PALOMAR COLLEGE®
Learning for Success

Friday, February 22, 2019
Integrated Planning Workshop with SPC and SSEC

Chair: Joi Blake
Members: Leticia Aguirre, Jenny Akins, Richard Albistegui-Dubois, Cindy Anfinson, Arnulfo Arellano, Barbara Baer, Amber Bancroft, Christine Barlolong, Michelle Barton, Glyn Bongolan, Nancy Browne, Carmelino Cruz, Olga Diaz, Patti Dixon, Kelly Falcone, Daniel Finkenthal, Tricia Frady, Anel Gonzalez, Laura Gropen, Victoria Haynes, Lisa Hornsby, Heather Hosaka, Jack Kahn, Scott Kardel, Barbara Kelber, Hwang Kim, Teresa Laughlin, Kendyl Magnuson, Martha Martinez, John Matson, John McMurria, Connie Moise, Lisa Norman, Patrick O'Brien, Pete Ordille, Ron Perez, Jose Ramirez, Travis Ritt, Star Rivera-Lacey, Stacy Rungaitis, Hossna Sadat, Angela Smith, Susan Snow, Connie Sterling, Annette Squires, Sherry Titus, Fari Towfiq, Lori Waite, Tamara Weintraub, Anthony White
Recorder: Cheryl Ashour

A. Opening

Subject	1. Call to Order
Meeting	Feb 22, 2019 - Integrated Planning Workshop with SPC and SSEC
Category	A. Opening
Type	Opening

B. Integrated Planning

Subject	1. Integrated Planning
Meeting	Feb 22, 2019 - Integrated Planning Workshop with SPC and SSEC
Category	B. Integrated Planning
Type	Information/Discussion
Goals	Accreditation Standard 4.A: Decision-Making Roles and Processes
	Accreditation Standard 1.B: Assuring Academic Quality and Institutional Effectiveness

File Attachments
VfS Goal Setting Qualitative Review-Discussion Group 1.pdf (114 KB)
VfS Goal Setting Qualitative Review-Discussion Group 2.pdf (115 KB)
VfS Goal Setting Qualitative Review-Discussion Group 3.pdf (139 KB)

Subject	2. Vision for Success and Equity Goal Setting
Meeting	Feb 22, 2019 - Integrated Planning Workshop with SPC and SSEC
Category	B. Integrated Planning

Type	Information/Discussion

Goals	Accreditation Standard 4.A: Decision-Making Roles and Processes
	Accreditation Standard 1.B: Assuring Academic Quality and Institutional Effectiveness

C. Adjournment

Subject	1. Adjournment
Meeting	Feb 22, 2019 - Integrated Planning Workshop with SPC and SSEC
Category	C. Adjournment
Type	

Palomar Community College
Integrated Planning Workshop with SPC and SSEC
(Friday, February 22, 2019)

Members present
Cindy Anfinson, Christine Barlolong, Michelle Barton, Glyn Bongolan, Joi L Blake, Nancy Browne, Carmelino Cruz, Olga Diaz, Patti Dixon, Margie Fritch, Heather Hosaka, John Matson, Patrick O'Brien, Star Rivera-Lacey, Stacy Rungaitis, Susan Snow, Fari Towfiq, Travis Ritt, Lori Waite, Tamara Weintraub

Guests present
Michael Large, Rachel Miller, Shayla Sivert

Meeting called to order at 9:00 AM

A. Opening
    1. Call to Order
        The meeting was called to order at 9:05 a.m. President Blake welcomed everyone to the joint Strategic Planning Council and Student Success and Equity Council Workshop meeting.

B. Integrated Planning
    1. Integrated Planning
        Michelle Barton welcomed everyone and asked each person to introduce themselves and share the impact they made on students.

        Ms. Barton led a discussion on the definition of the following terms: mission, values, goals, objectives, strategies-initiatives, and key performance indicators. The key performance indicators for the District's Mission and Values were reviewed. A member felt the Mission and Vision does not reflect the student population we have now. Ms. Barton responded it is important to review these and to ensure equity is represented in all our plans.

        The District's Vision *Learning for Success* was reviewed. Members shared what comes to mind when they think of the statement. Ms. Barton asked members to consider if the District's Mission and Values are the values we feel should guide our work. Most agreed and suggestions were made: include empowerment, a supportive environment, and define the word "equity" better.

        Progress on the five Strategic Plan 2019 Goals was reviewed. Ms. Barton distributed a document showing the progress made on each goal and asked members to look at the list and let her know if they want to add something. She led a discussion on work that was done in Goals 2.4, 2.5, and 2.6.

        The VfS, SP 2019, SEM, GP and Equity Plan goals were reviewed side-by-side. She stated many of the goals could be aligned across all the plans; though the wording may be different, the meaning is the same. The common denominator in all the plans is institutional accountability. Ms. Barton led a discussion on what an over-arching framework would look like: equity would be in all the plans; needs to be integrated to be institutional, and reflect our institutional priorities. Everyone agreed the SEM plan is transitional and can be integrated into the existing Strategic Plan. Some themes, such as mental health and disabilities are in the Equity Plan and could be added as an objective in the Strategic Plan, i.e., a student's basic needs will be reflected.

