

# 2016-2022 Strategic Plan

## Equity-Minded Student Success

Joint Board of Trustees and District Strategic Planning &  
Budget Council Meeting

April 19, 2016

# Goals of the Meeting

- Provide an understanding of Achieving the Dream
- Show how the Achieving the Dream initiative as well as other plans and initiatives fit together
- Discuss the latest developments for the 2016-2022 GCCCD Strategic Plan

# GCCCD Strategic Planning Model



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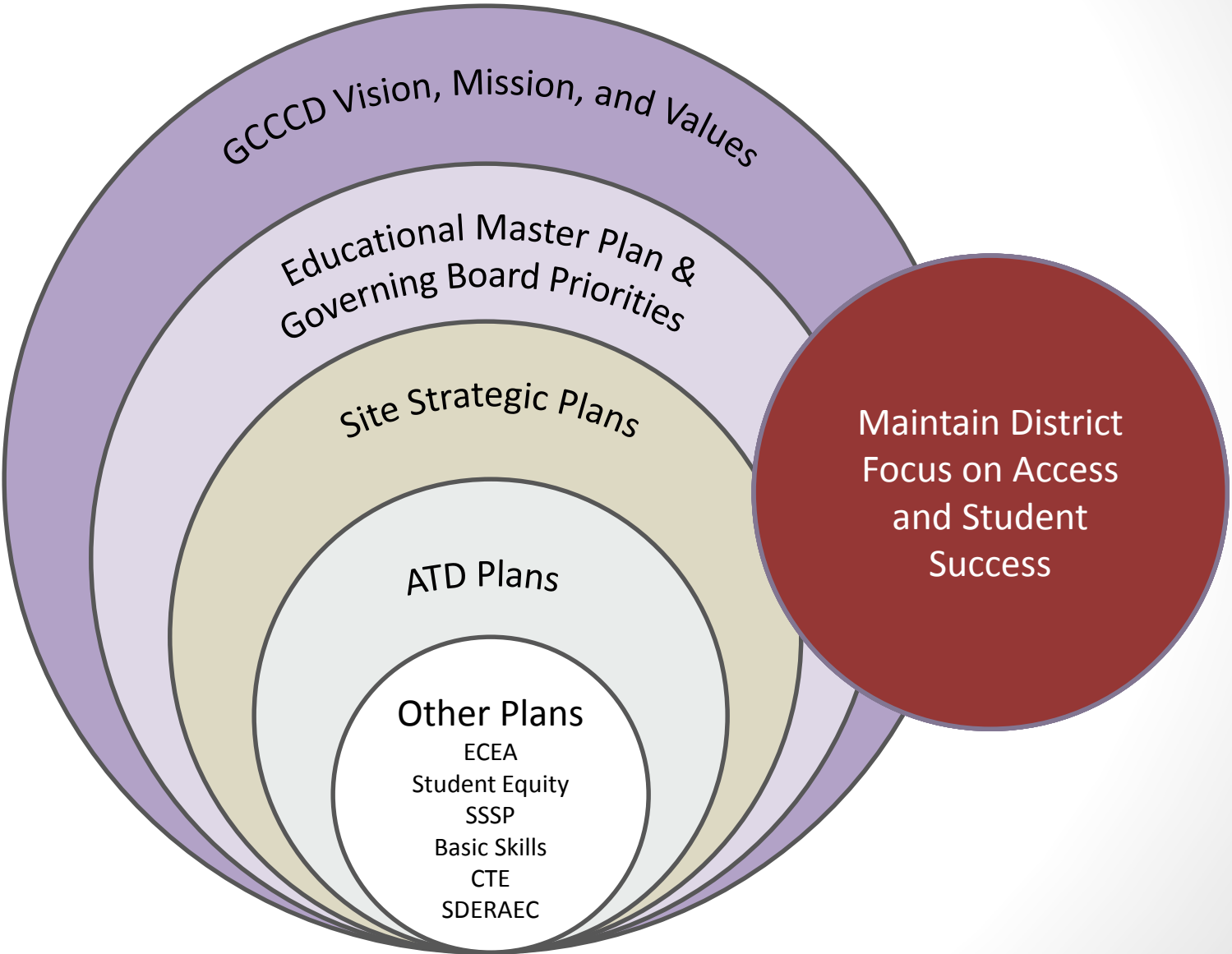
GROSSMONT-CUYAMACA  
COMMUNITY COLLEGE DISTRICT

Christopher Tarman

# Achieving the Dream Network

- National reform network that offers the following benefits:
  - Expert **one-on-one coaching** to strengthen institutional capacity
  - Source for **scaling** effective practices and policies
  - **Networking** and knowledge sharing on improving student outcomes
  - Assistance in creating **evidence-based**, sustainable institutional improvement
  - Provides opportunities to create a focused and **highly-engaged college community**
- **Integrates** student success initiatives and efficiently **leverages resources** to improve student success!

