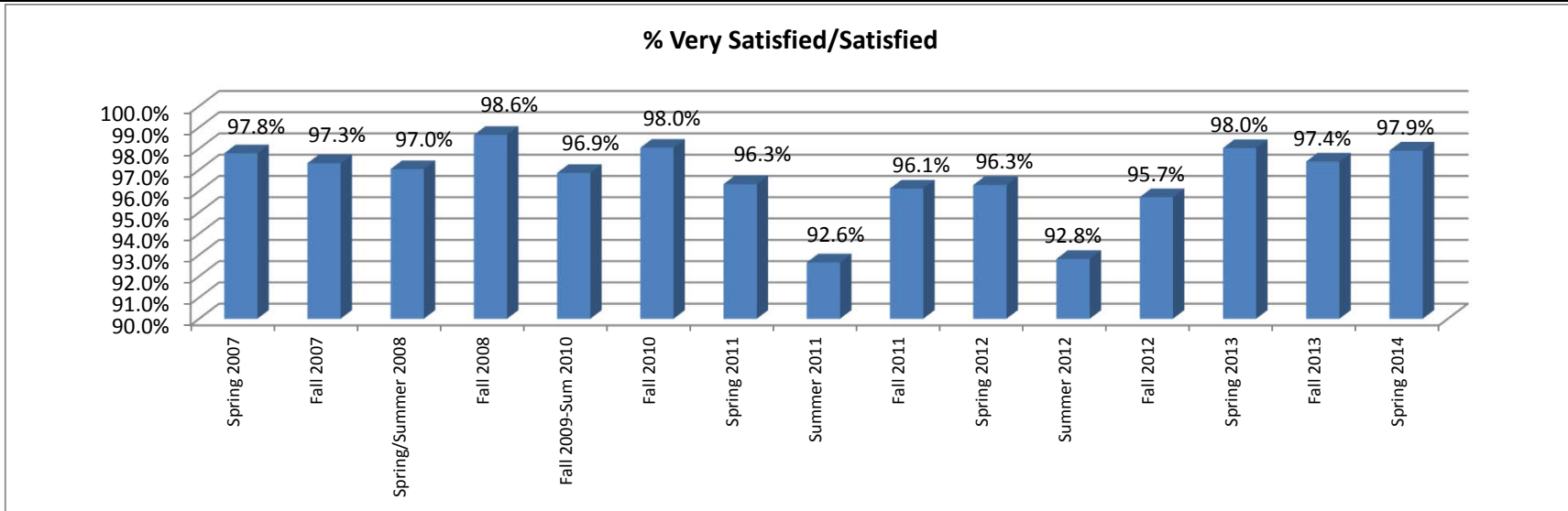
	<i>Very Satisfied/Satisfied</i>	<i>%</i>	<i>Dissatisfied/Very Dissatisfied</i>	<i>%</i>	<i>Total</i>
	<i>Yes</i>	<i>%</i>	<i>No</i>	<i>%</i>	<i>Total</i>
Spring 2007	170	97.7%	4	2.3%	174
Fall 2007	162	95.9%	7	4.1%	169
Spring-Summer 2008	116	93.5%	8	6.5%	124
Fall 2008	204	97.1%	6	2.9%	210
Fall 2009-Sum 2010	554	96.2%	22	3.8%	576
Fall 2010	193	98.5%	3	1.5%	196
Spring 2011	322	97.9%	7	2.1%	329
Summer 2011	114	90.5%	12	9.5%	126
Fall 2011	211	97.7%	5	2.3%	216
Spring 2012	331	98.2%	6	1.8%	337
Summer 2012	148	96.7%	5	3.3%	153
Fall 2012	192	98.0%	4	2.0%	196
Spring 2013	337	98.8%	4	1.2%	341
Fall 2013	215	97.7%	5	2.3%	220
Spring 2014	173	98.3%	3	1.7%	176



Success Outcome: yes= 95%, annual report assessed by spring % on Graduating Student Survey

1.20 (1.12) Student Satisfaction (met educational objective)

	<i>Very Satisfied/Satisfied</i>	<i>%</i>	<i>Dissatisfied/Very Dissatisfied</i>	<i>%</i>	<i>Total</i>
Spring 2007	176	97.8%	4	2.2%	180
Fall 2007	181	97.3%	5	2.7%	186
Spring/Summer 2008	131	97.0%	4	3.0%	135
Fall 2008	218	98.6%	3	1.4%	221
Fall 2009-Sum 2010	585	96.9%	19	3.1%	604
Fall 2010	200	98.0%	4	2.0%	204
Spring 2011	341	96.3%	13	3.7%	354
Summer 2011	126	92.6%	10	7.4%	136
Fall 2011	223	96.1%	9	3.9%	232
Spring 2012	337	96.3%	13	3.7%	350
Summer 2012	155	92.8%	12	7.2%	167
Fall 2012	201	95.7%	9	4.3%	210
Spring 2013	347	98.0%	7	2.0%	354
Fall 2013	224	97.4%	6	2.6%	230
Spring 2014	187	97.9%	4	2.1%	191

