Cabrillo Connects: Strategic Plan for Year 2014-2015

Strategic Focus 1-Professional Development and Transformational Learning

Cabrillo College has long been the leader in transformational approaches to teaching and learning, technology and other processes that make the college one of the leaders in identifying methods for student success. This strategic focus identifies goals that meet the intent of our college commitment to all employee professional development and access to training, while focusing the college on learning that continues to transform our institution as we meet our mission for student success, achievement and completion.

Goal One: Create and Implement a Professional Development and Transformational Learning committee (participatory governance PDTL) that directly reports to College Planning Council

Action Items:

- Committee developed and approved by CPC April 2014 – goal completed

Goal Two: Create and Implement a Professional Development Plan for all employee campus constituencies – include cross training and change management themes

Action Items:

- Create planning team summer 2014 to include faculty, administrator and classified – develop constituent opportunities for development throughout the year
- Collaborate with Staff Development Committee lead on the integration of responsibilities of SDC to new participatory governance committee
- Create Flex Calendar for 2014-2015
- Create activities that meet cross training and change management themes (not limited to these themes)
- Create budget for the committee for the year
- Create committee membership and charge – committee to begin spring 2015
- Create a one semester spring plan for professional development (see themes and constituency ad hoc responsibilities) – create annual plan for 2015-2016
- Create links (where appropriate) to existing constituencies, committees and outside resources for the PDTL committee

Goal Three: Provide incentives for employees to become involved (such as Meritorious Awards)

Action Items:

- Review recognition processes across constituencies to consolidate and provide a recognition program
Strategic Focus 2 - Sustainable Programs and Services

Cabrillo College is undergoing changes in student demographics and enrollment levels in addition to state mandated changes in program regulations and funding. Committed to meeting student demand for transfer, basic skills, career technology and services that promote the community college mission, this strategic focus identifies areas that best meet student and industry demands for degrees and certificates as well as practices that encourage a seamless articulation of students through the basic skills sequence and into a career / transfer area.

Goal One: Identify and Prepare for anticipated growth areas to address student needs

Action Items:
- See “Year of Instruction” plan for specific action items

Goal Two: Ensure programs are up to date, responsive to student learning needs, changes in the job market, and flexible in their curricular and program development

Action Items:
- Prepare work plan as a result of South County Business Roundtable workshop (this action item also applies to focus topic three – Economic Development)
- Infuse instructional Economic Development goals from the Santa Cruz Economic Vitality / Development Plan into curriculum and program development (this action item also applies to focus topic three – Economic Development)
- Respond to student demand data for degrees and curriculum updates for increased transfer – AB 1440 degrees

Goal Three: Consider acceleration or other transformational changes for our basic skills programs to more quickly prepare students for transfer and completion of degrees and certificates

Action Items:
- Implement certificated SI (Supplemental Instruction) college-wide
- Communicate college-wide gainful employment/potential job market information (data) for all disciplines to consider in degree and certificate development/update (this action item also applies to focus topic three-Economic Development)
- Continue with ESL improvement plan (Scorecard / board action item) with evaluation checkpoints developed for board update – include possible noncredit curriculum revisions to credit curriculum – include a clear bride from adult education language learners to Cabrillo ESL program

Goal Four: Provide for the growth of distance education courses/sections as determined by student demand and DE Plan

Action Items:
• Review with Distance Education Committee the Santa Cruz Economic Report request for increased distance education courses and sections for students
• Implement DE plan: to include increases in online sections and new online courses

**Goal Five: Support efforts to articulate pathways from K-12 and through Cabrillo to four year higher education institutions and to employment**

**Action Items:**

• Review and plan for increased pathways and transfer articulation with Cal State Monterey Bay
• Plan and implement increased outreach to high schools to increase articulation of high school students to Cabrillo College
• Continue orientation and education planning for students through the Success Act Implementation Plan

**Goal Six: Structure and Schedule program offerings to maximize student completion of educational goals**

**Action Items:**

• See “Year of Instruction” plan for specific action items
Strategic Focus 3-Community Partnerships and Economic Vitality

The community provides Cabrillo College with partnerships and connections that benefit our students. This strategic focus identifies our unique role in providing education that promotes economic prosperity for our students, employers, and our community.

