

Standard 3.1: The institution employs qualified faculty, staff, administrators, and other personnel to support and sustain educational services and improve student success. The institution maintains appropriate policies and regularly assesses its employment practices to promote and improve equity, diversity, and mission fulfillment.

Strengths, Evidence, and Gaps	Evidence List
<p><u>Strengths + Evidence:</u></p> <ul style="list-style-type: none"> • DOHR has adhered to a multi-step recruitment and selection process to ensure appropriate checks and balances are in place and that only qualified personnel are hired. <ul style="list-style-type: none"> ○ Uniformed employment selection guide ○ Human Resources procedure 1010.1-1010.07 ○ UF contract-Article 6.4.3 ○ Local 1 contract-Article 7.11, Article 11 • Faculty hires are confirmed to meet the minimum qualifications as outlined in the Minimum Qualifications for Faculty and Administrators in California Community Colleges guidelines. <ul style="list-style-type: none"> ○ Minimum Qualifications for Faculty and Administrators in California Community Colleges (19th Edition) • Degrees submitted by candidates are verified to ensure they are awarded by accredited colleges or universities. <ul style="list-style-type: none"> ○ Human resource procedure 3050.05 ○ Uniformed employment selection guide <p><u>Gap + impact + what's needed:</u> None yet identified.</p>	<ul style="list-style-type: none"> • 3.1CCCCDAcadPostnApp-MastersEquivalencyForm.pdf • 3.1CCCCDEEOPlan_2024-27.pdf • 3.1CCCCDGovBardSpecialReport_1025-8A-EEO_WorkforceDiversity.pdf • 3.1CCCCD-HRProcedure_StaffOnSelectionComttes_3030.02.pdf • 3.1CCCCD-HRProcedure-ClassifiedEquivalency_3050.05.pdf • 3.1CCCCDHRProcedure-Hiring-ContractAdmin_1010.06.pdf • 3.1CCCCD-HRProcedure-PhonePreEmployRefChk_1010.04.pdf • 3.1CCCCDWorkforceDiversityReport_2023-24.pdf • 3.1CCCCOMinQualsCACCommunityColleges_19Edition.pdf • 3.1DEIBPlanandResourceGuide.pdf • 3.1DeptChairMinutes-Pg2_10.28.2025.pdf • 3.1Employee Email - Diversity in Hiring Training.pdf • 3.1FTF_StaffMeeting_2025_Final.pdf • 3.1LMCHRWebsiteScreenshot_01.29.2026.pdf • 3.1LocalOne2022-2025Contract_Articles7.11and7.12.pdf • 3.1Mgmt-Suprvsr-ConfidentPersonlMnl_Section3-Employmt.pdf • 3.1UF-Department-Bylaws-Guide_Pgs.9and13.pdf • 3.1UniformEmploymentSelectionGuide-Appendix_B-1EquivalencyPolicy.pdf

	<ul style="list-style-type: none"> • 3.1UF2024-2027Contract_Article6.4.3.pdf • 3.14CD-LMCClassifiedJobPostingITManager_02.19.2026.pdf • 3.14CD-LMCFacultyJobPostingAsstEconProfessor.pdf • 3.1CCCCD-4CDCareersWebsiteScreenshot_02.26.2026.pdf
<p>Standard 3.2: The institution supports its employees with professional learning opportunities aligned with the mission and institutional goals. These opportunities are regularly evaluated for overall effectiveness in promoting equitable student success and in meeting institutional and employee needs.</p>	
<p align="center">Strengths, Evidence, and Gaps</p>	<p align="center">Evidence List</p>
<p><u>Strengths + Evidence:</u></p> <ul style="list-style-type: none"> • The institution has methods to identify employees’ professional learning needs relevant to educational services and operational functions, including professional learning opportunities designed to support institutional efforts to close student achievement gaps. <ul style="list-style-type: none"> ○ The consistent use of Grow@4CD, our districts section of the California Community Colleges Vision Resource Center works as our online hub to offer flex and learning opportunities to faculty, staff, and managers at LMC, to update their knowledge and training within their areas of expertise, thereby helping to improve achievement gaps and outcomes for students. ○ Flex workshop series offered at LMC such as: A Long Talk help instructors and other employees to understand how systemic racism can have negative effects on the performance of students of color, and help open up more conversations 	<ul style="list-style-type: none"> • 3.2CCCCD-ClassifiedProfessionalDevelopmentOverview.pdf • 3.2CCCCD-ConfidentialProfessionalDevelopmentOverview.pdf • 3.2CCCCD-HRProc2020.02-AcadMgmtTraining.pdf • 3.2CCCCD-HRProc3040.05-ClassifiedTrainingMgmtProgram.pdf • 3.2CCCCD-ManagementCouncilProfessionalDevelopmentApplication-2025-2026.pdf • 3.2CCCCD-ManagementProfessionalDevelopmentOverview.pdf • 3.2CCCCD-PDSurvey-Management-LegalTraining.pdf • 3.2CCCCD-PDSurveyManagementTraining2024.pdf • 3.2DW PD Meeting Agenda 12.8.25.pdf • 3.2Employee Participation in PD Activities Report-District_Non-District.pdf • 3.2EquityInActionWebsiteScreenshot_02.20.2026.pdf

among educators and students about the history of racism and look for ways to implement anti-racism and anti-oppression within the community.

