

Chapter 5

The Grossmont-Cuyamaca Community College District Districtwide Priorities

A. *Student Access*

A.1 Make learning accessible to all

A.1.1 Provide comprehensive educational services for emerging and growing populations:

- ◆ Refugees, asylees, and immigrants
- ◆ Active duty military, veterans, and their families
- ◆ Socially, demographically, and economically diverse individuals
- ◆ Non-native English speaking students
- ◆ Academically underprepared students

A.1.2 Increase public transportation to the colleges, with express buses to the campuses from transportation centers and trolley lines

A.1.3 Provide online, hybrid and in-person learning options

A.1.4 Provide student-centered scheduling for learning options

A.1.5 Offer learning opportunities in the more remote areas of the district

A.2 Provide clear direction for student success and completion throughout the college entry process

A.2.1 Require all students to participate in a comprehensive matriculation process, including orientation, assessment, and academic and financial aid advising

A.2.2 Ensure that all students have a college/career goal, a program of study, and an individualized plan that identifies specific steps to goal completion

A.3. Increase community awareness of the educational, social, arts, cultural, and athletic opportunities available at the colleges

B. Student Learning and Success

B.1 Increase K-12 student awareness and readiness for college and career training

B.1.1 Strengthen partnerships with feeder schools

B.1.2 Collaborate with K-12 to identify and remove barriers to participation in college and career education

B.1.3 Align courses and programs between feeder high schools and the colleges

B.2 Promote student behaviors that lead to learning and achievement of their educational goals

B.2.1 Provide in-person and web-based access to academic and student support services

B.2.2 Provide all students online access to their individualized educational plan that identifies their educational goals and plans to achieve them

B.3 Provide multiple pathways to learning and success

B.3.1 Provide course offerings that align with student needs

B.3.2 Provide condensed, accelerated, and contextualized basic skills programs

B.3.3 Provide short term certificates that offer opportunities for employment and sequence into more advanced certificates and degrees

B.3.4 Provide multiple avenues for student engagement and inclusion

B.4 Streamline pathways to degree/certificate completion



Increase community awareness of the educational, social, arts, cultural, and athletic opportunities available at the colleges

B.4.1 Remove redundant or extraneous courses

B.4.2 Ensure students can access the courses they need to complete a degree/certificate in a timely manner

C. Value and Support of Employees

C.1 Develop a comprehensive Human Resources Plan that addresses the following key needs:

C.1.1 Promote GCCCD's commitment to diversity, equity, and inclusion

C.1.2 Ensure that staffing levels meet student needs

C.1.3 Attract, recruit, and retain diverse, highly qualified employees

C.1.4 Develop and implement a robust on-boarding process that includes orientation and mentoring for new employees

C.2 Support a culture of ongoing professional learning for all employees

C.2.1 Provide all faculty, staff, and managers with the training to promote student learning and success

C.2.2 Focus professional development on career pathways, cultural competencies, and leadership development

C.2.3 Develop employees through succession planning

C.3 Provide health and wellness programs and activities for all employees

C.4 Support a culture of innovation by rewarding new approaches and improvements in all areas of the institution



Support a culture of innovation by rewarding new approaches and improvements in all areas of the institution



D. Economic and Community Development

D.1 Analyze and meet the workforce training needs of the community

D.2 Collaborate with business, educational institutions, and community workforce development organizations to create an East County Workforce Solutions and Training Center

D.3 Partner with four-year institutions to provide access to university degrees in East County

- D.4 Collaborate with business and industry to provide business education and entrepreneurial training within the context of a business setting
- D.5 Market programs, facilities, events, and capabilities to community development organizations and potential partners
- D.6 Effectively utilize the noncredit and fee-based programs as pilots for new program development and structuring career ladder options

E. Fiscal and Physical Resources

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| <i>Build facilities needed to support the District's mission of serving current and future education and workforce training needs of the community</i> | E.1 | Ensure that resource decisions are transparent, collegial, driven by strategic priorities for learning and student success, and address total cost of ownership |
| | E.2 | Update and implement a comprehensive Facilities Master Plan that is driven by student learning and success needs |
| | E.2.1 | Build facilities needed to support the District's mission of serving current and future education and workforce training needs of the community |
| | E.2.2 | Refurbish, repair, or replace buildings to address student needs and safety and access standards |
| E.3 | Evaluate facility use and administrative operations to increase efficiency and cost-effectiveness | |
| E.4 | Develop sustainability initiatives that make GCCCD a regional leader in responsible and accountable stewardship of all resources | |

- E.4.1 Integrate cost-effective, green practices for facility, landscape, and infrastructure into all facilities planning and operations.
- E.4.2 Minimize use of water, energy, gasoline, and other natural resources
- E.4.3 Use technology to promote resource conservation

- E.5 Update and implement a comprehensive Technology Plan that supports innovative and successful teaching, learning, student support, and administrative operations

- E.6 Identify and secure new sources of revenue to augment traditional funding to advance strategic priorities
 - E.6.1 Enhance and coordinate grant development and management
 - E.6.2 Continue to build and support the Foundation for Grossmont and Cuyamaca Colleges to develop a larger contributor base, to increase annual funding for program support and scholarships, and to build an endowment
 - E.6.3 Leverage partnerships with business, industry, education, government, and community-based organizations
 - E.6.4 Develop a robust revenue stream derived from contract education, facility rentals, and other innovative practices

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