

LOS MEDANOS  
COLLEGE

# **STRATEGIC PLAN**

## **2014-2019**

**November 3, 2014**

# Agenda

- Process and progress
- Strategic Directions and Goals
- “Operationalizing” the plan
- Questions and comments

# Core Planning Team

- **Faculty:** Paula Gunder, Carol Hernandez, Cecil Nasworthy, Ryan Pedersen, Silvester Henderson, Erich Holtmann
- **Classified:** George Mills, Rashaad McAlpin, Linda Kohler, Leetha Robertson, Catherine Fonseca
- **Students:** Brianna Klipp, Gary Walker
- **Managers:** Ruth Goodin, Bob Kratochvil, Gail Newman, Jennifer Ma, A'kilah Moore, Ronke Olatunji
- **Support Staff:** Kiran Kamath, BethAnn Robertson
- **Consultants:** Keith and Iris Archuleta

# Process and Progress

- January 2014: Opening Day, BIG Ideas, Word Map
- February-March 2014: 3 retreats with internal and external community; Themes surfaced
- April 2014: College Assembly; Process extended to December 2014 to include extensive vetting; Introduced consultant for phase 2
- May 2014: District Strategic Plan approved; LMC plan aligned
- August 2014: Opening Day, Presented Draft Strategic Directions
- August-October: Vetted draft strategic directions, incorporated input
- November 2014: College Assembly, Senates approval
- December 2014: SGC approval, Submission to Governing Board

# Data, Surveys and Input

- Environmental Scan
- Student Satisfaction and Employee Satisfaction Surveys
- Internal and external Community Retreats
- Themes integrated from major college plans
- Progress data on Interim Strategic Goals
- Accreditation Self Evaluation “Actionable Improvement Plans” and Oral Exit Report “Recommendations”
- Input from wide vetting (Academic Senate, Classified Senate, Student Senate, Mgmt. team, PDAC, IDEA, TAG, SGC, Enrollment Management Cmte., Core Planning Team)
- [Strategic Planning Website](#)

# Strategic Directions

1. Increase equitable student engagement, learning and success
2. Strengthen community engagement and partnerships
3. Invest in innovation, technology and infrastructure
4. Expand institutional capacity and effectiveness

# **#1: Increase equitable student engagement, learning and success**

We improve student learning and success by: increasing inclusiveness and engagement; promoting equitable access and completion; providing a welcoming, student-friendly culture; and building stronger relationships among faculty, staff, students, and the community. Los Medanos College strives to facilitate success of all students by delivering relevant and excellent instruction, student support, and services.

# #1: Increase equitable student engagement, learning and success

## Goals:

- 1.1 Improve equity in student success
- 1.2 Increase the number of students who: complete courses, certificates, and degrees; are prepared for transfer and career opportunities; and enter or advance within the workforce
- 1.3 Build and promote equitable engagement and learning opportunities
- 1.4 Increase and promote equitable access



## **#2: Strengthen community engagement and partnerships**

We reinforce the value of Los Medanos College by promoting the institution as an educational and cultural hub for East Contra Costa County. To deepen our connections and engagement within the region, we cultivate strong partnerships with education, business, and other local organizations. As a steward of community resources, Los Medanos College prepares students to contribute to the vitality of our service area as good citizens and valuable members of the workforce.

## #2: Strengthen community engagement and partnerships

### Goals:

- 2.1 Promote Los Medanos College as the “first choice” for learning, training, partnerships, opportunities, and engagement in East Contra Costa
- 2.2 Foster and fortify industry partnerships and local/regional alliances
- 2.3 Enhance collaborations with all educational partners to improve student pathways

## **#3: Invest in innovation, technology and infrastructure**

We are committed to improving teaching and learning methodologies and to providing innovative and effective programs and services through the use of technology. To that end, we: collaborate with our district colleagues and identify best practices that can enhance the delivery of instruction, student support services, and administrative operations. Los Medanos College will design and maintain an infrastructure that meets the ever-changing needs of students, College personnel, and the community.

## **#3: Invest in innovation, technology and infrastructure**

### Goals:

- 3.1 Nurture innovation
- 3.2 Strive for sustainable technology and infrastructure

## **#4: Expand institutional capacity and effectiveness**

We promote a culture of continuous improvement for tangible student success. We will expand resources to further institutional excellence and serve the needs of our diverse community. Our most valuable asset is our employees; therefore we foster a culture of professional development that enhances our capacity.

## #4: Expand institutional capacity and effectiveness

### Goals:

- 4.1 Increase the effectiveness of the institution
- 4.2 Enhance resource sustainability and fiscal responsibility
- 4.3 Retain, attract and invest in talented employees

# “Operationalizing” the Plan

- Template of the Plan

**Strategic Direction #2:** Strengthen community engagement and partnerships.

**Goal 2.1:** Promote LMC as the “first choice” for learning, training, partnerships, opportunities, and enrichment in East Contra Costa.

	Objective	Activity (Activities will continue to be developed by units and programs during annual program review)	Key Performance Indicator	Primary Responsibility	Tentative Timeline
A	Develop a strong and positive image of LMC in the community.	Design and implement a communication mechanism to disseminate LMC success stories for the external community.	Regular quarterly newsletter	Office of the President  Marketing and Media Design	2015-16; Ongoing

# Terminology

Strategic Directions: Broad areas of focus for the college.

Goal: Where we want to see the college in 5 years.

Objective: How we can reach the goal.

Activity: What we can do to reach the goal.

Key Performance Indicator: How we know we are progressing.

Primary Responsibility: Who will lead this work.

Tentative Timeline: When the activity will begin.



# “Operationalizing” the Plan

- Transitioning into the plan
  - Program/Unit Review and Planning (PRAP)
  - Both Interim goals (2012-14) and Five-Year Strategic Plan goals (2014-19) will be included in fall 2014
  - Align with either of the goals for this year’s process

# Current Vision and Values

- Vision Statement:

*“Los Medanos College provides the premier educational opportunity for East County residents, where learning matters most.”*

- Values:

- Learning*
- Communication*
- Collaboration*
- Engagement*

# Values Surfaced During the Planning Process

- Learning
- Communication
- Collaboration
- Engagement
- Equity
- Excellence
- Student Centered
- Success
- Community
- Innovative
- Caring/Nurturing
- Civility
- Harmony
- Responsibility
- Respect

*Nouns and adjectives to be adjusted.*



Questions? Comments?