- LMC professional development onboarding and learning series programs such as Classified Professionals Nexus, Faculty Nexus, Adjunct Faculty Professional Development Series, and LMC Managers Retreats help to identify and formulate employees learning needs relevant to their constituency groups and functions within those areas.
- The Equity in Action Series for Classified Professionals is a series of workshops aimed at fostering professional development for Classified Professionals (Monthly & Hourly). It provides a space for Classified staff to foster professional growth, enhance diversity, and promote inclusivity and belonging within their areas. This series is sponsored by Caring Campus, Classified Senate, and the Equity & Inclusion Office, and incorporates fundamentals of Health and Wellness. The teaching of this series promotes positive work environments for Classified staff who are student facing and to have more tools to engage with diverse students and identify their needs.
- The institution evaluates its training and professional learning offerings and uses the results to improve effectiveness in supporting employee needs.
 - LMC professional development programs such as Classified Professionals Nexus, Faculty Nexus and Pedagogy Innovation Project (PIP)

- 3.2LMC-AdjunctFacultyPDSerieSession_GROW@4CD.pdf
- 3.2LMC-DECommittee-WebpageScreenshot_BEOI.pdf
- 3.2LMCEquityandInclusionLongTalk_08.22.24.pdf
- 3.2LMC-EventsCalendarFlexWeekWorkshops_GROW@4CD.pdf
- 3.2LMC-GrowHomepageScreenshot_03.19.2026.pdf
- 3.2LMC-OpeningDayFall2025_Evaluation_Overview.pdf
- 3.2LMCPDAC2023GoalsandObjectivesApproved.pdf
- 3.2LMCPDACWebsiteScreenshot_02.26.2026.pdf
- 3.2LMC-PDWebpageFlexInformation.pdf
- 3.2LMC-ProfessionalDevelopmentWebpageforEquityinAction.pdf
- 3.2LMC-ProfessionalDevelopmentWebpageforPIP.pdf
- 3.2LMC-WelcomeFall2025ClassifiedNexus_OnboardingEmail.pdf
- 3.2LocalOneContract2022-2027_Article24.pdf
- 3.2NACCCStaffSurveySummaryReport2023.pdf
- 3.2NEOAgenda.pdf
- 3.2Nexus Website-Classified Nexus Screenshot_02.21.26.pdf
- 3.2PDACGoalsandObjectives_SP2025.pdf
- 3.2RequiredCybersecurityAwarenessTrainingEmail_02.10.2025.pdf
- 3.2UnitedFacultyContract2024-27_Pg.101-Article21.18.pdf
- 3.2UpdatedBusinessOfficeProcessEmail_11.20.2025.pdf
- 3.24CD Harmonizing Perspectives Feedback.pdf
- 3.24CDSexualHarassmentPolicy-Prevention_Managers-Supervisors.pdf
- 3.2CCCCDBecomingEffectiveOnlineInstructor-GROW.pdf
- 3.2CCCCD-BoardPolicy2026-EvalProgramforMgrsSpvrsandConfidential.pdf

coordinators consistently seek feedback from attendees to understand what presentations, engagement activities, and trainings are most helpful for employees' growth within their immediate work areas and their careers.

- The Professional Development Advisory Committee recommends conferences and external training offerings to employees and also discuss evaluations that are completed by employees after attending conferences.
- The Professional Development Advisory Committee and Local Flex Planning Group (LPG) on campus helps to review evaluations from employees about the effectiveness of Opening Day (convocation) presentations and semester-start info sharing. They also look at feedback about Focused Flex and regular Flex workshops offered the week prior to courses starting at the beginning of the semester.
- The Local Flex Planning Group (LPG) reviews flex workshop and project proposals to ensure that the facilitators and their department's get the most out of the outcomes gained through these experiences.

Gap + impact + what's needed: None yet identified.

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ClassifiedConfidentialEducationalReimbursementApplicat
ion.pdf

Standard 3.3: The institution evaluates its employees regularly, using clear criteria that align with professional responsibilities and reflect the institution’s mission and goals.

