

Ohlone College Goals and Objectives 2010-15

GOAL 1: Through innovative programs and services, improve student learning and achievement

1. By 2013, complete an assessment of student learning outcomes for all courses and programs. (By SP2011 each department should have an assessment plan) – SLOA – agreed 2.22.10
2. By spring 2013, increase the college average course retention to a rate at or above the statewide average. (next meeting Darren Bardell will give us an update.) 3.8.10
3. By fall 2013, increase semester to semester persistence of ESL and basic skills students to a rate at or above the statewide average. (Basic Skills – M. Brown will bring this issue back to the table at our next meeting.) 3.8.10
4. By fall 2014, increase the success in basic skills courses to a rate at or above the statewide average. (Basic Skills – M. Brown will bring this issue back to the table at our next meeting.) 3.8.10
5. By fall 2014, increase the improvement in ESL courses to a rate at or above the statewide average. (ESL/Basic Skills – M. Brown will bring this issue back to the table at our next meeting.) 3.8.10
6. By spring 2013, increase to 600 the number of students transferring to UC and CSU. (Counseling – Susan Myers will bring this issue to Faculty Senate.) Faculty Senate delegated to curriculum committee.
7. By spring 2013, increase to 500 the number of students receiving associate degrees. (Counseling – Susan Myers will bring this issue to Faculty Senate.) Faculty Senate delegated to curriculum committee.
8. By spring 2013, increase to 300 the number of students receiving certificates of achievement and accomplishment. (Counseling/Divisions – Susan Myers brought this issue to Faculty Senate.) Faculty Senate delegated to curriculum committee.
9. By 2015, increase the number of students taking 12.0 units or more per semester to a rate of 30% compared to headcount enrollment. (Task Force – Counseling/Instructors – Susan Myers will bring this issue to Faculty Senate.) Faculty Senate delegated to curriculum committee.
10. By 2011, achieve 100% completion of professional development in online instructional methods and online course management for faculty who teach an online or hybrid class (Distance Learning Committee/Professional Development – any information should be added to the Professional Development database.) Leslie and Deb will work together to accomplish this task.
11. By 2015, expand the appropriate Student Services available to evening students, part time students, students on the Newark Campus, and students taking courses online (VPSS – put on the back burner for the moment we are not in expansion mode at this time.)
12. By 2015, establish and maintain student mastery of Information Competency Standards at a level at or above the statewide rate. (Learning Resource Center – K. Greenstein – L. Stagnaro let's start a discussion with the GE sub committee.)
13. By 2012, implement systems that enable all students to declare an academic goal and are provided with an electronic degree audit which informs progress towards that goal. (Counseling – working on it.)
14. By 2012, establish mutual agreements with local school districts to redefine expectations of partnership in light of reduced staffing and budget support while maintaining clear pathways for students. (VPAA – Jim – can do. Deans/District leaders/principals.)

GOAL 2: Support the economic vitality of the community through educational programs and services that respond to identified employment needs (WEDT)

1. By 2011, produce a local strategic plan for Career Technical Education to include an inventory and assessment of our current programs, environmental scan data, a SWOT analysis, and a five-year set of goals, objectives and action plans. (WEDT, CTE, Faculty) progressing forward with all involved.

2. Within the context of the CTE Strategic Plan, by 2012, identify needs of local employers and create responses through our existing programs, contract education, and new program development. (WEDT, CTE, Faculty) progressing forward with all involved.
3. By 2013 create a curriculum which enhances the availability of programs that focus on emerging industries including green technologies and those identified by the Alameda County Workforce Investment Board and Department of Labor's high growth, high demand job training initiative. (WEDT, CTE, Faculty, WIB) progressing forward with all involved.
4. By 2013 provide opportunities across the curriculum for students to acquire key skill sets and concepts that will help them succeed in the workplace. (Basic Skills, Workforce Readiness Certification, Work Study, WEX) progressing forward with all involved.

