Governing Board Strategic Priorities for the District

Maintain the District Focus on Student Success, Equity, and Access
- Support student success, equity, and access initiatives and programs
- Monitor progress via disaggregated student success/completion data
- Implement CTE Programs and Workforce Training to meet business and industry needs
- Strengthen K-12 Partnerships to promote college and career readiness and success
- Cooperative, integrated opportunities for students at both colleges

Promote Civility, Collegiality, and Trust among all District constituents
- Provide Affordable, Quality Healthcare
  - Reduce healthcare costs and eliminate funding risks
  - Provide appropriate health care for adjunct faculty (regular, half-time workers)
- Provide Competitive Salaries for all Employees
  - Implement findings of Salary Equity Taskforce (SET)
  - Goal: All salary schedules at median level relative to benchmark districts
- Promote Consistent, Equitable Relations with all Employee Units
  - Close all contracts via open, fair negotiations
  - Implement Resource Allocation Formula (RAF)
- Implement Integrated 21st Century Technology Systems
  - Adopt efficient, effective, automated processes throughout the District
  - Implement integrated Enterprise System (HR/Payroll, Finance, Student, Financial Aid)
- Increase Cultural Competency

Increase District Fiscal Security and Stewardship
- Minimize effects of budget volatility on students and employees
- Expand Board reserves to cover one full-term month’s compensation costs
- Establish and fund irrevocable OPEB trust
- Expand fundraising/grant development via Foundation for Grossmont & Cuyamaca Colleges and GCCCD Auxiliary
- Implement Prop V in keeping with the Education Master Plan (EMP) and the Facilities Master Plan (FMP) and commitment to community
- Seize and expand opportunities to increase sustainability
- Expand the District’s community presence as the cultural educational hub for East County

Provide Equitable, Transparent, Strategic Resource Allocations between all Sites
- Implement recommendations of Budget Allocation Taskforce (BAT)/Salary Equity Taskforce (SET)
- Implement a strategic staffing plan consistent with mission and strategic goals

(Lavender) District Strategic Area of Focus 1 and 2: Student Access, Learning and Student Success
(Pink) District Strategic Area of Focus 3: Value and Support of Employees
(Blue) District Strategic Area of Focus 5: Fiscal and Physical Resources

Reviewed and updated January 23, 2015, Annual Governing Board Workshop