



SGSC Student Achievement Goals and Outcomes

The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) requires that institutions publish student achievement information. In SACSCOC's *Policy on Institutional Obligations for Public Disclosure*, student achievement information may include "reliable information in retention, graduation, course completion, licensure examinations, and job placement rates and other measures of student success appropriate to institutional mission."

South Georgia State College (SGSC) identifies, evaluates, and publishes goals and outcomes for student achievement appropriate to the institution's mission, the nature of the students it serves, and the kinds of programs offered.

The Associate of Arts (AA) and Associate of Science (AS) pathway degrees are intended for students to transfer their work into a baccalaureate degree, while the College's "Focus Areas" within the AA and AS degrees as part of the University System of Georgia Momentum initiative that essentially serves as general studies transfer pathways for students who are undecided on their pathways or majors, providing students with recommended courses in the Core that are tailored to expose students to key courses that provide exposure to potential majors, and help them to determine the transfer pathway or major that they want to pursue. The Associate of Science in Nursing (ASN) is intended to allow students to move directly into the workforce as Registered Nurses. Beyond associate degree offerings, SGSC offers eight bachelor's degree programs – BA Professional Business and Technical Writing; BS Nursing, RN to BSN; BS Biological Sciences; BS Elementary/Special Education; BS Long Term Healthcare Management; BS Management BS Mechanical Engineering Technology; BS Public Service Leadership – that meet economic growth and employment needs of south-central Georgia.

SGSC uses multiple measures to evaluate and document student success. These measures are directly related to the institution's *Moving Forward: 2019-2024 Strategic Plan*, Goal 3: "SGSC will improve student success rates as measured by course completion, retention, graduation and transfer to other post-secondary institutions after attaining a degree from SGSC." Licensure pass rates for NCLEX-RN also measure student success in Nursing and Teacher Education programs are also measured by pass rates on the Georgia Assessments for the Certification of Educators (GACE). Given SGSC's role as a USG state access college, the institution's mission and strategic plan, and the institution's student demographics, **the following are the SGSC student achievement metrics:**

1. One-year retention rates for first-time full-time (FTFT) associate degree-seeking freshmen
2. Three-year graduation rates for FTFT associate degree-seeking freshmen
3. Number of associate's and bachelor's degrees conferred
4. Transfer numbers and GPAs at receiving USG institutions
5. Pass rates for the National Council Licensure Examination-Registered Nurse (NCLEX-RN)
6. Pass rates for the Georgia Assessments for the Certification of Educators (GACE) instrument

All but the last two metrics, both of which are SGSC academic programs with professional discipline-accrediting and state governance, are integral parts of SGSC's "Complete College Georgia" annual report required and publicly published by the University System of Georgia to provide annual institutional updates based on data analysis related to student success strategies.

Metric 1: One-Year Retention Rate, FTFT Associate Degree-Seeking Students

A retention rate is the percentage of students from a given cohort who graduated or were still enrolled at a USG institution within a specified term (for example, one year later). The total beginning cohort is the denominator of the rate; the number of students enrolled/graduated is the numerator of the rate calculation. Two rates are reported here – the institution-specific rate and the system-wide rate.

Institution-specific: For the institution-specific retention rate, the institution-specific number of cohorts members enrolled or graduated is divided by the total cohort number.

System-wide: For the system-wide retention rate, the system-wide number of cohort members enrolled or graduated is divided by the total cohort number.

First-Time Full-Time Associate Degree-Seeking Freshmen One-Year Retention Rates						Institution- Specific for State Colleges (Avg institution- specific rate for all 8 USG state colleges)	System-Wide for State Colleges (Avg rate within the System for all 8 USG state colleges)
Institutional Rate for SGSC				System-Wide Rate for SGSC			
Year	N Cohort	N Retained	% Retained	N Retained	% Retained	% Retained	% Retained
Fall 2015	910	409	44.95%	591	64.95%	58.00%	66.50%
Fall 2016	812	403	49.63%	572	70.44%	55.80%	65.60%
Fall 2017	849	345	40.60%	520	61.20%	51.50%	59.70%
Fall 2018	773	342	44.20%	468	60.50%	55.20%	64.10%
Fall 2019	664	307	46.25%	452	68.10%	56.60%	65.80%
Fall 2020	419	210	50.10%	258	61.60%	51.7%	58.8%
Fall 2021	380	191	50.30%	230	60.50%	53.2%	58.5%
Source: USG ADC Census; USG Retention Rate Reports. https://www.usg.edu/research/usgbythenumbers							

