



# LEAD Completers Outcome Report

## 2013-2023

*The Leadership Education and Development (LEAD) Program is a non-credit certificate program dedicated to developing students to become effective leaders. Participants receive a co-curricular leadership certificate upon completion of the required workshops in personal and/or organizational leadership.*

### **Summary Results**

- The mean or average overall GPA of LEAD Completers was 3.43.
- 59% of the LEAD Certificate Completers identified as female.
- 65% of the LEAD Certificate completors were under 26 years of age when they completed.
- 74% of the LEAD Completers have earned either a certificate or a degree from Mt. SAC.
- 38% of the LEAD Completers have received Bachelor's degrees.

*Prepared By: Lisa DiDonato, Educational Research Assessment Analyst on 1/24/2024.*



# LEAD Student Data

## Certificate Type

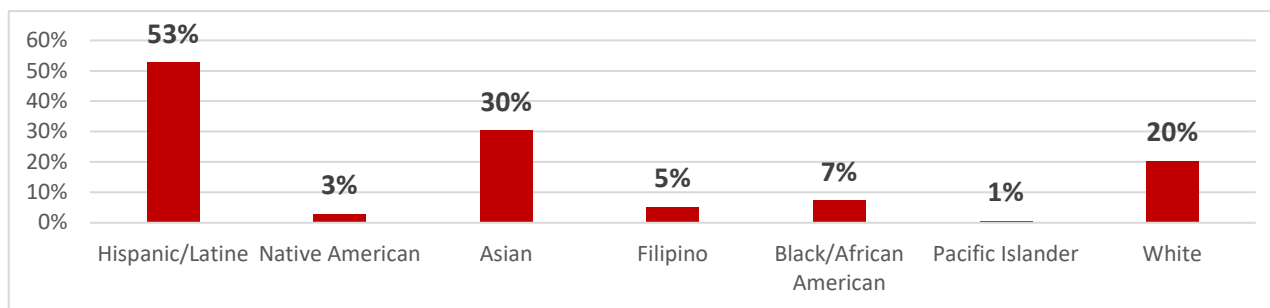
	Count	Percent
Organizational Certificate	157	88%
Personal Certificate	156	88%
Both Certificates	135	76%
<b>Total Participants</b>	<b>178</b>	

Beginning in spring 2017 through Fall 2023, 178 students have earned at least one LEAD certificate. 76% of these students have earned both the Organizational and Personal certificates.

## Ethnic/Racial Breakdown of Completers

	Count	Percent
Hispanic/Latine	94	53%
Native American	5	3%
Asian	54	30%
Filipino	9	5%
Black/African American	13	7%
Pacific Islander	1	1%
White	36	20%
<b>Total Participants</b>	<b>178</b>	

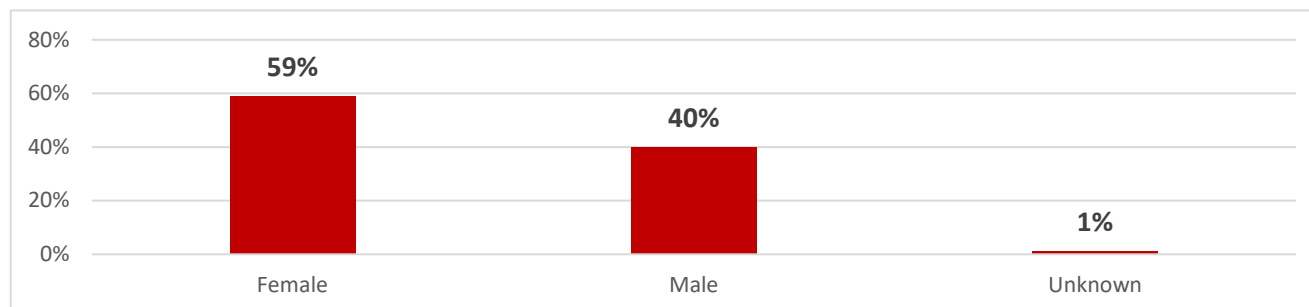
53% of the LEAD completors identified as Hispanic/Latine, this was the largest racial/ethnic group. Asian was the second largest with 30% of the students identifying as Asian. This table represents the identities selected by the students. Some students identify as multiple races/ethnicities and they are counted in each category they selected.



## Gender

	Count	Percent
Female	105	59%
Male	71	40%
Unknown	2	1%
<b>Total Participants</b>	<b>178</b>	

More than half of the LEAD completors identified as female (59%). 40% identified as male. The gender of two students is unknown.

