

Strategic Plan: Year 1 Highlights

Purva DeVol, Ph.D. Assistant Vice President Institutional Initiatives, Planning & Accreditation



Strategic Plan: July 1, 2021- June 30, 2024



MISSION: Valuing the Individual, Educating and Serving the Community.

Goal 1.

Assure quality and innovation in teaching and learning to increase student recruitment, retention, and completion.

This goal aligns with the Mission focus of "Educating the Community."

Goal 2.

Cultivate a diverse, equitable, and inclusive work environment that fosters employee engagement to support students.

This goal aligns with the Mission focus of "Valuing the Individual."

Goal 3.

Strengthen the College's relationship with the community and prepare students to enter the local workforce.

This goal aligns with the Mission focus of "Serving the Community."

GOAL 1: How did we advance quality and innovation in teaching and learning?



Improved Success Rates

• Fall 2021:

With peer mentors: **78%** success rate and **13%** withdraw rate.

Without: **60%** success rate and **23%** withdraw rate

• <u>Spring 2022</u>:

With peer mentors: **68%** success rate and **18%** withdraw rate.

Without peer mentors: **63%** success rate and **21%** withdraw rate

Developed New Courses and Programs

- 1 degree, 7 credit certificates, 4 credit courses, 14 non-credit courses
- Accelerated Early Childhood Education AAS cohort program
- 18 credit courses in 13 departments being developed in an online format

Used Quality Teaching Methods

- 10 best practice videos created of faculty of the year award winners
- They lead the way for problem-based learning, group activities, and personalizing their approach to teaching students.

GOAL 2: How did we advance a diverse, equitable and inclusive work environment on campus?



Provided Professional Development to Our Employees

Kaleidoscope Group presented 3 DEI workshops to employees. **94%** satisfaction rate for faculty & administrators

DEI professional development continues

Recognized the Efforts of Our Employees in New Ways

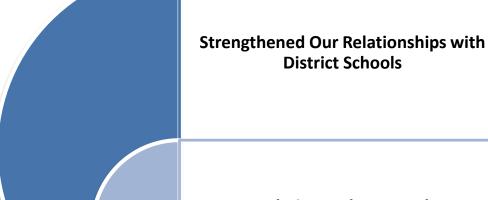
New Shared Values awards

Employee recognition and events websites were developed and "Co-Worker Connect" events are now monthly Reviewed HR Board Policies

All 28 HR Board policies and processes were reviewed through an equity lens

GOAL 3: How did we strengthen our relationship with the community, and prepare students for the local workforce?





- Celebration of the Arts: 103 students from 6 district schools
- Youth Leadership Conference: 179 high school students and 20 staff from 10 schools

Brought in Employers and HR
Professionals to Speak with Our
Students

- 221 students attended 5 "Getting Hired" career panels
- 100% employer panelists expressed satisfaction and interest in participating in upcoming college job fairs
- 94% of the students surveyed were Satisfied or Very Satisfied with the career development skills they learned

Year 2 Action Plans and Leaders









- 1. Promote effective and inclusive classroom instruction for all students.
- 2. Develop flexible online learning opportunities across courses in all areas of study.
 - Goal 1

- 1. Implement a supervisor training program that develops DEI skills and leadership.
- 2. Strengthen employee engagement through a culture of acceptance and openness.

Goal 2

- 1. Organize institutional efforts that serve returning adult students.
- 2. Develop a community learning hub for neurodiversity to serve individuals of varying learning styles.

Goal 3