Sample Lead and Lag Indicators

To effectively gauge performance and progress towards goals in a rural community college, it's essential to track both lead and lag indicators across various departments. Lead indicators are predictive, offering insights into future outcomes, while lag indicators reflect past performance. Here are some examples for different departments:

1. **Overall Institution Lag Indicators**
* **Graduation Rates:** The percentage of students who complete their degree or certificate programs within a specified timeframe (e.g., 2, 3, 6 years).
* **Student Retention Rates:** The percentage of students who return for subsequent semesters or academic years.
* **Transfer Rates to Four-Year Institutions:** The percentage of students who successfully transfer to bachelor's degree programs.
* **Job Placement Rates of Graduates:** The percentage of graduates who are employed in their field of study or related areas within a certain period after graduation.
* **Enrollment Trends:** Changes in the overall student population over time, as well as enrollment patterns in different programs.
* **Student Satisfaction Levels:** Measured through surveys, this indicates students' overall experience with the college's academic programs, student services, and campus environment.
* **Loan Default Rates of Former Students:** This reflects the financial well-being of graduates and can be an indicator of the effectiveness of financial aid counseling and the value of the education received.
* **Financial Stability Metrics:** Indicators such as the college's budget surplus/deficit, endowment growth (if applicable), and revenue diversification reflect the institution's long-term viability.
* **Impact on the Local Community:** This can be measured through metrics like the number of graduates employed in the region, partnerships with local businesses, and participation in community development initiatives.
1. **Academics/Instructional Affairs**
* **Lag Indicators:**
	+ **Course Completion Rates:** Percentage of students who successfully finish a course.
	+ **Graduation Rates:** Percentage of students who complete their degree or certificate programs within a specific timeframe.
	+ **Student Retention Rates:** Percentage of students who return for subsequent semesters or academic years.
	+ **Transfer Rates to Four-Year Institutions:** Number or percentage of students who successfully transfer to bachelor's degree programs.
	+ **Program Satisfaction Rates (Student Surveys):** Overall satisfaction levels of students with their academic programs.
	+ **Job Placement Rates of Graduates:** Percentage of graduates employed in their field of study within a certain period after graduation.
	+ **Passing Rates on Licensure/Certification Exams:** For programs leading to professional credentials.
* **Lead Indicators:**
	+ **Length of time to receive feedback:** The length of time it takes to respond to student questions and provide grade feedback.
	+ **Faculty Feedback and Early Intervention:** Documented instances of faculty reaching out to struggling students.
	+ **Courses converted to Open Educational Resources/Universal Design:** Number of courses with improvements made to address access.
	+ **Time spent in staff development:** Staff efforts to improve the teaching and learning in their classrooms.
1. **Student Services**
* **Lag Indicators:**
	+ **Student Satisfaction with Services (Surveys):** Overall satisfaction with advising, counseling, financial aid, etc.
	+ **Usage Rates of Key Services:** Number of students utilizing counseling, disability services, career services, etc.
	+ **Student Grievance/Complaint Resolution Time:** Efficiency in addressing and resolving student issues.
	+ **Persistence Rates of Students Utilizing Support Services:** Comparing retention of students who use services versus those who don't.
	+ **Loan Default Rates of Former Students:** Reflects the financial well-being and preparedness of graduates, potentially linked to financial aid counseling.
* **Lead Indicators:**
	+ **Number of Student Appointments Scheduled and Kept (Advising, Counseling, Career Services):** Indicates proactive engagement with support resources.
	+ **Participation Rates in Workshops and Information Sessions:** Attendance at financial aid workshops, career development seminars, etc.
	+ **Early Identification of At-Risk Students:** Utilizing predictive analytics or faculty referrals to identify students needing support.
	+ **Proactive Outreach to Students:** Number of times student services staff initiate contact with students (e.g., check-ins, reminders).
	+ **Timeliness of Financial Aid Awarding and Disbursement:** Early access to financial aid can improve student retention.
	+ **Student Engagement in Orientation Programs:** Active participation in orientation can set students up for success.
1. **Enrollment Management**
* **Lag Indicators:**
	+ **Total Enrollment Numbers:** Overall student population.
	+ **Yield Rate (Percentage of Accepted Students Who Enroll):** Effectiveness of recruitment efforts.
	+ **Enrollment by Demographic/Program:** Reflects the diversity and program popularity.
	+ **First-Year Retention Rates:** Success in retaining the initial cohort of students.
	+ **Pell Grants Awarded/% of Student Receiving Grant Aid:** These numbers can show if you are doing good work in reaching and assisting students with need.
* **Lead Indicators:**
	+ **Number of Campus Visits and Information Session Attendees:** Interest levels of prospective students.
	+ **High School Outreach Activities (e.g., Visits, College Fairs):** Efforts to build the applicant pool.
	+ **Proactive Outreach to Students:** Number of times enrollment management staff initiate contact with students.
	+ **Financial Aid Application Rates:** Indicator of students who are serious about enrolling and need assistance.
1. **Finance and Administration**
* **Lag Indicators:**
	+ **Budget Surplus/Deficit:** Overall financial health of the college.
	+ **Endowment Growth:** Long-term financial stability.
	+ **Audit Findings:** Compliance and financial accountability.
	+ **Employee Satisfaction Rates (Surveys):** Overall morale and satisfaction of faculty and staff.
* **Lead Indicators:**
	+ **Timeliness and Accuracy of Budget Reporting:** Predicts potential financial issues early on.
	+ **Grant Applications:** Future funding opportunities.
	+ **Fundraising Activity (e.g., Number of Donor Contacts, Proposals Submitted):** Predicts future donations.
	+ **Resource Utilization Rates (e.g., Classroom Occupancy, Facility Usage):** Efficiency of asset management.
	+ **Employee Training and Development Participation:** Investment in human capital, potentially leading to higher efficiency and satisfaction.
	+ **Implementation of Cost-Saving Initiatives:** Predicts future budget improvements.
1. **Workforce Development/Continuing Education**
* **Lag Indicators:**
	+ **Number of Participants Completing Programs/Courses:** Success of training initiatives.
	+ **Job Placement Rates of Program Completers:** Effectiveness in preparing individuals for employment.
	+ **Revenue Generated from Programs:** Financial sustainability of the department.
	+ **Employer Satisfaction with Training Outcomes (Surveys):** Relevance and quality of programs for the local workforce.
* **Lead Indicators:**
	+ **Marketing and Outreach Activity (e.g., Number of Businesses Contacted):** Efforts to attract participants and employers.
	+ **Curriculum Development Based on Industry Needs:** Relevance of programs to the local job market.
	+ **Meetingss with Local Businesses and Organizations:** Potential for increased enrollment and job placement opportunities.

By monitoring a combination of these lead and lag indicators, the rural community college can gain a comprehensive understanding of its performance, proactively address potential challenges, and make data-informed decisions to better serve its students and the community. Remember that the specific indicators that are most relevant will depend on the college's unique mission, goals, and the characteristics of the rural community it serves.