

# 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