Leader of Objective	**Progress**	**Recommendations and/or Work Left To Do**	**Continue in Y3**	**Need Additional Resources**
Goal 1: Student Learning: Support excellence in teaching and academic programs and services to improve student learning.				
Student Direction and Progress *Objective 1.1: Increase the percentage of students beginning remediation in their first year at the college and completing their remediation within three years.*				
VPI	1. Together, with the chairs and directors from English, Reading, ESL, Math, Counseling, TLC (FYE & SB), STEM, DRC, and the Tutoring Committee, we have compiled a list of all of our activities related to this objective. 2. For each activity, we have listed results determined thus far and are currently in the process of determining additional data desired. 3. By the end of February, we anticipate sending IRP our data desires; upon receipt of that data, we will discuss any changes and support needed. 4. Requests for tutoring data are with IRP and with those involved in the TLC, FYE, Summer Bridge, and Learning Communities. We will meet at some point in the summer to analyze the research, assess current activities and strategies, and modify or identify new strategies, as needed. This process may carry over into the fall, depending upon the availability of key people in the summer. 5. Data from the Basic Skills Progress Tracker shows the following: - From F10-F13, of the 711 students who took English 10, 192 had successfully completed English 100 (27%). - From F11-F14, of the 694 students who took English 10, 222 had successfully completed English 100 (31.9%).	1. This process may carry over into the fall, depending upon the availability of key people in the summer. 2. This particular objective should be ongoing so that we can gauge our success (over the course of several years) at increasing the number of students completing their basic skills in a timely manner.	Yes	No

	- From F10-F13, of the 960 students who took Math 15, 60 had successfully completed transfer-level math (100+) (6.25%). 24% had completed Math 56 or 60. - From F11-F14, of the 884 students who took Math 15, 72 had successfully completed transfer-level math (100+)(8%). 26.1% had completed Math 56 or 60. - From F10-F13, of the 78 students who took ESL 101, 35 had successfully completed English 100 (44.9%). - From F11-F14, of the 75 students who took ESL 101, 30 had successfully completed English 100 (40%).		

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 1: Student Learning: Support excellence in teaching and academic programs and services to improve student learning.				
Student Direction and Progress *Objective 1.2: Develop and implement a model for establishing career pathways for all disciplines and programs..*				
VPI	1. Participated in CCPT K-14 grant application with SD County HS and CC's. Applications focused on Healthcare and STEM careers pathways. 2. Chose Healthcare and Advanced Manufacturing career pathways. 3. Partnered with Saddleback College on a CCPT K-14 grant application to develop career pathways in careers in technology and Advanced Manufacturing. 4. Developing a Noncredit program with Nursing and EME that would help students become more prepared to enter one of the two programs. 5. Working with Communications, Marketing & Public Affairs Dept and the 3SP Outreach Committee to develop marketing brochures and marketing plan for programs using the career pathways theme. 6. Created career pathways presentation for delivery in Spring 2015 to VPI, VPSS, Counseling and other staff for feedback and evaluation. 7. Created career pathways ads for Spring 2015 class schedule. Ads included program, labor market and wage information. 8. Hosting program specific on campus activities for high schools. 9. Conducting outreach to local high schools talking about STEM careers.	1. The career pathways project is a systemic approach to exposing students to careers beginning in middle school, expanding programs of study opportunities in high school, and articulating with programs of study in community college or four year post-secondary. The foundation of the program is to have closer relationships with business and industry to determine the employment needs within the College service area. California has invested $500 million in the program to date and the Governor has proposed three successive installments of $250 to build the infrastructure to support career pathways programs of study. Palomar will benefit from better alignment of programs with the high schools and the adult education schools within our district. 2. This objective is a work in progress. There is a need for a greater alignment with business and industry and more applied programs of study in the high schools that articulate with Palomar College programs.	Yes	Yes There will be a need for additional resources to support the development of career pathways in the future but that cannot be quantified at this time.

