

Mission /Vision / Strategic Goals/ Performance Indicators

Mission:

Las Positas College is an inclusive, learning-centered institution providing educational opportunities that meet the academic, intellectual, career-technical, creative, and personal development goals of its diverse students. Students develop the knowledge, skills, values, and abilities to become engaged and contributing members of the community.

Vision:

Las Positas College meets our students and community where they are and creates experiences for them that build their capacity, speak to their potential, and transform their lives.

Strategic Goal 1: *Teaching and Learning*

Provide excellence in teaching, student learning, services to students, and scholarship by providing state of the art learning facilities, equipment, supplies and resources, and staffing.

Impact Statement:

Strategies

- 1.1** Robust, Targeted and Systematic Professional Development Program (fixed flex, time to engage and experiment, pedagogy, technology, professional growth, classroom management, etc.)
- 1.2** Coordinated and Highly Integrated Support Services for Students (DE services, mandatory assessment and counseling, embedded counseling, career planning, transition assistance, connections between student services and academic services)
- 1.3** Consistent and Ongoing Channels of Communication (between divisions, between departments, between faculty, staff with high schools and 4-year institutions)
- 1.4** Plan (Road Map) for Excellence in Teaching and Learning with Clearly Identified Goals, Implementation Strategies, and Assessment (for improvement)
- 1.5** Adequate and Excellent Resources (Facilities, appropriate staffing of said facilities and programs, time)

Key Performance Indicators

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Strategic Goal 2: *Institutional Advancement*

Increase recognition of Las Positas College as a premier institution of innovative higher education that prepares talented, competent, and engaged members of the community.

Impact Statement:

Strategies

- 2.1** Establish faculty and staff commitment to actively support comprehensive outreach to local elementary, middle, and high school students and parents to participate in community life days
- 2.2** Provide a fully accessible website, easily navigated by internal and external constituents
- 2.3** Have a continuous and free-flowing communication plan by which info is shared between the D.O. and the college, and then disseminate a clear identity (brand promise) to the community at large in order to increase recognition of the college
- 2.4** Have developed best practices that become the model for two-year College based on achieving benchmarks set in 2009 that include being a destination for public service and learning opportunities for all constituents
- 2.5** Full staffed communications and marketing department that includes both District and College and it's partnership of efforts to support the Goal(s)
- 2.6** Office of Institutional Advancement to support Grant writing department, establish alumni assoc, and launch a 3-year pilot study tracking student success data by Alumni membership

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Strategic Goal 3: *Accountability*

Ensure the highest level of service to students and the community through continuous and purposeful evaluation of programs and services that situates student learning, community responsiveness, and employee engagement as the center of all we do.

Impact Statement:

Strategies

- 3.1 The college will have measurable goals that can be evaluated systematically and consistently across all units
- 3.2 The college will use key performance indicators aligned with strategic goals to evaluate college effectiveness
- 3.3 Planning and evaluation tools are structures to align program review and college strategic goals
- 3.4 The college will have a shared understanding and respect for open dialogue creating a culture of evidence
- 3.5 Resource allocation is based on evidence generated from program review
- 3.6 The college will publish an annual institutional effectiveness report shared with the internal and external community
- 3.7 The community, knowing, successes, etc
- 3.8 The college has an effective communication method for input, information and reflection with the community
- 3.9 Employees engage daily in efforts that demonstrate commitment to the mission, vision and goals of the college

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Strategic Goal 4: *Economic Development*

Offer cutting edge educational opportunities designed to accelerate the economic development of the Tri-Valley region.

Impact Statement:

Strategies

4.1 Workforce Development Hub at Las Positas College

4.2 An Education and Business workforce development partnership between Las Positas College and Tri-Valley Employers. (internships, job shadowing, employment and training development)

4.3 A mechanism to track student employment outcomes

4.4 Flexible/proactive process for Las Positas College to be able to respond to community workforce needs

4.5 Conduct an ongoing workforce needs assessment with business in the Tri-Valley

4.6 Entrepreneurial Center

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Strategic Goal 5: *Resource Development and Allocation*

Provide excellence in the stewardship of the community's investment in Las Positas College and expand the institution's capacity to apply resources to meet the needs of students, staff, and faculty through strategic assessment and resource allocation.

Impact Statement:

Strategies

- 5.1 Shared governance process for determining and prioritizing institutional and program needs to plan for and allocate resources that is transparent, effective, systematic and cyclical
- 5.2 A means of assessing the effectiveness of our planning and resource allocation process
- 5.3 A meaningful and effective program review process that feeds into setting institutional goals holistically
- 5.4 Student-run, entrepreneurial, sustainable and profitable on-campus businesses that provide educational experiences, meet the needs of the institution as a whole, and help to expand current program and course offerings through profits earned
- 5.5 Have the expertise of Tri-Valley community members contribute sustained, collaboration by volunteers for teaching and learning
- 5.6 Office to obtain and manage alternative funding (e.g., grants, etc)
- 5.7 Advocacy group to change and impact educational regulations pertaining to budget and allocation

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Strategic Goal 6: *Academic and Professional Development*

Commit to excellence in teaching, student learning, and scholarship by expanding professional development for all employees and nurturing the intellectualism within the campus culture.

Impact Statement:

Strategies

- 6.1 There will be a process by which faculty and staff can analyze and make meaning of data
- 6.2 Workshops will be provided to ensure that faculty understand different learning styles of students
- 6.3 There will be skills building workshops and training
- 6.4 There will be accessible student satisfaction surveys to inform faculty of student expectations and student progress in courses
- 6.5 There will be ongoing training of assessment methodology of student learning outcomes
- 6.6 There will be ongoing training to increase connection to other programs
- 6.7 There will be job shadowing opportunities for staff to gain a better understanding of processes and roles of other positions within the college
- 6.8 There will be more staff interested in staff development

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Strategic Goal 7: *Diversity and Pluralism*

Serve a diverse college community by maintaining and expanding an environment of accessibility, equality, and social justice.