GOAL 3: Promote continuous, needs-based, learning and professional development opportunities for all district personnel

1. By 2011, establish an IT training program for staff and full and part time faculty, enabling them to be more self-directed and capable in IT applications/maintenance (Professional Development) - this is a realistic goal. Workshops are being developed during Learning College Week and Classified Professional Development Day. Training programs will be on-going.
2. By 2011, establish an application/selection process for interested faculty and staff for training opportunities in leadership development. (Faculty Senate, DDAS, CSEA, SEIU, Leads, Pipeline) – This is a realistic goal. No work done at this time but it is doable. Follow examples from other colleges i.e., Kern Community College.
3. By 2012, establish a process whereby all classified staff may access professional development identified in the professional development plan. (Professional Dev. Plan/Performance Evaluation Process) – this is a realistic goal. We have made a commitment as a learning college and agree everyone here is a learner. We need to establish our own professional plan/outcomes. Should cover administrators, as well.
4. By 2015, improve satisfaction rate with customer service in all service areas of the college. (reality check, service vs. capacity, customer service, performance evaluation process) – We are moving forward on this. Student, faculty, and staff surveys assess satisfaction rates of all service areas. We will assess change in satisfaction rate following implementation of program.

GOAL 4: Use human, fiscal, technological, and physical resources responsibly, effectively, and efficiently to maximize student learning and achievement

1. Annually sustain the fiscal health of the district Mike Calegari – given the fact that we don't know about the on-going fiscal health of the state to fund us, it is safe to say we have taken steps to address the fiscal health of the district. We have a good reserve and look for ways we can sustain our reserve. This will continue to be an on-going effort.
2. By 2013, increase to 50% the number of faculty and staff who report understanding that budget priorities are established through systematic planning. (GB) part of our efforts this year is setting up processes and planning and linking this to budget. The current task force - budget committee - is still in development of process and planning. In the interim we have shifted this forum to the College Leaders. JS -task force has met five times and we are getting closer and closer to what the tasks of this committee will be. PIO/ Educational Component make up of the committee, and what groups – how big or small – The size of this task force allowed for a great deal of dialogue. Good feedback – Mark Lieu was an excellent choice for this committee. Honing in on the actual outcomes and areas where there are holes in the planning process. This also ties into Program Review.
3. By 2015, increase non-apportionment income by \$2.5M. There are a number of people involved in this accomplishment. The development of grants, interest, lottery, our frontage property, Contract Education, Community Education, International Learning Institute. With the closure of the Nummi plant we may have some training opportunities there. Ability to increase our facilities rentals. We would want targets for each group. DS – If you have a cause to rally around that

seems to interest the community. That makes people open up their checkbooks and give. We are desirous to put a plan together to have a vocal point. If we do pass a bond we may have an opportunity to build that strategy. If people see you are going to achieve something tangible we find that seems to build a bit of momentum. JW – opportunity for specific capital projects - industry community support and donations.