Analysis and Evaluation of Metric 1

The data in the Metric 1 table shows that the one-year institution-specific retention rate for SGSC's FTFT associate degree-seeking students has remained consistent at a 47% six-year average from fall 2016 through fall 2021 cohorts, while the institution-specific average for all eight USG state colleges for the same period was 54%. The Georgia Highlands average for the period was 64%, well above the SGSC and System averages. SGSC's goal is a one-year FTFT associate's degree-seeking student retention rate of 55% for the fall 2025 student cohort, and the fall 2021 cohort rate of 50.3% is a good start from the 47% average for the previous five years.

While the SGSC-specific one-year retention rate for FTFT degree-seeking students has been consistently lower than the average for all eight USG state colleges, the one-year retention rate of former SGSC students within the USG over the six years averages 64%, while for the same period, the average for all USG state colleges is 62.5%. Given the AA and AS transfer mission of USG state colleges and the ease of transfer among USG institutions facilitated by a common core curriculum, it is significant that SGSC prepares students well for receiving institutions. SGSC's goal is to maintain a one-year retention rate within the USG of 65% by the fall 2025 cohort.

Metric 2: Three-Year Graduation Rate, FTFT Associate Degree-Seeking Students

The three-year graduation rate data in the table below compares the five-year SGSC rates to the average rates for the same period for all eight USG state colleges. "Institution-specific" refers to students graduating from SGSC, "System-wide for SGSC" refers to former SGSC students who graduate from any USG institution, and "System-wide for all state colleges" refers to students who began at a USG institution, transferred to another USG institution, and graduated from the USG institution to which they transferred.

First-Time Full-Time Associate Degree-Seeking Freshmen Three-Year Graduation Rates						Institution-Specific for State Colleges (Avg institution-specific rate for all 8 USG state colleges)	System-Wide for State Colleges (Avg rate within the System for all 8 USG state colleges)
Institution-Specific Rate for SGSC				System-Wide Rate for SGSC			
Cohort	N Cohort	N Graduated	% Graduated	N Graduated	% Graduated	% Graduated	% Graduated
Fall 2013	878	105	11.96%	108	12.30%	13.4%	13.8%
Fall 2014	818	118	14.43%	123	15.04%	13.8%	14.2%
Fall 2015	910	120	13.19%	125	13.74%	15.2%	15.5%
Fall 2016	812	130	16.01%	132	16.26%	14.5%	14.8%
Fall 2017	768	147	19.14%	149	19.40%	15.6%	15.9%
Fall 2018	773	119	15.40%	124	16.00%	16.3%	16.7%
Fall 2019	664	133	20.03%	135	20.33%	16.3%	16.4%
Source: USG Graduation Rate Reports. https://www.usg.edu/research/usgbythenumbers							

Analysis and Evaluation of Metric 2

The three-year graduation rate data in Metric 2 compares the six-year SGSC rates to the average rates for the same period for all eight USG state colleges. "Institution-specific" refers to students graduating from SGSC, "System-wide for SGSC" refers to former SGSC students who graduate from any USG institution, and "System-wide for all state colleges" refers to students who began at a USG institution, transferred to another USG institution, and graduated from the USG institution to which they transferred.

The data in the table shows that the three-year institution-specific graduation rate for SGSC's FTFT associate degree-seeking students is at a six-year average of 16.4% (fall 2014 through fall 2019 cohorts), while the institution-specific average for all eight USG state colleges is 15.3% for the same period. The Georgia Highlands State College average rate for the six years is 18%, significantly higher than the average SGSC and state college rates. The rationale for an SGSC metric goal of a 20% three-year FTFT associate's degree-seeking student graduation rate for the fall 2023 cohort is based on the fall 2019 cohort rate of 20%, which is above the Georgia Highlands fall 2019 rate of 19.7% and the highest three-year graduation rate in the state college sector for the fall 2019 cohort. Georgia Highlands had the second-highest fall 2019 rate in our sector.