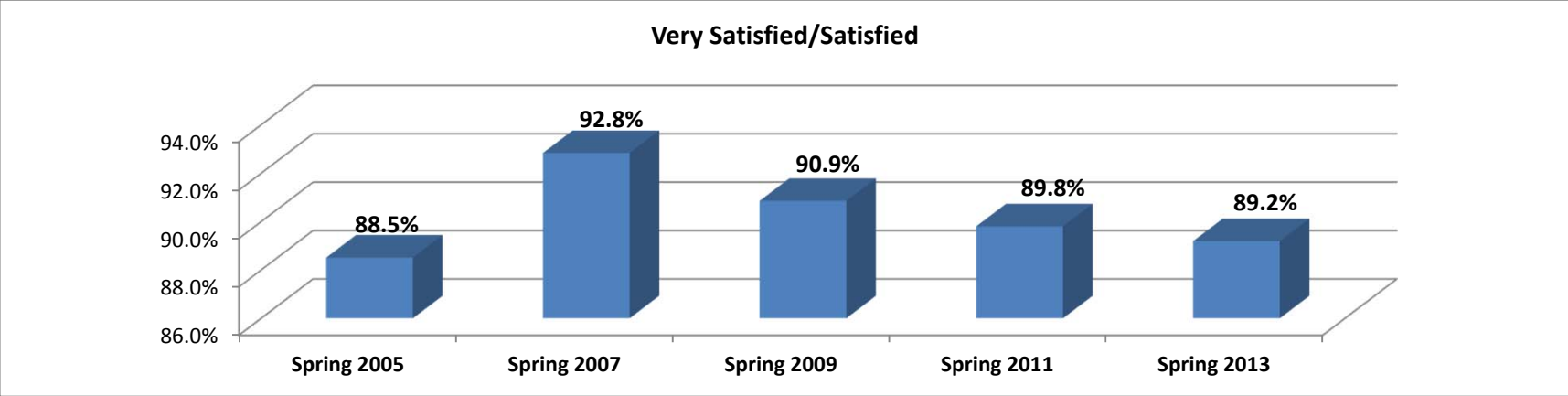


Success Outcome: yes= 95%

Source: Online Graduate Survey

1.22 (1.12) Student Satisfaction With Support Services

	<i>Very Satisfied/Satisfied</i>	<i>%</i>	<i>Dissatisfied/Very Dissatisfied</i>	<i>%</i>	<i>Total</i>
Spring 2005	701	88.5%	91	11.5%	792
Spring 2007	583	92.8%	45	7.2%	628
Spring 2009	467	90.9%	47	9.1%	514
Spring 2011	414	89.8%	47	10.2%	461
Spring 2013	231	89.2%	28	10.8%	259

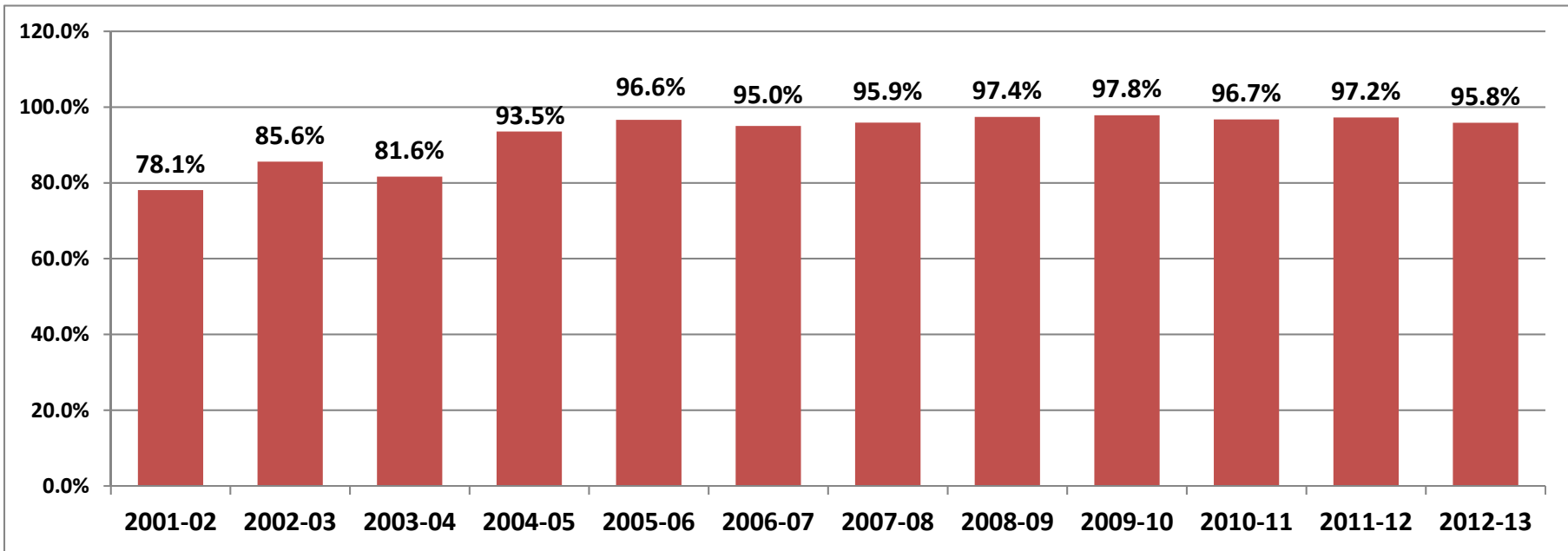


Success Outcome: yes= 95% on the Student Satisfaction Survey, "Overall, are you satisfied with student services at Kilgore College?" (Excludes "No Opinion" responses)

1.21 (1.13) Licensure Rates

2001-02			2002-03			2003-04			2004-05			2005-06			2006-07		
tested	passed	%	tested	passed	%	tested	passed	%	tested	passed	%	tested	passed	%	tested	passed	%
538	420	78.1%	562	481	85.6%	419	342	81.6%	527	493	93.5%	265	256	96.6%	281	267	95.0%

2007-08			2008-09			2009-10			2010-11			2011-12			2012-13		
tested	passed	%	tested	passed	%	tested	passed	%	tested	passed	%	tested	passed	%	tested	passed	%
558	535	95.9%	420	409	97.4%	642	628	97.8%	615	595	96.7%	545	530	97.2%	553	530	95.8%



4

Success Outcome: 90% pass rate

Source: External certification/licensure agencies

1.30 (2.2) New Employee Competence

	Received Evaluation	Met Expectations	
	#	#	%
FY0405	22	21	95.5%
FY0506	22	21	95.5%
FY0607	17	17	100.0%
FY0708	12	12	100.0%
FY0809	11	11	100.0%
FY0910	12	12	100.0%
FY1011	10	10	100.0%
FY1112	19	19	100.0%
FY1213	32	32	100.0%

