

Student Achievement Metrics

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Introduction

In accordance with *The Principles of Accreditation: Foundations for Quality Enhancement* (2018) as established by the Southern Association of Colleges and Schools Commission on Colleges, Northwest Florida State College (NWFSC) identifies, evaluates and publishes multiple measures of student achievement to document student success (Standard 8.1).

Student success is the primary focus at Northwest Florida State College. The mission of the College focuses on improving lives through outstanding educational programs that are relevant, accessible, and engaging. Therefore, NWFSC follows a very formal process that is mature and sustainable to identify student achievement measures concentrated directly on quality instruction and equitable outcomes for all students. A major focus is on under-served students. The process ensured that the College rely on multiple sources of evidence to evaluate student achievement.

The College determines appropriate measurable goals and outcomes in various ways. In its effort to identify appropriate metrics, NWFSC considers metrics espoused by external agencies and organizations, such as the Institute for Education Sciences (IES), the Florida Department of Education (FLDOE), the Aspen Institute, Achieving the Dream (ATD), and the American Association of Community Colleges (AACC). Specific metrics and data sources have been selected to allow for comparison between student performance at NWFSC and student performance at peer institutions and center around monitoring student progression toward meeting their educational goals.

Graduation Rates

The College utilizes data from the IES to assess its graduation rates as it relates to regional peers. In 2017, the College selected 11 regional institutions as peers from Alabama (n=1), Florida (n= 6), Kentucky (n= 1), Mississippi (n=1), and Texas (n=2), and submitted these institutions to IPEDS as its official custom comparison group for the annual IPEDS Data Feedback Report. Each fall, the College receives an electronic copy of the published report, and this is posted to its internal SharePoint page and its public-facing webpage. Additionally, the Community College & Technical Center Management Information Systems (CCTCMIS) provides graduation rates and data that allows comparisons with other Florida College System (FCS) institutions.

Graduation rates, as calculated by the U.S. Department of Education and the Florida Department of Education, are based on an incoming cohort of students who start full-time in a fall term and who graduate within a specified period of time.

Target: Meet or exceed the average graduation rate of peers

Target: Reduce or eliminate gaps in graduation rates

U.S. Department of Education

Table 1: NWFSC - Federal 150% Graduation Rate, Total Cohort and Disaggregated by Sex and Pell Recipient Status

Year	Overall		Female		Male		Pell Recipients	
	NWFSC	Peers	NWFSC	Peers	NWFSC	Peers	NWFSC	Peers
2016 (Fall 2010 Cohort)	35%	35%	38%	35%	32%	32%	24%	30%
2017 (Fall 2011 Cohort)	39%	35%	41%	33%	37%	32%	30%	28%
2018 (Fall 2012 Cohort)	35%	37%	38%	38%	31%	34%	29%	31%
2019 (Fall 2013 Cohort)	35%	*	36%	*	33%	*	28%	*

