GCCCD 2016-2022 Strategic Plan Implementation
A Guiding Light for GCCCD

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

December 13, 2016
GCCCDD Strategic Planning Model

GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

Christopher Tarman
GCCCDD Strategic Planning Process

• **January 2015**: Governing Board reviewed and updated the District vision, mission, and value statements and created a vision for the planning process.

• **April 2015**: Joint Governing Board – DSP&BC Planning Workshop identified challenges and priorities.

• **June 2015**: GCCCD joined Achieving the Dream.

• **Fall 2015**: Sites began planning process.

• **February 2016**: Three Districtwide strategic goals approved.

• **April 2016**: Joint Governing Board – DSP&BC Planning Workshop shared nearly complete strategic plans.
GCCCCD Student Success Framework

Student-Centered Culture of Excellence

Streamlined Student-Centered Pathways

Start Strong

Keep Moving

Complete

Student Equity

Trust, Stewardship, and Service
GCCCDD 2016-2022 Strategic Plan

GCCCDD Vision, Mission, and Values

GCCCDD Educational Master Plan (2012)

Governing Board Strategic Priorities for the District

Districtwide Goals

Goal #1: Create streamlined, student-centered pathways to educational goal completion

Goal #2: Close achievement gaps by engaging individual students with diverse needs and removing structural barriers to their success

Goal #3: Cultivate a student-centered culture of excellence, trust, safety, stewardship, and service

Site Strategic Plans
Cuyamaca College

Brianna Hays
Jesus Miranda
The Student Experience We Envision

Completion By Design Loss and Momentum Framework

Equity-Minded Student Success
Achieving the Dream (ATD) initiative planning informed our Strategic Plan Goals
Action Steps 2016-17 | Acceleration

- Pilot Concurrent-Enrollment Support Model in English and math
- Schedule “accordion” model in ESL by reducing 7-semester sequence to 3-semester sequence
- Provide targeted professional development for math, English, and ESL
- Implement and monitor multiple measures strategy (informed self-placement) in math
Action Steps 2016-17 | Pathways

• Conduct culturally comprehensive outreach in regional high schools, adult schools, community centers, and charter schools

• Provide financial aid information in multiple formats and languages to educate students on the process

• Create clear curriculum maps for Humanities, Fine Arts, Social Sciences, and STEM Guided Pathways

• Develop course sequences for all required courses, certificates, and degrees documenting the Guided Pathway to completion
Action Steps 2016-17 | Validation & Engagement

- Establish a student peer mentoring program to support Pathways Academy students

- Develop a cultural competency program to prepare students to become leaders in various campus organizations and transition to leadership roles in four-year institutions

- Increase workshops focused on diversity, socio-economic awareness, and social justice topics

- Implement campus-wide validation events for disproportionately impacted student groups
Action Steps 2016-17 | Organizational Health

• Establish Student Success and Equity Committee to integrate college initiatives (Basic Skills, SSSP, Equity, and Title V)

• Redesign institutional research, planning, professional development, and staffing to support campus practitioners and improve college processes and practices

• Strengthen cultural competence to improve services to students and facilitate inclusive curricular and co-curricular learning opportunities

• Improve campus climate by strengthening connections among students, staff, and faculty
Our Overarching Theory of Change

- Accelerated Basic Skills
- Guided Student Pathways
- Validation & Engagement
- Organizational Health

Student Success:
Course Success
Persistence
Completion
# Examples of Key Performance Indicators

<table>
<thead>
<tr>
<th>Connection</th>
<th>Entry</th>
<th>Progress</th>
<th>Completion</th>
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<tr>
<td>College Participation Rates</td>
<td>Number of Students Creating Education Plans</td>
<td>Student “Throughput” Rates (Transfer Math/English)</td>
<td>Student Completion Rates</td>
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<tr>
<td>Number of Students Engaged in Outreach Activities</td>
<td>Students Participating in Support Services and Campus Activities</td>
<td>Term and Annual Persistence</td>
<td>Time to Degree Completion</td>
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**Equity in Student Access and Outcomes**
Grossmont College

GROSSMONT COLLEGE

Aaron Starck
Grossmont College Strategic Plan

Priority #1: Outreach

Priority #3: Retention

Priority #2: Engagement

Priority #4: Institutional Capacity
Action Steps 2016-17 | Outreach

• Hired an Outreach Coordinator (Heriberto Vasquez)

• Community Liaisons – (Dr. Khalid Alkhurie)

• College Preview Day-Saturday, October 29, 2016
  • 150 guests, HS, Adult reentry, refugees
  • 20+ areas from campus represented

• Hired Title V Outreach/Assessment Specialist (Diana Barajas)

• Outreach Plan/Calendar-(In Process)

• Inventory of Campus Outreach Efforts

• Student Ambassadors

• Full Matriculation Services in the high schools

Key Performance Indicators: Enrollment Indicators
Action Steps 2016-17 | Engagement

- Created Student Engagement Team
- Counseling “mini-sessions”
- One Theme One Campus
- Service Learning
- Student Engagement Coordinator (In process)
- Title V-FYE (FA17)
- Title V-Peer Mentor Pilot (SP17)

**Key Performance Indicators:** Completion Rates, CCSSE Survey Items
Action Steps 2016-17 | Retention

• Professional Development “We’re All In” Campaign
  • Show Your Students That You Care
  • Connect Your Students to Each Other
  • Set Your Students on “Fire
  • Connect Your Students to Campus Support Services and Resources
  • Identify and Offer Additional Support to Those Students Who May Need It
  • 273 Participants

• Retention Specialists (In process)

• English & Math Acceleration Pilots

• Title V Placement Bootcamps Pilot

Key Performance Indicators: Retention and Persistence Rates
Action Steps 2016-17 | Institutional Capacity

- Technology Decision-Making Process Analysis
- Enrollment Management-expanded offerings, expanded services, EMA
- Marketing-$85K, adult reentry, newcomers, current students, mobile, targeted, radio, etc.
- Reviewing the Planning Process
- Campus-Based Researcher (Stacey Teeters)
District Services

GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

Tim Corcoran
Sue Rearic
John Valencia
Christopher Tarman
District Services Strategic Plan

GCCCDD Vision, Mission, and Values

GCCCDD Educational Master Plan (2012)  Governing Board Strategic Priorities for the District

Districtwide Goals

**Goal #1:** Create streamlined, student-centered pathways to educational goal completion

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**Goal #3:** Cultivate a student-centered culture of excellence, trust, safety, stewardship, and service

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

**Priority #2:** Organizational Excellence
District Services Key Action Steps

- Facilities:
  - Sustainability Committee

- Human Resources:
  - Professional Development Plan
  - EEO HIRE Training
  - Employee On-Boarding

- Organizational & Workforce Development:
  - East County Education Alliance – Higher Edge Program
  - Dual Enrollment MOUs

- Research & Technology
  - Campus-Based Researchers & KPI Dashboard
  - Campus-Based Technology Program Managers
  - Workday Implementation
  - Technology Decision-Making Process Analysis
Questions