Success Outcome: 100%

Source: Office Human Resources

1.31, 1.32 (2.3) Workforce Stability

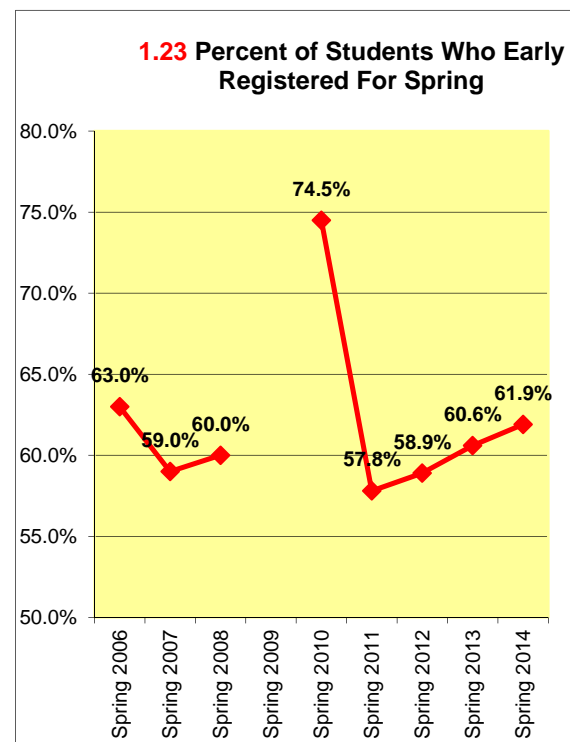
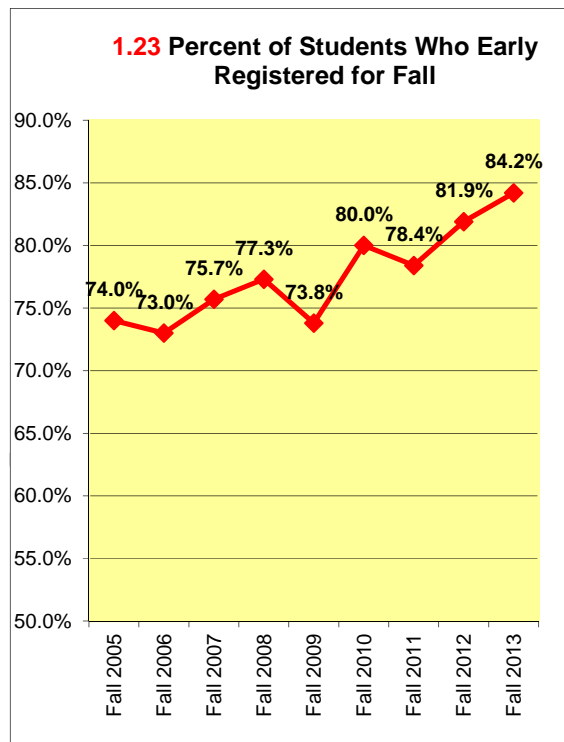
	Average Years of KC Service	Change	Turnover Rate	% Change in Percentage Points
FY0405	11.11	NA	7.96%	NA
FY0506	11.06	-0.05	10.00%	2.04%
FY0607	10.97	-0.09	8.72%	-1.28%
FY0708	11.03	0.06	7.75%	-0.97%
FY0809	10.72	-0.31	6.35%	-1.40%
FY0910	10.77	0.05	4.80%	-1.55%
FY1011	11.99	1.22	4.11%	-0.69%
FY1112	11.38	-0.61	12.00%	7.89%
FY1213	11.83	0.45	7.67%	-4.33%

Success Outcome: increase in average years of service; stable or declining turnover rate

Updated 7/14/2014

1.23 (3.1.) Percent of Students Who Early Registered

Fall	Percent	Spring	Percent
Fall 2005	74.0%	Spring 2006	63.0%
Fall 2006	73.0%	Spring 2007	59.0%
Fall 2007	75.7%	Spring 2008	60.0%
Fall 2008	77.3%	Spring 2009	NA
Fall 2009	73.8%	Spring 2010	74.5%
Fall 2010	80.0%	Spring 2011	57.8%
Fall 2011	78.4%	Spring 2012	58.9%
Fall 2012	81.9%	Spring 2013	60.6%
Fall 2013	84.2%	Spring 2014	61.9%



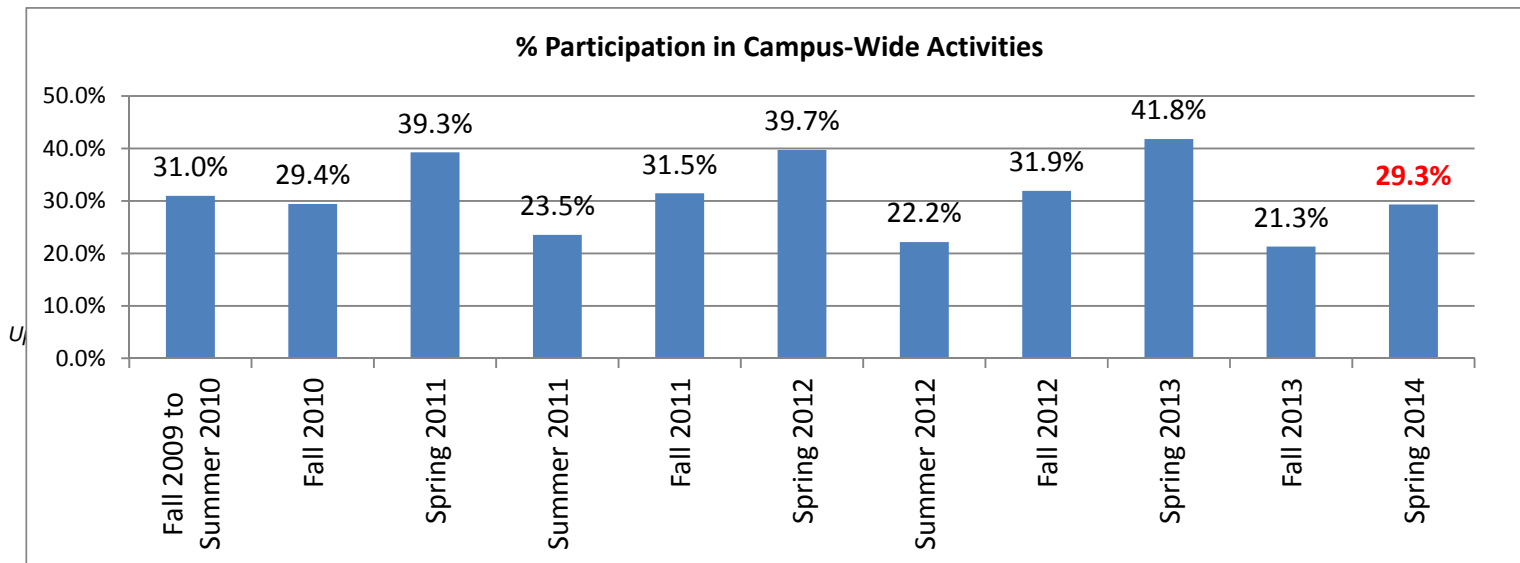
Success Outcome: 80%

Source: Registrar's Office

1.24 (3.2) Student Life and Experiential Learning: Participation in Campus-Wide Activities

While enrolled at Kilgore College, did you participate in any campus-wide activities, student life programs, experiential learning, or extra-curricular educational programs?