	10. CCPT Update: The $15 million California Career Pathways Trust (CCPT) grant focusing on STEM careers was chosen for an interview and the awards will be released by mid-May. All of the County high schools and community colleges participated in two submissions. The second application was for a $6 million Healthcare grant. The grants will be used to create programs of study in high schools that articulate with programs of study in the community colleges. Additionally, the grant will support stronger relationships with business and industry and foster work-based learning opportunities for students. Receiving a career pathways award will influence the development of Palomar's career pathways design. 11. Departments on the Palomar campus are also embracing the career pathways model. In particular we are working with various departments on campus to align the noncredit, certificate and AA degree STEM careers with the transfer STEM programs. The Nursing and EME departments are partnering to create noncredit curriculum that will support new and existing students that want to succeed in the two programs. CTEE and MNHS are partnering to create two new programs to promote entrance into STEM careers. Preparation for Careers in Technology and Engineering Technology are two new programs that will be developed for consideration in the fall 2015 curriculum cycle. We are also working with other County colleges to enhance Palomar's advanced manufacturing program. 12. Palomar College is working with the other San Diego County community colleges within the SB 1070 Statewide Career Pathways initiative to develop policy recommendations for aligning CTE curriculum, dual enrollment, articulation, and matriculation for CTE students in a career pathway. Legislation that comes from the SB 1070 recommendations may help guide our dual enrollment efforts in the future. 13. Palomar is currently working with San Marcos and Vista school districts to implement a math course for seniors that will be equivalent to our MATH 50/60. If students pass the course they will be eligible to register for any of our college level math courses in Fall 2016 when they come to Palomar College. This process is articulation with placement rather than for credit. San Marcos Promise program will offer students that pass the course a scholarship to Palomar College. This experimentation is a precursor to developing dual enrollment courses with San Marcos High School and other high schools.			

Leader of Objective	**Progress**	**Recommendations and/or Work Left To Do**	**Continue in Y3**	**Need Additional Resources**
**Goal 1: Student Learning: Support excellence in teaching and academic programs and services to improve student learning.**				
**Assessment, Analysis, and Planning/Decision-making** *Objective 1.3: Place SLOACS and SAOACS at the center of Program Review and Planning, strategic planning, and resource allocation processes*				
VPI	1. PRP Update process was implemented in Fall 2015 with training sessions provided on 11/18, 11/20, 12/2, 12/3, 12/4. 2. PRPs were submitted on 2/11/15. IPC allocations will begin in February-March once priorities have been submitted by each instructional division. 3. In addition, IPC is in the process of developing its Staffing Plan update, based on position requests submitted through this year's PRP process. 4. IPC has completed its PRP allocations from Block Grant, Fund 41, Lottery, and foundation funds. 5. The SPPF allocation is in progress. 6. The Staffing Plan update has been completed and submitted.	1. All project steps will be completed by the end of this term.	No	No

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 1: Student Learning: Support excellence in teaching and academic programs and services to improve student learning.				
Assessment, Analysis, and Planning/Decision-making *Objective 1.3 Place SLOACS and SAOACS at the center of Program Review and Planning, strategic planning, and resource allocation processes.*				
VPSS	1. Existing SAO's were reviewed as part of the PRP review process. 2. The need for an SAO coordinator was discussed. 3. Efforts will be made to identify an SAO coordinator during the Spring term.	1. We are still in the process of identifying an SAO coordinator. The SAO coordinator will be significant to ensure the efficacy of the program review process.	Yes	No

Leader of Objective	**Progress**	**Recommendations and/or Work Left To Do**	**Continue in Y3**	**Need Additional Resources**
Goal 1: Student Learning: Support excellence in teaching and academic programs and services to improve student learning.				
Assessment, Analysis, and Planning/Decision-making *Objective 1.3 Place SLOACS and SAOACS at the center of Program Review and Planning, strategic planning, and resource allocation processes.*				
VPHRS	1. Established relationship to SAOCS, PRP, and resource allocations. 2. Clearly identified SAOACS in PRP, strategic plan, and Resource Allocation Model. 3. In process of documenting progress toward achieving SAOCS, updating PRP. PRP update scheduled for completion by June 2015	1. Project steps will be completed by the end of the year, and will become an ongoing process for the division.	No	No

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 1: Student Learning: Support excellence in teaching and academic programs and services to improve student learning.				
Assessment, Analysis, and Planning/Decision-making *Objective 1.3 Place SLOACS and SAOACS at the center of Program Review and Planning, strategic planning, and resource allocation processes.*				
VPFAS	1. Relationship between SAOACS, PRP, and resource allocations have been established. 2. PRP for FY 13-14, FY 14-15 & FY 15-16 identify goals and assessment methods for SAOs across F&AS. 3. Progress toward these goals continues to be demonstrated annually.	1. The work is ongoing.	Yes	Yes. Funds for this objective will be requested through the regular SPPF allocation process

