Las Positas College Administrators Retreat

July 1, 2021

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Intended Outcomes

- Review and institutional goals and priorities

- Discuss goal alignment and develop process

- Discuss institutional strengths and weaknesses

- Identify institutional opportunities

- Assess individual goals and establish new potential goals intentionally designed to support overarching institutional goals and priorities

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Vision for Success Goals

Our efforts are guided by the core belief that colleges should simplify paths to educational goals and help students stay on those paths until completion.

- Increase by at least 20 percent the number of students who acquire associate degrees, credentials, certificates, or specific skill sets that prepare them for an in-demand job
  - Programs, and awards need to match the needs of regional economies and employers

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Vision for Success Goals

- Increase by 35 percent the number of California Community College students transferring annually to a UC or CSU.

  - Requires full engagement and partnership of CSU and UC.

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Vision for Success Goals

- Decrease the average number of units accumulated by students earning associate degrees.

  - From approximately 87 total units (the recent system-wide average) to 79 total units

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Vision for Success Goals

- Increase the percent of exiting CTE students who report being employed in their field of study.

  - Increase from the recent statewide average of 60 percent to an improved rate of 76 percent

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Vision for Success Goals

- Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups.

  - Reduce equity gaps with the goal of cutting achievement gaps by 40 percent within 5 years and fully closing those achievement gaps within 10 years.

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Board Goals

- Development a system of student support that provides access and equity of outcomes for all students

- Develop a system of effective communication

- Create a culture of collaboration among staff and the community

- Develop systems that support student achievement

- Provide effective management of fiscal resources

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President's Goals

- Institutional stability

- Fiscal efficiency

- Campus culture of care where employees and students feel valued, supported, and respected

- Collaborate with K-12 partners, 4-year educational partners, business, and industry partners

- Effective communication within the campus community

- Professional development opportunities for faculty, classified staff, and administrators

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Goal Setting Process

- What was your process for setting your 20-21 goals?

- What informed your goals?

- How did you align them with Board Goals, Chancellor's Goals, President's Goals?

- How did you align them with Institutional Goals and Priorities?

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2020-21 Goal Setting Process

Vision for Success

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Board Goals

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Chancellor's Goals

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President's Goals

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Administrator's Goals

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Institutional Responsibilities

- Accreditation

- AB 705

- Enrollment Management

- Student Equity & Achievement

- Facilities & Security Master Plans

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Institutional Goals

Educational Master Plan

- Educational Excellence

- Community Collaboration

- Supportive Organizational Resources

- Organizational Effective

- Equity and Anti-Racism

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College Planning Priorities 21-22

- Establish a knowledge base and an appreciation for equity; create a sense of urgency about moving toward equity; institutionalize equity in decision-making, assessment, and accountability; and build capacity to resolve inequities.

- Increase student success and completion through change in college practices and processes: coordinating needed academic support, removing barriers, and supporting focused professional development across the campus.

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Goal Alignment

- Goals at various levels are intentionally designed to support overarching institutional goals

- Alignment between individual, department, division, and the institution so everyone is working toward a higher, shared set of objectives

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Goal Alignment

- Enhancing transparency of priorities and strategy
- Driving effective collaboration and communication
- Instilling a sense of purpose, contribution, and accountability
- Building confidence that individuals and departments are working on the right thing
- Elevating performance and retention