	Yes	% Yes	No	Total
Fall 2009 to Summer 2010	187	31.0%	417	604
Fall 2010	60	29.4%	144	204
Spring 2011	139	39.3%	215	354
Summer 2011	32	23.5%	104	136
Fall 2011	73	31.5%	159	232
Spring 2012	139	39.7%	211	350
Summer 2012	37	22.2%	130	167
Fall 2012	67	31.9%	143	210
Spring 2013	148	41.8%	206	354
Fall 2013	49	21.3%	181	230
Spring 2014	56	29.3%	135	191



Source: Graduating Student Survey

3.6 (4.1) Kilgore College Student Population Mirrors Service Area

	KC FY 2007	Medium Group B CC Group FY 2007	KC FY 2008	Medium Group B CC Group FY 2008	KC FY2009			Medium Group B CC Group FY2009		
Ethnicity	Service difference (% Enr. - % Pop.)	Service difference (% Enr. - % Pop.)	Service difference (% Enr. - % Pop.)	Service difference (% Enr. - % Pop.)	Percent population in service area	Percent credit enrollment	Service difference (% Enr. - % Pop.)	Percent population in service area	Percent credit enrollment	Service difference (% Enr. - % Pop.)
White	4.0%	4.4%	3.9%	3.7%	62.5%	66.6%	4.1%	57.6%	62.1%	4.5%
African-American	-3.4%	-0.1%	-0.9%	1.3%	19.8%	20.9%	1.1%	11.8%	12.8%	1.0%
Hispanic	-8.2%	-3.6%	-8.6%	-5.7%	16.1%	7.6%	-8.5%	26.9%	21.7%	-5.2%
Other	7.6%	-0.7%	5.6%	0.7%	1.6%	5.0%	3.4%	3.7%	3.5%	-0.2%
Sum of African-American, Hispanic, Other	-4.0%	-4.4%	-3.9%	-3.7%	37.5%	33.5%	-4.0%	42.4%	38.0%	-4.4%
Gender										
Male	-15.5%	-10.4%	-15.6%	-13.2%	51.3%	36.7%	-14.6%	51.2%	39.6%	-11.6%
2010-2011	-15.5%	-10.4%	-15.6%	-13.2%	51.3%	36.7%	-14.6%	51.2%	39.6%	-11.6%
Female	15.5%	10.4%	15.6%	13.2%	48.7%	63.3%	14.6%	48.8%	60.4%	11.6%

	KC FY2010			Medium Group B CC Group FY2010			KC FY2011			Medium Group B CC Group FY2011		
Ethnicity	Percent population in service area	Percent credit enrollment	Service difference (% Enr. - % Pop.)	Percent population in service area	Percent credit enrollment	Service difference (% Enr. - % Pop.)	Percent population in service area	Percent credit enrollment	Service difference (% Enr. - % Pop.)	Percent population in service area	Percent credit enrollment	Service difference (% Enr. - % Pop.)
White	60.4%	63.7%	3.3%	56.4%	59.9%	3.5%	59.0%	59.1%	0.1%	55.4%	55.9%	0.5%
African-American	20.4%	22.4%	2.0%	12.1%	13.3%	1.2%	20.6%	23.4%	2.8%	12.2%	13.5%	1.3%
Hispanic	17.4%	8.9%	-8.5%	27.7%	22.1%	-5.6%	18.7%	10.3%	-8.4%	28.5%	23.7%	-4.8%
Other	1.7%	5.1%	3.4%	3.9%	4.8%	0.9%	1.8%	7.3%	5.5%	4.0%	6.9%	2.9%
Sum of African-American, Hispanic, Other	39.5%	36.4%	-3.1%	43.7%	40.2%	-3.5%	41.1%	41.0%	-0.1%	44.7%	44.1%	-0.6%
Gender												
Male	51.7%	37.5%	-14.2%	51.4%	40.3%	-11.1%	51.7%	37.0%	-14.7%	51.4%	40.3%	-11.1%
Female	48.3%	62.5%	14.2%	48.6%	59.7%	11.1%	48.3%	63.0%	14.7%	48.6%	59.7%	11.1%

	KC FY2012			Medium Group B CC Group FY2012			KC FY2013			Medium Group B CC Group FY2013		
Ethnicity	Percent population in service area	Percent credit enrollment	Service difference (% Enr. - % Pop.)	Percent population in service area	Percent credit enrollment	Service difference (% Enr. - % Pop.)	Percent population in service area	Percent credit enrollment	Service difference (% Enr. - % Pop.)	Percent population in service area	Percent credit enrollment	Service difference (% Enr. - % Pop.)
Updated 7/14/2014	61.7%	61.1%	-0.6%	55.2%	54.9%	-0.3%	61.0%	59.9%	-1.1%	49.2%	50.9%	1.7%
African-American	18.6%	23.5%	4.9%	11.8%	14.1%	2.3%	18.6%	24.3%	5.7%	11.4%	12.7%	1.3%
Hispanic	17.0%	11.0%	-6.0%	27.3%	24.5%	-2.8%	17.7%	11.9%	-5.8%	34.3%	30.2%	-4.1%
Other	2.6%	4.4%	1.8%	5.7%	6.4%	0.7%	2.7%	3.9%	1.2%	5.2%	6.2%	1.0%
Sum of African-American, Hispanic, Other	38.2%	38.9%	0.7%	44.8%	45.0%	0.2%	39.0%	40.1%	1.1%	50.9%	49.1%	-1.8%
Gender												
Male	51.6%	36.5%	-15.1%	50.7%	39.4%	-11.3%	51.6%	37.7%	-13.9%	50.7%	39.4%	-11.3%
Female	48.4%	63.5%	15.1%	49.3%	60.6%	11.3%	48.4%	62.3%	13.9%	49.3%	60.6%	11.3%