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 1: Student Learning: Support excellence in teaching and academic programs and services to improve student learning.				
Assessment, Analysis, and Planning/Decision-making *Objective 1.4: Improve the understanding of the role and value of Institutional Learning Outcomes among faculty, staff, administration and students.*				
VPI/ SLOAC Coordinators	1. Will present information at the fall plenary. 2. Will attend some meetings with faculty and administrators in the spring and some in the fall. 3. Will provide a PD workshop in the fall. 4. Written Comm. workgroup will meet in March and report will be written and presented to the college during the fall semester. 5. We are continuing to assess our GE/ILOs. We assessed Written Communication in the fall and will assess Intercultural Competency and Knowledge in the Spring. Both of these reports will be written during the summer and presented to the college community in the fall. 6. Provided information to faculty and administrators in December and will do it again in May. 7. Ongoing – keeping faculty and administration informed. 8. Ongoing – providing information to students and Governing Board. 9. We have met with individual faculty, departments and divisions to discuss the SLOAC process and to help with assessment planning and TracDat problems. 10. We are planning a PD workshop and presentations to the ASG and Governing Board. 11. We continue our progress on the assessment of GE/ILOs. The Written Communication workgroup has met once and will meet again after receiving more information from the office of Research and Planning. We will complete the assessment of Intercultural Competency and Knowledge by the end of the spring 2015 semester.	1. The LOC will need to address the following activity in fall, 2015: Examine resources that can provide PC student graduation data from 4-year institutions, as well as employment information; provide a pathway to disseminate information to departments and divisions. We have run out of time to fully address this project this spring. 2. Regarding PD workshops, we presented at the Part-time Plenary session in January. We have worked with the SLO Facilitators so that information can more directly and appropriately flow to the faculty. 3. Student Learning Outcomes are at the core of capturing information about student learning, a critical component of Goal 1, Student Learning: Support excellence in teaching and academic programs and services to improve student learning. It is strongly recommended to continue including this objective in Year 3 of the College's strategic planning.	Yes	No

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 1: Student Learning: Support excellence in teaching and academic programs and services to improve student learning.				
Assessment, Analysis, and Planning/Decision-making *Objective 1.5: Increase faculty to exceed FON by at least one per year if the budget allows.*				
Supt/Pres	1. Steps 1-4 are scheduled to be implemented beginning Fall 2015. Work to determine the number of faculty hires to meet this objective will begin once a count of faculty retirees can be established in April/ May of 2015. 2. For the upcoming hiring cycle (faculty to start Fall 2015), the Superintendent/President approved 13 faculty positions to hire. This would keep the college above the FON by one.	1. The College is still waiting for Governing Board approval of the SERP. 2. The Faculty hiring process will begin in Fall 2015.	Yes The work will continue past this academic year.	The State needs to provide funding to increase full-time faculty.

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 2: Student Support and Success: Implement effective pathways that support student access, progress, and completion.				
Objective 2.1: Complete 3SP and Equity plans and align SP 2016 with their strategies.				
VPSS, VPI, Faculty Senate President	1. The 3SP and Student Equity Plans were developed and reviewed through the Faculty Senate and the shared governance bodies. 2. The Governing Board approved both plans in November 2014 and they were submitted to the Chancellor's Office by their respective deadlines.	1. Plans have been completed and we will now move on the implementation.	No	No

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 2: Student Support and Success: Implement effective pathways that support student access, progress, and completion.				
Objective 2.2: Implement a coordinated outreach and retention plan that employs internal and external outreach and retention strategies.				
VPSS	1. Two staff members were identified to take the lead in restructuring our outreach activities and in creating the Student Ambassador program. 2. Fall outreach activities included increased personal contact via e-mail and direct phone calls. 3. The Student Ambassador program has been initiated and there are currently 6 students who have been trained and assisted with Fall registration activities.	1. A few steps are still in progress as we will be tracking data to review effectiveness of activities.	Yes This ties to the strategic enrollment management	Yes, A Manager of Outreach and additional Student Ambassadors will be needed.