Strengths, Evidence, and Gaps	Evidence List
<p><u>Strengths + Evidence:</u></p> <ul style="list-style-type: none"> • Managers supervisors and confidential employees are evaluated <ul style="list-style-type: none"> ○ Management, Supervisory, and Confidential Employees Personnel Manual –section 6.0 • Faculty are evaluated <ul style="list-style-type: none"> ○ UF contract : Article 17- Evaluation of Faculty • Classified are evaluated <ul style="list-style-type: none"> ○ Local 1 contract- Article 14 Evaluations <p><u>Gap + impact + what’s needed:</u> None yet identified.</p>	<ul style="list-style-type: none"> • 3.3CCCCD-AppendixA-3-Manager-SupervisorFinalEvaluation.pdf • 3.3CCCCD-AppendixA-4-SelfEvaluationRevisedMCEB.pdf • 3.3CCCCD-BoardPolicy-2026.pdf • 3.3CCCCD-EvaluationGuidebookforPTFaculty.pdf • 3.3CCCCD-FacultyEvaluationStipendForm.pdf • 3.3CCCCD-FacultyImprovementPlan.pdf • 3.3CCCCDHRProc2030.10-AcadMgmtandSupervisoryPerformanceEvaluations.pdf • 3.3CCCCDHRProc2030.13-EvaluationofAcadContractAdministrators.pdf • 3.3CCCCD-HRProcedure-EvaluationClassContrctAdmin_3080.05.pdf • 3.3CCCCD-HR-WebsiteScreenshot_02.28.2026.pdf • 3.3CCCCD-Local1EvaluationForm.pdf • 3.3CCCCD-MgmtEmployeesPersonnelManualAppedixF.pdf • 3.3CCCCD-MgmtSupervisorsConfidentialPersonnelManual.pdf • 3.3CCCCD-UFContract2024-2027.pdf • 3.3CCCCDUFContract2024-2027-Article17_pg69-70.pdf • 3.3LMC-AppendixA-2-GoalsObjectivesWorksheet.pdf • 3.3LMC-ClassifiedEvaluationInstructions.pdf • 3.3LMC-DepartmentChairsWebsiteScreenshot-Evaluations.pdf

	<ul style="list-style-type: none"> • 3.3LMC-ManagerEvaluationSchedule2025 -26.pdf • 3.3LMC-ManagerSupervisorEvaluationOverview.pdf • 3.3LocalOne2022-2025Contract_Article14-AppendixD.pdf • 3.3UFContract2024-2027_Article18.pdf • 3.3UnitedFaculty-Evaluations-WebsiteScreenshot_02.28.2026.pdf • 3.2UF4CD-EvaluationsWebpageScreenshot_03.05.2026.pdf • 3.3Canvas Faculty Evaluation Hub.pdf • 3.3CCCCD-2022-2025Local1Contract.pdf
<p>Standard 3.4: The institution develops, maintains, and enhances its educational services and operational functions through the effective use of fiscal resources. Financial resources support and sustain the mission and promote equitable achievement of student success.</p>	
<p style="text-align: center;">Strengths, Evidence, and Gaps</p>	<p style="text-align: center;">Evidence List</p>
<p><u>Strengths + Evidence:</u> None yet identified.</p> <p><u>Gap + impact + what’s needed:</u> None yet identified.</p>	<ul style="list-style-type: none"> • 3.4CCCCDBudgetRequestsfor2025-2026_Cmontoya_Email_02.05.2026.pdf • 3.4CCCCDBusinessForumWebsiteScreenshot_02.24.2026.pdf • 3.4CCCCDBusinessProc3.30-Grants.pdf • 3.4CCCCDBusinessProc5.01-ScheduledMaintenanceandSpecialRepairProgram.pdf • 3.4CCCCD-BusinessProc18.01-GeneralFundBudget.pdf • 3.4CCCCD-BusinessProc18.06-BudgetPreparation.pdf • 3.4CCCCDBusinessProc21.01-WhenToContactIAS.pdf • 3.4CCCCDBusinessProc21.02-AuditProcessConductingInternalAudits.pdf • 3.4CCCCDBusinessProcedure18.02-BudgetDevPrepParametr.pdf

- 3.4CCCCDDistrictBudgetStudySession2025.pdf
- 3.4CCCCDInternalAuditsWebsiteScreenshot_02.20.26.pdf
- 3.4CCCCDMeasureE2014Audit_06.30.25.pdf
- 3.4CCCCDProp30FundingWebpageScreenshot_02.26.2026.pdf
- 3.4FY2024-25RAPProposalRatingSheet_Adopted.pdf
- 3.4LMC2024-25RAP_FundingApprovals_21May2025.pdf
- 3.4LMC2025-26FallRAPApprovalMemo.pdf
- 3.4LMCBudgetRequestsEmailfor2025-26FallResourceAllocationProcess.pdf
- 3.4LMCBudgetUpdateOpeningDayPresentation_January2026.pdf
- 3.4LMCFY2025-26_AdoptionBudgetPresentation_GovBdMtg_10Sep2025.pdf
- 3.4LMCNews_FireApparatusUpdated.pdf
- 3.4LMCNews-NonProfitCapacityBuilding.pdf
- 3.4LMCNews-Oakley_LMC-EconDevAward.pdf
- 3.4LMCPDAC2023GoalsandObjectivesApproved.pdf
- 3.4LMC-PerkinsGrant_SpendingGuidelines.pdf
- 3.4LMC-PerkinsProposal_ScoringRubric2.pdf
- 3.4LMC-SGC_CommitteeOperationalGuidelines_WorkingDraft_9-6-25_Clean.pdf
- 3.4LMC-SGCMinutes_9-10-25_Draft.pdf
- 3.4LMC-SGCMinutes_12-10-25.pdf
- 3.4LMC-SGCPositionPaper_revised_5-13-15.pdf
- 3.4LMC-SGCRAPPresentation_2025-26_9-10-25.pdf
- 3.4LMCSGCRAPPresentation2025-26.pdf
- 3.4SGCMinutes-Item5BudgetUpdate_04.23.25.pdf
- 3.4CCCCDAAdoptionBudget2025-26.pdf