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2021-22 Goal Alignment

How should we align our goals/your goals to overarching institutional goals and priorities?
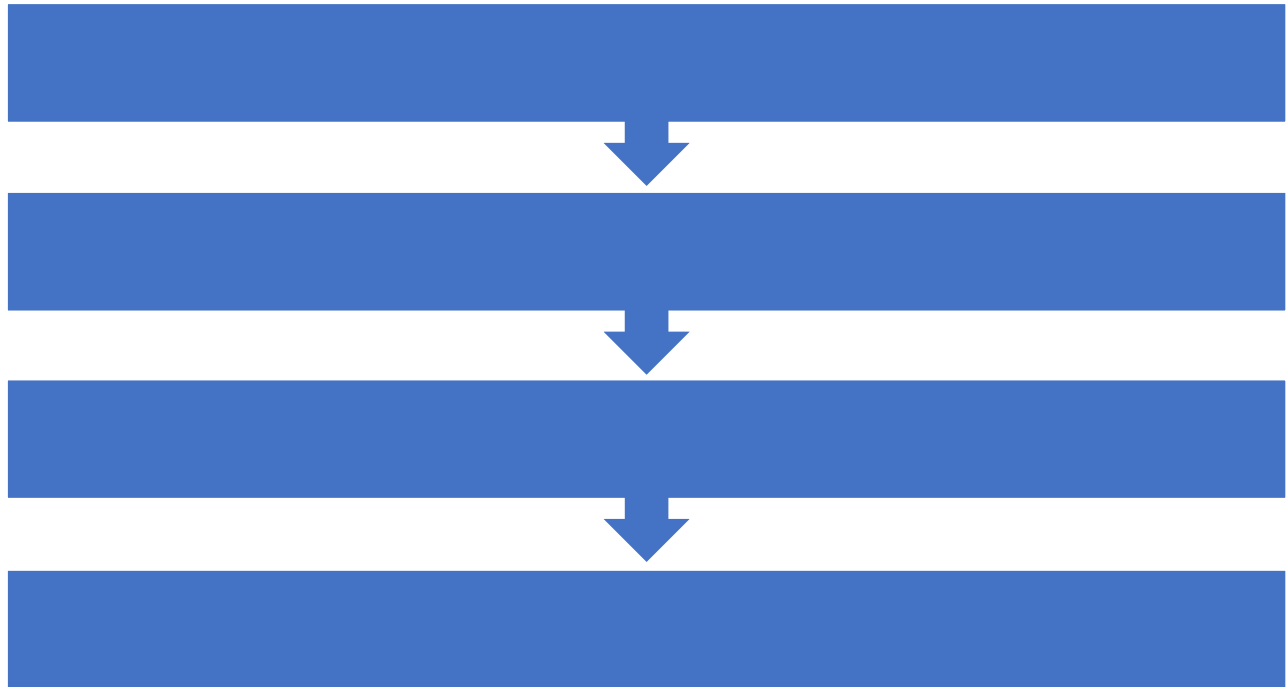
2021-22 Goal Alignment