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
**Goal 2: Student Support and Success: Implement effective pathways that support student access, progress, and completion.**
**Student Connections and Support (Palomar Access to Student Success or PASS)** *Objective 2.3: Evaluate and refine the College's intake and orientation process including the Early Acceptance Program..*
VPSS	1. Much of this work will begin during the Spring 15 semester as part of the Student Success and Equity Council which began meeting in January	1. No, a few steps are still in process as they were originally planned to occur during the summer. 2. There will be an ongoing need to implement the 3SP and Student Equity plan.	Yes	No

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
**Goal 2: Student Support and Success: Implement effective pathways that support student access, progress, and completion.**
*Objective 2.4: Increase student awareness and use of appropriate support services by expanding the First Year Experience program so that it is available to all incoming students.*
VPSS/ VPI	1. VPI: Our group has met twice to discuss all 3 project steps. We have covered Steps 1 and 2 in detail; we will meet again to discuss Step 3 to provide greater detail. 2. VPSS: Initial discussions have taken place with regard to summer bridge activities. Much of this work will be part of the Student Success and Equity Council activities.	1. Discussions are continuing in the Student Success & Equity Council. 2. There remains a need to have better coordination and collaboration among different programs.	Yes	No

Leader of Objective	**Progress**	**Recommendations and/or Work Left To Do**	**Continue in Y3**	**Need Additional Resources**
Goal 2: Student Support and Success: Implement effective pathways that support student access, progress, and completion.				
Objective 2.5: Develop and implement a enhanced technologies (student portal, an online education planning tool, and an electronic degree audit system)to support student success.				
VPSS	1. Much of this work will be part of the Student Success and Equity Council activities which began meeting in January. An initial list of technology needs has been identified and will serve as a starting point for discussions in the Spring term.	1. There are still several technology initiations to be addressed.	Yes	No

May 4, 2015

Leader of Objective	**Progress**	**Recommendations and/or Work Left To Do**	**Continue in Y3**	**Need Additional Resources**
Goal 2: Student Support and Success: Implement effective pathways that support student access, progress, and completion.				
Objective 2.6: Modify the College's website to improve student access to support services.				
PIO	1. In August of 2014, the Blue Ribbon Task Force led by the PAO (with the Dean of SBS, and members the ATRC and IS) met to discuss the status of the Web Redesign as discussed in the strategic plan. At the end of that meeting, we determined that a web redesign project was extremely costly and that perhaps the district was not yet ready for a full-fledged redesign of the District Web Presence. 2. Dean Kahn worked with members of the ATRC to propose a (Phase I) Web Revamp Task Force (through SPC) that would include members from several constituencies and utilize our current Content Management System (WordPress) to do a student-centered revamp of the site that would be easy to navigate, organized, and have a common look and feel for the district. 3. The Web Revamp Task Force began meeting in September of 2014 to meet these objectives. The group identified optimal sites for comparison, reviewed the strengths of our current Management System, examined data on current use of the Palomar Website and created a timeline to create a new HomePage template, subsite template, and process for evaluating exceptions to the use of the subsite template.	1. Over the course of the next couple weeks, feedback will be gleaned via web form and focus groups to better understand how users feel about the proposed drafts and their overall look and usability. 2. In May, the group intends to incorporate needed changes to the draft and then to work with representatives in charge of websites to transition to the new templates by July 1, 2015.	Yes	No

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 3: Partnerships: Strengthen educational, business, and community partnerships to increase college connections and student learning experiences.				
Objective 3.1: Establish faculty councils with high school partners to improve alignment of curriculum and student transition.				
VPI	1. Mark Clark has been active with NCPDF partners in monitoring the Common Core changes and communicating those with the Math Department. 2. Jennifer Nelson (STEM II Project Supervisor) has been in discussions with SMUSD, Escondido USD, and Vista USD to establish dual enrollment classes. 3. There is interest in Math, Biology, Chemistry and Life Sciences. No specific meetings have been arranged. 4. Patty Deen (Earth Sciences) has recruited and trained STEM Ambassadors to go into local schools and conduct demonstrations and discuss STEM careers. 5. Dean Sourbeer has made some connections with K-12 and CSUSM personnel. We will be working with CSUSM on a STEM K-16 Initiative together to identify talented K-12 STEM teachers, and recruiting them to train (along with CSUSM and PC instructors) other K-12 teachers interested in improving their instruction in STEM .	1. The general project steps have been completed. However, there is still much work to be done to further develop the partnerships and curriculum discussions. 2. On-going collaboration and an understanding of what K-12 is doing with curriculum impacts the students coming to us and how we teach and adjust our curriculum. Our new membership in NCPDF will help facilitate on-going dialogue.	Yes	Yes. Resources could be used to bring faculty together for curriculum discussion and the sharing of changing pedagogy strategies in the classroom to help improve student learning and success.

