

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