

IMPLEMENTING OUR STRATEGIC PLAN

(DRAFT 4/25/17)

WHAT	HOW	WHO	WHEN	KPIs
I. Deliver, advance, and support an inclusive teaching and learning environment that enables all students to achieve their educational goals.				
1.1) Advance and sustain delivery of courses, programs, degrees, & certificates in support of the comprehensive community college mission	Enrollment Management Ed Plans IEPI Goals Matriculation Clean Up Degrees List EM Taskforce Strongworkforce CTE TOP Code Clean-Up "The Mesa Journey"	Enrollment Mgmt Comm SWF Taskforce CTE Associate Dean		# degrees, certs Persistence, transfer, basic skills #ed plans, #ADTs SWF data/LaunchBoard
1.2) Assure access to quality education for all students	Matriculation DE Special Populations Scholarship	Classified Senate	Annual Scholarship Night	Disaggregation Scholarships: donor & recipient satisfaction
1.3) Provide instruction in support of the needs of the College's diverse student population	Recruit diverse, highly qualified employees Course re-design institute			Demographics of employees
1.4) Advance practices in support of student success	Survey DE service needs Student Engagement Center Establish STEM Center Maintain MT2C			Student Satisfaction
1.5) Assess, analyze, and act upon the college-wide research and data-informed Student Equity Plan to assure access and success for the College's diverse student population	Resource Allocation Program Review DE services needed survey	SS&E, IE		Disaggregate Data
1.6) Allocate appropriate resources to deliver upon these commitments	Office/Library Hours, Cafes FT/PT Ratio Strongworkforce \$	VPAS Foundation		Grant \$\$ \$ donations, scholarships SWF data/LaunchBoard

WHAT	HOW	WHO	WHEN	KPIs
II. Build and sustain a sense of community that extends across campus and constituencies, nurturing collaboration, learning, growth, and diversity.				
2.1) Provide opportunities for faculty, staff, and students to interact outside of the classroom or workspace	Survey Constituents Assess Current Practices Sports Event Attendance? Art Events Music Events Mfusion LOFT CDAIE Events Black History/Women's History Events Mesa Robotic Events-CISC First Friday Events-CISC Fashion Show Classicon Classified Leadership Institute	Senates, ASG CDAIE Clubs Drama Department Student Affairs Duane Wesley Duane Wesley Classified Senate Professional Committee Classified Senate	Annual-June Annual	% students participating % employees participating Events Calendar
2.2) Support opportunities for interdisciplinary collaboration and collaboration between Student Services and Instruction to better serve students	Strongworkforce (Internships) LOFT Activities Leading from the Middle Course Re-design CRI, LFM, 3CSN, & CUE	VPSS, VPI CTE/Career Center Deans, Chairs Katie Palacios		Internship #s LOFT Usage
2.3) Support opportunities for faculty, staff, and students to grow in their understanding of cultural competency as they build their stronger sense of community	On-Boarding Programs CUE Community spaces focused on equitable and inclusive communication "History" Months Men of Color Certificate Speakers CRUISE, Jumpstart, Center for Children Holiday Bazaar and Campus Equity Week	LOFT CDAIE, SEPIA CUE Student Affairs, Judy Sundayo Classified Senate	Throughout the semester Beginning of each semester	% employees integrating cultural competency into practice Training Attendance, Surveys Events Calendar
2.4) Improve communication across the college, including accessibility, organization, and content of the college website	Continue to improve website, search functions Centralize all planning documents New employee PIO press releases, email announcements WiFi Coverage VISIX Newsletters Classified Senate Webpage Pcab Representation	Communications IE VPAS Joel Arias LOFT Classified Senate Classified Senate	All year round	Satisfaction? Social Media? KPI: 2.4, 2.5, and 4.4

<p>2.5) Assure participatory governance committee structure and transparency in decision making</p>	<p>Implement governance updates, committee tools training in PG, committee responsibilities IPGG AS/CS et al sponsored summits? Governance Website Academic Senate Reorg</p>	<p>Senates, ASG, Pcab Dawn</p>	<p>All year round</p>	<p>% employees indicating decision-making processes are clear/transparent % employees serving on committees Webiste-Governance Page Minutes KPI: 2.5 and 4.4</p>
-----------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------	-----------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

WHAT	HOW	WHO	WHEN	KPIs
III. Build and sustain pathways in support of the comprehensive community college mission				
3.1) Collaborate with Continuing Education, K-12, and area universities to create and sustain a seamless pathway into, through, and beyond SDMC (Draw on SD Promise, Title III, Peer Navigators, CRUISE, Legacy, Career/Transfer, SEEDS, Honors, FYE, SYE, Title V, et al)	Expand multimodal counseling and services Expand career center Support transfer center innovation CRUISE, Jumpstart Promise Program/AB1741 Integrate our grants & initiatives (Articulation/Tech Prep Credit by exam with SDSU) Faculty networking with 4-yr colleagues	Strong workforce Claudia Estrada Leticia Lopez, Wendy Smith, Monica Romero et al. Faculty SS/Mesa Journeys	Grant Milestones?	Feeder high school rate Transfer rate # students moving from NC to credit #of Credit by Exam (CATMA data) All Student Success Indicators District? 1.1.1, 1.1.3, 1.2.1, 1.2.2, 1.3.1, 1.3, 2.1.4.19, 1.4.16, 1.4.2, 1.4.3, 1.5, 2.1, 2.2, 2.3, 2.4, 3.1, 3.3, 5.1, 5.2, 6.1
3.2) Collaborate with local industries to build relationships and assure consistence with workforce needs	Enhance partnerships (CCAP, CRWA) Labor market research Use Career Ctr, Business Dept, CALWORKS Develop Fermentation Certificate? Internship Program	Strong Workforce CTE Advisory Groups Bridges CTE Deans		# placements, parterships % employers providing favorable ratings of Mesa graduate prepration for workforce Student Success Indicators
3.3) Collaborate with area organizations and businesses to build internship opportunities aligned with student educational goals	Align Curriculum Hire Associate CTE Dean (SNF) Strongworkforce-Hiring Work-Based Learning Coordinator	Career Center CTE Deans		# community events # students participating in Mesa-supported internships #of advisory committees Student Success Indicators 2.1, 3.2, 3.3