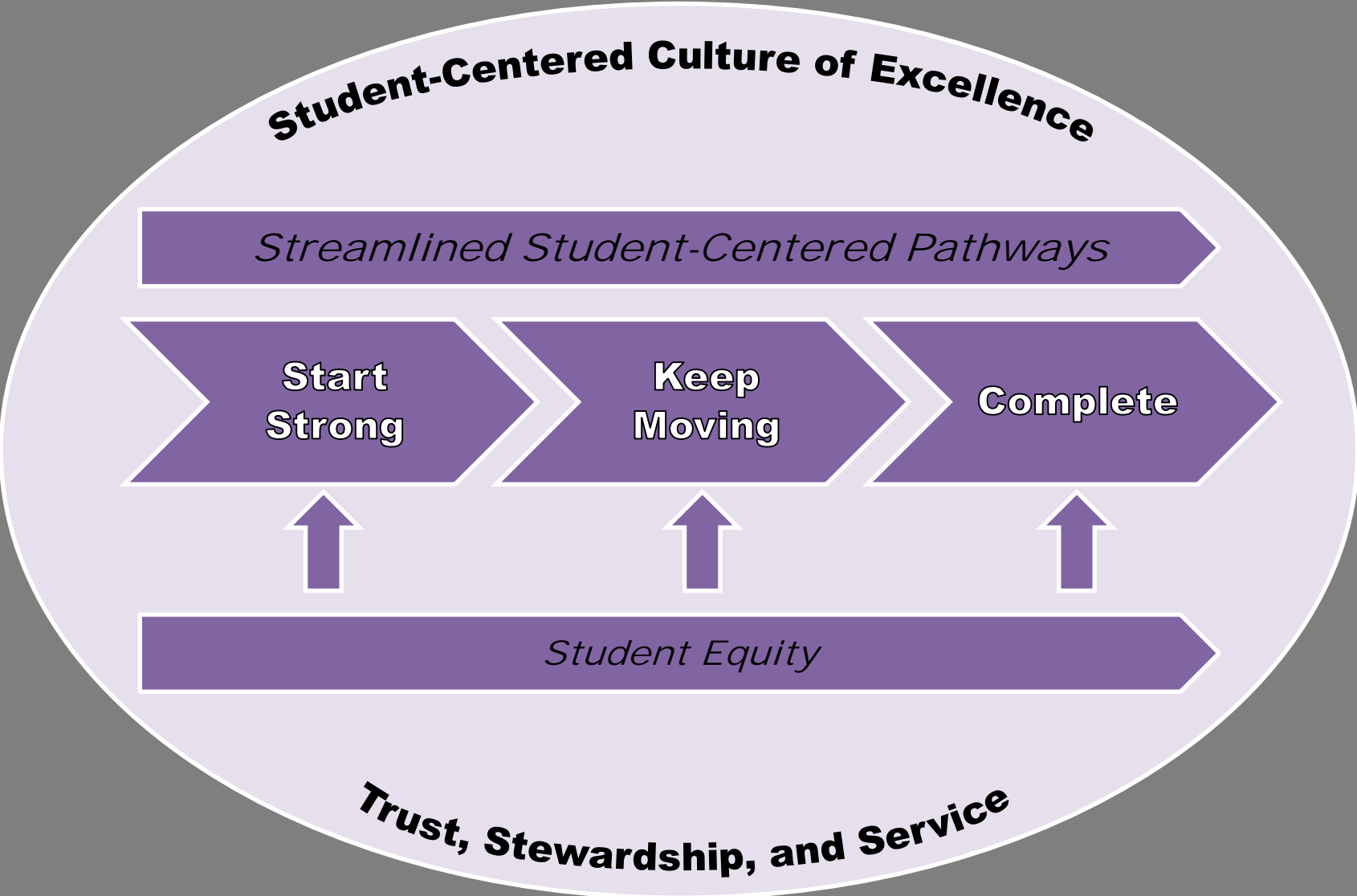
# GCCCD Strategic Plan



# GCCCD Strategic Plan



# GCCCD STUDENT SUCCESS FRAMEWORK



# Cuyamaca College



C U Y A M A C A  
· C O L L E G E ·

