VISION PLAN 2035 - EVP Goals and Objectives

Goal 1. Reimagine and redesign instruction and student services to increase student success.

Objectives:

1. Ensure academic support services, such as tutoring and career support, are easy to find, easy to access, and available in multiple modalities to meet student needs.
2. Ensure students experience timely, welcoming, and barrier-free support services aligned with their career and transfer pathways.
3. Ensure student service spaces are warm, welcoming, and organized to facilitate student ease of access and use.
4. Ensure classrooms and learning spaces support active, inclusive, and engaging teaching and learning environments.
5. Provide faculty and staff with focused professional development and resources to support innovative student-centered services.
6. Provide faculty with professional development and instruction design support to create and facilitate excellent student learning opportunities.
7. Establish a technology-enhanced space where faculty engage in learning communities that facilitate ongoing and sustained dialogue and training to support excellence in teaching.
8. Develop schedules that facilitate completion and are data-informed, offering classes when, where, and how students need them.
9. Implement and support a comprehensive and equitable distance education program.
10. Offer programs that are continually reviewed to meet student transfer, workforce, and community needs.
11. Develop new certificates, associates, and bachelor's degrees aligned with emerging career opportunities.

Goal 2. Invest in our people and processes.

Objectives:

1. Implement Diversity, Equity, Inclusion, Accessibility, and Anti-racist (DEIAA)- informed strategies and effective processes to recruit and hire the best individuals to serve our diverse student body.

2. Using a DEIAA lens, retain and support the excellence of faculty, staff, and administration through effective onboarding, relevant training, ongoing professional development, regular performance reviews, and career and succession planning.

3. Establish a sense of belonging and wellness across the Palomar community.

4. Reimagine, improve, and implement uniform, streamlined, well-documented systems, and processes.

5. Embrace a culture of improvement through innovation and creative problem-solving to support an inclusive, student-centered culture.

6. Ensure all physical and digital environments are accessible and usable for everyone.

7. Meet or exceed the sustainability goals and objectives set by the California Community Colleges Chancellor's Office (CCCCO).

Goal 3. Optimize enrollment for fiscal stability and growth.

Objectives:

1. Meet enrollment goals by attracting new students and increasing the persistence of our current students.
2. Ensure Palomar's marketing and public relations are innovative, engaging, and developed with intentionality to reach the College's diverse student populations with varying educational goals.
3. Implement a tailored student outreach/ in-reach system for Palomar's diverse student body.

4. Ensure Palomar's enrollment processes are accessible and easy to use.
5. Provide educational opportunities for skill-building and life-long learning to meet community needs.
6. Invest in the infrastructure needed to grow enrollment through online educational programs.
7. Invest in resources and infrastructure to optimize enrollment.
8. Maintain fiscal stability and increase external funding to support student enrollment, success, and the district's fiscal health.

Goal 4. Strengthen external partnerships and community relationships.

Objectives:

1. Create an organizational structure to coordinate, develop, and strengthen external partnerships.
2. Strengthen and expand educational partnerships with regional high schools, colleges, and universities.
3. Strengthen and expand educational partnerships with businesses by creating industry-specific program pathways.
4. Optimize outreach to community organizations to maximize opportunities for students and programs.
5. Create a comprehensive infrastructure that connects students to careers.
6. Structure strategic opportunities to bring communities to campus.
7. Develop partnerships that intentionally focus on the College's diverse student body.

Goal 5. Build a unified Palomar College district while allowing each location to establish a unique culture and programs to serve its student population and create community connections.

Objectives:

1. Grow and maintain enrollment at the education centers to meet Full-Time Equivalent Student (FTES) goals and establish center status.
2. Invest in staffing and infrastructure to ensure students at all Palomar educational sites experience comprehensive and equitable support and services.
3. Develop anchor programs at each education center to meet community needs and establish the site's unique identity.
4. Link all Palomar sites through technology and transportation to increase access for everyone.
5. Ensure all educational sites engage students and the community through events, clubs, activities, and performances.