Impact Statement:

Strategies

- 7.1 Diversity efforts are institutionalized with clear leadership, objectives and resources and data that results in progress and improved outcomes for students (transfer rate, graduation or completion rates and students perception of gains)
- 7.2 Hiring practices in place that lead to a diverse faculty and staff populations that represent Alameda, San Joaquin and surrounding counties
- 7.3 Everyone who come to the campus (students, classified and faculty) from under-represented backgrounds report that they feel academically supported, welcomed and accepted on campus and there has been a shift from “the” campus to “our” campus
- 7.4 Institution of student leadership development approaches and programs to create/nurture students as change agents
- 7.5 Students equity task force linking instructional and student services to promote higher student success
- 7.6 There are professional processes for full time, adjunct, and classified that lead to improved success among students who struggle the most
- 7.7 Students are knowledgeable about and access available campus resources
- 7.8 Continue to support students and maintain relationships with K-12

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Strategic Goal 8: *Communication and Infrastructure*

Craft a culture of collective responsibility through an enhancement of College processes and systems, reinforcing internal communication, integrating internal planning processes that promote coordination and accountability, and strengthening a sense of community and collaboration internally and within the District.

Impact Statement:

- 8.1** Revised/expanded Participatory (Shared) Governance Handbook; full representation/participation from all groups, processes/practices/templates in place to streamline and document actions/outcomes
- 8.2** Fully implemented Institutional Effectiveness model; integration of all planning processes and resource allocation
- 8.3** Completed process mapping for College; increased understanding/outlined delineation of functions and roles, align systems with culture, strengthen collaboration with District and Chabot
- 8.4** Established Leadership Academy/Institute for staff, faculty, and administrators; leaders throughout the institution, align the “individual” with the “institutional”
- 8.5** Developed communication module; move from communication to dialogue, effective communication through all channels
- 8.6** Established Office of Institutional Advancement; increased access to information, enhancement of LPC’s “it” factor
- 8.7** Developed decision-making framework; shared understanding of how/why decisions are made, linked to institutional priorities

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Strategic Goal 9: *Community Life*

Serve as a catalyst for enhanced community life through outreach, partnerships, services, and significant contributions to quality arts, cultural, wellness and vitality experiences and activities in the Tri-Valley.

Impact Statement:

Strategies

- 9.1 LPC will have a community identity through outreach, increase presence at community events, job fairs, malls, farmers markets, downtown events
- 9.2 More open and welcoming on the campus with fewer restrictions (parking fee and tickets, children on campus, visitor permits)
- 9.3 We will host more community events that reflect the culture of our community, more accessible
- 9.4 Ease of facility usage for organizations to host events, with fewer restrictions, red tapes and high fees, look for community business sponsorships, benefiting non-profit organizations
- 9.5 Students will feel that the college is their “home”
- 9.6 At the Town Meetings, learn what is new, and what is happening with our partnerships, have partners attend
- 9.7 Broaden internship programs to provide students direct access to their future career paths, and make it accessible to the business
- 9.8 Host frequent open houses for young students, parents and K-12 Educators (no parking restrictions)
- 9.9 Build general awareness in the community through signage on highway, mall, high schools (where K-12 students and parents are); radio, television
- 9.10 Reach out in other languages on website that reflects the growing community population

- 9.11 LPC is partnered with local businesses, non-profits, service organizations aligned with specific departments
- 9.12 Increase visibility through website: ease of access for each department to share the highlights, outreach, partnerships, of the programs, and what is new
- 9.13 There will be a BART station located adjacent to the campus
- 9.14 Job placement programs easily accessible to students and teachers
- 9.15 Increased internal and external communication
- 9.16 Overcome the negative connotations of community college “only stupid students attend LPC” (Alumni success stories, involved in clubs, current students reaching out to K-12 students)
- 9.17 Every teacher in the Tri-Valley attends a teacher development session at LPC, one hour long (required to attend)
- 9.18 Present proposal to facilities committee to place more signage around campus that is bring and eye catching through buildings without censorship. These signs would make student and visitors more aware of specific areas and resources are on campus.
- 9.19 Request a portion of town hall meetings be dedicated to sharing departmental updates about campus and community events and partnerships that are beneficial to staff and students. Dedicate ¼ page of the newspaper to publicizing campus and community events
- 9.20 Find an appropriate funding source to purchase highway signage that announces college and community events on our campus
- 9.21 Propose broadening internship program that offers more opportunities for students to have direct access to internships in their future careers.
- 9.22 Modifying the parking policy to eliminate fees for parking during events that visitors have purchased tickets for

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Strategic Goal 10: *Sustainability*

Engage in sustainable stewardship and community leadership as an institution through our use of products and technology, our practices and curriculum, our policies, and our philosophy as represented through institutional culture and leadership.

Impact Statement:

Strategies

- 10.1** A multi-disciplinary Green Academy
- 10.2** Theories of sustainability integrated in practices and curriculum
- 10.3** An Internal recyclability standard with zero net waste as a goal
- 10.4** Policies, practices and procedures that evaluate products and services on a sustainability scale
- 10.5** A marketed reputation of a defined identity enhancing enrollments (student sustainability)
- 10.6** Sustainability scholarships
- 10.7** Recognition and awards for leadership and innovation in sustainable practices
- 10.8** A leader in energy education

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