Review of Last Year’s Goals, Accomplishments, Challenges

Annual Planning Retreat
November 29, 2012
Institutional Priorities

Identified at last year’s annual planning retreat:

• Hire full-time faculty
• Hire appropriate staffing support
• Basic Skills: Develop strategies for basic skills improvement
• Improve retention and persistence
• Develop alternative resources
All Classified, Faculty, and Administrators were Surveyed

46 people responded

For each goal, feedback requested:

• Progress towards goal (0=not started, 10=completed)
• Accomplishments
• Challenges
Hire full-time faculty

• Progress = 1.8

• Accomplishments:
  – Machine Technology instructor hired

• Challenges:
  – Budget
  – Identification of real needs
  – Prioritization process
Hire appropriate staffing support

• Progress = 2.9

• Accomplishments:
  - 170 day converted to classified
  - Increase of hours for specific PT position
  - Some facilities personnel?
  - Only essential positions have been replaced
  - STEM grant positions
  - No employee layoffs, furloughs, or pay cuts
Hire appropriate staffing support

• Challenges:
  - Budget
  - Identification of needs
  - Prioritization process
  - Concern over the process of 170 day positions switching to PT employees
  - Several clerical positions have gone from FT to PT
  - Institutionalizing STEM staff when grant ends
Basic Skills: Develop strategies for basic skills improvement

- Progress = 4.1

- Accomplishments:
  - Basic Skills Initiative committee is working actively
  - Plan for student focus groups to get input
  - BS funded outreach/counseling assistant on temp basis to support ESL
  - Tutors
  - Students have improved over 2006-2011
Basic Skills: Develop strategies for basic skills improvement

• Challenges:
  - Budget
  - Students entering without basic skills, especially recent high school graduates
  - Is it cost effective to offer below college levels if enrollments are very low?
  - Lack of coordination in basic skills areas
  - Lack of communication college-wide about what is being done in basic skills
  - Employing the findings from the Basic Skills Summit; focus on basic skills strategies
Improve retention and persistence

• Progress = 3.8

• Accomplishments:
  - Basic Skills special projects for improving retention and success
  - Improvement has occurred in ECS
  - Individual instructors and/or department work on efforts
  - SLO assessment and course improvement
  - STEM grant providing more tutors to help students
  - Improved rate of students becoming transfer ready
Improve retention and persistence

• Challenges:
  - Budget / Resources
  - Does not seem to be a District focus
  - Goal seems at odds with new statewide guidelines and budget problems. Some students need 2-3 semesters to “catch on” to college
  - Decreased class sections make it difficult for student to progress on schedule
  - Assessment should lead toward course improvements
Develop alternative resources

- Progress = 3.5

- Accomplishments:
  - 6 new grant projects in 2011-12, valued at $5,127,915
  - Successful funding partnership model with local manufacturing businesses in machine technology
  - Campus Graphics has insourcing model to produce paid work for nonprofits
Develop alternative resources

• Challenges:
  - Difficult to engage entire campus community because of the workload of existing job responsibilities
  - No time to think and work creatively
  - It is easy to use grant funds for activities/positions that should be District funded
  - While grants benefit some areas/disciplines, additional resources are needed to support other areas of education