KEY FACTS

Ohlone College is developing a new 2020-2025 Strategic Plan in order to continue serving our students to the highest standard and to meet our educational mission. As part of the strategic planning process, the College’s mission statement has been reviewed and revised:

Ohlone College offers high quality educational and career pathways and personal enrichment courses to serve the diverse needs of all students and the community. Ohlone provides excellent instruction and support services, awards associate degrees and certificates, and promotes university transfer in an inclusive, equitable, and multicultural environment where student learning and achievement are paramount. Ohlone fosters innovation, encourages student expression, and promotes ethical behavior and global citizenship.

To build a sound strategic plan, the College regularly reviews its performance through self-assessment, student and community feedback, and through research and data in order to utilize evidence in developing future goals and strategically allocating resources to improve college outcomes.

EDUCATIONAL MASTER PLAN

2019-20 Initiatives
Institutional Self-Evaluation Report (ISER) & Quality Focused Essay (QFE)

The QFE focused on the first two recommendations:

- To improve institutional effectiveness beyond the standard, the college will develop first year experience programming to improve fall to spring persistence for groups currently persisting at lower rates than the college average. (II.A)
- To improve institutional effectiveness beyond the standard, the College will develop term-by-term curricular maps that can be used to improve scheduling and increase the ability of students to complete degrees and certificates in a timely manner. (II.A and II.C)
- To do better planning for the resizing of the College and its personnel needs, the College will develop and implement a comprehensive staffing plan. (III.A)
- In order to ensure policies and procedures are current, understood, and mutually agreed upon, the College will continue the revisions and updates to the Planning and Decision-Making Handbook. (IV.A)

Environmental Scan

A key element in the strategic planning cycle is conducting and documenting an Environmental Scan of internal and external data and of trends that may assist college planning. Environmental scanning constitutes a primary mode for institutional learning and self-assessment.

Planning Assumptions and Implications

**STRENGTHS TO BUILD UPON:**
- Ohlone is one of the premier community colleges in the state
- 40% of students are enrolled full time; up from 28% ten years ago
- Distance education full time equivalent enrollment is up 67% from ten years ago
- Degree and transfer numbers up
- Career education course offerings are on the rise
- High educational attainment within the District
- College location in Silicon Valley
- College staff are more diverse than statewide average

**CHALLENGES TO ADDRESS:**
- Median family income level excludes students from financial aid eligibility
- 22% decline in student headcount
- Degree completers accumulate 90+ units prior to graduation
- The District is aging, yet age 40+ enrollments have declined substantially
- District high schools are sending more students to CSU/UC
- District cost of living outpaces salary
- African American and White residents are leaving the District
- Decline in international student enrollment
- Underrepresented students success rates lag
- 11 departments with 50%+ decline in student contact hours since 2010

Goal Themes from SWOT Analysis

(Strengths, Weaknesses, Opportunities, Threats)

- Facilitating College-wide change
- Equity in Student Learning and Achievement (or Success)
- Student Experience
- Strategic & Efficient utilization of resources
- Collaborative Planning, prioritization, and decision making
- Campus Climate
- Campus-wide communication and engagement

Equal Employment Opportunity (EEO) Goals

- Increase attendance of staff members to Ohlone Diversity and Inclusion Advisory Committee (ODIAC) sponsored events and other events aimed at developing cultural competency and sensitivity
- Increase diversity in all employee groups especially adjunct and full-time faculty; increase AA and PI in all groups
- Develop ways to demonstrate equity and inclusion

Overarching Technology Goals

from the Technology Master Plan

- Information/Data Security
- Improve Student Experience using Systems and Technology
- Utilize Information Systems and Technology to improve efficiency and business processes

Budget Goals

- Improve metrics: growth for enrollment, low income students, and academic success
- Increase revenue and reduce expenditures
- Advocate for changes to address inequities and problems in the funding formula