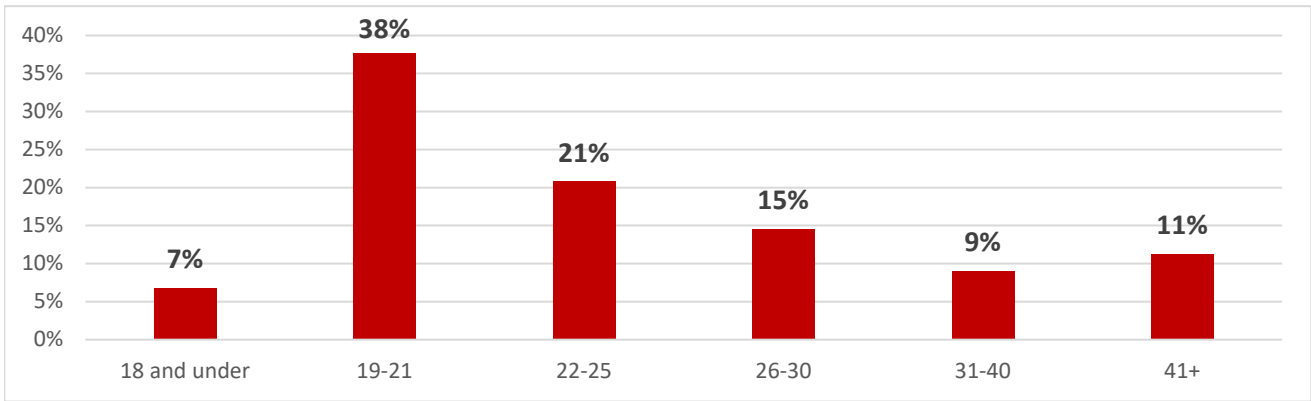


### Age at First Certificate Completion

	Count	Percent
18 and under	12	7%
19-21	67	38%
22-25	37	21%
26-30	26	15%
31-40	16	9%
41+	20	11%
<b>Total Participants</b>	<b>178</b>	

The students who completed a LEAD certificate ranged in age from 17 to 66 at completion. The majority of the students were under 26 when they finished their first LEAD certificate. The average age at completion was 26.3.

<b>Mean Age at First Certificate Completion</b>	<b>26.3</b>
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# LEAD Student Grade Point Average (GPA)

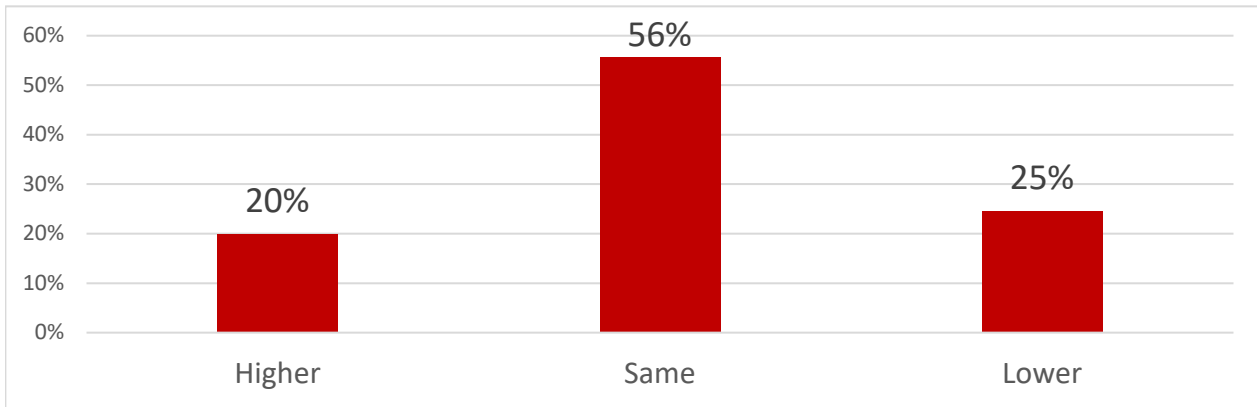
## Mean (Average) GPA

3.39	Mean Term GPA at Start Date
3.44	Mean Term GPA at Completion Date
3.43	Mean Cumulative GPA

The average term GPA of LEAD students in their starting term of the program was 3.39. Their average term GPA for the term when they earned their first LEAD certificate was 3.44. The last or current cumulative GPA for all completors averaged 3.43.