4. By 2010, define categories of technology-enabled classrooms to establish and maintain minimum technology levels within each category. (Tech Comm., Faculty Senate survey) this issue will be discussed at the next Tech Committee meeting 4/10/10.
5. By 2010, define appropriate life cycles, fund, and implement a systematic updating of technology to support college-wide effectiveness. (Tech. Comm., Budget Comm., Facilities Dept, IT) – this issue will be discussed at the next Tech Committee meeting 4/10/10.
6. By 2011, create organizational structures and procedures to continually improve efficiency and effectiveness of services to students through technology. (IT, SS, WIB, Distant Ed. Comm. Tech Comm.) This is under way. Really good example - registration ready testing. Largely due to the colleague team – testing is a priority. Tech Committee/SS side – looking at technology in terms of efficiency what can we do to make services available on line. This is ongoing as part of Program Review. Coming - activating electronic communications to students. Resources needed to maintain it. Lesley – e campus – research project on how good Web Ct is doing – website – revamp it – change proposal - Ohlone serving students Online Degrees – Library – virtually/Nebo – text message – social networking sites. Faculty also needs to know about social networking sites. Title III has helped us get across a lot of these areas. We have been working with the local schools teaching their instructors.
7. By 2015, upgrade the Fremont campus, including functionality, sustainability, safety, accessibility, and aesthetics. – This is our Facilities Master Plan for the Fremont campus. If we are successful in passing the bond this will be a great step. MC – we need a successful bond measure to get started.
8. By 2015, maximize the use of campus property and develop the Mission Boulevard frontage property as an income source for facilities improvement while promoting efficient and responsible use of the land. – The board will begin discussions of the frontage property in the summer. They may determine to move forward with some efforts in that area.
9. By 2015, achieve long-term maintenance and capital improvements necessary to increase effectiveness of learning and support services - this is about achieving a facility that is easier to maintain. 7, 8, 9 is all related. 8 would be a revenue source for doing 9. Makes a statement of the EMP with regard to facilities. Newark is easier to maintain but the systems there are unique. As it ages it will require more resources to maintain it.

GOAL 5: Lead and educate the community in environmental sustainability

1. By 2013 employ sustainability principles in all college facilities and operations using the President Climate Commitment as a guideline. The American College & University Presidents' Climate Commitment (ACUPCC) is a high-visibility effort to address global climate disruption undertaken by a network of colleges and universities that have made institutional commitments to eliminate net greenhouse gas emissions from specified campus operations, and to promote the research and educational efforts of higher education to equip society to re-stabilize the earth's climate. Its mission is to accelerate progress towards climate neutrality and sustainability by empowering the higher education sector to educate students, create solutions, and provide leadership-by-example for the rest of society. LS - We have just engaged a consultant in an attempt to meeting this goal. Facilities need to drive this goal as well. 2013 sounds like an attainable goal.

2. By 2015 educate students, staff and community about the value of sustainability using the framework of the California Smart Growth Initiative as a model and having 75% of the Ohlone employees annually sign the college's green pledge. (Sustainable Comm., Alison Bly – New Students, Sharon Z. – HR) - (Sustainable Comm., Alison Bly – New Students, Sharon Z. – HR) - 65/400 signed the green pledge last year. We should make this a condition of employment. Live Club on the student side is involved in this commitment. Part of the challenge here is there are only a handful of people dedicated to the sustainability committee. The district has an opportunity to shine here. We had a very positive response to earth week both in Fremont and Newark. We are educating both students and faculty. Participation with students was unbelievable. A sustainable garden was developed in Newark. Every Earth Week and Flex Week would be an opportunity to sign the green pledge, make it a vocal point. Shairon will follow up with organization.
3. By 2012 support innovation in sustainability and environmental friendliness by providing professional developmental opportunities and fiscal resources through the Ohlone Foundation Sustainability Endowment. LS - a few years back we funded the Sustainability Committee to attend the Sustainability Conference. An endowment through the Foundation has been established. Employees can make contributions to this fund. The idea was to look at ways to maintain learning environments up to a certain standard as defined in the EMP. Deb would like to see this committee give a presentation during Flex Week.
4. By 2011 model environmental sustainability in all college policies, procedures, and practices through adherence to board policy 6650 and board regulation 9.2.3.3 Environmentally Preferred Purchasing Procedures. (Purchasing Dept) - LS – Our models include the Newark Center and Building 7. Leta working with Dave Smith to find future donors.

