

## 2009-2012 Strategic Plan Goals, Strategies, & Objectives

<b>GOAL A: Awareness &amp; Access</b>	
<i>Build awareness of Chabot's academic excellence, and ensure access to education for all who seek it.</i>	
<b>Strategy</b>	<b>Objectives</b>
<b>A1 Increase familiarity of Chabot and its programs throughout the community.</b>	<ul style="list-style-type: none"> <li>a. Expand marketing &amp; recruitment of students in our service area</li> <li>b. Use data and community input to modify course offerings to meet the needs and interests of local residents</li> <li>c. Continue presence at community-wide events</li> </ul>
<b>A2 Reach out to populations underrepresented in higher education.</b>	<ul style="list-style-type: none"> <li>a. Target outreach and recruitment efforts to underrepresented students</li> <li>b. Provide comprehensive matriculation and support services for first-time and underrepresented college students (e.g., Daraja/Umoja and Puente/HSI)</li> <li>c. Focus efforts on increasing completion for underrepresented students</li> </ul>
<b>A3 Promote early awareness and college readiness to youth and families.</b>	<ul style="list-style-type: none"> <li>a. Expand outreach to middle &amp; high school students</li> <li>b. Increase faculty outreach to high schools</li> <li>c. Foster and support activities that increase the awareness of financial aid options and financial literacy skills for students and families</li> <li>d. Promote the Early Decision program to students and families</li> </ul>
<b>A4 Find multiple ways to deliver instruction and services for all.</b>	<ul style="list-style-type: none"> <li>a. Increase online enrollment</li> <li>b. Increase evening, Saturday, &amp; PACE program enrollment</li> <li>c. Evaluate the accessibility of course offerings and provide new configurations as needed.</li> </ul>

## GOAL B: Student Success

*Provide high-quality programs and services so all students can reach their educational and career goals.*

Strategy	Objectives
<b>B1 Strengthen basic skills development as a foundation for success.</b>	<ol style="list-style-type: none"><li>a. Increase persistence from basic skills to college-level courses</li><li>b. Improve learning and success rates in basic skills classes</li><li>c. Strengthen and expand learning community offerings</li><li>d. Expand follow-up services</li></ol>
<b>B2 Identify and provide a variety of career paths.</b>	<ol style="list-style-type: none"><li>a. Increase success and persistence in key transfer pathways</li><li>b. Provide internship and job shadowing for students</li><li>c. Increase student awareness of career development</li><li>e. Identify new career programs for future development</li></ol>
<b>B3 Support programs and initiatives that increase the success for all students in our diverse community.</b>	<ol style="list-style-type: none"><li>a. Increase student success in basic skills English and math to college-level</li><li>b. Increase the number of degrees awarded</li><li>c. Increase the transfer-ready rate</li><li>d. Assess and provide the appropriate number and level of basic skills courses necessary to meet students' needs.</li><li>e. Develop alternative delivery methods for basic skills</li></ol>
<b>B4 Assess student learning outcomes to improve and expand instruction and services.</b>	<ol style="list-style-type: none"><li>a. Develop student learning outcomes and appropriate assessments for each college-wide learning goal by 2009.</li><li>b. Implement a comprehensive plan and timeline for developing and evaluating student learning outcomes</li><li>c. Assess the effectiveness of student support services using relevant data, including student learning outcomes and use assessment results in making improvements.</li></ol>

### **Goal C: Community Partnerships**

*Work with local business and industry to support the goals of Chabot students.*

<b>Strategy</b>	<b>Objectives</b>
<b>C1 Increase experiential learning opportunities.</b>	<ul style="list-style-type: none"><li>a. Expand internships, job shadowing, &amp; cooperative education opportunities for students.</li><li>b. Develop international educational opportunities with specific student learning outcomes (SLO's)</li><li>c. Target businesses and CBO's to support experiential learning opportunities</li></ul>
<b>C2 Initiate and expand partnerships among the college, businesses and community organizations.</b>	<ul style="list-style-type: none"><li>a. Target off-site partnerships with emerging businesses and community-based organizations</li><li>b. Create infrastructure and administrative processes that support the development of partnerships</li></ul>
<b>C3 Promote faculty and staff involvement in college and community activities.</b>	<ul style="list-style-type: none"><li>a. Increase the engagement of student, faculty and classified professionals in the community</li></ul>
<b>C4 Engage the community to participate in campus programs and events.</b>	<ul style="list-style-type: none"><li>a. Expand community education programs and monitor their success</li><li>b. Increase marketing of campus events and evaluate these efforts, modifying based on results</li><li>c. Increase marketing of college programs and evaluate the effectiveness of these efforts</li></ul>

**GOAL D: Vision, Leadership & Innovation**

*Be an educational leader by continuously supporting and improving learning in our diverse institution.*

<b>Strategy</b>	<b>Objectives</b>
<b>D1 Set Chabot’s priorities to improve institutional effectiveness.</b>	<ul style="list-style-type: none"> <li>a. Examine institutional outcomes and assessments to evaluate institutional effectiveness</li> <li>b. Integrate program review with institutional planning, evaluation and budget processes.</li> <li>c. Develop and implement mechanisms in the planning and resource allocation cycle to feed evaluation information into process improvement</li> <li>d. Conduct a systematic assessment of business practices and use of financial resources to ensure they are used efficiently and effectively to support student learning</li> </ul>
<b>D2 Streamline academic and student support services.</b>	<ul style="list-style-type: none"> <li>a. Identify &amp; implement concrete ways to ensure collaboration between academic and student services in all aspects of planning, development and implementation</li> </ul>
<b>D3 Offer professional development to support teaching, learning, and operational needs.</b>	<ul style="list-style-type: none"> <li>a. Develop Center for Teaching and Learning (CTL) to provide professional development</li> <li>b. Promote and showcase effective teaching and learning strategies</li> <li>c. Provide faculty and staff development activities that cultivate multicultural understanding in the campus community</li> <li>d. Provide ongoing training for hiring committees to ensure equity and promote the hiring of a diverse workforce</li> </ul>
<b>D4 Support effective communication both in the college and the community.</b>	<ul style="list-style-type: none"> <li>a. Promote and support a college-wide dialogue on the improvement of teaching, learning and institutional effectiveness</li> <li>b. Identify and implement concrete ways to increase mutual support, acknowledgement and exchange among staff</li> <li>c. Ensure that college publications reflect the college programs, services and outcomes accurately.</li> <li>d. Review and develop, as needed, effective policies &amp; procedures on matters of ethics and institutional values</li> </ul>
<b>D5 Provide safe, secure, and up-to-date facilities and technology.</b>	<ul style="list-style-type: none"> <li>a. Build out the bond projects based on the facilities master plan</li> <li>b. Finalize and implement Chabot’s Emergency Preparedness Plan</li> <li>c. Finalize and implement the Technology Plan</li> <li>d. Improve electronic communication systems on campus to disseminate important information quickly</li> </ul>