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 3: Partnerships: Strengthen educational, business, and community partnerships to increase college connections and student learning experiences.				
Objective 3.2: Establish an advisory council made up of business and community members in order to learn how the college's programs and services can best serve the community.				
Sup/Pres	1. Postponed pending selection of the new superintendent/president			

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 3: Partnerships: Strengthen educational, business, and community partnerships to increase college connections and student learning experiences.				
Objective 3.3: Increase external funding through grants and partnerships within the community.				

Supt/Pres	1. The Adult Education Consortia has completed work on a Regional Comprehensive Plan and will meet the deadline of March 1, 2015 for submission to the Chancellor's office. We have signed partnership agreements from approximately twenty companies and community-based organizations and have developed a website (http://sdnorthab86.org/) to share information with the community about adult education activities and resources.
	
	2. CSUSM is interested in continuing the HSI Collaboration. Computer Science, Behavioral Science, and Drafting Tech faculty wish to be included in the next Title V grant.
	
	3. Some specific areas of interest:
	  o Continuing and expanding SI and tutoring
	  o Continued support the STEM Center and MLC
	  o Improve equipment and software
	  o Explore online tutoring
	  o "Hardwire" summer internships (spots set aside specifically for PC students)
	  o Work with K-12 to develop teacher and student interest and skills in STEM
	  o Continued support or active learning techniques
	  o Expand workplace internships
	4. DOL
	  o Establish a Tech Core to feed into Engineering Tech and Advanced Manufacturing
	  o Establish an Engineering Tech program
	  o Relate majors to careers
	  o Equipment and facilities improvements
	  o Environmental scan to explore new programs
	  o Establish those programs
	.
		1. Column 3 reads as follows as it relates to the MNHS Division: HSI / STEM / NSF 1. Grant proposal developed and submitted Spring 2015.
		
		2. The Director of Institutional Research and Planning, the Dean of Math and the Natural and Health Science (MNHS), Victor Rocha Co-Director OTRES (CSUSM), the VP of Student Services and others are currently working on a Collaborative Title V HSI grant with CSUSM with a STEM theme, as well as a Title V HSI individual grant with a more general focus. We are also potential partners in an NSF Grant with Scripps Institute; an NSF iUSE grant with several partner institutions in Northern and Southern California; and Career Pathways Initiatives with partners in San Diego and Orange County. These grants have at least minor focus on establishing a STEM Core Curriculum that accelerates the traditional timeline to STEM majors or careers. They also focus on recruiting cohorts of students (particularly veterans and active military personnel) into these pathways, keeping them in these pathways, and feeding them into internships.
		
		3. No, as stated above, Adult Education Alignment between the K-12 and CC is a multi-year project.
		
		4. This work will continue.
		
		5. We may fail in these initiatives and should always be on the look for more.
			Yes	Yes
				
				Funding resources for planning are allocated by the State through this year. In the future, implementation funds may be allocated by block grant.
				
				We lack the human resources to do the job, quite frankly. We need a Dean of grants and supporting personnel to write and manage these many grants.

	5. Since completing and submitting our Regional Comprehensive Plan for Adult Education in March, our Consortium has continued to meet bimonthly. We have requested that our Planning Grant be extended through the 2015-16 fiscal year to help cover the gap that may develop between the planning and implementation periods. We continue to gather and analyze data on education and employment in our region and facilitate the work of faculty groups to align curriculum between the Adult Education and Community College Systems. 6. We continue to implement a number of grants: Title V HSI Collaborative (year 5 of 5), Title III STEM (year 4 of 5), NSF STEP (year 4 of 5), and are partners on two other NSF ATE Grants. .			