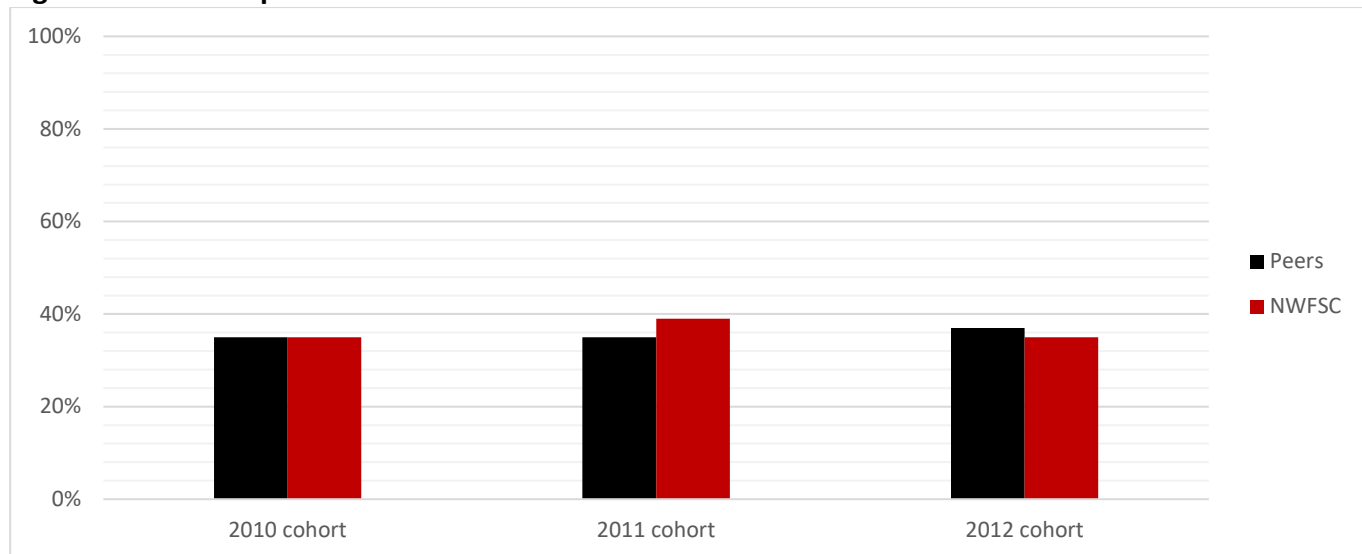
Notes: The graduation rate reported to the U.S. Department of Education through the IPEDS system utilizes the cohort of first-time entering students who enroll full-time and complete a credit-based certificate or degree within 150% of the normal time allowed for that program. Students who will not graduate in a timely manner due to death or permanent disability or who are in service in the armed forces (including those called to active duty) have been excluded from their respective initial fall cohorts. The 2019 peer data is not yet available. Source: [Integrated Postsecondary Education Data System \(IPEDS\) Graduation Rate Component](#).

Table 2: NWFSC - Federal 150% Graduation Rate, Disaggregated by Race/Ethnicity

Year	Black, Non-Hispanic		Hispanic		White	
	NWFSC	Peers	NWFSC	Peers	NWFSC	Peers
2016 (Fall 2010 Cohort)	18%	25%	24%	37%	38%	41%
2017 (Fall 2011 Cohort)	23%	16%	31%	36%	40%	37%
2018 (Fall 2012 Cohort)	28%	23%	31%	37%	36%	39%
2019 (Fall 2013 Cohort)	28%	*	28%	*	37%	*

Notes: The graduation rate reported to the U.S. Department of Education through the IPEDS system utilizes the cohort of first-time entering students who enroll full-time and complete a credit-based certificate or degree within 150% of the normal time allowed for that program. Not included here are data concerning students identifying as Asian, American Indian or Alaskan Native, Hawaiian or Other Pacific Islander, two or more races, and unknown. The 2019 peer data is not yet available. Source: [Integrated Postsecondary Education Data System \(IPEDS\) Graduation Rate Component](#).

Figure 1: Peer Comparison – Federal 150% Graduation Rate



Notes: The graduation rate reported to the U.S. Department of Education through the IPEDS system utilizes the cohort of first-time entering students who enroll full-time and complete a credit-based certificate or degree within 150% of the normal time allowed for that program. Peer institutions were selected by NWFSC based on institutional similarity. Source: [Integrated Postsecondary Education Data System \(IPEDS\) Graduation Rate Component](#).

Florida Department of Education

The Florida College System (FCS) calculates and publishes four-year (200%) graduation, retention and success rates by institution to allow for comparison. In determining the retention rate, the numerator consists of all students from the cohort who have graduated plus those who are still enrolled, including both those students in good standing and those who are not. For the success rate, which reflects those students who have been identified as being successful after four years, the numerator consists of those students who have graduated plus those still enrolled at NWFSC who remain in good standing plus those who left the institution in good standing.

Table 3: NWFSC - State 200% Graduation, Retention and Success Rates

Year	Graduation	Retention	Success
2016 (Fall 2012 Cohort)	35%	57%	76%
2017 (Fall 2013 Cohort)	38%	56%	79%
2018 (Fall 2014 Cohort)	33%	48%	77%
2019 (Fall 2015 Cohort)	43%	55%	80%

