

Educational Master Plan

Development of Action Plan

November 23, 2020

Agenda

2

1. Introduction (10 min)

a. Purpose of Gallery Walk

Development of action plans related to the goals and objectives in our Educational Master Plan 2020-25.

b. Question(s) for the breakout room:

- i. What action has been implemented that contributes to EMP goals or objectives?
- ii. What action has been planned to do that contributes to EMP goals or objectives?

2. 4 Breakout Rooms (30 min)

Facilitators: Marci Lapriore, Natalie Hannum, BethAnn Stone, and Chialin Hsieh

3. Report Out (10 min)

Next Step

1. Reach out to people who cannot participate in the College Assembly and seek for their feedback.
2. The actions will be collected through the end of Fall 2020 semester.
3. The actions will be reviewed and analyzed by President Cabinet and Planning Committee in spring 2021.
4. Planning Committee will inform college the next step:
 - a. Action plans for each EMP objectives
 - b. Possible action plan leaders
 - c. Review progress reporting timeline
 - d. Training leaders on using eLumen to capture the progress

Facilitator's Role

4

1. EMP Goals and Objectives document ([attached pdf](#))
 - a. Either share it on the screen
 - b. Or provide the link on the chat
2. Facilitating conversation on the following question(s):
 - a. What action has been implemented that contributes to EMP goals or objectives?
 - b. What action has been planned to do that contributes to EMP goals or objectives?
3. Recording the information (action) members provided ([Google excel](#))
 - a. Share on the screen or Provide the link on the chat
 - b. Alignment to which EMP goal(s)/objective(s)
 - c. Action
 - d. Indicate if the action is part of college plan, committee charges, grant, initiative, etc.
 - e. Name of member

EMP Goals and Objectives

EMP Goals and Objectives

Goal 1. Strengthen a culture of equity, diversity, inclusion, and racial justice. (District #2 and #4)

Objectives:

- 1.1. Strategically recruit, support, train and retain a highly-qualified, diverse workforce.
- 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.
- 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.
- 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.
- 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.
- 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.

Goal 2. Increase and maximize equitable opportunities for students to successfully complete courses and programs. (District #1 and #2)

Objectives:

- 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.
- 2.2. Implement the Student Equity Plan to meet institutional goals for reducing Equity Gaps and to ensure equitable success for all students.
- 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.
- 2.4. Improve the flexibility in the delivery of programs and services.
- 2.5. Design and offer culturally responsive, historically accurate, anti-racist curriculum.

EMP Goals and Objectives

Goal 3. Increase opportunities that will prepare students to enter high-demand and living-wage occupational fields. (District #3)

Objectives:

- 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.
- 3.2. Increase and strengthen internal collaborations to support students' preparation for high-demand and living-wage careers through 2024-25.
- 3.3. Expand the opportunities for internships and apprenticeships to prepare students for entering the workforce.

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. (District #3)

Objectives:

- 4.1. Increase dual enrollment and articulation with high school partners.
- 4.2. Expand articulation and pathways to four-year institutions by 2024-25.
- 4.3. Continue to expand and cultivate employer partnerships, advisory groups, and external partnerships through 2024-25.
- 4.4. Continue to expand partnerships with nonprofits and local agencies to address student basic needs through 2024-25.

Goal 5: Effectively utilize institutional resources to meet the needs critical to the College mission. (District #4 and #5)

Objectives

- 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.
- 5.2. Develop and implement the Facilities Plan by 2021-22.
- 5.3. Develop a total cost of ownership policy model by 2021-22 and integrate it into all future institutional plans.

Questions

Stop Here

LMC Educational Master Plan: Goals and Objectives Gallery Walk



Instruction

Click on the sticky note and write the following:

1. EMP Objective # that the action contributes to.
2. Action.
3. Is this action part of a plan, process, committee charge, or grant? If it is, write it.
4. Your name

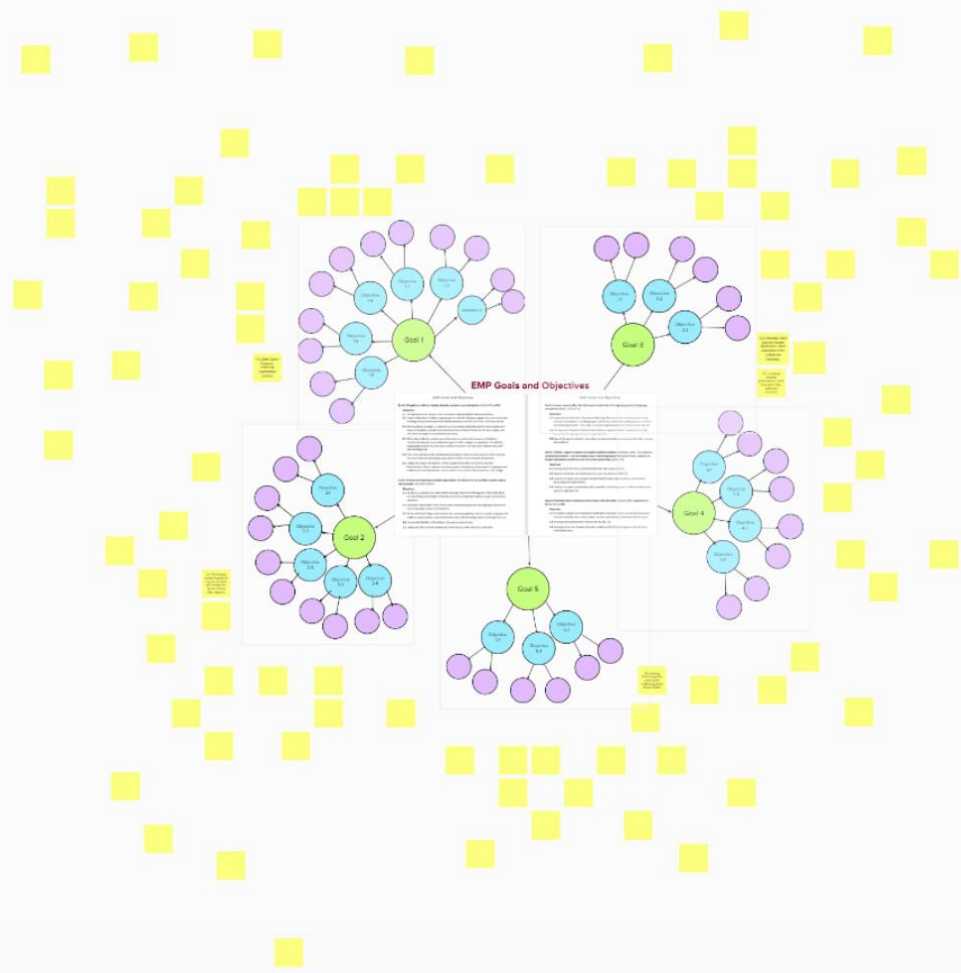
When you write your action/activity, think about the following questions:

1. What action has (plan, process, committee goals, or grant) been implemented that contributes to EMP goal/objective?
2. What action has been (plan, process, committee goals, or grant) planned to do that contributes to EMP objectives?

Examples:

- 1.4. Data Coorb Program, The Planning Committee, Chiala
- 2.2. Technology Skills Programs Support students and employees. Office of Equity and Inclusion, Skiles

Important Action but not in EMP goals or objectives



Navigation controls including zoom in (+), zoom out (-), and a thumbnail view of the gallery walk.