        There was discussion on using existing resources to implement the changes. Ms. Barton reported the Chancellor's Office will be submitted a comprehensive plan which will include guidelines on how to link finances to the plan.

        Strategic Plan 2022 Framework was discussed. The current SP 2019 goals can be revised and updated:
            • Student outreach, persistence and completion (get on path/stay on path)
            • Teaching and learning (clarify the path, ensure learning)
            • Messaging and community engagement
            • Equity and diversity
            • Fiscal stewardship

        The key performance indicators could be the VfS goal statements or the District could say what we will do to address Vfs in each plan. Under each goal statement the top priorities for the year from EMP, SEM, GP and Equity Plan could be aligned. The Staffing Plan and Technology Plan serve as support plans. Ms. Barton gave examples of how SP 2022 could be written. For instance, take the top three priorities from the GP, EMP, SEM, and Vfs.

    2. Vision for Success and Equity Goal Setting
        Ms. Barton led a discussion on the initial look at Vision for Success goals.

C. Adjournment
        The meeting was adjourned at 1:00 p.m.

VfS Goal Setting Qualitative Review/Discussion

Group 1
- Nancy Browne
- Hossna Sadat
- Patty Dixon
- Carmelino Cruz
- Glyn Bongolan
- Mike Large

VfS Goal: Associate Degrees

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - Mapping
   - Creating more ADTs
   - Degree Planner
   - Meta Majors (field of interest)
   - Curriculum alignment with CSU and UC
   - Block scheduling
   - AB 705/placement

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - Counsel students about financial aid regulations, application process, benefits of AA degree in both Instruction and Counseling
   - Address process with Degree Planner
   - Sequencing aligned with availability
   - Look at degree completion
   - Reverse transfer

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 7

VfS Goal: <u>Certificates</u>

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - Creating new/relevant certificates to local LMI e.g. HVAC
   - Mapping

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - At Capstone courses, hand out petitions for graduation
   - Connecting certificates to LMI in San Diego County and make it known to students
   - Address waitlists (hire more)
   - Engage instructional faculty in advising students, especially in career
   - Market certificates better (e.g. ease of completion)

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 6

VfS Goal: <u>AD-T</u>

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - Increasing AD-T degrees
   - Mapping
   - Degree Planner
   - Looking at local CSUs for acceptability
   - Dual Enrollment

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - Advertise AD-T better, especially with DI populations
   - Create automatic processes in PeopleSoft
   - Create student workshop on graduation

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 9

VfS Goal: <u>CTE Employed in Field of Study</u>

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - Apprenticeships
   - DSNs at Palomar College
     o Advanced Manufacturing
     o Information Communications Tech (ICT)

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - Create funding and employment structures similar to apprenticeships for non-apprenticeship programs
   - Let people know what we offer and how it connects to upward/lateral mobility
   - Add Counselors to advisory boards in CTE
   - Add advisory boards to all areas

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 7

VfS Goal: <u>UC and CSU Transfer</u>

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
    - Informing students about TAG
    - SDSU TAP (transfer admission planner)
    - UC TAP
    - AD-T Completion
    - SDSU admissions game
    - UC DI admissions

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
    - Market UC admissions for DI populations
    - Talk about financial aid opportunities early (expose to scholarship application process)
    - Make sure graduation and completion process is clear for students and easily accessible
        o Access, success and equity in student processes such as applying, petitioning, graduating, etc.

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
    - 5

VfS Goal: <u>Accumulated Units Earned by Degree Earners</u>

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - Mapping

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - Focus on non-degree earners with high units to get back on path
   - Stress career development/exploration by developing a continuum (GP Plan)
   - Identify gateway and critical courses for on-ramp and develop wrap-around services
   - Gamify student services to encourage participation in counseling, FYE, TLC, tutoring, etc.

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 6

VfS Goal Setting Qualitative Review/Discussion

Group 2

- Fari Towfiq
- Susan Snow
- Olga Diaz
- Rachel Miller
- John Matson
- Cindy Anfinson
- Stacey Rungaitis

VfS Goal: **All Degrees and Transfer**

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - Non-credit/CTE experience
   - GP Mapping
   - Special programs (VDF, Transitions, Collective)
   - Promise
   - Labor market analysis

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - Non-credit/CTE expansion
   - VDF/Transitions expansion
   - More community partnerships for CTE experience
   - Learning communities/certificates
   - Cohort model groups

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 5

VfS Goal: <u>Certificates</u>

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - GP – mapping, identifying eligible programs
   - Expanding programs in areas of local industry and modern relevance

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - Review units per certificate to meet 16 units requirement
   - Pep talk to students by professors
   - Promote certificate options
   - Expand certificate options in more departments for relevance

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 5
   - 7 – pep talk level in 4 years

VfS Goal: ADT

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - GP Mapping
   - SEM
     - Degree audit
     - Course scheduling
     - Counselor input
   - Palomar Promise
   - Dual/Concurrent Enrollment

