

## Draft Educational Master Plan Goals and Strategies: 2021 to 2026

**Goal A: Educational Excellence** - Ensure excellence in student learning through quality academic programs and support services.

### Goal A: Strategies

- A1. Analyze and meet the educational needs of a diverse population and global workforce through ongoing program support and innovation.
- A2. Design course offerings and support services that are accessible to all students and promote timely completion of educational goals.
- A3. Comprehensively and equitably address and provide for the learning needs of underserved students and students with disabilities.
- A4. Provide students with the knowledge and skills necessary for career readiness and advancement.
- A5. Strategically design and institutionally support opportunities to engage critical issues related to ethics, social justice, and civic responsibility both inside and outside the classroom.
- A6. Develop and institutionalize a comprehensive system of tutoring and other learning support services.
- A7. Develop and promote practices and services that support student health, safety, and wellness.

**Goal B: Community Collaboration** - Ensure excellence in student learning by collaborating with community partners to provide educational opportunities that best serve the needs of our students and our community.

### Goal B: Strategies

- B1. Deepen engagement with local school districts to increase student preparedness for Las Positas College and to promote the opportunities it offers.
- B2. Develop and strengthen collaboration with community partners to better serve local, regional, national, and global workforce needs and to secure resources for program growth and innovation.
- B3. Coordinate efforts to increase community awareness of the programs, services, and achievements of Las Positas College through a variety of approaches, especially social media, targeted outreach, and on-campus events.

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**Goal C: Supportive Organizational Resources** - Ensure excellence in student learning by strengthening fiscal stability, providing appropriate staffing levels, meeting evolving technology needs, and expanding or updating facilities.

### Goal C: Strategies

- C1. Strategically pursue and support initiatives that strengthen the financial stability of Las Positas College.
- C2. Develop processes and institutional supports to pursue, coordinate and manage alternative revenue sources.
- C3. Evaluate and ensure staffing levels that support student needs and institutional effectiveness.
- C4. Optimize the use of technology in college processes, practices, and facilities to meet student-learning needs and support institutional effectiveness.
- C5. Engage in advocacy with external stakeholders to ensure appropriate funding models that support students in our communities
- C6. Optimize and continually update facilities to address student and personnel needs

**Goal D: Organizational Effectiveness** - Ensure excellence in student learning by improving organizational processes, promoting safety and wellness, and fostering professional development.

### Goal D: Strategies

- D1. Improve and communicate existing processes for students and personnel through streamlining, integration, standardization, and appropriate use of technology.
- D2. Nurture and support inclusive, transparent, and accountable decision-making processes to ensure broader participation of full-time and part-time faculty, classified professionals, administrators, and students.
- D3. Ensure equitable access to relevant professional development opportunities for all college personnel in support of student learning, equity, anti-racism, accessibility, organizational readiness, and institutional effectiveness.
- D4. Provide training and support to promote accessibility, equity and pedagogical excellence in distance education courses.

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- D5. Continually assess and analyze student data in order to develop and implement plans for institutional improvement.
- D6. Develop and implement practices and processes that promote safety and wellness for all members of the campus community.
- D7. Develop technologically-relevant and equity-informed communication strategies with our students that support success.

**Goal E: Equity and Anti-Racism** - Ensure excellence in student learning by prioritizing equity and anti-racism.

### Goal E: Strategies

- E1. Establish Las Positas College as a destination campus for Black students and other students of color by nurturing culturally-informed, equity-focused curriculum and creating physical and virtual cultural centers.
- E2. Analyze data to take urgent action to eliminate student opportunity gaps associated with systemic racism and investigate the effects of other structural inequities.
- E3. Eliminate inequities based on racism and implicit bias in hiring and employee experience.
- E4. Nurture a campus-wide culture of rigorous attention to equity and anti-racist practices.