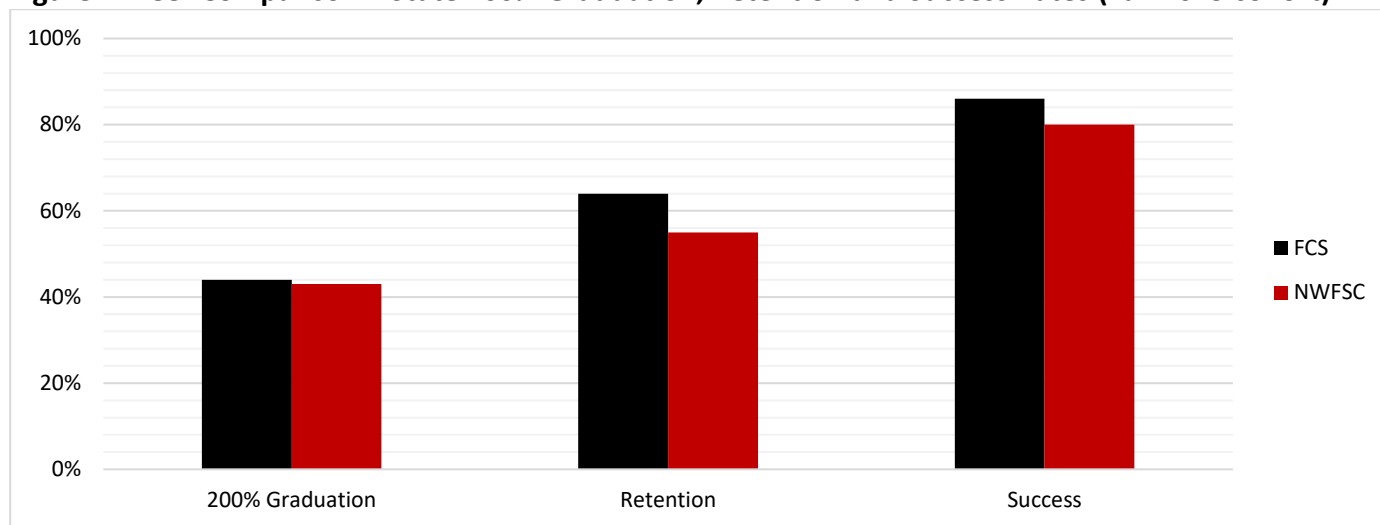
Notes: The graduation, retention and success metrics published annually by the Florida Department of Education as a part of the Accountability Measures for the Florida College System schools begins with a fall term cohort of First-Time-In-College students who are enrolled full-time. Graduation rate calculates the percentage of students who complete a two year program within 4 years (200% of normal time). The retention rate calculates the percentage of students from the initial fall cohort who have graduated, or are still enrolled. This metric includes all enrolled students regardless of academic standing. The success metric is calculated as the percentage of students from the initial fall cohort who have graduated, are enrolled in good standing, or who have left the institution in good standing. Source: Florida Department of Education, retrieved from <http://edstats.fldoe.org>.

Table 4: NWFSC - State 200% Graduation Rate, Disaggregated by Race/Ethnicity for 2019 (Fall 2015 Cohort)

Metric	Black, Non-Hispanic	Hispanic	White
Graduation	36%	46%	44%
Retention	51%	60%	54%
Success	68%	80%	79%

Notes: The graduation, retention and success metrics published annually by the Florida Department of Education as a part of the Accountability Measures for the Florida College System schools begins with a fall term cohort of First-Time-In-College students who are enrolled full-time. Not included here are data concerning students identifying as Asian, American Indian or Alaskan Native, Hawaiian or Other Pacific Islander, Two or more races, and unknown Source: Florida Department of Education, retrieved from <http://edstats.fldoe.org>.

Figure 2: Peer Comparison – State 200% Graduation, Retention and Success Rates (Fall 2015 cohort)



Notes: Metrics include all AA, AS, AAS, PSVC, and ATD students entering in a given fall term. The graduation rate calculates the percentage of students who complete a two year program within 4 years (200% of normal time). The retention rate calculates the percentage of students from the initial fall cohort who have graduated, or are still enrolled. This metric includes all enrolled students regardless of academic standing. The success metric is calculated as the percentage of students from the initial fall cohort who have graduated, are enrolled in good standing, or who have left the institution in good standing. Source: Florida Department of Education, retrieved from <http://edstats.fldoe.org>.

Retention Rates

Each fall term, NWFSC enrolls around 800 First-Time-in-College (FTIC) students. National statistics show that a quarter of the incoming class will not return in the spring, and another quarter will not reenroll in the subsequent fall term. For this reason, the institution monitors both fall-to-spring and fall-to-fall retention Rates.

