



Chancellor
Annual Goals – 2021

Items in **bold font** are the Board’s priorities. Items not in bold are the Chancellor’s goals. *Items italicized are new or revised Chancellor goals compared to prior year goals.*

1. **Develop a system of student support that provides access and equity of outcomes for all students.**
 - i. Provide leadership and direction to colleges towards meeting college established Vision for Success goals, achieving goals by targeted date of June 30, 2022. See exhibit 1 below.
 - ii. *Explore opportunities to build and/or strengthen partnerships with k-12 districts, 4-year colleges and community partners focused on improving student success.*
 - iii. *Continue to provide leadership and direction on districtwide efforts to transition students, instruction and services back to the campuses and district office.*
2. **Develop a system of effective communication.**
 - i. Continue with established means of communication and attend at least one college event, per college per month.
 - ii. Continue practice of weekly Friday Letters to Board, unless on vacation or should extenuating circumstances exist preventing the ability to get the letter completed (i.e. commencement week).
 - iii. *Continue to participate in statewide committees and initiatives that formulate state policy and implementation practices impacting CLPCCD (i.e. CCLC CEO SCFF Taskforce).*
3. **Create a culture of collaboration, equity and inclusion among staff and the community.**
 - i. Working directly with constituent groups, further an environment of trust and collaboration.
 - ii. *Support the development and implementation of initiatives that are directed at closing the achievement gap that exist within our minority student groups and in support of the Diversity, Equity and Inclusion (DEI) resolution approved by the Board of Trustees. (exhibit 1)*
 - iii. *Work with Chancellor’s Council to update and modernize our Collegial Consultation policies and procedures.*
4. **Continue developing systems that support student achievement.**
 - i. Provide leadership and direction to colleges towards meeting college established Vision for Success goals.
 - ii. Approve and monitor annual SCFF goals regarding FTES, supplemental allocation, and student success allocation.
 - iii. *Work with constituents and shared governance committees to reform our shared governance structure for better and more efficient recommendation making processes.*

- iv. Support/lead/monitor the college accreditation process for Chabot and Las Positas
- 5. **Provide effective management of District fiscal resources and priorities.**
 - i. Ensure district and colleges maintain fiscal integrity and stability by monitoring budget versus spending, ensuring the colleges maintain a balanced budget. Working with respective college president and/or vice chancellor, review areas under their direct responsibility.
 - ii. Alert and advise the Board of Trustees, where necessary, on instances of concern or overspending.
 - iii. Work with constituents and our Planning and Budget Committee (PBC) to revise our District’s Budget Allocation model to better serve the needs of our colleges and provide for a better planning and budget integration processes.
 - iv. Bring to the Board quarterly and annual financial reports showing the fiscal condition of the district.
 - v. Provide direction and guidance in pursuit of increasing student equity and success, supporting Board goal 1.a.

Exhibit 1:

Goal	Category	Description	Chabot	Las Positas	District Strategic Plan
1	Completion	Increase Earned Associate Degrees or ADTs over 5 years (2021-22)		20%	<ul style="list-style-type: none"> • Educational Excellence • Institutional Effectiveness • Community Partnerships
1.a	Completion	Increase certificates, AA, ADT, or BA over 5 years (2021-22)	20%		<ul style="list-style-type: none"> • Educational Excellence • Institutional Effectiveness • Community Partnerships
2	Transfer	Increase all students who earn an Associates Degree for Transfer (2021-22)	30%	35%	<ul style="list-style-type: none"> • Educational Excellence • Institutional Effectiveness • Community Partnerships
3	Unit Accumulation	Decrease average units accumulated by students earning an associates degree	7%	5%	<ul style="list-style-type: none"> • Educational Excellence • Institutional Effectiveness
4	Workforce	Increase all students with a job closely related to field of study	11%	5%	<ul style="list-style-type: none"> • Educational Excellence • Institutional Effectiveness • Community Partnerships
5	Equity	Increase students who earn an associates degree or ADT			<ul style="list-style-type: none"> • Call to Action to Address Anti-Blackness, Racism, and Barriers to Equity • Sustained Prioritized Resources
		i. Black or African American	42%		
5.a	Equity	Increase students who earn an associates degree or ADT			<ul style="list-style-type: none"> • Call to Action to Address Anti-Blackness, Racism, and Barriers to Equity • Sustained Prioritized Resources
		i. Asian		32%	
		ii. Black or African American		64%	

Board Priorities

- Develop 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
- Continue developing systems that support student achievement
- Provide effective management of District fiscal resources

Chancellor is in charge. Presidents action reflects upon the chancellor.