Leader of Objective	**Progress**	**Recommendations and/or Work Left To Do**	**Continue in Y3**	**Need Additional Resources**
Goal 4: Human Resources and Professional Development: Recruit, hire, and support a diverse faculty and staff who are committed to student learning and achievement.				
Objective 4.1: Rebuild staffing levels to support priorities identified in Staffing Plan 2016, if the budget allows..				
VPs	IPC 1. IPC completed its annual Staffing Plan update, utilizing positions requested in the 2014-15 PRP process. Twenty-four (24) positions were prioritized, although a total of 46 positions were submitted. FASPC 1. Completed Staffing Master Plan Year 5 update Spring 2015. 2. Ongoing – Identify resource allocation to support priorities 3. Ongoing – Recruit and hire prioritized positions 4. Ongoing- Repeat each year HRSPC 1. Year 5 update in progress; draft to SPC for first reading at the 4/7/2015 SPC meeting. 2. Prioritized hires, including non-faculty supplemental retirement program replacement hires, onboard beginning July 2015. Faculty recruiting for faculty hiring priorities beginning in fall 2015. 3. Ongoing – Recruit and hire prioritized positions 4. Ongoing – Repeat each year SSPC 1. Student Services utilized the PRP review process to identify staffing needs for 2015 – 2016. 2. A Student Services Staffing Plan has been submitted to Human Resources.	1. IPC project steps are ongoing. 2. FASPC project steps are ongoing. 3. SSPC: there are several staffing changes that will likely result from the SRP and normal attrition.	Yes	IPC: Yes. Resources to hire staff will continue to depend on the District's fiscal situation, including its ability to achieve its FTES cap. FASPC: No SSPC: No

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 4: Human Resources and Professional Development: Recruit, hire, and support a diverse faculty and staff who are committed to student learning and achievement.				
Objective 4.2: Assess the effectiveness of the faculty and staff hiring processes, and identify recommendations to strengthen the college's ability to attract and recruit diverse candidates for employment.				
VPHRS, Faculty Senate President	1. Outcome reported in May 2014 Governing Board report. 2. Analysis of small data sample did not provide quantitative correlation. Qualitative discussion resulted in request to Faculty Senate to review the full-time hiring faculty procedure, and establish a uniform part-time faculty hiring procedure. 3. Faculty Senate reviewed the full-time faculty hiring procedure review in fall 2014-spring 2015, and is working on the part-time procedure currently. 4. The College's first Diversity Plan will be presented to the Governing Board at the April 28, 2015 workshop.	1. While non-faculty hiring processes have been reviewed and updated, the faculty hiring procedures for full-time and part-time faculty are still being developed and reviewed. It is anticipated that procedure completion, review, and agreement between the administration and the Faculty Senate on the procedures will be completed in the Fall 2015 semester, and implemented in the Spring 2016 semester. Monitoring progress will be an ongoing, long-term activity. 2. It is recommended that this objective be included in Year 3, until procedural agreement is reached and the faculty hiring procedures implemented.	Yes	No At this time, no additional resources are needed. Additional resources have already been included in the FY 2015-16 District budget.

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 4: Human Resources and Professional Development: Recruit, hire, and support a diverse faculty and staff who are committed to student learning and achievement.				
Objective 4.3: Increase professional development opportunities to strengthen the technological knowledge and skills of faculty and staff.				
VPHRS, VPI, Prof Dev Coordinator	1. Training focus established by Staff Development & Training Committee Discussion in Fall 2014. 2. Assessment Plan developed. 3. Focus Groups for specific training needs assessment plan developed. 4. Focus groups scheduled for March-April 2015. 5. Training schedule to be developed based upon focus group assessment. 6. PD provided 30 workshops directly related to technology and 48 workshops related to teaching/learning/innovation, that also employed the application of many technology tools. https://docs.google.com/spreadsheets/d/1NIElWC0p5fJHpXVOWdDHukrkrwrXFyZTxPNM3bPxWZw/edit#gid=0	1. Focus groups will be completed in mid-April and data available from them in late April, 2015. 2. The Staff Development and Training Committee will need several sessions to accomplish steps 4-6 of the project. 3. We anticipate that this objective should be completed and in the ongoing reassessment phase by the end of FY 2015-2016. 4. Work on the project will continue into FY 2015-16, and the objective should be carried forward. Spending on the SPPF funding for the project should also be extended by one year because of the updated implementation timeline.	Yes	No