Julianna Barnes

Lauren Halsted

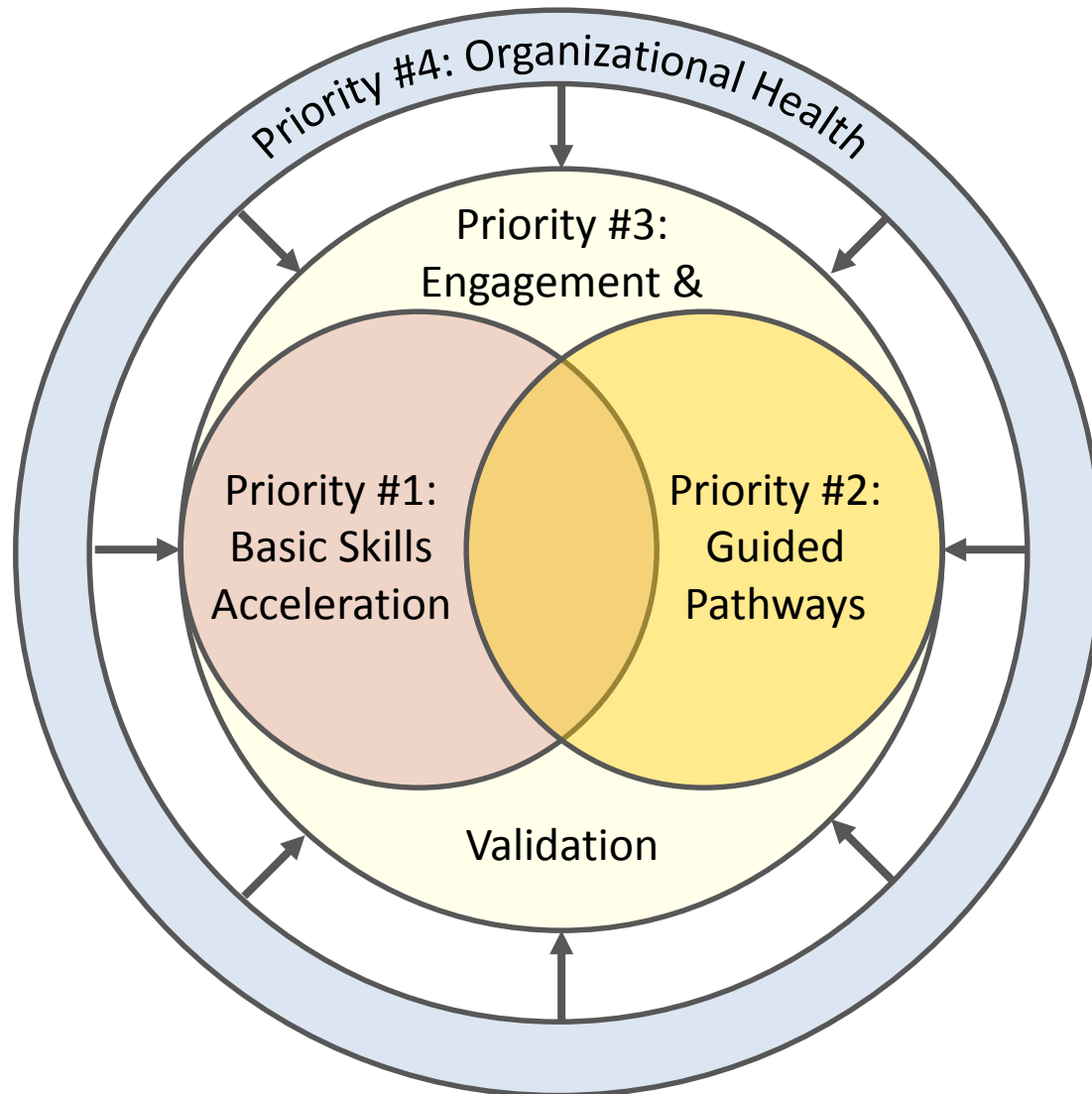
Jesus Miranda

Alicia Munoz

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# Cuyamaca College Strategic Plan