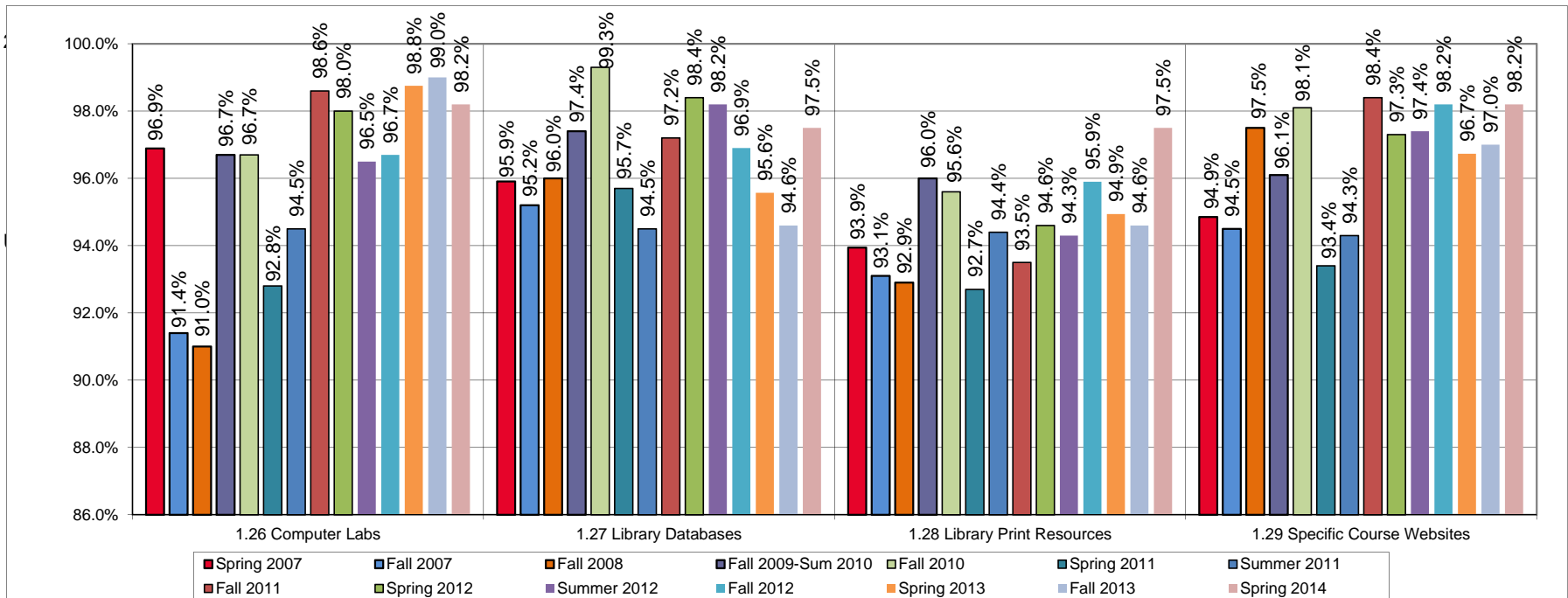
Target: Lower than Med peer Goup. Source: CB Accountability System #4 Service area representation: gap between the percentage of demographic groups in the service area and enrolled in the community college.

Success Outcome: student population mirrors service area as compared to peers

Source: Texas State Data Center and CBM001

1.26, 1.27, 1.28, 1.29 (5.2) Student Satisfaction: Computer Resources, Library Databases, Library Print Resources, Specific Course Websites

	1.26 Computer Labs	1.27 Library Databases	1.28 Library Print Resources	1.29 Specific Course Websites
Spring 2007	96.9%	95.9%	93.9%	94.9%
Fall 2007	91.4%	95.2%	93.1%	94.5%
Fall 2008	91.0%	96.0%	92.9%	97.5%
Fall 2009-Sum 2010	96.7%	97.4%	96.0%	96.1%
Fall 2010	96.7%	99.3%	95.6%	98.1%
Spring 2011	92.8%	95.7%	92.7%	93.4%
Summer 2011	94.5%	94.5%	94.4%	94.3%
Fall 2011	98.6%	97.2%	93.5%	98.4%
Spring 2012	98.0%	98.4%	94.6%	97.3%
Summer 2012	96.5%	98.2%	94.3%	97.4%
Fall 2012	96.7%	96.9%	95.9%	98.2%
Spring 2013	98.8%	95.6%	94.9%	96.7%
Fall 2013	99.0%	94.6%	94.6%	97.0%
Spring 2014	98.2%	97.5%	97.5%	98.2%

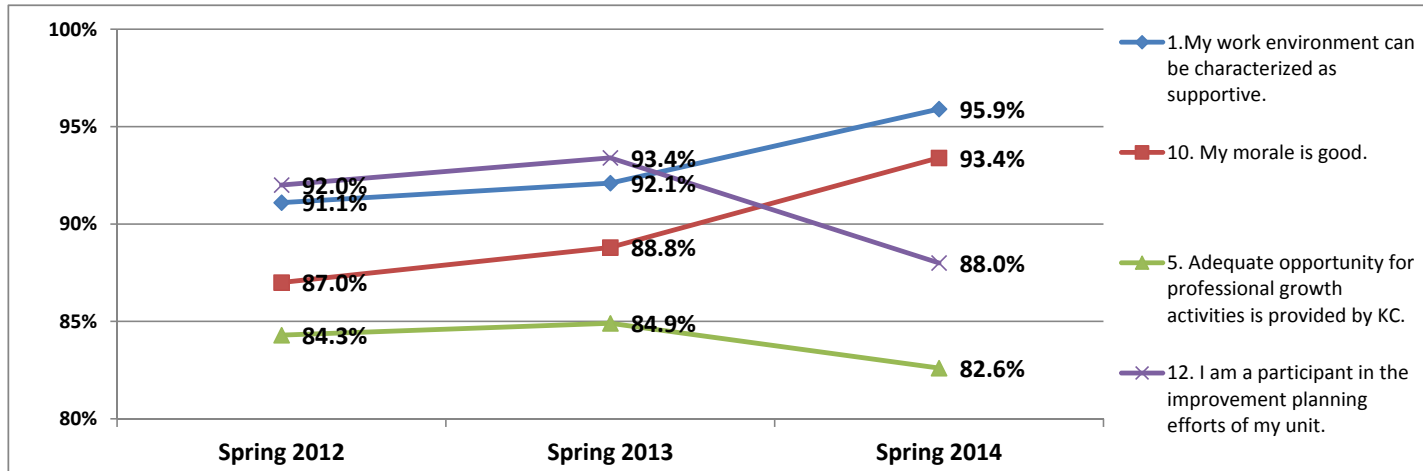


Success Outcome: 95% for all variables

Source: Percentage from On-line Graduate Survey (denominator=total students- students who "did not access"; numerator=satisfied+very satisfied students)