Approximately 80% of students who enroll in the fall semester for the first time return for the spring semester and approximately 75% of those who return in the spring will continue to the subsequent fall semester (approximately 60% of the initial cohort).

Target: Increase the fall-to-fall retention rate annually over the prior year

Table 5: NWFSC – Fall-to-Spring and Fall-to-Fall Retention Rates

Cohort	Fall-to-Spring %	Fall-to-Fall %
Fall 2015	79%	59%
Fall 2016	77%	61%
Fall 2017	79%	59%
Fall 2018	80%	60%
Fall 2019	80%	61%

Notes: Retention rates are calculated internally by NWFSC Institutional Research. These rates are based on the cohort of first-time entering college students who enroll in a degree or certificate program. The fall-to-spring retention rate is calculated from the percentage of those fall cohort students who return and enroll in the spring semester plus those who graduate. Similarly, the fall-to-fall retention rate is calculated as the percentage of the fall cohort students who return and enroll in the subsequent fall semester plus those who graduate. The fall-to-fall Retention Rate for the Fall 2019 cohort has been calculated but is not final as enrollment is still ongoing for the Fall 2020 semester. Source: Institutional Data

First Term GPA

As an early measure of student performance, NWFSC considers the first semester GPA. Students who perform well in their first semester are more likely to be retained and continue to completion.

Target: 2.50 GPA with minimal performance gap between demographic groups

Table 6: NWFSC – First Term GPA Overall and Disaggregated by Race/Ethnicity, Sex and Pell Recipient Status

Term	Overall	Black, Non-Hispanic	Hispanic	White	Women	Men	Pell Recipients
Fall 2015	2.51	2.15	2.73	2.53	2.60	2.38	2.45
Fall 2016	2.51	2.21	2.57	2.53	2.63	2.39	2.41
Fall 2017	2.36	1.86	2.10	2.43	2.51	2.16	2.40
Fall 2018	2.54	2.56	2.56	2.53	2.62	2.45	2.60
Fall 2019	2.64	2.52	2.71	2.68	2.73	2.52	2.48

Notes: The first term GPAs are calculated and disaggregated internally by NWFSC Institutional Research. These GPAs reflect the average of students grades issued at the end of the fall semester for all students. Source: Institutional Data

Transfer-Out Rates

The majority of the students at NWFSC are seeking to complete an Associate of Arts degree with the intention of transferring. Because of this, the College considers the percentage of students who transfer out of the institution.

Target: Meet or exceed transfer-out rates of peers

Table 7: Peer Comparison – Federal Transfer-Out Rates

Year	NWFSC	Peer Institutions
2016 (Fall 2010 Cohort)	5%	13%
2017 (Fall 2011 Cohort)	19%	12%
2018 (Fall 2012 Cohort)	15%	13%
2019 (Fall 2013 Cohort)	14%	*

Notes: The transfer-out rate reported to the U.S. Department of Education through the IPEDS system utilizes the cohort of first-time entering students who enroll full-time and leave the institution prior to the completion a credit-based certificate or degree and enroll at another institution. The 2019 peer data is not yet available. Source: [Integrated Postsecondary Education Data System \(IPEDS\) Graduation Rate Component](#).

First-Term Transfer GPA

When looking at NWFSC students in comparison to other FCS students upon transfer to a member of the State University System (SUS), NWFSC students perform well, outperforming their peers from other FCS colleges by an average of one tenth of a point on their first term GPAs.

Target: Meet or exceed first-term transfer GPAs of peers

Table 8: Peer Comparison – State First-Term Transfer GPA

Year	NWFSC	FCS
2016	2.99	2.92
2017	3.11	2.96
2018	3.04	2.97
2019	3.14	3.02

Notes: The first-term transfer GPAs are calculated by the Florida Department of Education for all students completing an Associate of Arts degree and transferring to a State University System institution. Source: Florida Department of Education, retrieved from <http://edstats.fldoe.org>.

Credential Completion

The College considers completion of a credential to be of utmost importance. NWFSC monitors its performance relative to its peers around the southeast region through the use of the IPEDS database.