# Cuyamaca College Strategic Plan

**Priority #1:** Accelerated Basic Skills in Math, English, and ESL



- Accelerate Remediation
- Implement Concurrent-Enrollment Support Models
- Change Placement Policies

**Priority #2:** Guided Student Pathways



- Facilitate equitable access to outreach services, matriculation, financial aid, career exploration, counseling, and education planning
- Enhance current departmental course maps to establish clear guided pathways that support student achievement
- Establish robust pathway activities that enhance student engagement and validation
- Increase student awareness/understanding of basic skills, prerequisites, transcript evaluations, credit-for-prior-learning opportunities, and completion steps

# Cuyamaca College Strategic Plan

## Priority #3: Student Validation and Engagement



- Build and improve relationships in three directions:
  1. between the student and the institution,
  2. between staff, programs and units within the institution, and
  3. between and among students to promote a culture of validation and engagement.

## Priority #4: Organizational Health



- Support the long-term growth and viability of the priorities and of the college overall:
  1. Support and empower employees; align human resources with priorities
  2. Leverage existing budgets and identify new sources of revenue
  3. Align physical environment and facilities with priorities and with principles of sustainability
  4. Strengthen institutional effectiveness to support priorities, to include meeting of accreditation standards
  5. Optimize college practices, policies, and procedures to advance priorities
  6. Strengthen external partnerships

# Example of Measuring Progress

- KPI: Percent of First-Time Students Completing Transfer-Level Math within Three Years

Fall 2010 First-Time Students Starting in Basic Skills Math: **8%** successfully completed a transfer-level math course

## **Intervention: Accelerated Statistics Pathway**

Fall 2012 First-Time Students Starting in Basic Skills Math: **18%** successfully completed a transfer-level math course

