



# Strategic Plan 2009 Annual Implementation Plan 2007-2008

“The Strategic Planning Council recognizes the importance of using the governance process to identify, prioritize, and allocate funding to ensure the success of the Objectives and Activities listed in this Annual Implementation Plan. While the SPC may not be named as an assigned group on each Objective and Activity, its role is implicit throughout.”

<b>Objective/Activity 1</b> <i>Goal : ALL</i>		<b>Primary Person(s): Vice President, Instruction; Accreditation Tri-Chairs</b>
Prepare Palomar’s self-study for reaffirmation of accreditation.		<b>Assigned Groups: Accreditation Steering Committee; Accreditation Standard Writing Groups</b>
<b>Estimated Cost:</b>	One Time	<b>Funding Source:</b>
	Ongoing	<b>Time Line: February 2008, 1st Draft; May 2008, 2<sup>nd</sup> Draft</b>
<b>February, 2008</b>		
<b>May, 2008</b>		

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<b>Objective/Activity 2</b> <i>Goal: Student Success</i>		<b>Primary Person(s):</b> Co-Chairs Learning Outcomes Council
<p>As a result of Palomar’s self-assessment for effective practices in Basic Skills instruction and support, develop and implement student success centers to increase student engagement, persistence, and completion.</p> <p>This activity addresses the following objectives in the 2009 Strategic Plan:</p> <ul style="list-style-type: none"> <li>• Develop and implement an institution-wide plan that includes strategies to improve retention (course completion) and persistence (semester to semester attendance and completion)</li> <li>• Increase instructional faculty’s awareness and referral of students to services that support student success.</li> <li>• Increase student awareness and use of services that support student success.</li> </ul>		<b>Assigned Groups:</b> Student Learning Outcomes Council; Curriculum Committee; Instructional Planning Council; Student Services Planning Council
<b>Estimated Cost:</b>	One Time	<b>Funding Source:</b>
	Ongoing	<b>Time Line:</b>
<b>February, 2008</b>		
<b>May, 2008</b>		

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<b>Objective/Activity 3</b> <i>Goal : Student Success</i>		<b>Primary Person(s):</b> Vice President, Student Services; Vice President, Instruction
Define and communicate classroom and college expectations of students that foster shared responsibility for learning outcomes.		<b>Assigned Groups:</b> Student Services Planning Council; Instructional Planning Council; Learning Outcomes Council; Faculty Senate; Associated Student Government;
<b>Estimated Cost:</b>	One Time	<b>Funding Source:</b>
	Ongoing	<b>Time Line:</b> May, 2008
<b>February, 2008</b>		
<b>May, 2008</b>		

NOTE – Identified as In Progress from 2006-07

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<b>Objective/Activity 4</b> <i>Goal : Student Success</i>		<b>Primary Person(s):</b> Superintendent/President; Vice President, Human Resource Services
Develop a plan to increase the number of full-time faculty and the 75/25 ratio, while recognizing the need to increase the diversity among full-time faculty.		<b>Assigned Groups:</b> Strategic Planning Council; Human Resource Services Planning Council for Model EEO Plan; Faculty Senate; 75/25 Work Group
<b>Estimated Cost:</b>	One Time	<b>Funding Source:</b>
	Ongoing	<b>Time Line:</b> May, 2008
<b>February, 2008</b>		
<b>May, 2008</b>		

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<b>Objective/Activity 5</b> <i>Goal : Teaching and Learning</i>		<b>Primary Person(s):</b> Faculty Senate President; Academic Technology Coordinator
Integrate campus discussions related to on-line teaching.		<b>Assigned Groups:</b> Faculty Senate Academic Technology Committee; Technology Resources Committee; Academic Technology Group; Professional Development; PFF; Associated Student Government; TERB
<b>Estimated Cost:</b>	One Time	<b>Funding Source:</b>
	Ongoing	<b>Time Line:</b> May, 2008
<b>February, 2008</b>		
<b>May, 2008</b>		