Target: Meet or exceed the number of credentials awarded by peers

Table 9: Peer Comparison – Federal Credentials Completion

Year	Northwest Florida State College		Peer Institutions	
	Bachelor's	Associate's	Bachelor's	Associate's
2016	176	990	101	894
2017	167	901	119	996
2018	146	1182	128	1132
2019	140	967	*	*

Notes: The number of completions is determined from a count of all students who complete a given credential during the academic year (July 1 – June 30). Peer institutions were selected by NWFSC based on institutional similarity. Credentials completions for peer institutions for the 2019 reporting year are not yet available. Source: [Integrated Postsecondary Education Data System \(IPEDS\) Completions Component](#).

Licensure Rates and Certifications

NWFSC currently has two health science related programs, one teacher training program and five emergency services programs which require the graduate to pass a licensure examination prior to employment. On additional health science program, Dental Assisting, allows the opportunity for graduates to complete a licensure exam. This licensure is not required for employment. Additionally, the College has seven programs for which certification exams are available.

Target: Meet or exceed 90% licensure rate

Table 10: NWFSC – Programmatic Licensure Exam Passing Rate

Program	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	Target
Nursing - RN: First time	94.3%	93.6%	98.6%	98.7%	91.4%	90%
Nursing-RN: Overall	100.0%	97.9%	100.0%	98.7%	98.3%	90%
Radiography: First Time	100.0%	100.0%	100.0%	91.6%	94.0%	90%
Radiography: Overall	100.0%	100.0%	100.0%	91.6%	*	90%
Dental Assisting	100.0%	84.6%	90.0%	61.5%	(Dec 2020)	90%
Teacher Education	92.2%	98.6%	98.2%	100.0%	100.0%	90%
Paramedic	46.7%	52.6%	65.6%	38.5%	66.6%	90%
EMT	63.2%	62.8%	51.9%	48.0%	62.0%	90%
Law Enforcement	86.5%	82.8%	91.7%	87.7%	95.2%	90%
Corrections	83.9%	91.3%	74.7%	82.0%	95.0%	90%
Fire	76.5%	100.0%	93.3%	87.2%	97.0%	90%

Notes: Those programs that prepare students to take a licensure or certification exam collect and report the percentage of students who are successful on their respective exams. The passing rate is determined based on the percentage of students taking the exam who pass. For the 2019-2020 cohort, the testing cycle is not yet complete. Dental Assisting students will take their exam in December 2020. One Radiography student is in the process of re-testing. Additional students from the Corrections Officer program have yet to be scheduled to take their exam. Source: Institutional Data

Job Placement

In partnership with the FCS, NWFSC is able to track and monitor its job placement rates of recent graduates. The College continues to work to ensure that it offers relevant academic programming that enables NWFSC graduates to enter the workforce and be successful.

Calculated placement rates include the Employed Percentage which reflects the percentage of all graduates who are found to have been employed within the state of Florida, the Relevancy Percentage which reflects the percentage of employed graduates who are working in a field closely related to their academic credential and the Current Placement Rate which includes, as successful, those graduates who are continuing their education regardless of their employment status.

Target: 90% job placement rate

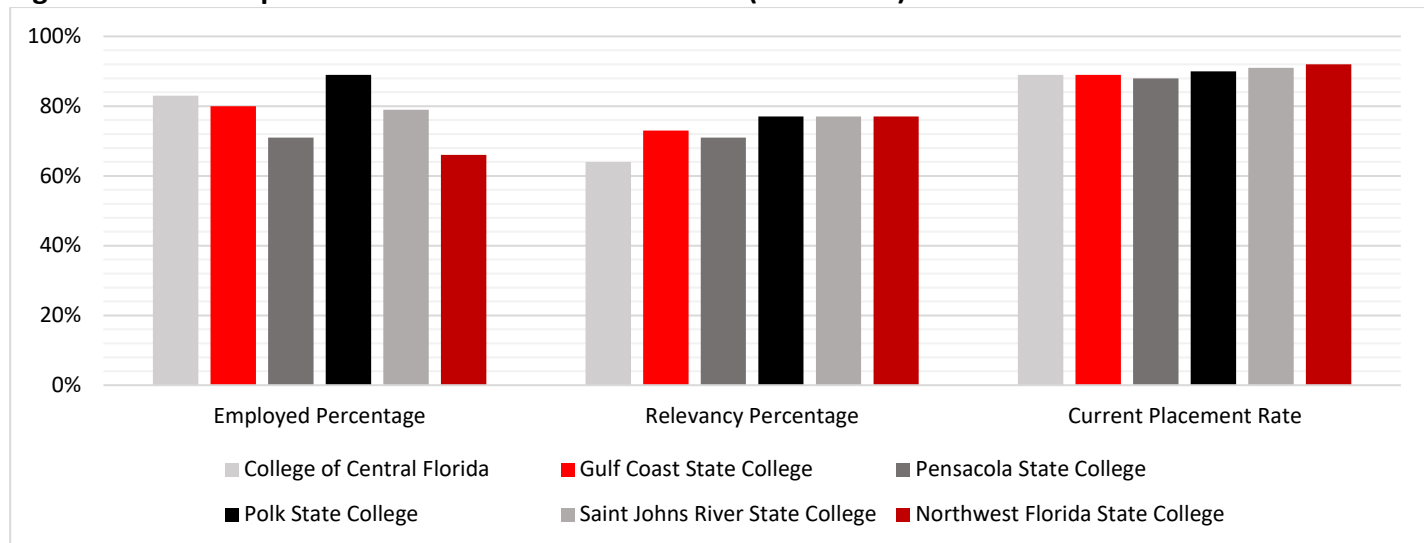
Target: Meet or exceed the average job placement rate of peers

