

INITIATIVE		GOAL	OBJECTIVE	KEY PERFORMANCE INDICATOR
SET 1	<p>ACADEMIC QUALITY curriculum pedagogy instructional resources</p> <p>Instructional Quality</p>	<p>Advance curriculum and pedagogy that centers student learning and success</p> <p>Professional development of faculty</p> <p>Help students <i>discover</i> their own goals, to situate their own goals in relationship to the larger community.</p> <p>Teach whole persons, not merely producing cheap labor for industry & capitalists</p>	<p>Increase the annual number of students transferring to a CSU or UC</p> <p>Increase in the number of students who earn an Associate Degree or Associate Degree for Transfer, credentials, certificates, or specific job-oriented skill sets</p>	<p>Faculty professional development relative to instruction</p>
		<p>Transfer course knowledge to future pursuits (course work; transfer program; certificate program; civic, personal and work enrichment)</p> <p>Should develop and achieve goals to level they are capable</p> <p>Help students expand and develop academic goal that allow them to be successful and happy</p>	<p>Communicate with Transfer and HS, interdepartmental</p> <p>Identify pathways AI to personal, civic or workplace goals.</p> <p>AI - input to help students identify certificates and degrees that align with their goals</p>	<p>Retention to next course and success in next class, certificate program, transfer program</p>

		<ul style="list-style-type: none"> • Providing a high-quality education to prepare students for transfer, life-long learning, and developmental education. • Students receive an education that fully engages and prepares them for achievement in their educational and life goals. • Prepare students for civic engagement • High expectations and high support • Higher levels of happiness, fulfillment, and joy 	<ul style="list-style-type: none"> • Smaller class sizes • More embedded student supports in the classroom • Active and engaged classes • Interdisciplinary, team-taught FYE course <p>Cultural responsiveness Interactivity Contextualized Prompt critical thinking</p> <p>Increase the annual number of students transferring to a CSU or UC</p> <p>Increase in the number of students who earn an Associate Degree or Associate Degree for Transfer, credentials, certificates, or specific job-oriented skill sets</p> <p>critical thinkers, participation in a democracy, global citizenship</p>	<p>Number meetings/counselors</p> <p>Ed Plans</p> <p># of AAs/ADTs</p> <p># Finding gainful employment</p> <p>#transfers</p> <p>GPA averages?</p> <p>Satisfaction survey?</p> <p>Educational impact?</p>
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<p>STUDENT SUCCESS AND SUPPORT</p>	<p>That all students leave the college with the sense of purpose and readiness to move on to the next stages of their lives.</p> <p>Get FT students to academic goals such as degrees, certificates, or transfer in 3 years or PT students in more?</p>	<p>Increase retention and academic progress through student engagement</p> <p>identify and mitigate internal barriers - create a student centered class schedule availability</p> <p>Providing more resources to help students: More FT Faculty More FT Librarians, Counselors, IT Staff, DE Staff, HR Staff</p>	<p>OERs Library Access</p> <p>Time to certificate, degree, transfer</p>
	<p>Create a culture and eco-system that utilizes practices that create a sense of belonging for all students.</p>	<ul style="list-style-type: none"> • Free/no-cost textbooks • Expand financial support and aid • Increase and enhance learning communities and the use of cohorts. • The institution enhances support resources, proactively communicates and connects students and faculty to those resources that support the completion of Math, English, and ESL 10 in the first year 	

			<ul style="list-style-type: none"> • The institution creates systems to connect support resources to students in a proactive manner and that is customized and timed for each students' needs. These systems shall include both credit and noncredit student populations. • College processes direct students to gain transfer content early in their college education. • The college application process is simplified, and applicants are directly supported through the process. The college is mindful of noncredit students in establishing the new process. 	
	RESPONSIVENESS TO OUR COMMUNITY	Align the colleges' opportunities/courses to the needs/requests of the community.	Perform needs assessment survey/town hall(s) throughout Sonoma County.	Increase in enrollments of populations not currently enrolled. Increase in enrollments of newly determined community needs programs/courses.
		Recognize and adapt to serve the needs of the changing demographics of Sonoma County	<ul style="list-style-type: none"> • Increase the number of BIPOC faculty 	Recognize and adapt to serve the needs of the

			<ul style="list-style-type: none"> • Increase the number of bilingual employees 	<p>changing demographics of Sonoma County</p>
		<p>Integrated, cohesive district sites and instructional programs</p>	<ul style="list-style-type: none"> • Extended hours for Library and Tutorial services (early morning and afternoon through evening) • Online services (i.e. Technology) • Increase career pathways in local industries, especially high school-to-college pathways for dual enrollment students. • Course offerings and scheduling are centered on student needs and utilize data provided by students themselves. • Intentional programming design for specific populations: DI populations and older adults; programming such as: community education, College to career, dual enrollment • Collaborate/partner with City and County agencies towards 	<ul style="list-style-type: none"> • Shuttle between campuses/centers • Number of college classes taught per term on high school campuses and other community based locations. • Increase non-credit classes, especially for Math and English • Increase the number of faculty and staff who reflect the diversity of the community

			<p>mitigating and adapting to the climate crisis.</p> <ul style="list-style-type: none"> • Add or enhance signage and wayfinding 	
	CAMPUS CLIMATE AND CULTURE	<p>Make our campuses/centers more welcoming & an accessible environment.</p> <p>Make campus more welcoming for minoritized people/s</p>	<p>Wayfinding</p> <p>Fewer negative experiences, racist, sexist, etc. comments</p>	<p>SRJC student Survey, done every 3 years</p>
		<p>Sustainability, good stewards of land and resources, fiscal responsibility?</p> <p>Commitment to lifelong learning</p> <p>Commitment to DEIA principles and practices, free of bias</p> <p>Student-ready college</p>	<p>Lifelong learning objective...develop more robust lifelong learning (non credit) curriculum, including math/english</p> <p>Develop Reentry program</p> <p>Developing more curriculum that can be housed in Ethnic Studies</p> <p>Objective on Student ready college (look at certifications)</p>	<p>STARS rating system for Sustainability</p>
		<p>Recognize and respond to the climate crisis in our community and develop programs to combat it</p>	<p>Establish a simple easy way to get to SRJC without use of a car and in</p>	<p>Recognize and respond to the climate crisis in our</p>

			time/coordination with the class schedule-	community and develop programs to combat it
		Clearly defined and transparent institutional policies and processes	Offer a website scorecard	website satisfaction survey

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