Goal One: Increase business partnerships within the commute areas to include Silicon Valley business and technology companies

Action Items:

- Review possible membership in Silicon Valley Leadership Group
- Review, and contact technology companies for appropriate partnerships with Cabrillo
- Conduct and follow up with South County Business Roundtable (this action item also applies to focus topic two)
- Review and integrate Santa Cruz County Economic Development report for Cabrillo (this action item also applies to focus topic two)

Goal Two: Enhance partnerships with community business to develop internships

Action Items:

- Respond to South County Business Roundtable priorities with redesigned (from current cooperative work experienced) internship program – review best practices from other internship models

Goal Three: Create marketing plan that promotes Cabrillo as a comprehensive college to educate our community – our K-12 – parents- about all that Cabrillo offers and does

Action Items:

- Increase systematic marketing to communities: create Annual Report; create communications to K-12 for potential high school enrollments; review outreach to market to nontraditional populations
- Implement a college portal
- Utilize increased outreach to change the perception of Cabrillo to being a comprehensive college that meets student need with quality education at affordable price

Goal Four: Find a sustainable alternative to the traditional lifelong learning program

Action Items:

- Continue with extension course creation and hire needed staff for the program
- Continue to inform the community about alternate programs and options
Strategic Focus 4-Institutional Stewardship

Incumbent upon Cabrillo College is its stewardship through facilities, technology, and other operational systems. This strategic focus assures our community that we are providing high quality, sustainable and effective learning environments.

**Goal One: Provide students with state of the art technology that supports learning and positive outcomes**

**Action Items:**
- Continue to implement Technology Plan for 2014-2015

**Goal Two: Provide employees with technology, services and related education to support a successful college environment**

**Action Items:**
- Provide professional development for technology use on campus
- Consider areas on campus (all service areas) where technology can support training, component education or other information (to include component YouTube training or information; webinar communication, etc.)

**Goal Three: Work on partnerships with community resources for donations/equipment designed to meet program goals**

**Action Items:**
- Create and give proposal to Foundation for resource donations for program needs (prioritize Athletics for 2014-2015)

**Goal Four: Consider and Implement responses to Total Cost of Ownership Report**

**Action Items:**
- Create a formal response to the Educational Master Plan for facilities and infrastructure needs
  1. Create a facilities video that demonstrates facilities accomplishments and needs for internal and external communities

**Goal Five: Update campus signage**

**Action Items:**
- Consider contract for updating campus signage

**Goal Six: Determine role and responsibility for Climate Initiative Task Force within the participatory governance structure and align energy report plan goals to institutional planning**
**Action Items:**

- Consolidate CITF with Sustainability Committee to leverage resources and staff time

**Goal Seven: Implement online student planning module for long term educational planning**

**Action Items:**

- Continue Student Success Act plan for the college

**Goal Eight: Develop technology to enhance community partnerships**

**Action Items:**

- Consider partnership through South County Business Roundtable
- Consider partnership through Extension

**Goal Nine: Standardize processes for resource requests based on program planning**

**Action Items:**

- Align program plan timelines across the campus and codify these timelines in budget process
- Consolidate Faculty Grants/Student Senate Grants/Foundation Grants to apply resources to faculty program plan requests
- Finalize an integrated program plan template for use across the campus
Strategic Focus 5—Institutional Responsibilities

Cabrillo College is part of a larger community college and higher education system that requires compliance with standards, legislation, and other mandates. This strategic focus plans the institutional compliance to meet ongoing and mandatory responsibilities in order to improve student success and student achievement. The District is committed to fulfilling all required mandates every year. Recent legislation and policy changes have resulted in an exceptionally large number of new mandates to implement while maintaining current obligations. These new mandates include but are not limited to the Student Success Act, accreditation site visit recommendations and updated accreditation standards. All of the items listed below will be fulfilled by the District each academic year. The items identified as priority in a given year will receive special attention to either establish new processes and procedures for new mandates or thoroughly review existing processes and procedures to identify and implement improvements.

Action Items:

- Create and Disseminate an all college timeline for mandated responsibilities
- Complete accreditation planning agendas and recommendations
- Continue implementation of Student Success Act
- Complete all revisions for Board Policies and Procedures