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - All instructors to share information with students about degrees
   - Pep talks by faculty
   - Visual encouragement in E-services
   - Partnerships with transfer schools (strengthen)
   - Articulation Agreements

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 8 ½

VfS Goal: <u>CTE Employed in Field of Study</u>

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
    - GP – Path to career
    - Career Center/Assessment expansion
    - Strengthening partnerships with industry/business
    - Service Learning

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
    - Career placement person
        o Internships +
    - Middle skill program expansion
    - DSNs (Deputy Sector Navigator)
        o Advanced manufacturing/Information communications tech
    - Resume workshop / soft skills / interview practice workshops
    - Strengthen partnerships
    - Alumni role models

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
    - 5

VfS Goal: <u>UC and CSU Transfer</u>

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - GP
     - Mapping
     - Degree Planner
     - Course Scheduling
   - SEM
     - Scheduling
     - Counseling
     - DE, CE

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - Pep talks from faculty
   - Visual encouragement in E-Services
   - Transfer Partnerships TAGs
   - Articulation Agreements
   - No wasting units that don't transfer

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 10

VfS Goal: <u>Accumulated Units Earned by Degree Earners</u>

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - AB705 Math/English/ESL
   - GP Mapping
   - Degree Audit / Degree Planner

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - AB705 – Under development, and supports to finish
   - GP – Scheduling (AD Astra)
   - Student degree selection (Academic Plan)
   - Departments review units to degree

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 8

VfS Goal Setting Qualitative Review/Discussion

Group 3
- Heather Hosaka
- Star Rivera-Lacey
- Travis Ritt
- Patrick O'Brien
- Margie Fritch

VfS Goal: Associate Degrees

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - Adding ADT
   - Guided Pathways
   - Degree Planner
   - Block Scheduling
   - Reverse Degree 2019/20
   - Increase in dual enrollment

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - Encourage students to apply for multiple degrees
   - Auto ???
   - Outreach to students who are close to a degree (benefits)
   - Credit for prior learning in non-credit

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 8

VfS Goal: Certificates

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - Some programs give petition to graduate
   - Stackable certificate
   - Starfish Degree Planner
   - Guided Pathways / Mapping
   - Faculty Adviser
   - Increase the number of CTE certificates

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - Increase the number of programs/departments/instruction that give out PT graduate
   - Increase stackable certificates
   - Auto petition for certificate/achievement CSU/IGETC for all ADTs
   - *What Do We Owe You* campaign
   - Lobby Chancellor's office to include apprenticeship
   -

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 5 ½

VfS Goal: <u>AD-T</u>

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - Adding ADTs (e.g. global studies)
   - Adding ADTs to Starfish Degree Planner

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - Promote and educate on ADT's
     - What is It?
     - What is the benefit of 1 over
     - Another AS?
   - List ADT first under CCC Apply
   - Catalog clean-up
   - Eliminate redundant ADTs
   - Evaluate the AA/AS when ADT is offered in same discipline

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 10

VfS Goal: <u>CTE Employed in Field of Study</u>

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - Internships
   - Job placement case management
   - Partnering with local industry
   - Middle/High School engagement
   - Apprenticeship Expo (600 students)
   - AEP Counselor

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - Increase internships
   - Increase Apprenticeships
   - Increase Partnerships
   - Add externships
   - Create job placement office/staff
     - Partner with community resources
   - Increase awareness at jobs/salaries of CTE programs
   - Improve tracking of students who graduate
     - Offer incentives to students who participate

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 10

VfS Goal: UC and CSU Transfer

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - UC/CSU application workshops
   - Dedicated transfer counselors
   - Starfish Degree Planner
   - Mapping

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - Free transcripts from Palomar to CSU
   - RB designation for priority to SDSU
   - Analysis of the effect of the Promise

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - None given

VfS Goal: <u>Accumulated Units Earned by Degree Earners</u>

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - Mirror CLASSPS (blended classes)
   - Starfish Degree Planner
     o Help students to select first semester
   - Deactivating Math/English/Reading classes
   - AD Astra
   - Accelerated Program
   - Block Scheduling
   - Review curriculum to reduce units

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - Increase block scheduling
   - Continue to review curriculum to reduce units
   - Increase career advising component
   - Increase accelerated program
   - Reduce units for individual courses

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 5

VfS Goal: <u>Actual Completed</u>

1. What are we currently doing/implementing to increase the number of successful outcomes (or percentage) related to this goal?
   - Hired full-time Adult Ed Counselor
   - AEP Grant
   - See Objective 1 and 2
   - Non-credit to credit

2. What activities, strategies, or initiatives could we implement (or maybe strengthen/scale) to increase the number of successful outcomes (or percentage) related to this goal?
   - Credit by exam non-credit to credit (STAR) IM
   - Expand non-credit pre-apprenticeship and transfer

3. On your discussion paper, work with your group to place an "x" corresponding to your thoughts on how much we could move the needle on this goal (0=No movement, 5=Good movement; 7=at system level rate; 10=beyond system goal).
   - 4