Term GPA at Start and End Terms	Students	
	Count	%
Higher	34	20%
Same	95	56%
Lower	42	25%

171



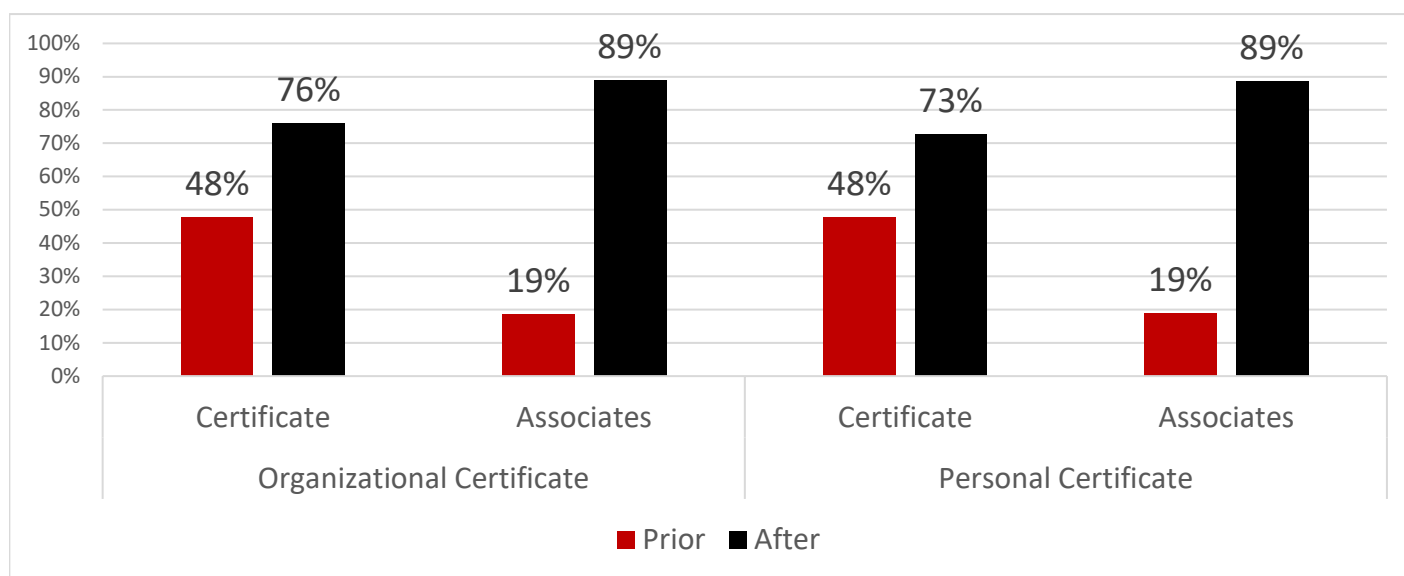
The starting term GPA of students as they began their first LEAD certificate was compared to their term GPA of the term they completed their first LEAD certificate. 20% of the students had higher term GPAs at their completing term, 56% had the same GPA, and 25% had a lower term GPA.

# LEAD Student Awards

## Students Earning Awards at Mt. SAC

### Students

		Prior		After		Total Students		Any Award	
		Count	%	Count	%	Count	%	Count	%
Organizational Certificate	Certificate	22	48%	35	76%	46	29%	116	74%
	Associates	20	19%	96	89%	108	69%		
Personal Certificate	Certificate	21	48%	32	73%	44	28%	116	74%
	Associates	20	19%	94	89%	106	68%		



74% or 116 of the students completing a LEAD certificate earned either or both an associates degree or a certificate at Mt. SAC. Most of the students awarded Mt. SAC degrees or certificates did so after they earned their LEAD certificate(s). Slightly more of the Organizational Certificate completors earned Mt. SAC awards than those completing the Personal Certificate. Over 70% of all students earned a Mt. SAC award after completing their LEAD Certificate.