	<ul style="list-style-type: none"> • 3.4CCCCDBoardBudgetWorkshopsWebsiteScreenshot_02.24.2026.pdf • 3.4CCCCDBoardPolicy5034-InternalAuditServicesCharter.pdf • 3.4CCCCDBoardPolicy-BudgetDvlpmt_5033.pdf • 3.4CCCCDBoardPolicy-FiscalMgmt_5031.pdf • 3.4CCCCDBoardPolicy-Grants_5038.pdf • 3.4CCCCDBudgetForum-April 2025.pdf
<p>Standard 3.5: The institution’s mission and goals are the foundation for financial planning. Financial information is disseminated to support effective planning and decision-making and provide opportunities for stakeholders to participate in the development of plans and budgets.</p>	
<p align="center">Strengths, Evidence, and Gaps</p>	<p align="center">Evidence List</p>
<p><u>Strengths + Evidence:</u> None yet identified.</p> <p><u>Gap + impact + what’s needed:</u></p> <ul style="list-style-type: none"> • Recently updated BP 9.22 and 9.10 as part of district effort to support fiscal controls. 	<ul style="list-style-type: none"> • 1.2LMCCollegeAssembly_11-24-25-RefiningOurNewEducationalStrategicPlanGoals_Email-11_21_25.pdf • 1.2LMCSGCMeetingConsolidatedGoalsPresentation_12_9_25.pdf • 1.4LMCBusinessServicesResourceAllocationWebpageScreenshot_01.23.2026.pdf • 1.5LCMCSMinutes_11.17.25approved_p1.pdf • 3.4CCCCDBoardPolicy-BudgetDvlpmt_5033.pdf • 3.4CCCCDBoardPolicy-FiscalMgmt_5031.pdf • 3.4CCCCDBudgetForum-April 2025.pdf • 3.4CCCCDBusinessForumWebsiteScreenshot_02.24.2026.pdf • 3.4CCCCDBusinessProc5.01-ScheduledMaintenanceandSpecialRepairProgram.pdf

- 3.4CCCCD-BusinessProc18.06-BudgetPreparation.pdf
- 3.4CCCCDBusinessProcedure18.02-BudgetDevPrepParametr.pdf
- 3.4LMCBudgetRequestsEmailfor2025-26FallResourceAllocationProcess.pdf
- 3.4LMC-SGCRAPPresentation_2025-26_9-10-25.pdf
- 3.4LMCSGCRAPPresentation2025-26.pdf
- 3.5CCCCDAoptionBudget2025-2026.pdf
- 3.5CCCCDBoardPolicy5031-FiscalManagement.pdf
- 3.5CCCCDBoardPolicy5033-BudgetDevelopment.pdf
- 3.5CCCCDBudgetReportsWebpageScreenshot_02.25.2026.pdf
- 3.5CCCCDBusinessProc18.01-GeneralFundBudget.pdf
- 3.5CCCCDBusinessProc18.02-ParametersforBudgetDev.pdf
- 3.5CCCCDBusinessProc18.06-BudgetPreparation.pdf
- 3.5CCCCD-DGCWebsiteScreenshot_02.28.2026.pdf
- 3.5CCCCDDistrictBudgetStudySession2025.pdf
- 3.5DGC_9-2-2025_AdoptionBudget.pdf
- 3.5DGCagenda_2-11-2025_BudgetAssumptions.pdf
- 3.5GB Agenda_6-3-2025_Tentative Budget.pdf
- 3.5GB Agenda_9-10-2025_Adoption Budget.pdf
- 3.5GB Agenda_9-10-2025_Budget Hearing.pdf
- 3.5LMC2025-26RAPApprovalMemo.pdf
- 3.5LMCSGCAgenda_10Dec2025.pdf
- 3.5LMCSGCAgenda_10Sep2025.pdf
- 3.5LMC-SGCMminutes-Item6Budget_12-10-25.pdf
- 3.42LMCFall2025RAPApprovalMemo.pdf
- 3.52025.02.06_CBO Agenda Packet wAssumptions.pdf
- 3.52025.09.04_CBO Agenda Packet.pdf
- 3.52025-26_GB Master Planning Calendar_Review of Fiscal Info.pdf