1.33, 1.34, 1.35, 1.36 (6.1 to 6.4) Faculty and Staff Satisfaction

#	Former Institutional Effectiveness Survey Statements:	Target	Institutional Effectiveness Survey 2012 Revised Statements:							Spring 2012	Spring 2013	Spring 2014
			Spring 2005	Spring 2006	Spring 2007	Spring 2008	Spring 2009	Spring 2010				
1.33	2. Supportive and collegial work environment	90%	NA	NA	97%	93.3%	93.9%	88.8%	1. My work environment can be characterized as supportive.	91.1%	92.1%	95.9%
1.34	12. Acceptable level of employee morale	85%	78.7%	82.3%	83%	81.9%	85.4%	80.0%	10. My morale is good.	87.0%	88.8%	93.4%
1.35	6. Opportunities for professional development	90%	81.3%	85.8%	83%	80.0%	87.8%	81.3%	5. Adequate opportunity for professional growth activities is provided by KC.	84.3%	84.9%	82.6%
1.36	3. Meaningful involvement in decision making	90%	NA	NA	99%	95.1%	93.8%	95.8%	12. I am a participant in the improvement planning efforts of my unit.	92.0%	93.4%	88.0%



1.37 (6.5) Salary Comparison: Kilgore College Full-time Faculty Versus Texas Two-Year Public Institution Peer Group

	KC Full-time Faculty Average Salary	Peer Institution Full-time Faculty Average Salary	Difference	Percent Difference
FY 2004	\$ 42,221	\$ 42,897	\$ (676)	-1.6%
FY 2005	\$ 45,028	\$ 43,609	\$ 1,419	3.2%
FY 2006	\$ 42,875	\$ 43,249	\$ (374)	-0.9%
FY 2007	\$ 45,120	\$ 44,823	\$ 297	0.7%
FY 2008	\$ 46,378	\$ 46,082	\$ 296	0.6%
FY 2009	\$ 46,969	\$ 46,525	\$ 444	0.9%
FY 2010	\$ 50,959	\$ 47,710	\$ 3,249	6.4%
FY 2011	\$ 51,599	\$ 49,609	\$ 1,990	3.9%
FY 2012	\$ 52,175	\$ 47,825	\$ 4,350	8.3%
FY 2013	\$ 51,471	\$ 47,223	\$ 4,248	8.3%

Success Outcome: faculty salaries above the mean of peer institutions

Source: Texas Coordinating Board's public two year average faculty salary report (from CBM008)

Includes faculty reported with 100% of time in direct teaching or direct teaching with some supervisory responsibilities

Peer institutions: Angelina, Lee, Midland, South Plains, Temple, TVCC, TJC

**1.38 (6.6) Documented Improvement:
% of Units That Met Targets in Annual Improvement Plans**

		%	Target	Difference
Fall 2011	50.0%		60%	-16.7%
Fall 2012	60.2%		60%	0.3%
Fall 2013	69.9%		60%	16.5%

Success Outcome: 60%

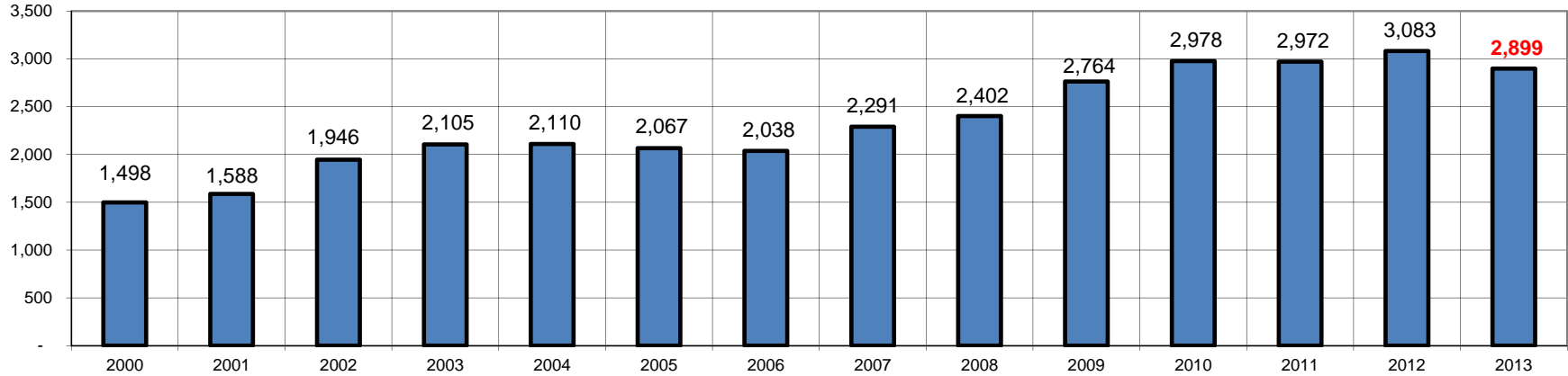
**4.2 (7.1) Number of Students Enrolled in Workforce Education Programs
Enrollment By Declared Majors - Fall Semesters 2000 - 2013**