Table12: NWFSC – State Job Current Placement Rates for Associate of Science Graduates

Year	Current Placement Rate	Target Placement Rate
2015-2016	84%	90%
2016-2017	87%	90%
2017-2018	92%	90%

Notes: The current placement rate is calculated based on the percentage of graduates who are employed or are continuing their education. (2017-2018). Source: Florida Department of Education, retrieved from <http://edstats.fldoe.org>.

Figure 3: Peer Comparison – State Job Placement Rates (2017-2018)



Notes: The employed percentage is calculated from the percentage of graduates who are found to have been employed in the state of Florida for at least one quarter of the year (2017-2018). The relevancy percentage is the percent of employed graduates who are deemed to be working in a field closely related to their academic credential. The current placement rate is calculated based on the percentage of graduates who are employed or are continuing their education.

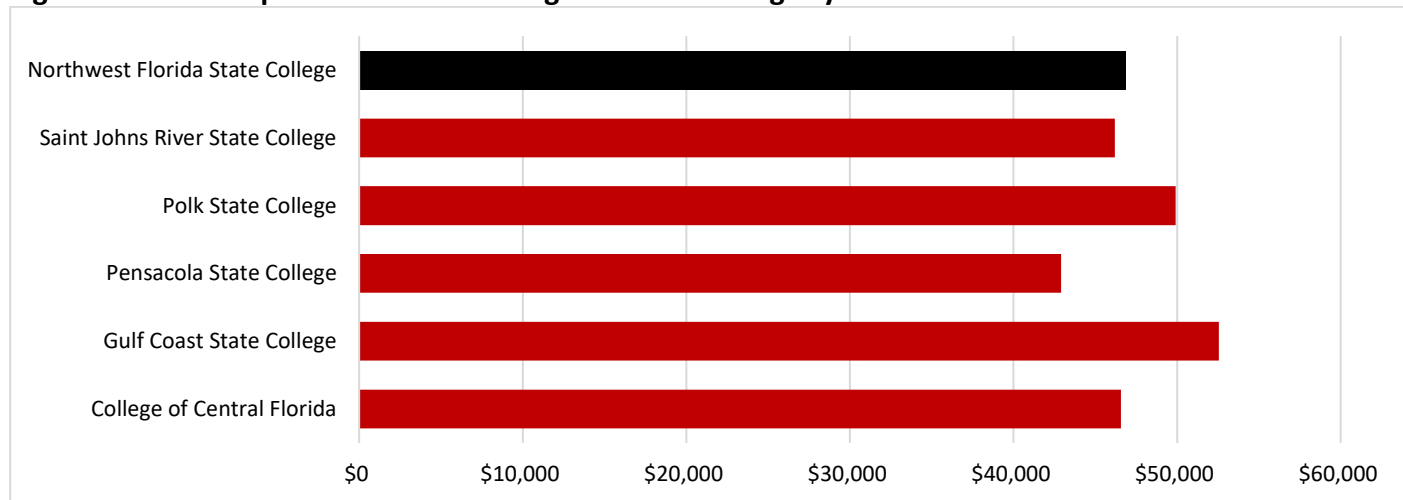
Source: Florida Department of Education, retrieved from <http://edstats.fldoe.org>.

