

Strategic Goals

The Strategic Goals, found in our Strategic Plan, are the guiding principles from which each committee and constituent group sets goals and makes decisions.

Goal 1: Improve our response to community needs through customized educational opportunities, transfer program, area workforce development, and quality student services.

A. Strengthen instructional programs and services.

- Maintain availability of comprehensive quality associate degrees and transfer program
- Move Program Review to the level of Proficiency as defined by Accrediting Commission for Community and Junior Colleges (ACCJC)
- Maintain progress on Student Learning Outcomes to achieve the level of Proficiency by 2012 (Defined by ACCJC)

B. Stabilize career and technical education and workforce development in our diverse service area.

- Continue to assess the needs of our communities
- Expand the annual Employer Summit to include health careers and business
- Improve student success rates and productivity numbers in CTE programs and classes

C. Improve support for Distance Education

- Develop and implement a comprehensive Distance Education Plan
- Stabilize learning support services that support Distance Education
- Replace outdated equipment
- Review and update training certificate and best practices for online instructors
- Develop a training program and best practices for iTV instruction
- Analyze and improve student success rates for Distance Education

D. Evaluate strategies to maintain or improve the scope and quality of Student Services college-wide

- Stabilize Student Support Services to support Matriculation, articulation, transfer, career technical education, basic skills, outreach, and recruitment college-wide, given the state of the economy
- Develop strategies that continue to offer quality and effective student services programs
- Expand student life activities to all campuses, including online
- Strive to serve the underrepresented populations in our communities

E. Improve college-going rates with area K-12 school districts

- Research grants that will engage the college with local high schools
- Evaluate the K-16 Bridge program and plan for expansion
- Facilitate interactions between a broad range of Cerro Coso faculty and our feeder schools

F. Offer alternative instructional venues for meeting community and employer needs

- Develop and implement a vibrant and cost-effective program for Contract Education and Community Service Education
- Assess Contract and Community Service Education through data feedback loops

KCCCD Goal 1: Greater response to community needs through programs offered, the establishment of college

areas of particular strength, and area workforce development.

Goal 2. Improve service to under-prepared students and increase their success rates.

A. Implement best practices in Basic Skills

- Address the holistic learning needs of developmental students
- Integrate instruction and advising services
- Provide a comprehensive basic skills program serving all communities
- Utilize data to drive decisions to improve the program
- Analyze the needs of under-prepared students in our communities
- Create a program which meets those needs

B. Train all faculty and staff to understand and effectively teach developmental students

- Institute professional development activities that support the success of developmental students across the curriculum
- Establish a developmental faculty training program for all instructors in the program
- Apply data analysis to improve professional development

KCCCD Goal 2: Respond more effectively to the needs of under-prepared students.

Goal 3. Seek opportunities to enhance the acquisition and use of resources.

A. Together with the CCCC Foundation expand the fund raising horizons of the college and the foundation.

- Institutionalize the current fund raising events: Star Party, Denim & Diamonds Ball, Book Scholarship Golf Tournament
- Develop a Capital Campaign
- Implement Alumni and Employee Giving Programs

B. Clarify the process for business entities to support a particular program or class

- Clarify the acquisition and allocation process for donations
- Implement a recognition process for all donors
- Create a data base of all specific program donors for future reference

C. Complete and obtain at least one Federal grant

- Solicit additional Federal and private support for all disciplines
- Follow up with the National Science Foundation to maximize the likelihood that Cerro Coso's grant application will be approved
- Work with the Bishop-Paiute tribe grant on renewable energy training and other needs

D. Develop affordable textbook alternatives and funding streams to support textbook scholarships

- Encourage faculty to adopt textbooks less frequently
- Review textbook alternatives, like open-source e-textbooks
- Develop an additional funding stream for textbook scholarships

E. Institute a more timely and inclusive budget development process

- Develop initial list of priorities in the fall
- Disseminate the initial priorities college-wide to gain consensus

8

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Cerro Coso Community College

- Reduce the list to an attainable number of priorities in College Council
- Use these priorities to develop the new budget in the spring

KCCCD Goal C: Increased funding for KCCCD functions.

Goal 4. Build upon our culture of accountability, responsibility, and collegiality amongst all stakeholders.

- A. Restore and maintain institutional research functions necessary to meet the needs of the college
- B. Increase the college's reliance on data-driven decision making

- Secure regular and dependable research data
- Tie budget development to unit plans, student learning outcomes, and budget priorities
- Complete Program Reviews on schedule
- Use data feedback loops to drive decisions

- C. Encourage more collegial discourse on important issues

- Increase transparency of participatory governance groups by posting agendas and publishing minutes
- Update the college's internal procedures to match the board policies
- Offer training in workplace communication and team building

KCCCD Goal D: Creation and maintenance of trust between employee groups, the colleges, and the District Office.

Goal 5. Identify and implement principles of effective communications in support of our mission.

- A. Ensure all stakeholders are knowledgeable about college issues

- Identify frequently asked questions and place on website
- Introduce proposed changes, their benefits, transition period, and what they mean to stakeholders
- Focus on the conveyance of information to and from College Council

- B. Improve and enhance communication to and from our communities

- Develop an Annual Report from the college in time for the Denim & Diamonds event
- Provide our communities with opportunities for input to the college

KCCCD Goal E: Establish adequate and effective communication throughout the KCCCD.

Goal 6. Recruit, retain and develop employees who uphold the Cerro Coso culture of excellence.

- A. Explore creative alternatives for recruiting employees
- B. Develop a schedule of recognition events that include all campuses and recognize employee longevity, leadership, enthusiasm, and achievement

- Assure that the events are replicable at all centers
- Continue the NISOD reward for those selected as Outstanding

- Remember to thank people for their accomplishments

9

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C. Develop staff events that motivate & improve morale

- Develop measures and assess college climate and morale
- Reassess climate at the end of the planning period

D. Develop a sustainable approach to professional development

- Identify short- and long-term professional development needs
- Incorporate *i-Stream* from the League for Innovation for staff, faculty, and student development
- Recruit speakers to address development needs
- Expand the scope of the In-House Training Center
- Facilitate the exchange of effective instructional strategies among faculty

KCCD Goal F: Recruit and retain an effective workforce and promote high morale.