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

Joint Board of Trustees and District Strategic Planning & Budget Council Meeting
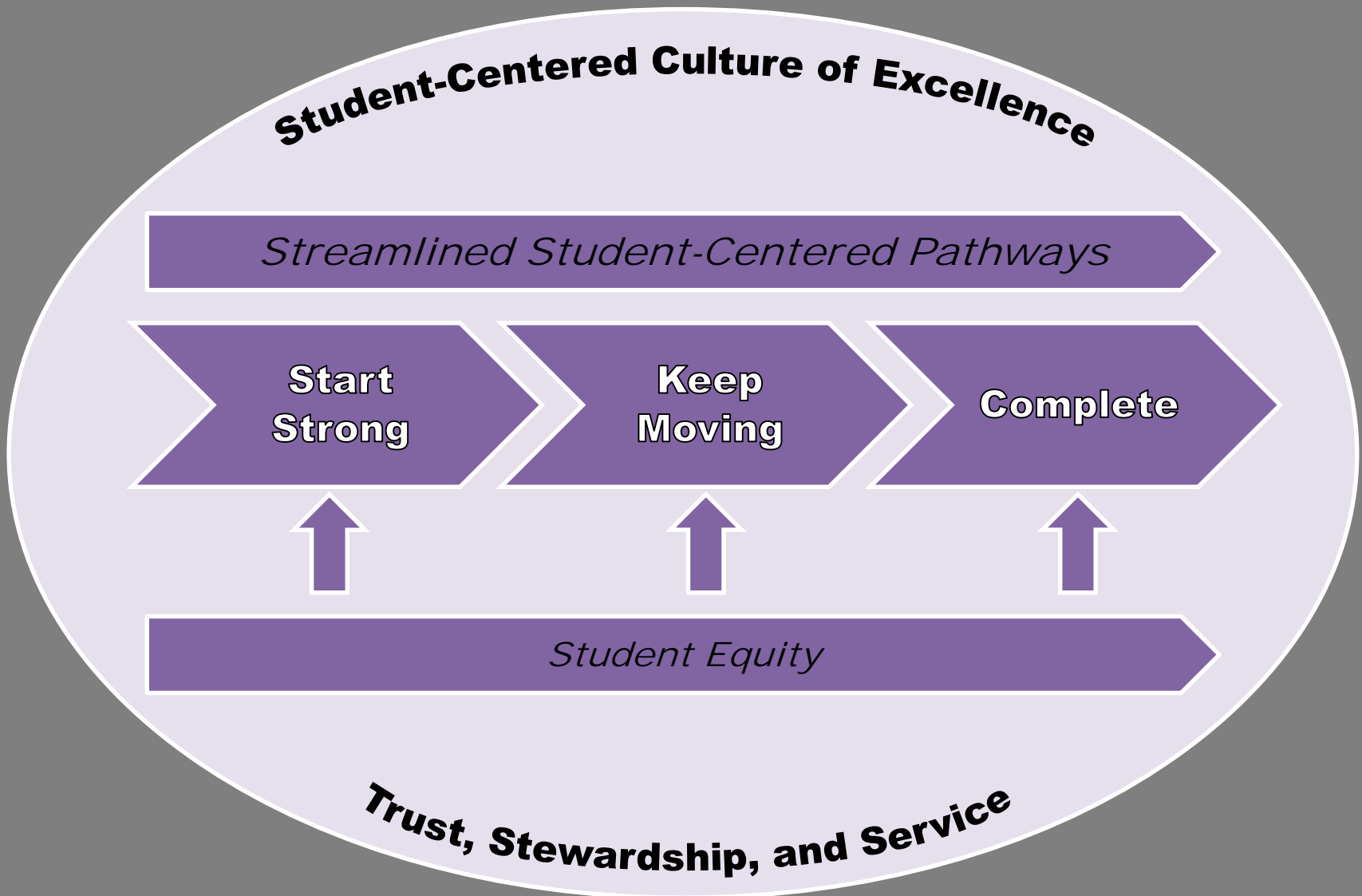
December 13, 2016

GCCCD Strategic Planning Model

GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

Christopher Tarman

GCCCD 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.