# LEAD Mt. SAC Awards

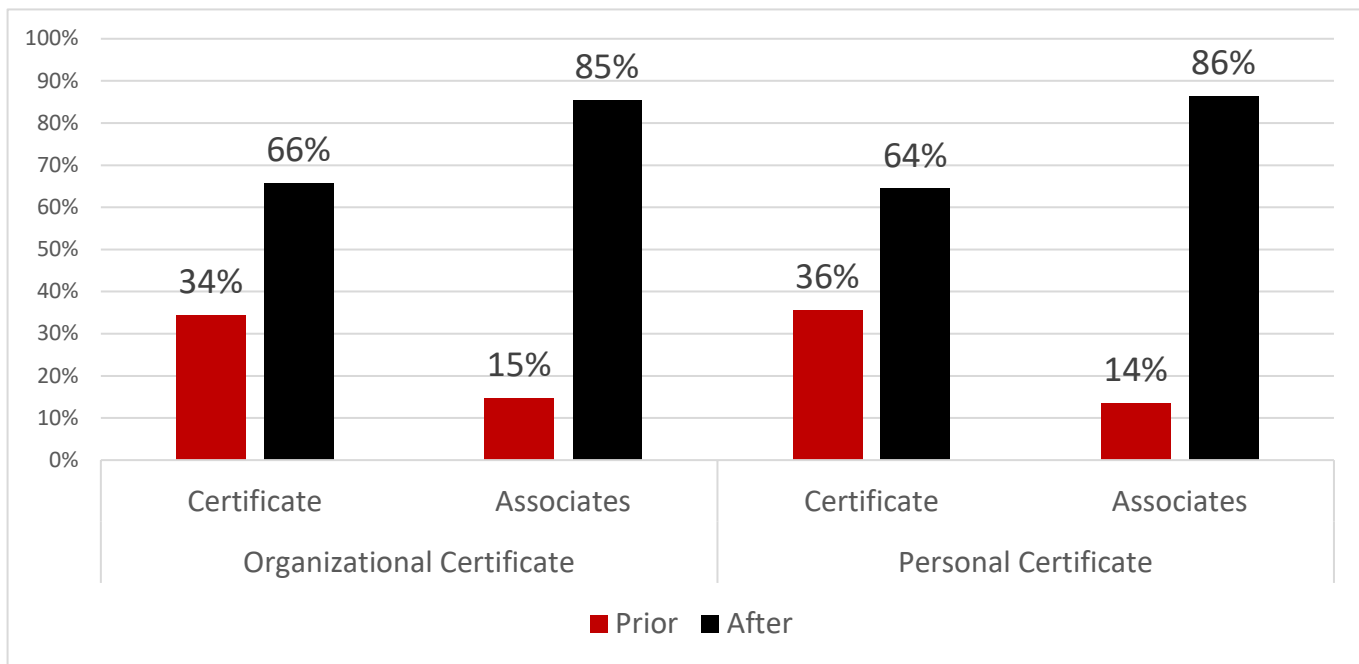
## Awards Earned at Mt. SAC

### Awards

		Prior		After		Total	
		Count	%	Count	%	Count	%
Organizational Certificate	Certificate	45	34%	86	66%	131	97%
	Associates	32	15%	187	85%	219	92%
Personal Certificate	Certificate	42	36%	76	64%	118	87%
	Associates	29	14%	184	86%	213	90%

Total Awards	
Type	Count
Certificate	135
Associates	237

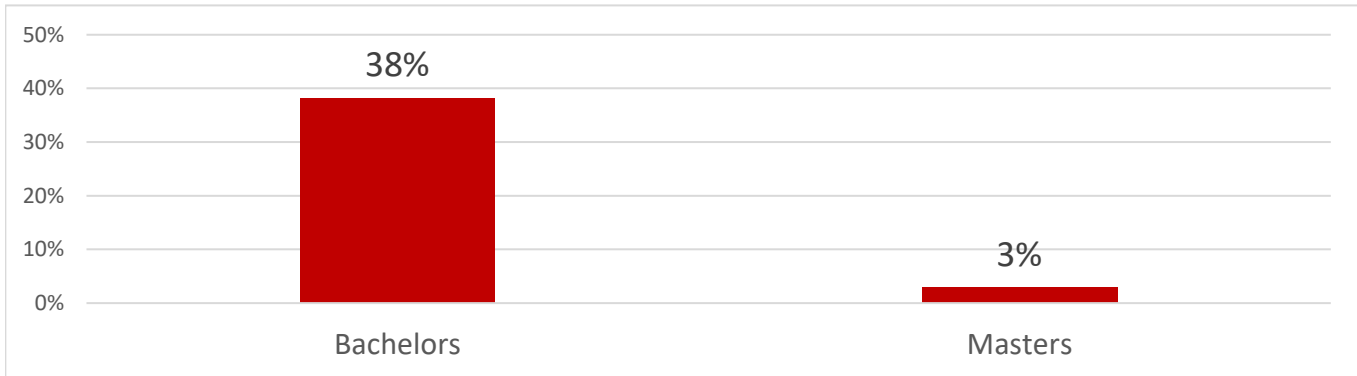


Organizational Certificate completors earned 131 certificates and 219 associates degrees at Mt. SAC. Personal Certificate completors earned 118 certificates and 213 associates degrees at Mt. SAC. More than half of these awards were granted after completing their LEAD certificate program, over 64% of the certificates and over 85% of the associates degrees were completed after their LEAD Certificate was earned. In total students completing at least one LEAD certificate earned 135 Mt. SAC certificates and 237 associates degrees.

# LEAD Student Awards

## Students Earning Awards at Other Institutions

LEAD Certificate Receipts	Students		Total
	Count	%	
Bachelors	66	38%	173
Masters	5	3%	173
Total	66	38%	173



38% of the students who have completed a LEAD certificate have earned Bachelor degrees. Another three percent have earned Masters degrees. There are a few students who have completed the LEAD program post earning their degrees.