

Alignment of LMC EMP Draft Goals, 4CD Strategic Directions, CCCC “Vision for Success” Goals & CCCC “Call to Action” Strategies

Revised Draft, 8/5/20

LMC 2020-25 EMP Goals & Objectives	4CD Strategic Directions	CCCCO “Vision for Success” Goals	CCCCO “Call to Action” Strategies
<p>Goal 1: Strengthen a culture of equity, diversity, inclusion, and racial justice</p> <p>1.1. Strategically recruit, support, train and retain a highly-qualified, diverse workforce.</p> <p>1.2. Create and enhance multiple, ongoing opportunities for dialogue, engagement, and community-building; develop action plans that implement equity-focused, anti-racist, inclusive practices.</p> <p>1.3. Review policies, procedures, outcomes, and operations to identify and eliminate any inherent biases or inequities; actively work to incorporate principles of diversity, inclusion, equity, and anti-racism throughout all institutional practices.</p> <p>1.4. Utilize data to identify practices, prioritize actions, and allocate resources that address institutional inequities and achievement gaps for Black, indigenous, people of color (BIPOC), minoritized/marginalized, disproportionately-impacted, and historically-underserved/under-represented groups.</p> <p>1.5. Foster and maintain a safe and welcoming learning and work environment for all by assessing campus climate and developing action plans to foster a more inclusive atmosphere.</p> <p>1.6. Engage and support all members of the College community in anti-racism and anti-discrimination efforts; review and enhance support strategies and resources for employees and students who have experienced racism, sexism, or any form of discrimination at the College.</p>	<p>Strategic Direction 2: Decrease Equity Gaps for All Students</p> <p>Strategic Direction 4: Cultivate a Culture of Engagement throughout the District</p>	<p>GOAL #5 Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40% within five years.</p>	<p>Strategy 2: Campus leaders must host open dialogue and address campus climate.</p> <p>Strategy 3: Campuses must audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum.</p> <p>Strategy 4: District Boards review and update your Equity plans with urgency.</p> <p>Strategy 5: Shorten the time frame for the full implementation of the Diversity, Equity and Inclusion Integration Plan.</p> <p>Strategy 6: Join and engage in the Vision Resource Center “Community Colleges for Change.”</p>

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<p>Goal 2: Increase and maximize equitable opportunities for students to successfully complete courses and programs.</p> <p>2.1. By 2020-22, develop and implement the Strategic Enrollment Management Plan (2020-23) to include flexible and strategic scheduling, curriculum, integrated student support, and distance education.</p> <p>2.2. Implement the Student Equity Plan to meet institutional goals for reducing Equity Gaps and to ensure equitable success for all students.</p> <p>2.3. Across all of the College’s instructional sites, increase equitable access to courses, programs and student support services, improved infrastructure, and technology resources through 2022-23.</p> <p>2.4. Improve the flexibility in the delivery of programs and services.</p> <p>2.5. Design and offer culturally responsive, historically accurate, anti-racist curriculum.</p>	<p>Strategic Direction 1: Improve Student Learning and Completion across District Colleges</p> <p>Strategic Direction 2: Decrease Equity Gaps for All Students</p>	<p>GOAL #1 Increase by 20% the number of students annually who acquire associate degrees, credentials, certificates.</p> <p>GOAL #2 Increase by 35% the number of students system-wide transferring annually to a UC or CSU.</p> <p>GOAL #3 Decrease the average number of units accumulated by students earning associate degrees, from approximately 87 total units (the most recent system-wide average) to 79 total units.</p> <p>GOAL #5 Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40% within five years.</p>	<p>Strategy 1: A System wide review of law enforcement officers and first responder training and curriculum.</p> <p>Strategy 3: Campuses must audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum.</p>

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<p>Goal 3: Increase opportunities that will prepare students to enter high-demand and living wage occupational fields.</p> <p>3.1. Implement the Workforce Development Strategic Plan to include the development of new instructional programs – including degree, certificate, and transfer credit programs, as well as noncredit opportunities – that align to local and regional workforce needs through 2024-25.</p> <p>3.2. Increase and strengthen internal collaborations to support students’ preparation for high-demand and living wage careers through 2024-25.</p> <p>3.3. Expand the opportunities for internships and apprenticeships to prepare students for entering the workforce.</p>	<p>Strategic Direction 3: Advance Existing Community Partnerships and Create New Collaborations to Strengthen Student Pathways</p>	<p>GOAL #2 Increase by 35% the number of students system-wide transferring annually to a UC or CSU.</p> <p>GOAL #4 Increase the percentage of exiting CTE students who report being employed in their field of study.</p>	<p>Strategy 1: A System wide review of law enforcement officers and first responder training and curriculum.</p>
<p>Goal 4: To better support students in accomplishing their academic and career goals – from entry to completion/transition – and to enhance course-level and program-level achievement, expand and deepen educational, workforce, and community partnerships.</p> <p>4.1. Increase dual enrollment and articulation with high school partners.</p> <p>4.2. Expand articulation and pathways to four-year institutions by 2024-25.</p> <p>4.3. Continue to expand and cultivate employer partnerships, advisory groups, and external partnerships through 2024-25.</p> <p>4.4. Continue to expand partnerships with nonprofits and local agencies to address student basic needs through 2024-25.</p>	<p>Strategic Direction 3: Advance Existing Community Partnerships and Create New Collaborations to Strengthen Student Pathways</p>	<p>GOAL #1 Increase by 20% the number of students annually who acquire associate degrees, credentials, certificates.</p> <p>GOAL #2 Increase by 35% the number of students system-wide transferring annually to a UC or CSU.</p> <p>GOAL #4 Increase the percentage of exiting CTE students who report being employed in their field of study.</p>	<p>Strategy 1: A System wide review of law enforcement officers and first responder training and curriculum.</p>

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<p>Goal 5: Effectively utilize institutional resources to meet the needs critical to the College mission.</p> <p>5.1. By 2020-21, develop and implement the Distance Education Plan to include technology and instructional equipment, online student services, and technical professional development.</p> <p>5.2. Develop and implement the Facilities Plan by 2021-22.</p> <p>5.3. Develop a total cost of ownership policy model by 2021-22 and integrate it into all future institutional plans.</p>	<p>Strategic Direction 1: Improve Student Learning and Completion across District Colleges</p> <p>Strategic Direction 4: Cultivate a Culture of Engagement throughout the District</p> <p>Strategic Direction 5: Responsibly, Effectively, and Sustainably Steward District Resources</p>	<p>GOAL #1 Increase by 20% the number of students annually who acquire associate degrees, credentials, certificates.</p> <p>GOAL #5 Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40% within five years.</p>	<p>Strategy 6: Join and engage in the Vision Resource Center “Community Colleges for Change.”</p>