# Grossmont College

G R O S S M O N T  
C O L L E G E



Nabil Abu-Ghazaleh

Tate Hurvitz

Aaron Starck

Lida Rafia

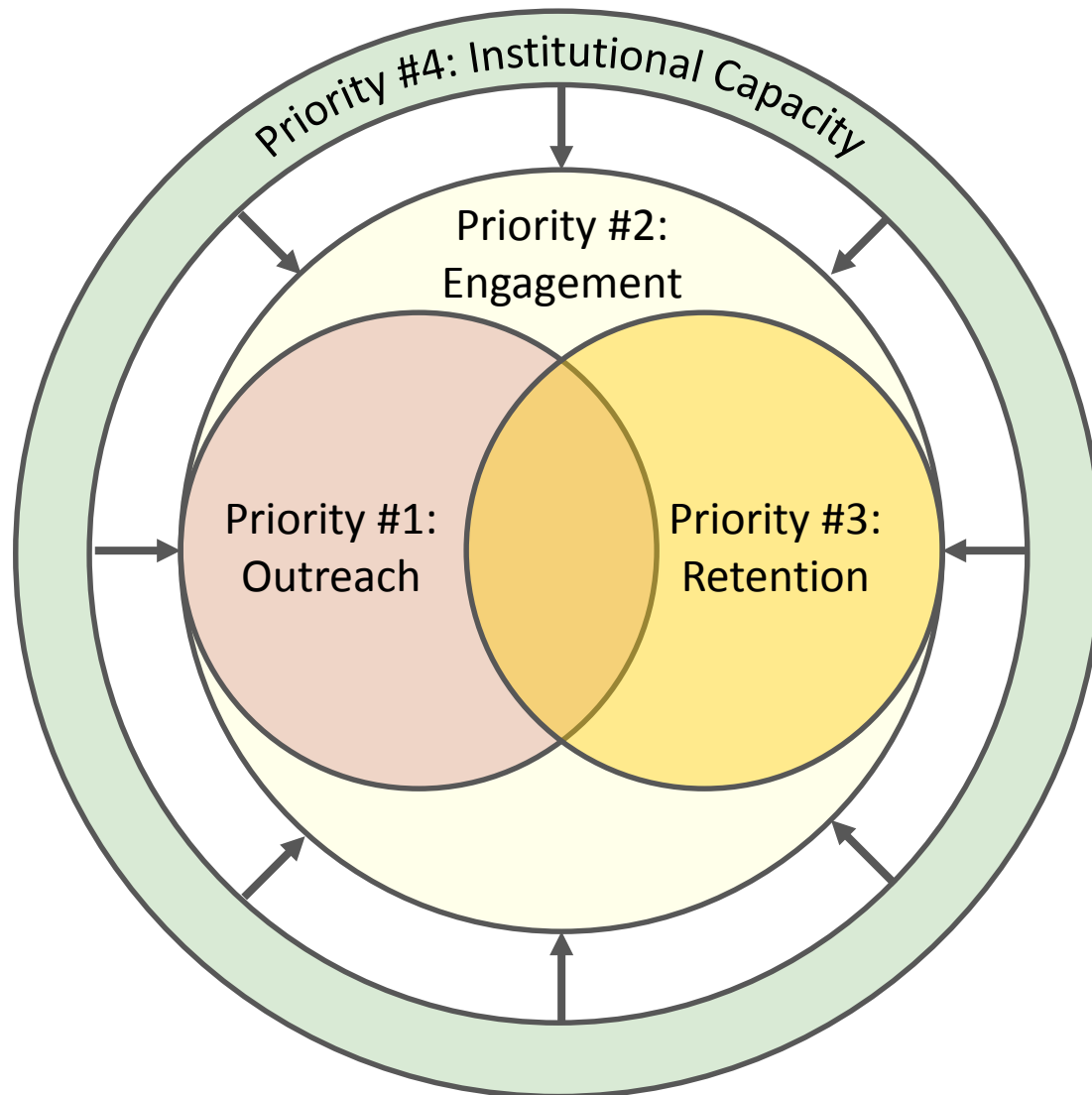
# Timeline and History

- November 2014: Student Pathways Retreat revisited GC Student Pathways Experience and began discussing design.
- Summer 2015: Grossmont joined ATD network, and a team attended the kick-off institute.
- September 2015: GC World Café event, engaged participants in discussion of key data points, “whys” and targeted interventions.
- March 2016: Campus forum on ATD priority areas.

# Process

- 1). Investigate Grossmont College data
- 2). Research Practices
- 3). Mapping our Efforts/Initiatives

# Grossmont College Strategic Plan





# Grossmont College Strategic Plan

## Priority #4: Institutional Capacity

- **Data & Technology**
  - Develop the infrastructure needed to enable data-based decisions
  - Deepen the institutional capacity to utilize data campus-wide
  - Create a clear decision-making process and pathways
- **Professional Growth**
  - Recruit, retain and develop diverse employees to enhance, cultivate and sustain a student centered supportive culture
- **Physical and Fiscal Resources**
  - Continue to improve methods of ensuring financial accountability and resource stewardship.

# Grossmont College Strategic Plan

## **Priority #1: OUTREACH OFFICE**

### Goals :

- Increase enrollment
- Improve access for underserved populations
- Improve rates of college-readiness

## **Priority #2: ENGAGEMENT CENTER**

### Goals:

- Improve student persistence and goal completion rates
- Increased student use of support and supplemental instructional services
- Increased use of intentional, culturally relevant and responsive faculty/staff engagement practices.

## **Priority #3: RETENTION SPECIALISTS**

### Goals:

- Increased persistence from one semester to the next
- Improve student graduation rates
- Identify and reach struggling students as early in the semester as possible