<i>WHAT</i>	<i>HOW</i>	<i>WHO</i>	<i>WHEN</i>	<i>KPIs</i>
IV. Support innovation in our practices				
4.1) Support new teaching strategies, applied learning experiences, and engagement techniques in support of student-centered learning	Curriculum Redesign Institutes, faculty support Equity Workshops, certificate programs, CORA Student Engagement Center, Honors program Outcomes Assessment Workshops Discuss at NFI Mesa Research Conference Languages Conference	LOFT, faculty, Katie Palacios Prof learning coord, Pegah Motaleb Denise, Jen, Wendy Kris, COA Andy/Leslie		# courses redesigned student engagement scale 4.2, 6.1, 1.4.3 Surveys?
4.2) Advance new technology applications in the classroom and on campus	IT Plan: refresh, replace Transition Blackboard to Canvas; Camtasia Upgrade classroom equipment OER Ref League of Innovation, InfoCom Intl	David F, MIT Committee Katie; Online Pathways LOFT SDCCD Student Services		Quantify computer etc. Student/staff/faculty ratings 4.2, 4.3, 5.1, 5.2, 6.1 Surveys
4.3) Modernize and integrate college information systems	Taskstream or replacement (test CampusLabs, TracDat) Event Portal PeopleSoft at full capacity Enrollment Management	IE, COA, PRSC VPAS, SDCCD		4.3
4.4) Integrate, clarify, and refine processes and decision making existing with the District-College interface to create greater efficiencies & effectiveness	Identify gaps in collaboration	Mesa ALO Mesa President AS, CS, Exec. Chancellor's Cabinet DGC		

<i>WHAT</i>	<i>HOW</i>	<i>WHO</i>	<i>WHEN</i>	<i>KPIs</i>
V. Support personal growth and professional development of our employees				
5.1) Build a culture of professional development and personal growth that empowers employees to set and achieve their professional goals	Assess needs-Would like to Build into Program Review Culture of career-based professional learning "in-reach" for changes (travel & conf, prof dev comm) One location for all prof dev opportunities Flexible college-hour opportunities Classicon	CEL/LOFT Senates Salary advancement & Sabbatical Comm NFI Classified Senate Professional Development Committee	Annual	# faculty/staff who take training employee satisfaction # workshops offered KPI: 5.1
5.2) Promote professional development in teaching and learning, using technology to advance student learning, and developing engagement strategies to enhance student learning	Hire FT professional learning coordinator Implement collegewide prof learning program Classified equity workshops Scholar-practitioner projects CCEAL Training/Speakers CANVAS Admin Training	LOFT HIS Title III, V		# publications, presentations # technology-focused workshops Student Outcomes

WHAT	HOW	WHO	WHEN	KPIs
VI. Serve as stewards of our resources and advance effective practices in support of accountability				
6.1) Provide sustainability in terms of our facilities, technology, human resources, and fiscal resources	Sustainability Plan? Maintenance of buildings and equipment Facilities Plan Cut down use of paper in classroom; communication Communications: apps or electronic communication? Carbon footprint? Does hiring process meet our needs? Parking	MFPC VPAS Mesa Moves EcoMesa Env Sustainability Comm. Communications Waste Management		Solar energy produced? # green strategies # LEED buildings # pages printed MesaMoves data # bus passes, etc # meetings via ZOOM
6.2) Advance assessment of student learning at the course, program, service area, and institutional levels	Program Review, DOCs, dialogue Discuss at department meetings Assess ILOs (mapping, graduates survey) OA workshops, presentations at School mtgs Use IEPI grant for conferences, DOCs, software tests Update Taskstream workspace for OA?	IE, COA, AS & CS All Depts, areas IE COA IE ASG		# courses assessed/mapped Discussions in PR IEPI Grant Usage track #workshops, attendance
6.3) Assure external accountability requirements are met	Address deficiencies; Comply with CCCC and IEPI requests; CTE outside accreditors Participation in pilot testing of Chancellors Office Curriculum Inventory (COCI) prior to launch (to replace CCCC Curriculum Inventory User acceptance testing and analysis of data fields) Zoom Webinars Data Migration	Everyone IE, PIE CTE Deans, chairs VPI, CS Dean, ISS, Curriculum Staff CCCCO Team	Weekly Prior to launch	# accepted w/o sanctions reports to CCCC institution-set-standards, IEPI All ACCJC Documents-Mid Term Reports, Annual Reports, ISER External Accreditation Number of courses, programs degrees, and certificates Integrity of data fields (new)

	Institution
	Faculty & Staff
	Students
	Community