

Strategic Plan Phase Two

Strategic Goal #1: Maximize Student Success

(Objective 1.1: Increase Completion)

Strategy 1.1.D1: Ensure consistency throughout the District to address curricular standards and reduce redundancies in coursework and repetition

Action 1.1.D1: Provide timely review of course and program approvals

Strategy

Assessment/Target: Ten working days to reconcile issues related to curriculum

Strategy 1.1.D2: Ensure that approved coursework is degree applicable at a CSU or a UC

Action 1.1.D2: Develop a forum districtwide for curricular integration

Strategy

Assessment/Target: Successful completion of integrated transfer curriculum process

Strategy 1.1.D3: Provide leadership and facilitate discussion of college plans related to the Student Success and Support Program (SSSP) and their related initiatives designed to increase student completion

Action 1.1.D3: Develop a forum for discussion of Student Success and Support Program plans and college implementation

Strategy

Assessment/Target: Compliance with state requirements for Student Success and Support Program plan

Strategy 1.1.D4: Develop financial resources to support the strategies and innovative approaches that support student completion

Action 1.1.D4: Seek and Obtain funds

Strategy

Assessment/Target:

Strategic Goal #2: Implement Student Equity

(Objective 2.1: Close Achievement Gaps)

Strategy 2.1.D1: Ensure special population participation in CTE courses and programs lead to living-wage jobs

Action 2.1.D1: Review VTEA core indicator reports to identify gaps in special population participation, provide best practice support, and monitor outcomes

Strategy

Assessment/Target: Improvement of core indicators

Strategy 2.1.D2: Support student persistence of special populations enrolled in basic skills

Action 2.1.D2: Conduct districtwide review of Basic Skills reports and Equity reports

Strategy

Assessment/Target: Communicate districtwide successes and areas for improvement

Strategic Goal #3: Ensure Student Access

(Objective 3.1: Optimize Student Enrollment)

Strategy 3.1.D1: Coordinate with high schools and colleges to identify and develop career pathways

Action 3.1.D1a: Facilitate development of college and career pathways

Strategy

Assessment/Target: Percentage of students enrolled in pathways applying for college

Action 3.1.D1b: Seek and obtain grants to develop and implement career pathways

Strategy

Assessment/Target:

Strategy 3.1.D2: Support best practices in enrollment

Action 3.1.D2: Adopt best practices in enrollment management

Strategy

Assessment/Target: Adoption of one new strategy at a minimum

(Objective 3.2: Be the Higher Education Option of First Choice)

Strategy 3.1.D1: Support implementation of funded elements of the Kern Community College District Adult Education Plan

Action 3.1.D1: Adopt high- priority strategies of the Kern Community College District AB 86 Adult Education Plan

Strategy

Assessment/Target:

Strategic Goal #4: Enhance Community Connections

(Objective 4.1: Provide Workforce and Economic Development Programs that Respond to Local Industry)

Strategy 4.1.D1: Ensure that CTE courses, certificates, and degrees respond to local industry skill needs

Action 4.D1: Provide leadership to ensure that vocational education program reviews/curricula reflect industry needs through the provision of labor market data

Strategy

Assessment/Target: 100% of all CTE courses have a vocational program review process that includes current labor market data

Strategy 4.1.D2: Provide leadership in economic and workforce development by building collaborations with business and industry

Action 4.1.D2: Participate in industry and economic development agency boards to address local training needs

Strategy

Assessment/Target: Participation on at least 5 including industry and economic development boards and provide timely communication of local training needs to colleges

Strategy 4.1.D3 Expand not-for-credit (contract education) programs to support local industry and leverage funding

Action 4.1.D3 Increase contract training by 25% in 2014-2015 over 2013-2014

Strategy

Assessment/Target:

(Objective 4.2: Reflect the Communities We Serve)

Strategy 4.2.D1: Ensure diversity in the employment applicant pool

Action 4.2.D1a: Publish position vacancies in publications that serve diverse communities

Strategy

Assessment/Target: Increase the number of publications. Abe to look at current

publications how many and how using these publications increases the diversity of the applicant pool
Strategy 4.2.D2: Improve employee diversity to reflect the service area population

Action 4.2.D2a Establish and engage the districtwide Equal Employment Opportunity Advisory Committee

Strategy

Assessment/Target: Convene committee, identify issues and recommend strategies to improve employee diversity

Action 4.2.D2b Implement Employment Staff Diversity and Equal Opportunity Plan

Strategy

Assessment/Target: Streamline and improve employment process to improve employee diversity

Strategic Goal #5: Strengthen Organizational Effectiveness

(Objective 5.1: Provide Effective Professional Development)

Strategy 5.1.D1: Provide information and guidance regarding compliance as colleges work to understand state and federal requirements

Action 5.1.D1: Conduct trainings regarding policies and procedures

Strategy

Assessment/Target: Vice Chancellors to establish annual training meetings

Strategy 5.1.D2: Encourage adoption of successful strategies/practices in teaching and learning

Action 5.1.D2: Facilitate the discussion of successful strategies at VP meetings and other forums to enhance replicability at a different college or for a different program, discipline, or service

Strategy

Assessment/Target: Adoption of one successful strategy at a minimum

Strategy 5.1.D3: Advance leadership skills for faculty, staff, and managers

Action 5.1.D3 Coordinate annual Leadership Academy

Strategy

Assessment/Target: Number of applicants who completed the Academy successfully and assumed leadership roles

(Objective 5.2: Meet and Exceed Internal and External Standards and Requirements)

Strategy 5.2.1 Provide support for accreditation

Action 5.2.D1 Review and reconcile timely feedback on Midterm Accreditation Report

Strategy

Assessment/Target: Successful and timely submission of Midterm Accreditation Report

Strategy 5.2D2: Review and update Board policies and procedures

Action 5.2D2: Follow established timeline for review/update of Board policies/procedures

Strategy

Assessment/Target: Number of policies/procedures reviewed

Strategy 5.2.D3: Review and update Board policies and procedures with Human Resources' policies and procedures

Action 5.2.D3: Provide Human Resources' policy and procedure compliance training

Strategy

Assessment/Target: Twelve workshops will be offered districtwide in four primary subjects

Strategy 5.2.D4: Enhance the monitoring and reporting of 50% compliance, percentage of reserves, and faculty obligation

Action 5.2.D4: Create a dashboard that allows for enhanced monitoring of 50%, percentage of reserves, and faculty obligation

Strategy

Assessment/Target: Measure improved understanding by managers of 50%, percentage of reserves, and faculty obligation

Strategy 5.2.D5: Improve processing of business contracting districtwide

Action 5.2.D5: Implement new business contracting electronic system districtwide

Strategy

Assessment Target: Fewer contracts approved after commencement of services

(Objective 5.3: Increase Trust and Create a Collaborative Culture)

Strategy 5.3.D1: Build linkages among the three colleges and the district by bringing together common working groups to discuss policies, procedures, and best practices

Action 5.3.D1: Gather a working group of representatives from the three colleges and the district to address statewide initiatives

Strategy

Assessment/Target: Convene two working groups at a minimum

(Objective 5.4 Improve Facilities and Maintenance)

Strategy 5.4.D1: Enhance reporting on faculty construction projects

Action 5.4.D1: Create a dashboard that allows for easy monitoring of construction projects and bond-measure programs

Strategy

Assessment/Target: Make report available of construction projects and bond-measure programs