	<ul style="list-style-type: none"> • 1.1LMC-Planning-&Institutional-Effectiveness-College-Plans-Educational-Strategic-Plan-2020-2025-Webpage_Screenshot_1_22_26.pdf • 1.2LMC-CollegeAssemblyPresentation_NewGoalStatements_2_9_26.pdf
<p>Standard 3.6: The institution ensures the integrity and responsible use of its financial resources and regularly evaluates its fiscal outcomes and financial management practices to promote institutional mission fulfillment.</p>	
<p align="center">Strengths, Evidence, and Gaps</p>	<p align="center">Evidence List</p>
<p><u>Strengths + Evidence:</u> None yet identified.</p> <p><u>Gap + impact + what's needed:</u> None yet identified.</p>	<ul style="list-style-type: none"> • 3.4CCCCDBudgetForum-April 2025.pdf • 3.4CCCCDMeasureE2014Audit_06.30.25.pdf • 3.4LMCBudgetUpdateOpeningDayPresentation_January2026.pdf • 3.6AppendixE-SoundFiscalHealthMngmChklist_t2025-26.pdf • 3.6CBOAgendaPacket-PolicyReview_09.05.2024.pdf • 3.6BOCAgenda_02-05-2025-Bond Audit.pdf • 3.6CCCCDAdminProcedure-ConflictofInterest_1020.01.pdf • 3.6CCCCD-AnnualFinancialReport_06.30.2021and2020.pdf • 3.6CCCCD-AnnualFin-BudgetRprtsWebsiteScreenshot_02.28.2026.pdf • 3.6CCCCD-AuditReportsWebsiteScreenshot_02.26.2026.pdf • 3.6CCCCDBoardPolicy_1010-CodeofEthics.pdf

- 3.6CCCCDBoardPolicy5001-DesignationofAuthorizedSignatures.pdf
- 3.6CCCCDBoardPolicy5007-ExternalAuditofDistrictFunds.pdf
- 3.6CCCCDBoardPolicy5013-Purchasing.pdf
- 3.6CCCCDBoardPolicy5014-Contracts.pdf
- 3.6CCCCDBoardPolicy5031-FiscalMgmt.pdf
- 3.6CCCCDBoardPolicy5033-BudgetDevelopment.pdf
- 3.6CCCCDBoardPolicy5036-AssetandAccessControl.pdf
- 3.6CCCCDBoardPolicy-AuthSignDesignee_5001.pdf
- 3.6CCCCDBoardPolicy-Contracts_5014.pdf
- 3.6CCCCDBoardPolicy-Purchasing_5013.pdf
- 3.6CCCCD-BondPrgrms-Audits-StmntsWebsiteScreenshot_02.28.2026.pdf
- 3.6CCCCDBusinessProc3.11-GeneralLedgerAccountCodeNumbers.pdf
- 3.6CCCCDBusinessProc3.18-FiscalYearEndReporting.pdf
- 3.6CCCCDBusinessProc3.23-JournalEntry.pdf
- 3.6CCCCDBusinessProc9.01-ConductingBusinNameofDistrict.pdf
- 3.6CCCCDBusinessProc9.09-MealandLightRefreshments.pdf
- 3.6CCCCDBusinessProc9.22-EmployeeReimbursement.pdf
- 3.6CCCCDBusinessProc9.24-StudentGrpExpenseClaimGuidelines.pdf
- 3.6CCCCDBusinessProc9.45-RequestforGovBoardAgenda.pdf
- 3.6CCCCDBusinessProc9.46-SignatureAuthorityandDelegation.pdf
- 3.6CCCCDBusinessProc11.00-Purchasing.pdf
- 3.6CCCCDBusinessProc11.01-BidsandContracts.pdf

- 3.6CCCCDBusinessProc11.02-ConstructionBiddingGuidelines.pdf
- 3.6CCCCDBusinessProc11.03-TypesofPurchases.pdf
- 3.6CCCCDBusinessProc11.04-PurchaseRequisitions.pdf
- 3.6CCCCDBusinessProc11.10-BlanketPurchaseOrders.pdf
- 3.6CCCCDBusinessProc11.15-Vouchers.pdf
- 3.6CCCCDBusinessProc21.01-WhentoContactIAS.pdf
- 3.6CCCCDBusinessProc21.02-AuditProcess.pdf
- 3.6CCCCDBusProcedure-AssetControl_10.55.pdf
- 3.6CCCCDBusProcedure-Bids-Contracts_11.01.pdf
- 3.6CCCCDBusProcedure-BlanktPurchaseOrders_11.10.pdf
- 3.6CCCCDBusProcedure-CodeofEthics_11.24.pdf
- 3.6CCCCD-BusProcedure-PymtSpecSvContract_9.10.pdf
- 3.6CCCCD-GovBard-RulesandRegulations.pdf
- 3.6CCCCDInvestmentTrustFinStmtsWebsiteScreenshot_02.28.2026.pdf
- 3.6CCCCD-MeasureAandEWebsiteScreenshot_02.28.2026.pdf
- 3.6CCCCD-MeasureAAnnualReportsWebsiteScreenshot_02.28.2026.pdf
- 3.6GB Agenda_1-15-2025_Audit Reports.pdf
- 3.6GB Agenda_1-21-2026_Audit Reports.pdf
- 3.6GB Retreat Agenda_7-24-21_BP 1010.pdf
- 3.6GB Retreat Agenda_7-24-21_Rules & Regs.pdf
- 3.6GovernorJanuaryBudgetProposal_02.14.2024.pdf
- 3.6LMC2024-25FYEndEmail.pdf
- 3.6LMCBusinessOfficeTrainingAPPurchasingProcessPresentation_20250626.pdf
- 3.6LMCColleagueTrainingHandout-GLSARepor.pdf