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<b>Objective/Activity 6</b> <i>Goal : Teaching and Learning</i>		<b>Primary Person(s):</b> Co-Chairs of Technology Resources Committee
Provide up-to-date technology and related technical and equipment support for instructional purposes.		<b>Assigned Groups:</b> Technology Resources Committee; Strategic Planning Council; Faculty Senate Academic Technology Committee (ATC)
<b>Estimated Cost:</b>	One Time	<b>Funding Source:</b>
	Ongoing	<b>Time Line:</b> May, 2008
<b>February, 2008</b>		
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<b>Objective/Activity 7</b> <i>Goal : Teaching and Learning</i>		<b>Primary Person(s):</b> Co-Chairs of Learning Outcomes Council
Enculture the discussion and implementation of learning outcomes cycles.		<b>Assigned Groups:</b> Learning Outcomes Council; Institutional Review Committee; Curriculum Committee
<b>Estimated Cost:</b>	One Time	<b>Funding Source:</b>
	Ongoing	<b>Time Line:</b> May, 2008
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<b>Objective/Activity 8</b> <i>Goal : Organizational and Professional Development</i>		<b>Primary Person(s):</b> Vice President, Human Resource Services
Develop and implement a plan to establish and fund on-going employee training programs for technical and professional skills to assess needs, assure competencies, and identify appropriate delivery methods.		<b>Assigned Groups:</b> Human Resource Services Planning Council; Information Services; Professional Development; Council of Classified Employees (CCE); Technology Resources Committee; Staff Development and Training Committee
<b>Estimated Cost:</b>	One Time	<b>Funding Source:</b>
	Ongoing	<b>Time Line:</b> May, 2008
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<b>Objective/Activity 9</b> <i>Goal : Organizational and Professional Development</i>		<b>Primary Person(s): Superintendent/President</b>
Evaluate formal communication channels and improve the vertical and horizontal communication within the governance structure.		<b>Assigned Groups: Strategic Planning Council; Instructional Planning Council; Student Services Planning Council; Human Resource Services Planning Council; Administrative Planning Council; Research and Planning</b>
<b>Estimated Cost:</b>	One Time	<b>Funding Source:</b>
	Ongoing	<b>Time Line: May, 2008</b>
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<b>Objective/Activity 10</b> <i>Goal : Resource Management</i>		<b>Primary Person(s):</b> Superintendent/President; Director, Research and Planning
Develop and implement a process for submitting, approving, and managing grants.		<b>Assigned Groups:</b> Strategic Planning Council; Research and Planning; Director, Grant Funded Student Programs; Director, Fiscal Services
<b>Estimated Cost:</b>	One Time	<b>Funding Source:</b>
	Ongoing	<b>Time Line:</b> May, 2008
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<b>Objective/Activity 11</b> <i>Goal : Facilities Improvement</i>		<b>Primary Person(s):</b> Vice President, Finance & Administrative Services; Director, Facilities
Identify and provide appropriate levels of funding to support and ensure implementation of the facilities plan and the ongoing maintenance of buildings and grounds.		<b>Assigned Groups:</b> Administrative Services Planning Council; Facilities Review Committee
<b>Estimated Cost:</b>	One Time	<b>Funding Source:</b>
	Ongoing	<b>Time Line:</b> May, 2008
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<b>Objective/Activity 12</b> <i>Goal : Facilities Improvement</i>		<b>Primary Person(s):</b> Vice President, Finance & Administrative Services
Complete the master signage plan for all district facilities		<b>Assigned Groups:</b> Administrative Services Planning Council
<b>Estimated Cost:</b>	One Time	<b>Funding Source:</b>
	Ongoing	<b>Time Line:</b> May, 2008
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<b>Objective/Activity 13</b> <i>Goal : Facilities Improvement</i>		<b>Primary Person(s):</b> Manager, Facility Planning/Environmental Health & Safety
Continue to develop procedures to respond to emergency situations.		<b>Assigned Groups:</b> Safety and Security Committee; Campus Police Committee
<b>Estimated Cost:</b>	One Time	<b>Funding Source:</b>
	Ongoing	<b>Time Line:</b> May, 2008
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