GCCCD STUDENT SUCCESS FRAMEWORK

Student-Centered Culture of Excellence

Streamlined Student-Centered Pathways

Start Strong → **Keep Moving** → **Complete**

Student Equity

Trust, Stewardship, and Service

GCCCD 2016-2022 Strategic Plan

GCCCD Vision, Mission, and Values

↓   ↓

GCCCD 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

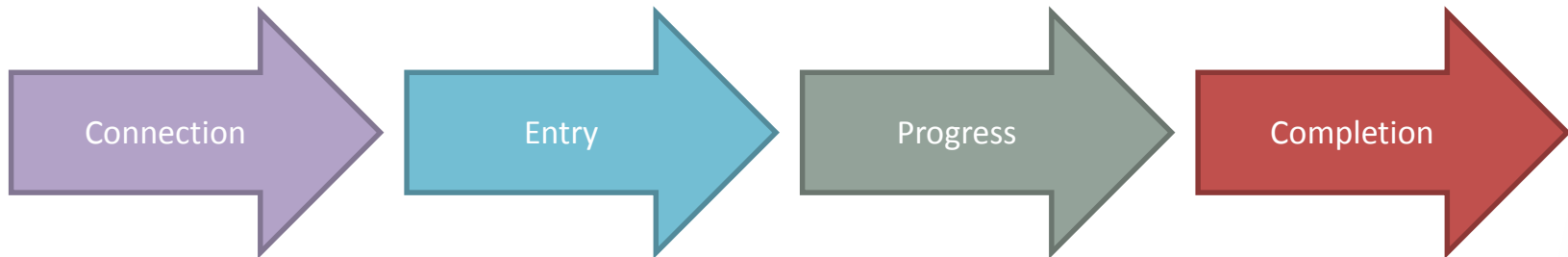↕   ↕   ↕

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

Acceleration

Guided Pathways

- SSSP
- Equity
- Title V

- BSSOT
- NSF
- Title V STEM
- SSSP
- Title V

Validation & Engagement

- Equity
- Title V
- BSI

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
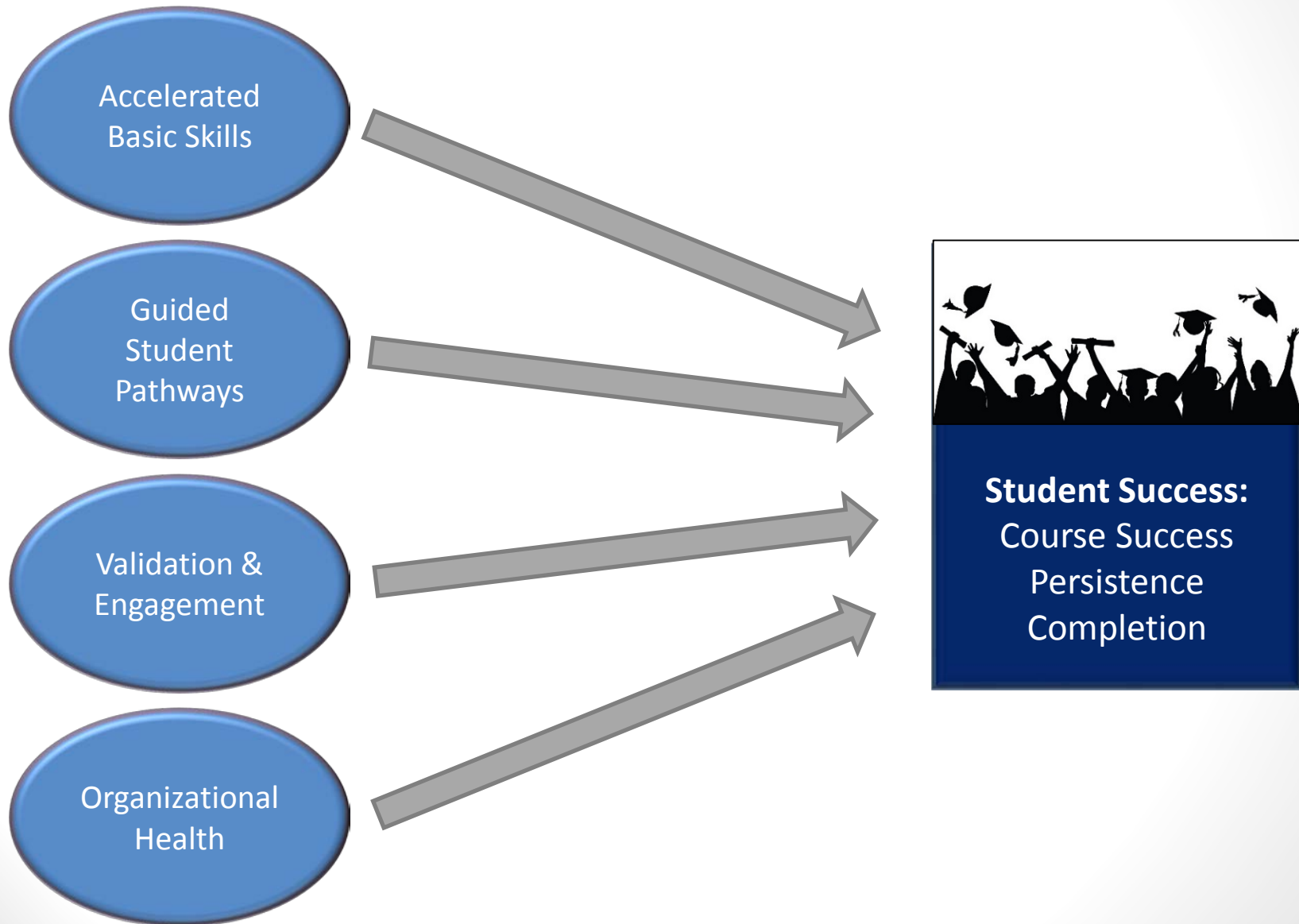
Action Steps 2016-17 | Validation & Engagement