	<ul style="list-style-type: none"> • 3.6LMCColleagueTrainingHandout-XGLRReport.pdf • 3.6LMCFY2024-25YearEndSchedule.pdf • 3.6LMCInSiteAccessBudget.pdf • 3.6LMCManagerFiscalTraining_JTharchinEmail.pdf • 3.6LMCSpring_2024BudgetRequestsManagersEmail.pdf • 3.6Multi-Yr Projections_26-27 budgetdevelopment.pdf • A3.6CCCCDAnnualFinancialStatement_06.30.2025.pdf • 3.4CCCCDBoardPolicy5034-InternalAuditServicesCharter.pdf • 3.4CCCCDBoardPolicy-FiscalMgmt_5031.pdf
<p>Standard 3.7: The institution ensures financial solvency. When making short-range financial plans, the institution considers its long-range financial priorities and future obligations to ensure sustained fiscal stability.</p>	
<p style="text-align: center;">Strengths, Evidence, and Gaps</p>	<p style="text-align: center;">Evidence List</p>
<p><u>Strengths + Evidence:</u> None yet identified.</p> <p><u>Gap + impact + what's needed:</u> None yet identified.</p>	<ul style="list-style-type: none"> • 3.6CCCCD-MeasureAandEWebsiteScreenshot_02.28.2026.pdf • 3.6Multi-YrProjections_2026-27budgetdevelopment.pdf • 3.7Adopted Budget_2025-2026_Compensated Absences.pdf • 3.7CCCCD2024-25AdoptionBudgetAssumptions.pdf • 3.7CCCCD2024-25Q3Financial Statements_03.31.2025.pdf • 3.7CCCCD2025-26AdoptionBudgetAssumptions.pdf • 3.7CCCCD-2025-26CCCCRatesSigned.pdf • 3.7CCCCD2025-26Q1FinancialStatements_AllFunds.pdf • 3.7CCCCDActuarialStudyofRetireeHealthLiabilities06.30.2025.pdf • 3.7CCCCDBoardPolicy5039-DebtIssuanceandManagement.pdf

- 3.7CCCCDBoardPolicy-InvestmentPolicy-5027.pdf
- 3.7CCCCDBusinessProc3.43-DebtIssuanceandManagement.pdf
- 3.7CCCCDBusinessProc18.02-ParametersforBudgetDev.pdf
- 3.7CCCCDBusProc-AcademicMonthlyPersonnelBudgAcct-3.07.pdf
- 3.7CCCCD-FuturisAnnualNotificationsWebsiteScreenshot.pdf
- 3.7CCCCDInvestmentPolicyStatement2018-10-18.pdf
- 3.7CCCCD-RetirementBoardofAuthorityWebsiteScreenshot.pdf
- 3.7Credit_Opinion-CCCCD-01Nov2024-PBM_1426656.pdf
- 3.7InvestmentTrustFinancialStatements06.30.2025.pdf
- 3.7LMC-Box2A-Fall2023Memo.pdf
- 3.7LMCRevisedFacultyPrioritization-Box2aProposal.pdf
- 3.7RatingsDirect_4CD Credit Rating_March 2024.pdf
- 3.1FTF_StaffMeeting_2025_Final.pdf
- 3.4CCCCDBoardPolicy-FiscalMgmt_5031.pdf
- 3.4CCCCD-BusinessProc18.01-GeneralFundBudget.pdf
- 3.4LMCBudgetUpdate_2025-26Tentative_April 2025.pdf
- 3.4LMCFY2025-26_AdoptionBudgetPresentation_GovBdMtg_10Sep2025.pdf

Standard 3.8: The institution constructs and maintains physical resources to support and sustain educational services and operational functions. The institution ensures safe and effective physical resources at all locations where it offers instruction, student services, and/or learning supports.

Strengths, Evidence, and Gaps	Evidence List
<p><u>Strengths + Evidence:</u> None yet identified.</p> <p><u>Gap + impact + what’s needed:</u> None yet identified.</p>	<ul style="list-style-type: none"> • 3.8BOG-2020Revision_PolicyonUtilizationandSpaceStandards.pdf • 3.8CCCCD0725-22A-FP 5Year Capital Outlay Plan.pdf • 3.8CCCCDBoardPolicy6003.pdf • 3.8CCCCDBusinessProcedure5.01-ScheduledMaintenanceandSpecialRepair.pdf • 3.8CCCCDBusinessProcedure5.10.pdf • 3.8CCCCDBusinessProcedure5.11.pdf • 3.8CCCCD-EnergyPlanApproved.pdf • 3.8CCCCDFacilitiesOrgChart_02.17.2026.pdf • 3.8CCCCD-FacilitiesPlanningMeetings2025.pdf • 3.8CCCCDHRProcedure-Safety-Illness-Injury_1080.15.pdf • 3.8CCCCDTCOToolUpdated_02.17.2026.pdf • 3.8CCCCOFacilitiesPlanningManual.pdf • 3.8CCCCOUtilizationPolicies_02.12.2026.pdf • 3.8DVC-LMC_EmergencyProjectsProcessExample.pdf • 3.8FUSION-SpaceInventoryCCCCOFPU-Submitted.pdf • 3.8LMCFacilitiesHomeWebsiteScreenshot_04.01.2026.pdf • 3.8LMCFacilitiesMasterPlan2024_02.12.2026.pdf • 3.8LMCFacilitiesOrgChart_02.17.2026.pdf • 3.8LMCFacilitiesPlanDesignGuidelines2024_02.12.2026.pdf • 3.8LMCFacilitiesWorkOrderRequestSystem_02.17.2026.pdf