# Example of Measuring Progress

- KPI: Fall Retention Rates

Fall 2015 Retention Rates: **84%**

Fall 2015 Retention Rates 75<sup>th</sup> Percentile in the state: **89%**

**89% = 2,291 more enrollments not ending with withdrawals**

# District Services

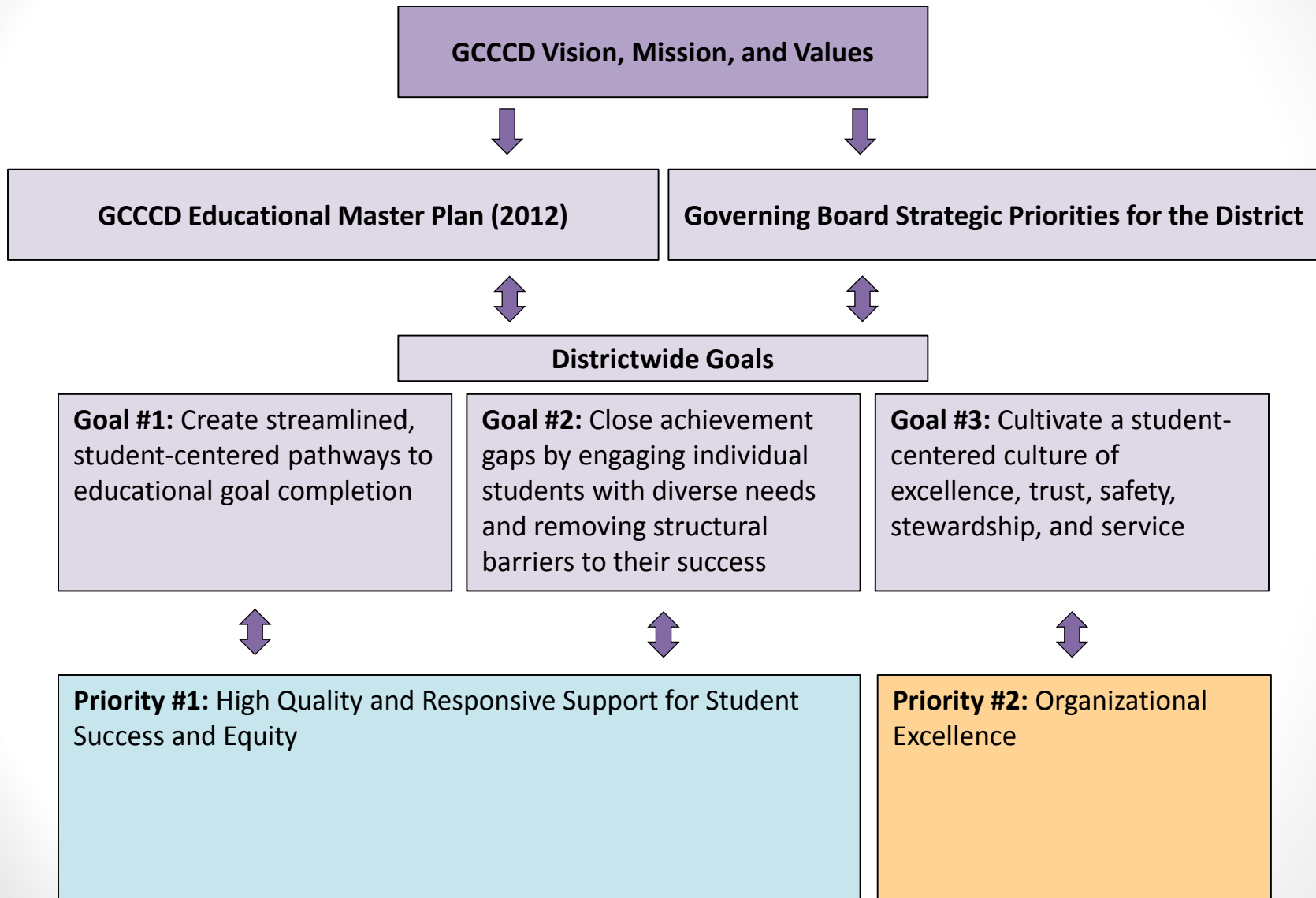


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GROSSMONT-CUYAMACA  
COMMUNITY COLLEGE DISTRICT

Tim Corcoran  
Sue Rearic  
John Valencia

# District Services Strategic Plan



# District Services Strategic Plan

**Priority #1:** High Quality and Responsive Support for Student Success and Equity



**District Services Goals:**

1. Enhance Research & Planning services to support college student success and equity goals.
2. Enhance and streamline technological solutions that achieve student success and equity goals.
3. Collaborate with the colleges on essential professional development focused on student success and equity.
4. Provide effective, flexible and secure, student-ready learning environments.
5. Promote equity-minded advancement and communications.
6. Advance student-centered partnerships with the colleges, local high schools and adult/workforce education.

# District Services Strategic Plan

## Priority #2: Organizational Excellence



### District Services Goals:

1. Improve quality and effectiveness of services and relationships.
2. Enhance policies, procedures, and practices through process analyses and improvement.
3. Promote a culture of environmental stewardship and sustainability.
4. Promote Districts Services engagement in districtwide diversity, equity, and inclusion initiatives.
5. Provide a comprehensive and meaningful system for recruiting, hiring, on-boarding, supporting and developing employees.
6. Develop a system of individualized career development plans for all district services employees.

# 2016-2022 Strategic Plan Timeline

## What's Next?

- ATD Coaches Visit: April 25-26
- ATD Plans Due: April 30
- Strategic Plans (i.e., ATD Plans + Priority #4) undergo collegial consultation in May.
- Strategic Plans for Board Approval: June 21
- Implementation: July 1!