



## APPROVED 2021-22 BOARD GOALS AND RELATED TASKS

### **GOAL #1: Successfully onboard the new Superintendent/President.**

#### **Related Tasks:**

1. Establish mutually agreed upon performance goals with the Superintendent/President.
2. Develop an aligned vision for the District with the Superintendent/President.

### **GOAL #2: Maintain an exceptional learning environment for all students by ensuring that appropriate plans and policies are in place to sustain and improve the District's institutional effectiveness.**

#### **Related Tasks:**

1. In alignment with Fiscal Crisis Management Assessment Team's (FCMAT) recommendations, 1) review an annual fiscal report that describes the District's level of fiscal resilience, 2) monitor and support the District's work to address the Board's adopted response to the FCMAT recommendations as modified on April 06, 2021, and 3) establish a strategic vision for the budget moving forward.
2. Track institutional reorganization process, including organizational analysis and staffing analysis, to monitor development of a financially stabilized operational structure with an emphasis on employee equity and best practices.
3. Regularly receive and review reports on the development of the District's new Educational and Facilities Master Plan, including engaging in a workshop where trustees will discuss the possibility of a future bond.
4. Aligned with Palomar's vision, mission, and values statement, expect a formal report documenting progress and outcomes of the District's work to 1) foster a culture of inclusion and belonging, and 2) research, review, and revise policies, procedures, and structures with the intent of dismantling inequities across student groups and the campus community.
5. Receive a report on the implementation of the District's new governance process and how it seeks to elevate voices and utilize feedback from students, faculty, and staff who are committed to improving the learning environment.

### **GOAL #3: Ensure the District strengthens, promotes, and supports the District's diverse workforce through strategies focused on recruitment, hiring, and retention. (Standard II.A; III.A)**

#### **Related Tasks:**

1. Engage in a work study session on 1) Palomar's EEO Plan, 2) any upcoming changes to the plan, and 3) ways in which the Board can fully support and monitor the work the District is making to increase the diversity of its faculty and staff.
2. Ensure compliance officers receive appropriate training to support a fair and equitable interview process.



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**GOAL #4: Ensure the District implements programs and services that improve student access, progress, learning, and achievement of our diverse student population. (Standard I.B; II.A-C; IV.B)**

**Related Tasks:**

1. Utilizing an equity lens, review and discuss data on student access, retention, and completion, including but not limited to progress the District is making toward meeting its aligned Vision for Success and Equity goals.

**GOAL #5: Actively participate in legislative advocacy for community college issues (Standard IV.C).**

**Related Tasks:**

1. Actively engage in activities to learn about, support, and respond to legislation specific to California Community Colleges.
2. Strengthen and build relationships with local legislators while actively participating on community college advocacy groups.

**GOAL #6: Advance the District by strengthening business and community partnerships. (Standard IV.B.6)**

**Related Tasks:**

1. Expand participation in local and county events and organizations throughout the District's service area to ensure that the community is aware of the diversity and quality of Palomar's educational programs and services.
2. Expect a formal report documenting progress and outcomes of the District's efforts to increase the awareness of business and industry partners about the career education programs offered through the District.



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**GOAL #7: Engage in professional development and improvement activities to strengthen the board's effectiveness as a policy-making board. (Standard IV.C.9)**

**Related Tasks:**

1. Utilizing multiple methods of delivery, engage in board retreats and/or professional development activities to 1) discuss and clarify policy roles and responsibilities of the board, and 2) learn about the programs and services available to students.
2. Increase understanding of the District's budget and fiscal health including learning about following:
  - How budget is developed
  - How costs are related to program review and student success
  - Having a healthy reserve
  - Developing strategies for long-term liabilities and pension obligations
  - Budget alignment with Vision for Success goals
  - Planning for a GO Bond campaign
  - Exploring innovative ways to increase revenue generation
3. Improve the efficiency and administration of Board meetings while still ensuring dialogue, reflection, and the opportunity for public comment.
4. Increase understanding of accreditation, including the Board's role (e.g., Standard IV.C) as the District prepares for its site visit in March 2022