WORKFORCE EDUCATION MAJORS	CIP NO.	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Farm/Farm and Ranch Management	01010400				1	1	2				1				
Fashion Merchandising	08010200	11	5	6											
Computer and Information Sciences, General	11010100	3	6	2	1	2									
Computer Programming/Programmer, General	11020100	28	25	18											
Computer Systems Networking	11090100				74	49	30	29	42	34	44	58	54	61	60
Computer and Information Systems Security	11100300								3	7	15	16	15	5	3
Web/Multimedia Management and Webmaster	11100400				20	13	9	5	1				3		
Cosmetology/Cosmetologist, General	12040100				51	63	66	49	49	124	127	131	118	163	144
Cosmetologist	12040300	69	61	59											
Facial Treatment Specialist/Facialist	12040800											14	12	11	11
Nail Technician/Specialist and Manicurist	12041000								12	13	11	13	10	11	9
Culinary Arts	12050000													73	79
Electrical, Electronic and Communication	15030300	9	11	9	23	23	17								
Computer Maintenance Technology	15040200	14	5	4											
Corrosion/Metallurgical Technology/Technician	15061100	16	24	42	38	49	63	73	74	121	120	118	121	107	146
Manufacturing Technology/Technician	15061300									14	26	30	37	44	37
Occupational Safety and Health Tech	15070100	18	25	29	31	26	23	24	51	59	70	60	65	73	84
Drafting and Design Technology/Tech	15130100	35	31	30	30	23	23	31	33	32	32	35	30	27	17
Child Care and Support Services Mgmt	19070800				7	3	8	7	4	3	5	8	3	2	3
Child Care Provider/Assistant	19070900				41	25	36	29	43	41	52	79	93	79	46
Child Care and Guidance Workers	20020100	31	28	33											
Child Care Services Manager	20020300	3	2	5						34					
Fashion and Fabric Consultant	20030600	1		2											
Paralegal/Legal Assistant	22010300	67	74	73											
Updated 7/14/2014	22030200				72	80	63	70	62	60	76	102	94	82	65
Court Reporting/Court Reporter	22030300					36	37	34	47		33	15			
Process/Chemical Technology/Technician	41030100								35	60	49	51	80	104	137
Corrections	43010200	1													
Criminal Justice/Safety Studies	43010400	42	37	18	14	11	6	7	3						
Criminal Justice/Police Science	43010700	6	3												
Fire Protection Technology	43020300	3										14	30	27	27
Computer Installation and Repair Tech	47010400							19	14	13	2			1	
Heating, Air Conditioning, Ventilation	47020100	39	33	30	27	22	19	16	19	14	24	35	28	32	31
Watchmaking and Jewelmaking	47040800	6													
Autobody/Collision and Repair Technology	47060300			20	39	40	36	26	24	26	32	42	20	13	31
Automobile/Automotive Mechanics Tech	47060400	12	27	39	38	35	27	30	32	27	49	43	44	66	60
Diesel Mechanics Technology/Technician	47060500	19	14	27	27	24	23	33	23	28	32	33	26	31	40
Machine Tool Technology/Machinist	48050100	14	8	4	1										
Welding Technology/Welder	48050800	14	7	14	17	22	22	12	28	48	55	62	63	114	110
Commercial and Advertising Art	50040200	42	56	57	52	51	55	46	40	49	64	56	76	58	43
Commercial Photography	50040600	25	25	25	24	21	17	31	41	49	61	55	52	41	33
Medical Administrative/Executive Assistant	51071600				14	7	2	3	10	1	1		1	1	1
Medical/Clinical Assistant	51080100	15	13	17	20	24	24	21	38	10	3		2		
Physical Therapist Assistant	51080600	25	27	24	27	31	38	33	136	136	186	215	184	185	167
Emergency Medical Technology/Technician	51090400	66	52	72	87	83	81	59	40	36	71	93	75	67	62
Medical Radiologic Technology/Science	51090700	27	32	30											
Surgical Technology/Technologist	51090900	7	11	10	14	13	12	11	36	37	56	52	50	57	40
Radiologic Technology/Science	51091100				43	43	38	37	210	225	224	220	209	194	185
Clinical/Medical Laboratory Technician	51100400	17	10	13	10	10	7	3	1	1	1				
Nursing - Registered Nurse Training	51380100	91	153	142	125	131	152	137	689	698	817	879	852	816	800
Licensed Practical /Vocational Nurse Training	51390100	68	66	69	70	60	90	69	143	113	126	139	163	151	126
Business/Commerce, General	52010100	34	32	40	28	59	60	80	100	119	118	111	129	156	135
Business Administration and Management	52020100	23	29	27	32	32	24	28	33	32	32	33	30	31	29
Operations Management and Supervision	52020500	5	2	2	1	1									
Accounting	52030100	7	12	15	15	7	10	9	13	15	13	10	8	6	5

**4.2 (7.1) Number of Students Enrolled in Workforce Education Programs
Enrollment By Declared Majors - Fall Semesters 2000 - 2013**

WORKFORCE EDUCATION MAJORS	CIP NO.	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Accounting Technology/Technician	52030200	38	41	51	47	42	30	48	45	59	65	78	89	98	66
Executive Assistant/Executive Secretary	52040200	68	66	87	94	72	73	72	67	52	58	59	80	79	57
Medical Administrative Assistant	52040400	1	5	9											
Court Reporter	52040500			21	23										
General Office Occupations and Clerical	52040800	1	5	2											
Entrepreneurship/Entrepreneurial Studies	52070100		1												
Management Information Systems, General	52120100	21	24	21	17	22	13	7	12	12	13	19	26	17	10
Business Systems Networking	52120400	80	77	102											
Retailing and Retail Operations	52180300				7	4									
Total Declared Workforce Education Majors		1,122	1,165	1,300	1,302	1,260	1,236	1,188	2,253	2,402	2,764	2,978	2,972	3,083	2,899
% Annual Change		-	3.8%	11.6%	0.2%	-3.2%	-1.9%	-3.9%	89.6%	6.6%	15.1%	7.7%	-0.2%	3.7%	-6.0%
Undeclared		376	423	646	803	850	831	850	38	0	0	0	0	0	0
Total Workforce Education Majors		1,498	1,588	1,946	2,105	2,110	2,067	2,038	2,291	2,402	2,764	2,978	2,972	3,083	2,899
% Annual Change		-	6.0%	22.5%	8.2%	0.2%	-2.0%	-1.4%	12.4%	4.8%	15.1%	7.7%	-0.2%	3.7%	-6.0%