It is noteworthy that SGSC's institution-specific graduation rate typically exceeds the average graduation rate for all USG state colleges. In addition, the rate for the most recent student cohort of former SGSC students transferring to other USG state colleges (fall 2019, 20.3%) exceeds the average rate for all USG state college associate's degree-seeking students transferring within the System (fall 2019, 16.4%).

Metric 3: Degrees Conferred by Degrees Offered

Between FY 2018 and FY 2021, South Georgia State College (SGSC) experienced a steady increase in degrees conferred and held strong, even increasing the number of degrees conferred in FY 2021 during the emergence of the coronavirus pandemic. Unfortunately, FY 2022 was further impacted by the ongoing pandemic that significantly disrupted American society and higher education. For SGSC students, several factors contributed to their delayed time-to-degree, including changes to financial aid, the need to get jobs — even low-skill, low-paying jobs — to support their families amid the ongoing pandemic, caring for others whose care arrangements had been disrupted, and other reasons related to the pandemic.

SGSC has invested in the support structures needed to help its students maintain steady and effective progress toward their degrees. The two SGSC campuses have academic success tutoring centers, STEM centers, writing centers, and 24/7 tutoring availability through tutor.com. In addition, there is a student success program for residential students on the Douglas Campus (no residence halls on the Waycross Campus).

Enrollments and Degrees Conferred by Degree Offered					
	FY2018	FY2019	FY2020	FY2021	FY 2022
Total Student Enrollment	2540	2482	2346	2028	2308
Associate Degree	265	261	302	312	223
Career Associate Degree	41	48	42	44	61
Bachelor's Degree	58	65	69	96	81
Total	364	374	413	452	365
Source: USG ADC Census; USG Degrees Conferred Reports. https://www.usg.edu/research/usgbythenumbers					

Analysis and Evaluation of Metric 3

Both transfer associate and bachelor degree production continued to increase through FY 2021, despite enrollment decreases during the five years – most notably due to the COVID-19 pandemic. Apart from the effects of COVID- 19, enrollment decreases are primarily due to the termination of a college non-degree entry program on the campus of another USG institution and the termination of some dual enrollment core curriculum offerings at area high schools. The continuing COVID-19 pandemic creates uncertainty regarding enrollment and graduation rates; consequently, the metric goal is 480 total graduates for FY 2023, with a minimum threshold of acceptability of 450— still above the number for FY 2020.

Metric 4: Transfer Admissibility and First-Term Grade Point Average at Receiving USG Institutions

Student transfer to USG senior institutions is an integral part of the mission of the state college sector institutions of the University System of Georgia. Transfer is also important in SGSC's current Moving Forward: 2019-2024 Strategic Plan, Goal 3. The data below shows that for all academic years, most SGSC students who transfer out are enrolling at comprehensive rather than at another state college, indicating that they are either transferring upon graduation from SGSC or transferring before graduation from SGSC to pursue a bachelor's degree. In either case, students gaining admission to senior USG institutions and transferring from SGSC are considered to have been prepared at SGSC for admission to a USG institution with higher admissions requirements than those of SGSC.

The second year of the pandemic impacted the number of SGSC students transferring to other USG institutions (2021-22), especially to comprehensive and state universities. No one expected the pandemic to continue for as long as it did, and the impact has lingered. Students were questioning their plans to attain a four-year degree in the first place due to perceptions of rising costs, increased burdens of student debt, and a stronger labor market, even for unskilled workers.

Transfer from SGSC to Other USG Institutions by Sector and Year						
Transfers to, by Sector	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Research Universities	40	30	39	21	36	23
Comprehensive Universities	375	346	289	227	239	129
State Universities	113	97	71	72	84	42
State Colleges	86	70	68	64	47	51
Total USG System	614	543	467	384	406	245
<i>Source: USG ADC Census; USG Degrees Conferred Reports. https://www.usg.edu/research/usgbythenumbers</i>						

Analysis and Evaluation of Metric 4

In terms of academic performance, the data below shows that the significant data point compares grade point averages in the last term at SGSC and the first term at the receiving institution. For all but the most recent academic year (2021-22), SGSC students transferring to other USG institutions achieved a higher first-term grade point average at receiving institutions than they did in their last term at SGSC. SGSC is preparing students well for the continuation of their academic endeavors. For the overall USG state college sector, higher grade point averages have been achieved in the first term at receiving USG institutions for every academic year, and the state college sector average GPAs for the past three academic years have been higher than those of students transferring from SGSC.