Entry Level Wages

The state of Florida determines, as part of the job placement study, the average annual salary for graduates employed within the state. Quarterly wage earnings for each graduate are recorded. In cases where a graduate has worked for more than one full quarter, the highest quarterly wage is used to calculate an annualized salary.

Target: Meet or exceed the average earnings of peers

Figure 4: Peer Comparison – State Average Annual Earnings by Graduates



Notes: The Average Earnings by Graduates is determined from wage reports for employed graduates working in the state of Florida and is an annualized quarterly salary. If a graduate has more than one full quarter of wages, the best quarter is used to determine that graduate’s annual earnings. Source: Florida Department of Education, retrieved from <http://edstats.fldoe.org>.

ABC Grade Attainment

Successful course completion is critical to retention and timely completion of Northwest Florida State College's students. Thus, grade attainment is another way in which the College monitors student achievement.

Target: 80% of students will earn an A, B, or C.

Table 13: NWFSC – ABC Grade Attainment Disaggregated by Race/Ethnicity, Sex, and Pell Recipient Status.

Year	Overall	Black, Non-		Hispanic	Male	Female	Pell Recipients
		White	Hispanic				
2015-2016	81.7%	82.6%	74.1%	80.6%	79.6%	83.1%	77.2%
2016-2017	81.9%	92.8%	73.8%	80.6%	79.5%	83.7%	77.8%
2017-2018	80.8%	82.0%	72.6%	77.5%	79.0%	82.1%	78.2%
2018-2019	82.6%	83.6%	77.0%	78.5%	80.8%	83.6%	78.7%
2019-2020	82.4%	83.2%	72.9%	81.9%	80.8%	83.4%	78.2%

Notes: GPAs calculated and disaggregated internally by NWFSC Institutional Research. The percentage of students earning a C or better is calculated as a ratio of those students earning a final course grade of A, B, or C to the number of students who completed the course. Source: Institutional Data.

Completion of Gateway Courses

Related to grade attainment, the College examines gateway course attempts and completions. Literature suggests that students who attempt and pass gateway English and math in their first academic year have a high probability of completing their credentials; therefore, the College tracks First-Time-in-College students' course-taking patterns in these gateway courses.

Target: Meet or exceed gateway course completion of peers and minimize or eliminate gaps

Table 14: NWFSC –Gateway Course Completion, Disaggregated by Race/Ethnicity

Year	Communication				Mathematics			
	Overall	White	Black,		Overall	White	Black,	
			Non-Hispanic	Hispanic			Non-Hispanic	Hispanic
2015-2016	79%	81%	61%	81%	78%	78%	78%	82%
2016-2017	75%	76%	73%	75%	71%	72%	58%	68%
2017-2018	75%	77%	73%	67%	72%	73%	50%	69%
2018-2019	78%	78%	75%	73%	70%	71%	67%	67%
2019-2020	82%	83%	74%	81%	73%	73%	67%	85%

Notes: The percentage of students earning a C or better is calculated as a ratio of those students earning a final course grade of A, B, or C to the number of students who completed the course. The overall rate is calculated for all students. Other rates are calculated for First-Time-In-College students only. Not included here are data concerning students identifying as Asian, American Indian or Alaskan Native, Hawaiian or Other Pacific Islander, two or more races, and unknown. Source: Institutional data

Table 15: NWFSC – Gateway Course Completion, Disaggregated by Sex and Pell Recipient Status

Year	Communication				Mathematics			
	Overall	Male	Female	Pell Recipients	Overall	Male	Female	Pell Recipients
2015-2016	79%	76%	80%	74%	78%	75%	80%	77%
2016-2017	75%	72%	78%	69%	71%	65%	77%	69%
2017-2018	75%	68%	81%	72%	72%	65%	76%	66%
2018-2019	78%	74%	81%	79%	70%	66%	74%	71%
2019-2020	82%	74%	87%	78%	73%	66%	78%	65%

Notes: The percentage of students earning a C or better is calculated as a ratio of those students earning a final course grade of A, B, or C to the number of students who completed the course. The overall rate is calculated for all students. Other rates are calculated for First-Time-In-College students only. Source: Institutional data

This report was updated in Fall 2020.