- 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

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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

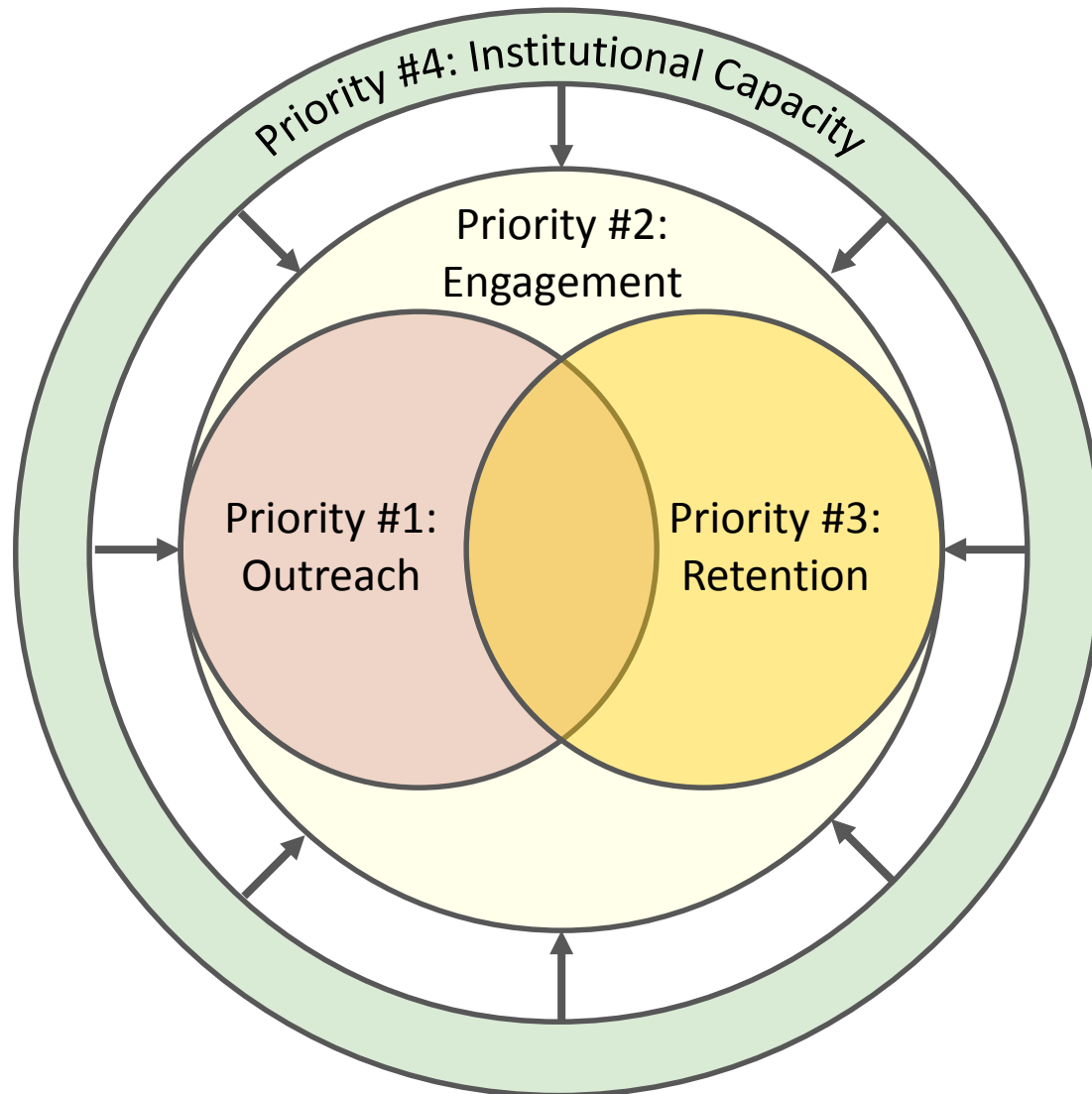| Connection	Entry	Progress	Completion
College Participation Rates	Number of Students Creating Education Plans	Student "Throughput" Rates (Transfer Math/English)	Student Completion Rates
Number of Students Engaged in Outreach Activities	Students Participating in Support Services and Campus Activities	Term and Annual Persistence	Time to Degree Completion