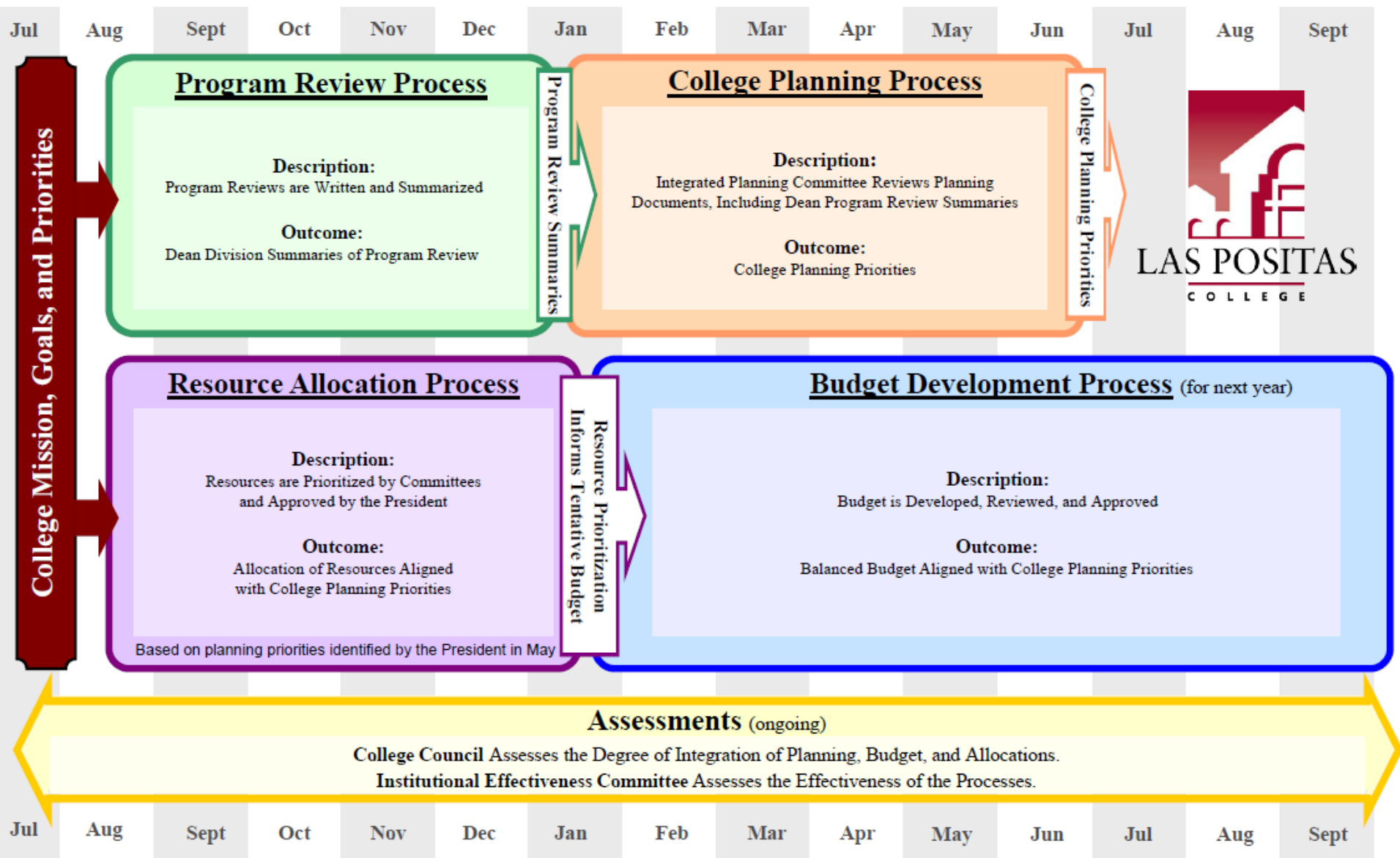**Administrative Goals**

Institutional Responsibilities

President's Goals

Institutional Goals (EMP)

College Planning Priorities

Other Considerations?

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Las Positas College's Integrated Planning and Budget Cycle

Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept

College Mission, Goals, and Priorities

Program Review Process

Description:
Program Reviews are Written and Summarized

Outcome:
Dean Division Summaries of Program Review

Program Review Summaries

College Planning Process

Description:
Integrated Planning Committee Reviews Planning Documents, Including Dean Program Review Summaries

Outcome:
College Planning Priorities

College Planning Priorities

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Resource Allocation Process

Description:
Resources are Prioritized by Committees and Approved by the President

Outcome:
Allocation of Resources Aligned with College Planning Priorities

Based on planning priorities identified by the President in May

Resource Prioritization Informs Tentative Budget

Budget Development Process (for next year)

Description:
Budget is Developed, Reviewed, and Approved

Outcome:
Balanced Budget Aligned with College Planning Priorities

Assessments (ongoing)

College Council Assesses the Degree of Integration of Planning, Budget, and Allocations.
Institutional Effectiveness Committee Assesses the Effectiveness of the Processes.

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2021-22 Goal Alignment
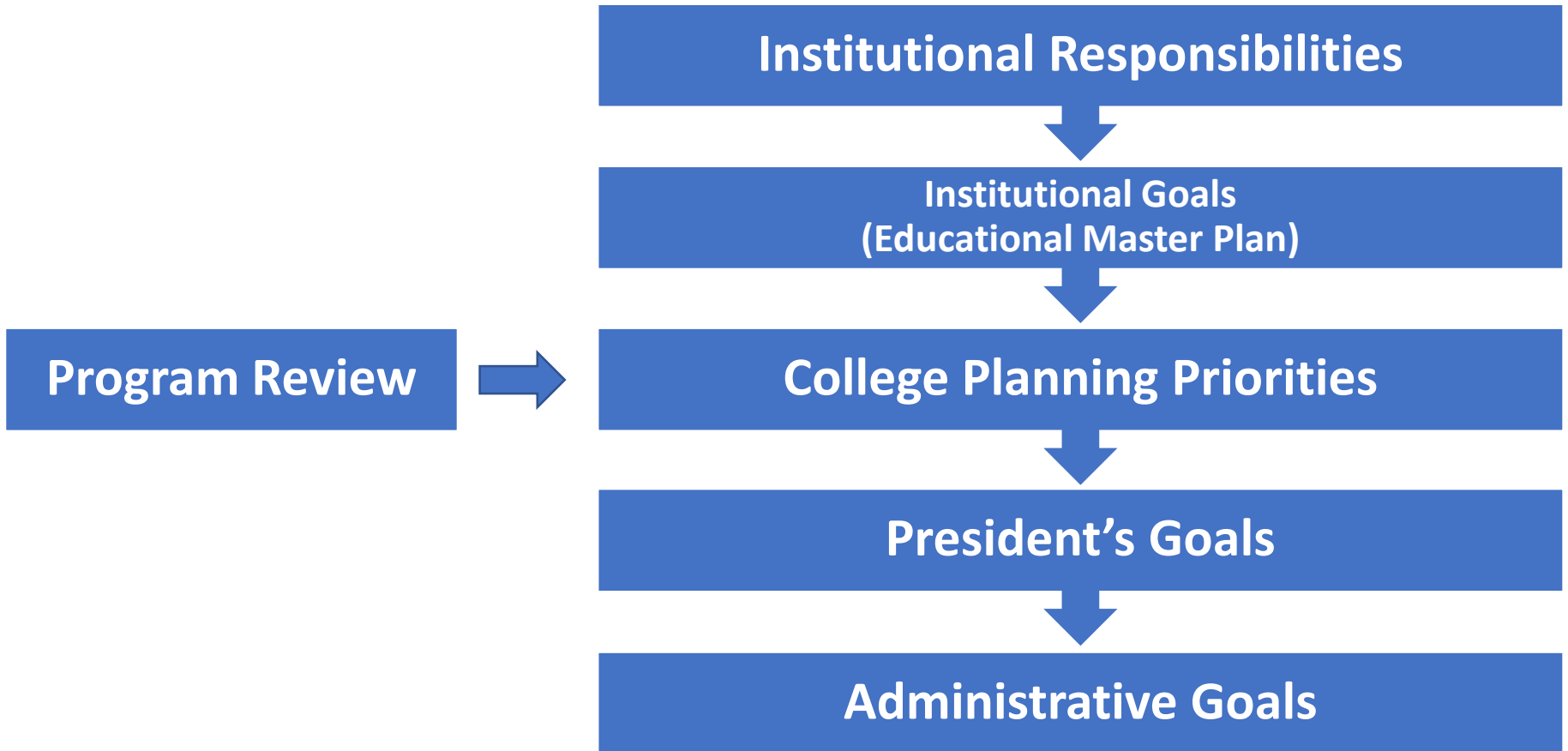
Administrative Goals

