**KPIs**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **KPI** | **Target****Benchmark** | **Actual****Value** | **Internal****Benchmark****ALdarb** | **Analysis** | **New Target****Benchmark** |
| KPI-P-01 | Percentage of achieved indicators of the program operational plan objectives | 80% | 45% | 82% | A reasonable percentage considering the human and material resources allocated to the department | 80% |
| KPI-P-02 | Students' Evaluation of quality of learning experience in the program | 4.5 | 4.1 | 3.27 | A percentage that can be improved by more effective communication with students | 4 |
| KPI-P-03 | Students' evaluation of the quality of the courses | 4 | 4,05 | 3.75 | It is possible to improve this ratio by working on weaknesses in students survey | 4.1 |
| KPI-P-04 | Completion rate | 60% | 50.7% | 71% | According to the databases from the Student Affairs Unit in the college, the percentage was weak, due to a number of reasons, the most important of which is the university dropout for girls from remote rural areas, transportation with their relatives to other regions, or transfer to other colleges | 50% |
| KPI-P-05 | First-year students retention rate | 80% | 90.04% | 2 | It is possible to improve this ratio by working on reasons for university dropout among some students | 80% |
| KPI-P-06 | Students' performance in the professional and/or national examinations | - | - | NA | - | - |
| KPI-P-07 | Graduates’ employability and enrolment in postgraduate programs | 50% | 0% | 0% | --- | 75% |
| KPI-P-08 | Average number of students in the class | 30 | 30 | 30 | The rate is fairly acceptable | 15 |
| KPI-P-09 | Employers' evaluation of the program graduates proficiency | - | - | - |  | - |
| KPI-P-10 | Students' satisfaction with the offered services | 3 | 3.6 | 3 | the result has proved compared to the previous year and could be further improved | 4.5 |
| KPI-P-11 | Ratio of students to teaching staff | 1/30 | 1/35 | 1/25 |  | 1/30 |
| KPI-P-12 | Percentage of teaching staff distribution. | 75%master25%PHD | 75%female22%male78%master22%PHD | 60% | The percentage of PhD holders among members is lower than the internal benchmark. By referring to the department's databases, it is shown that: -The percentage of PhD holders approved by the faculty is very low.-There are some members who have obtained doctorate degrees while they are in the process of accreditation.-The general result is very weak and it is the most prominent weakness of the department | 100%female40%master60%PHD |
| KPI-P-13 | Proportion of teaching staff leaving the program | 0% | 0% | 0 | Excellent conditions for working within the college. | 0% |
| KPI-P-14 | Percentage of publications of faculty members | 20% | 0% | 20% | A very weak percentage, which requires improvement measures and commitments | 20% |
| KPI-P-15 | Rate of published research per faculty member | 1/10 | 0 | 1/110 | A very weak percentage, which requires improvement measures and commitments | 1/9 |
| KPI-P-16 | Rate of published research per faculty member increased | 1:10 | 1:9 | 1:4 | A very weak percentage, which requires improvement measures and commitments | 1/10 |
| KPI-P-17 | Satisfaction of beneficiaries with the learning resources | 4 | 3.8 | 3.57 | Good ratio compared to the internal benchmark | 4.5 |
| **Comments on the Program KPIs and Benchmarks results :** * The program should have qualified teaching staff
* Important of Provide learning recourses in the library and activate the digital library
 |
| Through the table of performance indicators, the results are generally good for the Department compared to the results for the Aldarb Department. However, there are some weaknesses that require improvement, especially indicators related to scientific research, and can be improved as follows:-Encourage members to conduct a research group according to the needs of the region and the plan of the scientific research unit in the college.- Facilitate the publication of member research in international peer-reviewed journals and bear publication costs. - Determining financial rewards for published research |

**Mathematics program**

**2020**

**AL-Dayer collage**