

**Strategic Goal #1: Student Success**

**Objective 1.1 Increase Completion**

**PC Strategy:**

- Increase the number of annual awards

**PC Action:**

- Monitor and increase the number of degrees and certificates awarded by developing a process for identifying students who are near completion of a degree or certificate and inform them of their status.

**PC Strategy:**

- Increase the number of students who transfer

**PC Action:**

- Publicize transfer through counseling activities, website, mailings to students, press releases, transfer recognition events, posters.

**PC Strategy:**

- Develop 'Project Completion' mentoring program

**PC Action:**

- Identify a group of 1st time degree seeking students encouraging them to visit the Job Entrepreneurial Career (JEC) Center which provides personalized services and program to help students choose a major or explore a career.
- Use mentor and Peer Leaders to design and implement milestone and early-alert touch-points.
- Using SARS (early-alert, messaging, scheduling) and JEC resource to track project students.

## **Objective 1.2: Increase Milestone Achievements**

### **PC Strategy:**

- Improve the Rate of students completing all matriculation components

### **PC Action:**

- Increase the number of students who are fully are matriculated by completion their 1st year.

### **PC Strategy:**

- Increase Student Success Scored Remedial Math and English Progress Rates

### **PC Action:**

- Design basic skills to assist in moving students through the sequence more quickly.

## **Objective 1.3: Increase Student Engagement**

### **PC Strategy:**

- Increase CCSSE Key Finding for Student-Faculty Interaction

### **PC Action:**

- Develop strategies as a result of the CCSSE Key Findings to improve student-faculty interaction.

## **Strategic Goal #2: Equity**

### **Objective 2.1: Close Achievement Gaps**

#### **PC Strategy:**

- Increase Completion Rates of Students, Particularly 20-39 Age Groups, African-American, Asian, Hispanic, and Male Students.

#### **PC Action:**

- Develop strategies to increase completion rates of targeted groups.

#### **PC Strategy:**

- Improve success rates for DSPS and EOPS students, particularly in basic skills.

#### **PC Action:**

- Develop Peer Mentor program
- Increase student, staff, and faculty awareness about DSPS services by improving website information and providing comprehensive DSPS orientations

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## **Strategic Goal #3: Access**

### **Objective 3.1: Optimize Student Enrollment**

#### **PC Strategy:**

- Expand student enrollment in career and transfer pathways

#### **PC Action:**

- Increasing student awareness of the matriculation process by strengthening K-12 and community partnerships.

#### **PC Strategy:**

- Coordinate outreach activities that target disproportionately impacted groups.

#### **PC Action:**

- Develop a comprehensive outreach plan that target Identified disproportionately impacted groups.

#### **PC Strategy:**

- Increase assistance with prospective and first year students in Financial Aid and Admissions and Records

#### **PC Action:**

- Implement Financial Aid TV
- Maximize the number of students eligible for and receiving financial aid by implementing Financial Aid Literacy program

## **Strategic Goal #4: Community Connections**

### **Objective 4.1. Provide Workforce and Economic Development Programs that Respond to Local Industry**

**PC Strategy:**

- Increase college prominence in local workforce development

**PC Action:**

- Increase employment of CTE graduates in local industry

**PC Strategy:**

- Implement Adult Education Plan (AB86)

**PC Action:**

- Work with partners to define a pathway through developmental education to transfer.
- Assess the implementation of the plan after year 1, identify gaps, design and implement improvements

### **Objective 4.2. Reflect the Communities We Serve**

**PC Strategy:**

- Promote a diverse workforce and provide specific plans for ensuring equal employment opportunity

**PC Action:**

- Review recommendations from 14-15 climate survey and implement improvements

**PC Strategy:**

- Increase the percentage of available childcare opportunities going to student families

**PC Action:**

- Child Development Center staff work with student services to improve number of students making satisfactory progress

## **Strategic Goal #5: Organization Effectiveness**

### **Objective 5.1: Provide Effective Professional Development**

#### **PC Strategy:**

- Provide targeted professional development for faculty to support goals, objectives, strategies, and actions in this Strategic Plan

#### **PC Action:**

- Develop and offer professional development content and activities for faculty to address equity gaps

#### **PC Strategy:**

- Establish an infrastructure for ongoing professional development

#### **PC Action:**

- Develop and implement an ongoing schedule of safety and security training provided to all stakeholders on a regular basis

### **Objective 5.2: Meet and Exceed Internal and External Standards and Requirements**

#### **PC Strategy:**

- Meet External Standards for SLO Assessment and Internal Standards for Program Review Completion

#### **PC Action:**

- Provide ongoing support for assessment of learning outcomes
- Stay current on program reviews

#### **PC Strategy:**

- Improve the effectiveness of the Budget Development committee

#### **PC Action:**

- TBD

### **Objective 5.3: Increase Trust and Create a Collaborative Culture**

#### **PC Strategy:**

- Improve communication internally

#### **PC Action:**

- Improve flow of information by reviewing and making changes, if necessary, to the current college committee structure.

#### **Objective 5.4: Improve Facilities and Maintenance**

**PC Strategy:**

- Improve M&O response time for work requests

**PC Action:**

- Ensure tasks are assigned to appropriate personnel.
- Provide training to employees and proper tools to complete assigned tasks.

**PC Strategy:**

- Improve grounds

**PC Action:**

- Aerate, irrigate, and use strategies to maximize fertilizers, seeding, and water consumption on all grassed areas and tree wells in order to improve landscaping of the campus

**PC Strategy:**

- Keep technology current

**PC Action:**

- Implement hardware replacement plans annually for campus staff and classrooms

#### **Objective 5.5: Improve Institutional Effectiveness**

**PC Strategy:**

- Increase automated processes in Admissions and Records

**PC Action:**

- Implement graduation audit through DegreeWorks

**PC Strategy:**

- Increase efficiency on student account processes

**PC Action:**

- TBD

**PC Strategy:**

- Ensure consistency of HR functions

**PC Action:**

- Utilize the HR Procedures Website to bring a consistent application of procedures district-wide

**PC Strategy:**

- Foster Fiscal Responsibility

**PC Action:**

- Increase reporting & procedure resources for grant/categorical program managers

**Objective 5.6: Generate Revenue**

**PC Strategy:**

- Actively pursue Federal, State, and CTE grants that align with the mission of the district and the college

**PC Action:**

- Locate and apply for Federal, State, and CTE grant opportunities

**PC Action:**

- Partner with regional section navigators to locate and apply for grant opportunities

**PC Strategy:**

- Improve alumni base, interactions, and relationships

**PC Action:**

- Increase alumni activities