### GOAL A: Awareness & Access

Build awareness of Chabot’s academic excellence, and ensure access to education for all who seek it.

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| A1 Increase familiarity of Chabot and its programs throughout the community. | a. Expand marketing & recruitment of students in our service area  
b. Use data and community input to modify course offerings to meet the needs and interests of local residents  
c. Continue presence at community-wide events |
| A2 Reach out to populations underrepresented in higher education. | a. Target outreach and recruitment efforts to underrepresented students  
b. Provide comprehensive matriculation and support services for first-time and underrepresented college students (e.g., Daraja/Umoja and Puente/HSI)  
c. Focus efforts on increasing completion for underrepresented students |
| A3 Promote early awareness and college readiness to youth and families. | a. Expand outreach to middle & high school students  
b. Increase faculty outreach to high schools  
c. Foster and support activities that increase the awareness of financial aid options and financial literacy skills for students and families  
d. Promote the Early Decision program to students and families |
| A4 Find multiple ways to deliver instruction and services for all. | a. Increase online enrollment  
b. Increase evening, Saturday, & PACE program enrollment  
c. Evaluate the accessibility of course offerings and provide new configurations as needed. |
GOAL B: Student Success
Provide high-quality programs and services so all students can reach their educational and career goals.

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| B1 Strengthen basic skills development as a foundation for success. | a. Increase persistence from basic skills to college-level courses  
b. Improve learning and success rates in basic skills classes  
c. Strengthen and expand learning community offerings  
d. Expand follow-up services |
| B2 Identify and provide a variety of career paths. | a. Increase success and persistence in key transfer pathways  
b. Provide internship and job shadowing for students  
c. Increase student awareness of career development  
e. Identify new career programs for future development |
| B3 Support programs and initiatives that increase the success for all students in our diverse community. | a. Increase student success in basic skills English and math to college-level  
b. Increase the number of degrees awarded  
c. Increase the transfer-ready rate  
d. Assess and provide the appropriate number and level of basic skills courses necessary to meet students’ needs.  
e. Develop alternative delivery methods for basic skills |
| B4 Assess student learning outcomes to improve and expand instruction and services. | a. Develop student learning outcomes and appropriate assessments for each college-wide learning goal by 2009.  
b. Implement a comprehensive plan and timeline for developing and evaluating student learning outcomes  
c. Assess the effectiveness of student support services using relevant data, including student learning outcomes and use assessment results in making improvements. |
### Goal C: Community Partnerships

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

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| **C1 Increase experiential learning opportunities.** | a. Expand internships, job shadowing, & cooperative education opportunities for students.  
  b. Develop international educational opportunities with specific student learning outcomes (SLO’s)  
  c. Target businesses and CBO’s to support experiential learning opportunities |
| **C2 Initiate and expand partnerships among the college, businesses and community organizations.** | a. Target off-site partnerships with emerging businesses and community-based organizations  
  b. Create infrastructure and administrative processes that support the development of partnerships |
| **C3 Promote faculty and staff involvement in college and community activities.** | a. Increase the engagement of student, faculty and classified professionals in the community |
| **C4 Engage the community to participate in campus programs and events.** | a. Expand community education programs and monitor their success  
  b. Increase marketing of campus events and evaluate these efforts, modifying based on results  
  c. Increase marketing of college programs and evaluate the effectiveness of these efforts |
## GOAL D: Vision, Leadership & Innovation

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

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| **D1** Set Chabot’s priorities to improve institutional effectiveness. | a. Examine institutional outcomes and assessments to evaluate institutional effectiveness  
b. Integrate program review with institutional planning, evaluation and budget processes.  
c. Develop and implement mechanisms in the planning and resource allocation cycle to feed evaluation information into process improvement  
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 |
| **D2** Streamline academic and student support services. | a. Identify & implement concrete ways to ensure collaboration between academic and student services in all aspects of planning, development and implementation |
| **D3** Offer professional development to support teaching, learning, and operational needs. | a. Develop Center for Teaching and Learning (CTL) to provide professional development  
b. Promote and showcase effective teaching and learning strategies  
c. Provide faculty and staff development activities that cultivate multicultural understanding in the campus community  
d. Provide ongoing training for hiring committees to ensure equity and promote the hiring of a diverse workforce |
| **D4** Support effective communication both in the college and the community. | a. Promote and support a college-wide dialogue on the improvement of teaching, learning and institutional effectiveness  
b. Identify and implement concrete ways to increase mutual support, acknowledgement and exchange among staff  
c. Ensure that college publications reflect the college programs, services and outcomes accurately.  
d. Review and develop, as needed, effective policies & procedures on matters of ethics and institutional values |
| **D5** Provide safe, secure, and up-to-date facilities and technology. | a. Build out the bond projects based on the facilities master plan  
b. Finalize and implement Chabot’s Emergency Preparedness Plan  
c. Finalize and implement the Technology Plan  
d. Improve electronic communication systems on campus to disseminate important information quickly |