



## 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

<input type="checkbox"/> (Lavender)	District Strategic Area of Focus 1 and 2: Student Access, Learning and Student Success
<input type="checkbox"/> (Pink)	District Strategic Area of Focus 3: Value and Support of Employees
<input type="checkbox"/> (Blue)	District Strategic Area of Focus 5: Fiscal and Physical Resources