Equity in Student Access and Outcomes

Grossmont College

Aaron Starck

Grossmont College Strategic Plan

Priority #4: Institutional Capacity

Priority #2:
Engagement

Priority #1:
Outreach

Priority #3:
Retention

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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)

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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
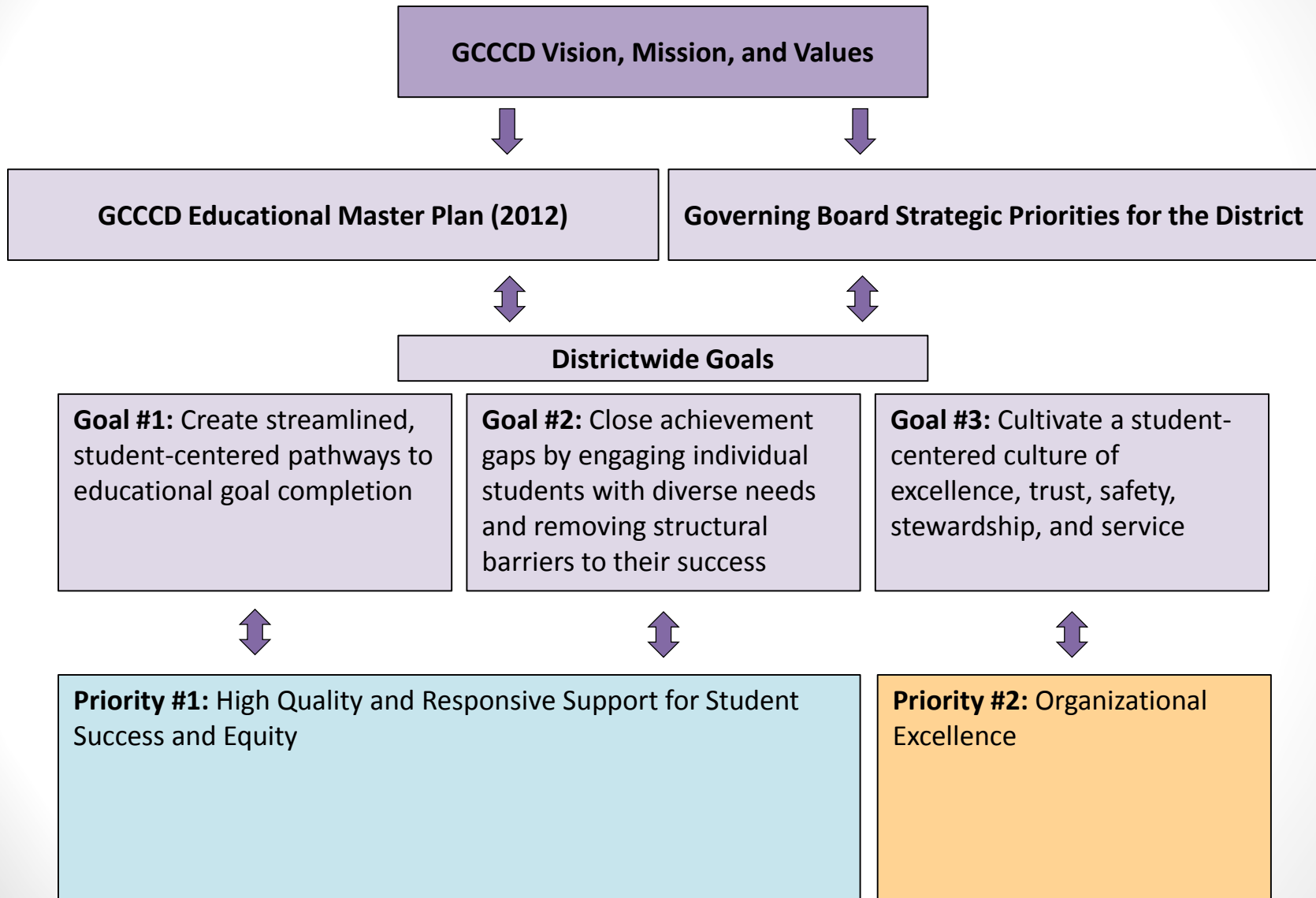
- Campus-Based Researcher (Stacey Teeters)

District Services

Grossmont-Cuyamaca
COMMUNITY COLLEGE DISTRICT

Tim Corcoran
Sue Rearic
John Valencia
Christopher Tarman

District Services Strategic Plan

GCCCD Vision, Mission, and Values

GCCCD 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

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