**Students Enrolled in Workforce Education Programs
Fall Semesters 2000 to 2013**

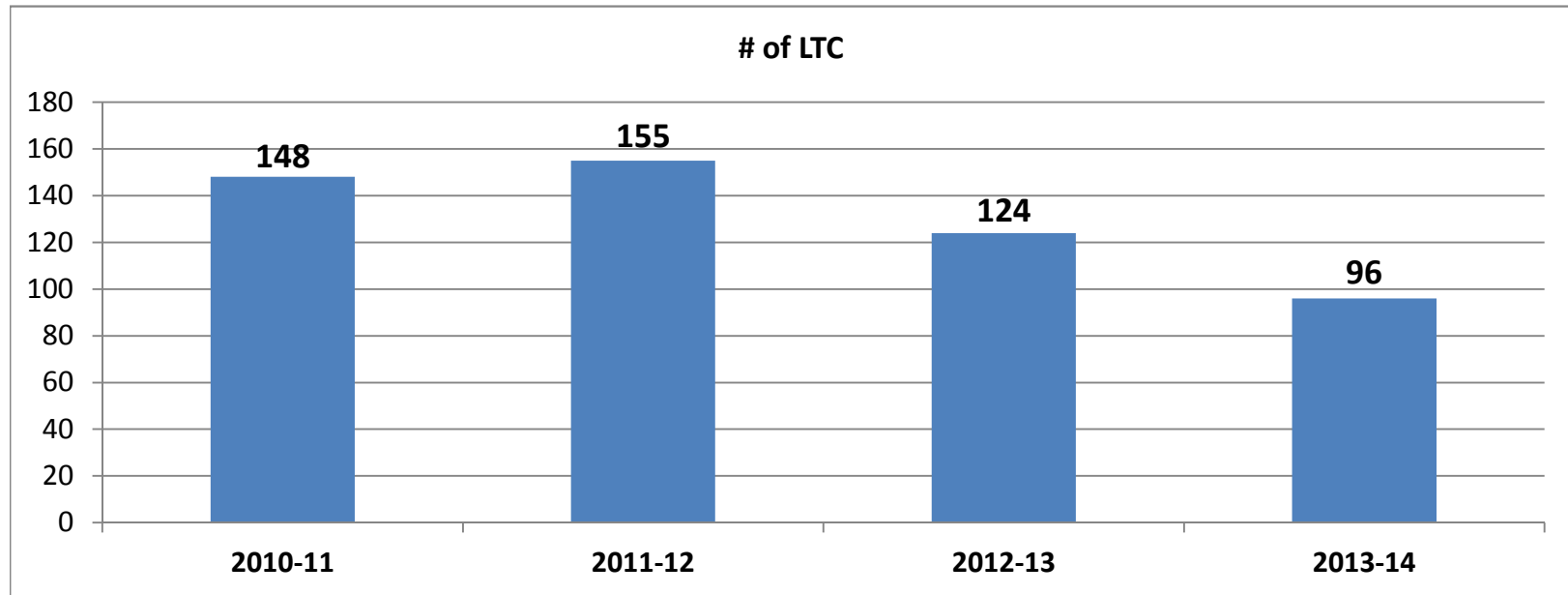


Success Outcome: annual increase

Source: CBM001, excluding flex-entry, pre-admission health majors added to health majors starting Fall 2007

4.4 (7.3) Number of Long Term Clients (LTC) of North Texas Small Business Development Center

Year	# of LTC	% Change
2010-11	148	NA
2011-12	155	4.7%
2012-13	124	-20.0%
2013-14	96	-22.6%

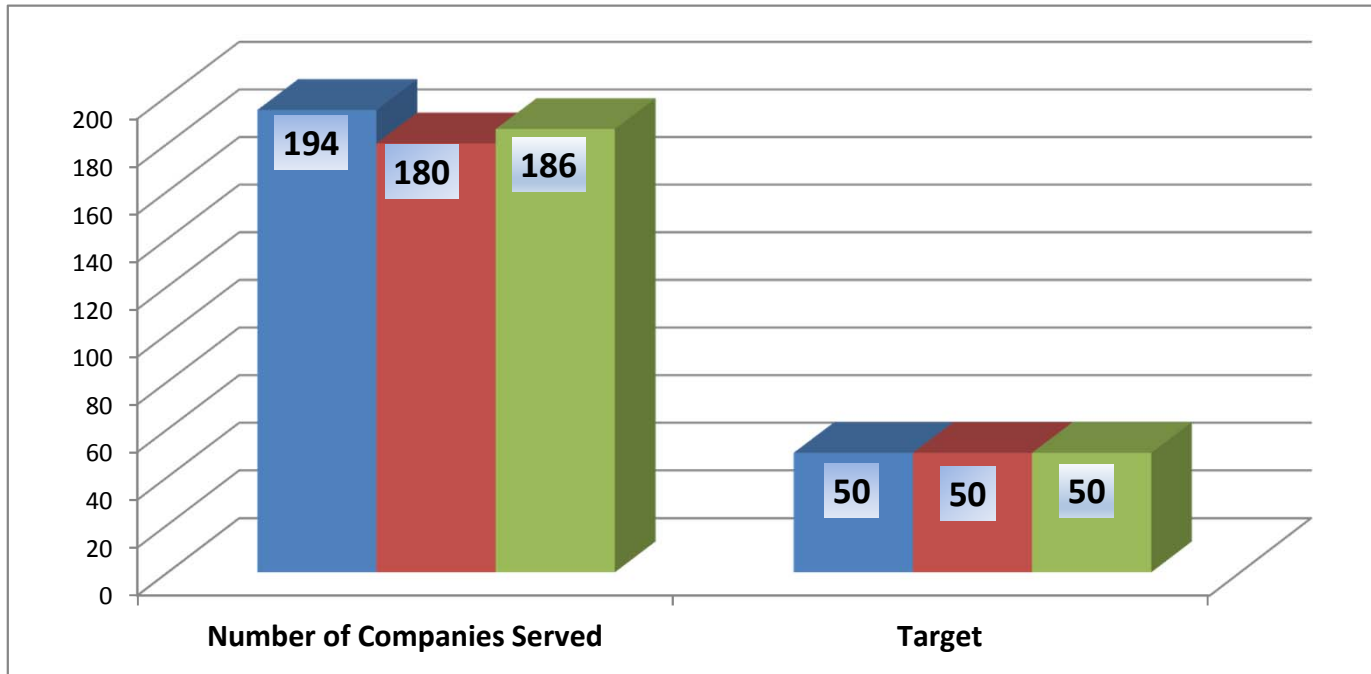


Annual numerical increase

Source: NTSBDC

**4.5 (7.4) Number of Partnerships With Business and Industry Entities
(Workforce Development Training)**

Measure/Outcome	Number of Companies Served	Target	Difference
2011-12	194	50	288%
2012-13	180	50	260%
2013-14	186	50	272%



Target 2011: 50 companies per year
Updated 7/14/2014

3.5 (8.3) Gifts From Donors

Year	Amount of Gifts Received	Target	Difference
2008-09	\$ 1,335,142	\$ 1,000,000	33.5%
2009-10	\$ 704,115	\$ 1,000,000	-29.6%
2010-11	\$ 940,943	\$ 1,000,000	-5.9%
2011-12	\$ 1,395,926	\$ 1,000,000	39.6%
2012-13	\$ 1,520,405	\$ 1,000,000	52.0%
2013-14	\$ 1,000,000	\$ 1,000,000	0.0%

Success Outcome: \$1,000,000 annual target