	<ul style="list-style-type: none"> • 3.8LMCFiveYearCapitalOutlayPlanFY27-31_02.17.2026.pdf • 3.8LMCSafetyCommitteeAgenda_02.12.2026.pdf • 3.8LMCSafetyCommitteeWebpage_02.17.2026.pdf • 3.8ProjectList5Year12_15_2025 10_48_34 AM.pdf • 3.84CD-CertificationofInventoryFY2025-26_FUSIONReport17_4cdSigned_10.03.24.pdf • 1.1LMC-Mission-Vision-Values-Webpage-Screenshot_1.30.2026.pdf • 1.1LMC-Planning-&-Institutional-Effectiveness-College-Plans-Educational-Strategic-Plan-2020-2025-Webpage_Screenshot_1_22_26.pdf • 3.4CCCCDBusinessProc5.01-ScheduledMaintenanceandSpecialRepairProgram.pdf
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Standard 3.9: The institution implements, enhances, and secures its technology resources to support and sustain educational services and operational functions. The institution clearly communicates requirements for the safe and appropriate use of technology to students and employees and employs effective protocols for network and data security.

Strengths, Evidence, and Gaps	Evidence List
<p><u>Strengths + Evidence:</u></p> <ul style="list-style-type: none"> • The institution’s data is protected by leveraging data encryption tools <ul style="list-style-type: none"> ○ LMC BitLocker Encryption - Microsoft Intune admin center.pdf <p><u>Gap + impact + what’s needed:</u></p> <ul style="list-style-type: none"> • The Shared Governance Council has recently decided that TAG will not continue at the end of the Spring Semester and instead will initialize a process to create a new 	<ul style="list-style-type: none"> • 3.9 - District IT Roles and Responsibilities.pdf • 3.9 - InSite Portal.pdf • 3.9 Narrative - IT Resources.docx • 3.9CCCCD-AccessandUsageofNetwork.pdf • 3.9CCCCD-AccessSQLfromOffsiteLocation.pdf • 3.9CCCCD-AdministrativeProcedure_1900.01.pdf • 3.9CCCCD-AdministrativeProcedure-1012.01.pdf • 3.9CCCCD-BoardPolicy-1012.pdf • 3.9CCCCD-BoardPolicy-3013.pdf • 3.9CCCCD-BoardPolicy-4003.pdf

technology committee focused on the rapid technology changes and innovation.

- 3.9CCCCD-BoardPolicy-4006.pdf
- 3.9CCCCD-BoardPolicy-5030.pdf
- 3.9CCCCD-BusinessProcedure-10.06.pdf
- 3.9CCCCD-BusinessProcedure-10.54.pdf
- 3.9CCCCD-BusinessProcedure-10.56.pdf
- 3.9CCCCD-BusinessProcedure-22.22.pdf
- 3.9CCCCD-ColleagueAccessfromOffsiteLocation.pdf
- 3.9CCCCD-CurriculumandInstructionProcedure-4003.pdf
- 3.9CCCCD-DistrictInformationTechnology.pdf
- 3.9CCCCDEmergencyOperationsPlan.pdf
- 3.9CCCCD-ImplementationGuideline_2012.01.pdf
- 3.9CCCCD-Information Security.pdf
- 3.9CCCCD-ITArchitecturalStandardsDesignGuide.pdf
- 3.9CCCCD-ITDepartment-WebsiteScreenshot_03.21.2026.pdf
- 3.9CCCCD-ITHowToArticles.pdf
- 3.9CCCCD-ITPoliciesandStandards.pdf
- 3.9CCCCD-VulnerabilityManagementStandard.pdf
- 3.9CCCCDWrittenInformationSecurityProgramWebsiteScreenshot_03.03.2026.pdf
- 3.9District Technology Resources Backup Strategy.pdf
- 3.9Employee Email - Phishing Tests.pdf
- 3.9Employee Email - Required Cybersecurity Awareness Training.pdf
- 3.9Employee Email - Summer Technology Update.pdf
- 3.9ICCCCDInformationSecurity.pdf
- 3.9IT Infrastructure and Systems Evaluation Matrix.pdf
- 3.9ITPU-VulnerabilityManagementStandard.pdf
- 3.9LMCDistanceEducationCommitteeWebsite_02.17.2026.pdf
- 3.9LMCInsiteEmployeeResources_02.17.2026.pdf
- 3.9LMCInsiteWebpage_02.17.2026.pdf