SGSC has very active tutoring, STEM, writing, and student success centers on both campuses, as well as an expanding early-alert system and residential student achievement program to provide students with the tools needed for academic success. The five-year average SGSC transfer students' first-term GPA at receiving institutions (2.77) is the minimal threshold of acceptability for 2022-223, intending to raise the first-term GPA at receiving institutions to 2.80.

SGSC Transfer Student Average Last SGSC Term GPA and First-Term Average GPA at Receiving USG Institutions Versus USG State College Sector Transfer Student Last-Term Average GPA and First-Term GPA at Receiving USG Institutions				
Academic Year	SGSC Transfers out, Last-Term GPA	All USG State College Transfers out, Last-Term GPA	SGSC Transfers, First-Term GPA, Receiving Institutions	All USG State College Transfers, First-Term GPA, Receiving Institutions
2017-2018	2.12	2.74	2.95	2.86
2018-2019	2.48	2.72	2.53	2.80
2019-2020	2.32	2.71	2.79	2.89
2020-2021	2.84	2.77	2.34	2.77
2021-2022	2.39	2.77	3.23	2.85
5-Year Avg.	2.43	2.74	2.77	2.83
<i>Source: USG ADC Census; USG Degrees Conferred Reports. https://www.usg.edu/research/usgbythenumbers</i>				

Metric 5: Pass Rates on National Licensure Examination-Registered Nurse (NCLEX-RN)

Achieving a passing score on NCLEX-RN is required for certification as an RN in the State of Georgia. The Georgia Board of Nursing expects that institutions providing Nursing programs in the State of Georgia will maintain a minimum annual NCLEX-RN pass rate of 80%. The data below shows the average pass rate for SGSC Nursing students over the most recent three-year period.

NCLEX-RN Pass Rates by Year: SGSC, Georgia, National			
Year	SGSC	Georgia	National
2019	97.87	90.85	88.18
2020	95.00	89.09	86.57
2021	95.00	87.91	82.80
3-Year Avg.	96.58	89.20	87.54
<i>Source: Georgia Board of Nursing</i>			

Analysis and Evaluation of Metric 5

The NCLEX-RN pass rate data shows that for every year reported, the SGSC average pass rate has exceeded the Georgia and national rates. The SGSC three-year average of 95.99 is exceptional compared to the Georgia average of 88.54 and the national average of 84.36. SGSC aims to meet a pass rate goal of 95.00 each year.

Metric 6: Scores on Georgia Assessments for the Certification of Educators (GACE)

The table below shows end-of-program student achievement data for two graduating cohorts enrolled in the Elementary and Special Education baccalaureate program. The data includes scores on the Georgia Public Service Commission's approved education content tests and the Georgia Assessments for the Certification of Educators (GACE). Students must pass these tests to be certified to teach in Georgia. The data also shows student grade point averages upon entry into and exit from the program.

GACE Assessment	Program Completion Year	South Georgia State College			Statewide		
		Total Candidates	Candidates Passed	Pass Percentage	Total Candidates	Candidates Passed	Pass Percentage
Early Childhood Special Education General Curriculum Test I	2019-20	17	17	100	2845	2467	86.7
	2020-21	25	25	100	3253	2834	87.1
Early Childhood Special Education General Curriculum Test II	2019-20	17	17	100	5856	5368	91.7
	2020-21	25	25	100	5763	5394	93.6
<i>Source: Georgia Professional Standards Commission (GaPSC); SGSC Banner</i>							

Analysis and Evaluation of Metric 6

It is noteworthy that every student in the cohort passed the GACE assessments. It is also noteworthy that the cohort's average GACE scores are well above the state minimum passing scores. Finally, it is particularly noteworthy that 100% of the first cohort of program graduates are employed as certified teachers in the State of Georgia. SGSC's goal is that 100% of each student who graduated from the BS in Elementary and Special Education program will pass the GACE tests and be certified by the State of Georgia. The minimum threshold of acceptability is that 90% of graduates will pass the GACE within three years of graduation.