Strategic Planning Goals

STRATEGIES

INCREASE EQUITABLE **ACCESS**	ELIMINATE EQUITY GAPS IN **COURSE SUCCESS**	INCREASE **PERSISTENCE** + ELIMINATE EQUITY GAPS	INCREASE **COMPLETION** + ELIMINATE EQUITY GAPS	INCREASE **HIRING + RETENTION** OF DIVERSE EMPLOYEES

Increase outreach, recruitment, and engagement in the community
- *Expand marketing/branding efforts to ensure relevance to communities we serve*
- *Increase community partnerships*

Adopt a student-centered class schedule development process
- *Optimize class modalities to meet student needs*

Integrate and expand outreach efforts with a pathways framework
- *Increase outreach/recruitment for adult education students*
- *Expand CCAP/dual enrollment*

Integrate equity-mindedness and anti-racism into our courses, programs, and services
- *Expand equity-minded professional development*
- *Develop and expand curriculum that reflects diverse backgrounds and perspectives*
- *Improve the student experience in distance education/hybrid learning environments as well as in-person learning environments*

Expand creation and utilization of Open Education Resources (OER)

Implement a pathways approach to student support by integrating instruction and student services
- *Expand outreach to students who stop out*
- *Implement an early alert process to proactively connect students with campus resources*
- *Create a seamless learning and support experience for students within Academic and Career Pathways*

Build a stronger sense of community among students and employees

Establish a culture of completion
- *Increase awareness among students of career education programs that lead to high-need, high-wage careers*
- *Increase awareness of students' own progress toward completion and next steps*
- *Expand in-reach efforts for students who are close to completion*
- *Expand peer mentoring efforts*

Create clear pathways to completion that address the goals of our diverse student population

Integrate equity-mindedness and anti-racism into hiring practices
- *Implement EEO program*

Expand equity-minded and anti-racist professional development

Create a work culture that values employees and emphasizes employee wellbeing
- *Accommodate flexible work schedules where possible*
- *Optimize staffing to ensure manageable workloads*

Increase sense of belonging and community for employees, particularly among employees of color