	<ul style="list-style-type: none"> • 3.9LMCInsiteWifilInstructions_02.20.2026.pdf • 3.9LMCITTicketSystem_02.17.2026.pdf • 3.9LMCITWebpage_02.17.2026.pdf • 3.9LMCTAGWebsite_02.17.2026.pdf • 3.9LMCTechnologyPlan2022-2028.pdf • 3.9LMCTechnologyPlan2025MindMap.pdf • 1.1LMC-Mission-Vision-Values-Webpage-Screenshot_1.30.2026.pdf • 1.1LMC-Planning-&-Institutional-Effectiveness-College-Plans-Educational-Strategic-Plan-2020-2025-Webpage_Screenshot_1_22_26.pdf • 3.8LMCFacilitiesMasterPlan2024_02.12.2026.pdf • 3.9 - District IT Information in InSite.pdf
<p>Standard 3.10: The institution has appropriate strategies for risk management and has policies and procedures in place to implement contingency plans in the event of financial, environmental, or technological emergencies and other unforeseen circumstances.</p>	
<p style="text-align: center;">Strengths, Evidence, and Gaps</p>	<p style="text-align: center;">Evidence List</p>
<p><u>Strengths + Evidence:</u></p> <ul style="list-style-type: none"> • [DG] LMC IT provides a disaster recovery system in the event of an emergency where access to campus resources can be quickly restored or maintained. <ul style="list-style-type: none"> ○ Protected-Objects_2026-04-14-1602.pdf <p><u>Gap + impact + what's needed:</u></p> <ul style="list-style-type: none"> • Monthly safety meetings with safety committee <ul style="list-style-type: none"> ○ Semi-annual fire drill testing (JH) 	<ul style="list-style-type: none"> • 3.9CCCCBoardPolicy4006-SoftwareUsePolicy.pdf • 3.9CCCCBoardPolicy5030-AcceptableTechUse.pdf • 3.9CCCCBusinessProc22.22-DataClassificationStandard.pdf • 3.9CCCCWrittenInformationSecurityProgramWebsiteScreenshot_03.03.2026.pdf • 3.9District Technology Resources Backup Strategy.pdf • 3.10BACCD 09.30.25 Structure.pdf • 3.10CCCC Incident Response Plan.pdf • 3.10CCCC2025-2026 Adoption Budget GB Presentation.pdf

- 3.10CCCCDAbusePreventionMandatoryReportingFlyer.pdf
- 3.10CCCCDAbuseReportingPhoneNumbers.pdf
- 3.10CCCCDAnnualFinancialandBudgetReportsWebpage Screenshot_03.03.2026.pdf
- 3.10CCCCDAQIMatrixforWildfire.pdf
- 3.10CCCCD-BoardPolicy+5033.pdf
- 3.10CCCCDBusinessProc8.03-DistrictInsurance.pdf
- 3.10CCCCDBusinessProc8.30-MalpracticeLiabilityforAllied HealthPrograms.pdf
- 3.10CCCCDBusinessProc8.40-ClaimsAgainsttheDistrict.pdf
- 3.10CCCCDBusinessProc10.06-AcceptableTechnologyUse.pdf
- 3.10CCCCDBusinessProc10.54-AccessstoTechAssets.pdf
- 3.10CCCCDBusinessProc18.01-GeneralFundBudget.pdf
- 3.10CCCCDChildAbuseReporting.pdf
- 3.10CCCCD-EmergencyOperationsPlan.pdf
- 3.10CCCCDErgonomicEvaluationsWebpageScreenshot_03.03.2026.pdf
- 3.10CCCCDFinancialReport2023-24andBudgetReport2024-25.pdf
- 3.10CCCCDHowtoReportanInjury.pdf
- 3.10CCCCDHRProc1080.02-HeatIllnessPreventionProgram.pdf
- 3.10CCCCDHRProc1080.03-ViolenceinWorkplace.pdf
- 3.10CCCCDHRProc1080.07-BloodBorneDiseases.pdf
- 3.10CCCCDHRProc1080.15-IllnessInjuryPrevention.pdf
- 3.10CCCCDHRProc1080.16-HazardCommProgram.pdf
- 3.10CCCCDHRProc1080.17-EmergencyOperationsPlan.pdf

- 3.10CCCCDInformationSecurityWebpageScreenshot_03.03.2026.pdf
- 3.10CCCCDInteractiveProcessesforRiskManagementWebpageScreenshot_03.03.2026.pdf
- 3.10CCCCDITPoliciesandStandardsWebsiteScreenshot_03.03.2026.pdf
- 3.10CCCCDLiabilityInsuranceFAQs.pdf
- 3.10CCCCDSuspectedChildAbuseReportingForm.pdf
- 3.10CCCCDWorkersCompMedicalFacilities.pdf
- 3.10CCCCDWorkplaceViolenceProtectionPlan.pdf
- 3.10Contra Costa CCD - BACCD JPA Program Structure.pdf
- 3.10LMC-EmergencyProceduresFlipchart.pdf
- 3.6LMCFY2024-25YearEndSchedule.pdf
- 3.7CCCCDActuarialStudyofRetireeHealthLiabilities06.30.2025.pdf
- 3.7CCCCDInvestmentPolicyStatement2018-10-18.pdf
- 3.7CCCCDInvestmentTrustFinancialStatements06.30.2025.pdf