Institutional Responsibilities
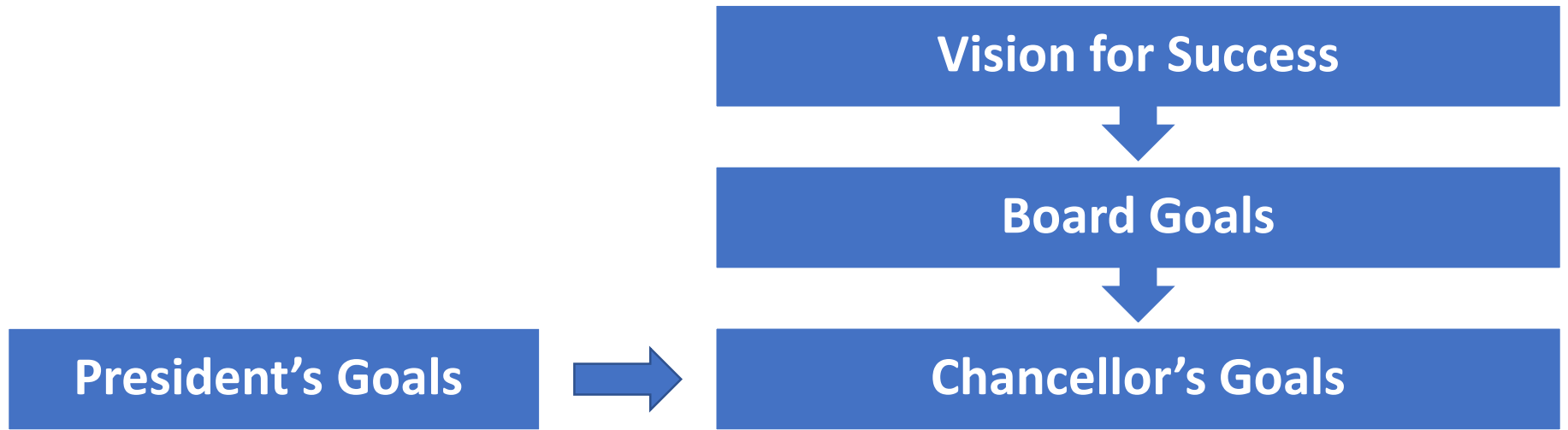
President's Goals

Institutional Goals (EMP)

College Planning Priorities

Other Considerations?

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2021-22 Goal Alignment

Institutional Responsibilities

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**Institutional Goals
(Educational Master Plan)**

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Program Review →

College Planning Priorities

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President's Goals

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Administrative Goals

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2021-22 Goal Alignment

On The Horizon This Year (21-22)

- Institutional Responsibilities

Institutional Responsibilities

- Accreditation

- AB 705

- Enrollment Management

- Student Equity & Achievement

- Facilities & Security Master Plans

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On The Horizon This Year (21-22)

- Transition Back to Campus

- Educational Master Plan

- Economic and Workforce Strategic Plan

- Guided Pathways Implementation

- Outreach & Recruitment: Enrollment

- Call to Action Plan

- Educational Partnerships (EBCAN/UC Merced)

- Caring Campus Initiative

- What else?

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Institutional Opportunities

With our institutional goals and priorities we need to implement the strategies and activities to achieve them?

- Educational Master Plan

- College Priorities

- Economic and Workforce Strategic Plan

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Institutional Opportunities

With our institutional goals and priorities we need to implement the strategies and activities to achieve them?

- What are some activities that we should prioritize as an administrative team?

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Summary

- Goals at various levels are intentionally designed to support overarching institutional goals

- Alignment between individual, department, division, and the institution so everyone is working toward a higher, shared set of objectives

- Building confidence that individuals and departments are working on the right thing

- Elevating institutional performance

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Thank you!

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