GOAL 6: Enhance college-wide interaction with, and acceptance of, diverse peoples, cultures, arts, and perspectives

1. By 2015, increase enrollment of international students by 100% (Int. Ed. Comm. /Int. Prog. Comm.) Eddie – We have increased enrollment over the years. A suggestion is that we take a look at the headcount and shoot to have enrollment between 5-7% of that number. A percentage based goal. Our present count is 290 international students. Gari will work with Mike Bowman to clarify and make appropriate recommendations/changes.
2. By 2015, increase the number of course offerings that specifically address issues of cultural diversity and ethnicity (Faculty Senate, Curric. Comm., Deans, Faculty; add/reword existing courses) – definition of diversity specific to certain ethnic groups – SM – that would include a broader definition. We need a definition that is consistent among the campus – KS - what the motive behind it is college wide acceptance cultural diversity. Does that mean that students will take the courses? Should this be interwoven in every course? Course objectives should define. Jim – confusing two things to get an Associate Degree from Ohlone College - you need to pass the GE requirements. One of the plans for completing GE is Plan A. It has a specific area called cultural diversity and very specific definition. Course needs to be approved to meet this definition. If you want to broaden that you have to do this through the curriculum process. This goal is talking broader concepts – cultural diversity/ethnicity. No baseline data. Not defined. Eddy – not so sure the Int. ED Committee should take this on. This is predominately driven by Faculty/Curriculum. He can get us some models and share with College Council.
3. By 2015, increase the number of opportunities for cultural enrichment and study abroad for faculty, staff, and students. (Int. Ed) – JW we have not established. For cultural enrichment and study abroad, what does that mean? SM – establish ownership/baseline and set some goals that

are measurable. Ask Mike Bowman to put some language together that would be quantifiable. We will bring it back to the group. This sounds helpful.

GOAL 7: Increase access to higher education of under-served and under-represented demographic groups in the District and local communities (Need integrated approach – develop task force to link Institutional Wide Effort Institutional Equity Plan)

1. By 2013, increase the enrollment of under-represented groups to approximate the demographic percentages of the district population. (Faculty Senate, EOPS, Cal Works, BS, RAZA, NISHAT) – is this the entire population of the district or that percentage that goes to college? MB – approximate population of the entire district. Under represented would be those groups for whom there is a larger population in the district than those attempting college. Underserved – those groups that have traditionally been identified as not having an equivalent number of college going students. Things to address - ethnic populations that are under represented/under served.
2. Annually increase retention and success rates of under-served demographic groups. (Faculty Senate, SS, Tutorial Service, Institutional Research - success – target problems) – two ethnic groups that have lower retention and success particularly in English and math courses - African American/Hispanic.
3. By 2015, increase the percentage of under-represented groups among faculty and staff to approximate the demographic percentages of the district population. (H.R., Hiring Committee) – this will probably be an issue HR will address – Asian staff and faculty -19% of both are Asian. Asian 36% in district. Hispanic faculty 8% below. Pilipino/Pacific Islander 2-3% below the 7-8% in district. These are the areas we want to look at in subsequent hiring. This is all tracked year to year to see the progress we are making. By 2013-2015 we can come close to meeting these objectives.

GOAL 8: Engage all members of the college community in active, continual institutional improvement

1. By 2011, create benchmarks for learning, achievement, and institutional practices (HR, SS, CC) - Nathan has created a website where all information can be stored - <http://sites.google.com/site/ocsmanual/> He started this project at the beginning of the spring semester working alongside with HR. This website is in the testing stages. By 2011 we will be there. A discussion with regard to benchmarks for learning, achievement, and institutional practices developed and concluded that these benchmarks hit all different goals as well. It was concluded that learning needs to move to goal 1/3. Achievement moves to goal 1. Institutional practices move to goal 4.
2. By 2012, develop and implement strategies to optimize communication processes for all shared governance committees. (CC) – this can happen by 2012.
3. By 2011, pursue potential areas for partnership and collaboration with the community. -this seems to be part of goal 5/6 – service to the community/community needs.
4. By 2012, revise and update the Research and Planning website so data is more accessible to the community for planning and decision-making. - finished
5. By 2013, integrate specific area plans into the strategic plan. (CC, Deb Parziale) - finished
6. By 2015, structure processes that promote informed college-wide discussion leading to integrated, evidence-based decisions. (CC) – this is reachable.