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
**Goal 4: Human Resources and Professional Development: Recruit, hire, and support a diverse faculty and staff who are committed to student learning and achievement.**
*Objective 4.4: Implement professional development opportunities that support faculty innovation in teaching and learning through action-based research.*
VPI, VPSS, Prof Dev Coordinator	1. IPC and SSPC did not receive any SPPF requests for Objective 4.4 in Fall 2014. 2. For the 2014-2015 school year PD identified 42 workshops as primarily associated with "teaching/learning/innovation", 30 workshops as primarily "technology" focused, and 48 workshops as more general "college" topics. https://docs.google.com/spreadsheets/d/1NIElWC0p5fJHpXVOWdDHukrkrwrXFyZTxPNM3bPxWZw/edit - gid=0 3. Specifically, PD added faculty "Collaboratories" and "BYOD" workshops. The purpose of the "Collaboratories" is to bring together faculty to discuss innovative teaching strategies and educational issues. 4. "BYOD" means Bring Your Own Device and focuses in innovative ways to have students use their devices in the classroom 5. The 1-day learner-Centered teaching Conference took place February 21st. The conference provided a keynote speaker focusing on learner-centered education and importance of connectedness, along with 18 breakout sessions focused on innovation in teaching and learning. The conference sold out with 160 registrations. http://www2.palomar.edu/pages/activelearning/ 6. PD Needs Assessment will be sent out after Spring Break. The needs assessment will be revised to be sure to include additional question related to innovation and technology offerings. 7. In the Fall 2014 the PD Coordinator sent out an informal survey focused on Innovative PD workshops and received 10 responses. These responses were reviewed by the advisory board and used to brainstorm new innovative workshops to offer. (https://docs.google.com/spreadsheets/d/11dBo65q2Og2dEIHFD2699-K6ZsR-w7qNsMr88S8W2lk/edit#gid=1950310319	1. All project steps will be completed. 2. Providing support for faculty to explore and implement innovative strategies in their teaching and student support areas are a vital element to on-going growth for Palomar.	Yes	Yes Some annual SPPF dollars are necessary to promote innovation.

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 4: Human Resources and Professional Development: Recruit, hire, and support a diverse faculty and staff who are committed to student learning and achievement.				
Objective 4.5: Develop and implement more comprehensive and effective methods for encouraging participation and communicating the discussions and outcomes of the shared governance and planning process.				
Supt/Pres, VPs	1. This objective is related to two of the college's self-identified improvement plans in our self-evaluation. As a precursor to this work, the Accreditation Leadership team developed the Accreditation newsletter providing an overview of the college's self-evaluation and our planning process. The newsletter included the college's self-identified improvement plans. This newsletter has been distributed to the college community. 2. Dialogue with Planning Councils will begin in March –April with an expected report to SPC in May. 3. Workgroup will be assigned to identify project plan to implement improvements in May with expected report due to SPC in October.	1. HRSPC will have completed its discussion of the Action Plan steps by the end of the Spring 2015 semester.	Yes – project steps extend into Fall 2015	Additional part-time staff resources may be required to expand communications capabilities, depending on workgroup recommendations.

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 5: Facilities and Infrastructure: Ensure that existing and future facilities and infrastructure support student learning, programs, and services.				
Objective 5.1: Develop operational plans for opening the South Education center.				
Supt/Pres VPs	1. A number of staffing recommendations are coming through department PRPs. 2. Application timeline through State Chancellor's office begins in October, 2015.	1. Activities will be accomplished beginning with the work on the 2016 Staffing Master Plan, in Fall 2015	Yes	No

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 5: Facilities and Infrastructure: Ensure that existing and future facilities and infrastructure support student learning, programs, and services.				
Objective 5.2: As identified in Master Plan 2022, carry out the next three years of planned facilities projects on the San Marcos campus.				
Supt/Pres, VPFAS, Dir Facilities	1. TLC completed Spring 2014. 2. Construction start Baseball Field began Fall 2014. 3. Construction start Child Development Center began Fall 2014. 4. Humanities completed Summer 2014. 5. Construction start for Library on schedule. 6. Occupancy Baseball Field on schedule. 7. Occupancy Child Development Center on schedule. 8. Construction Start Lot 12 Parking Structure on schedule. 9. Construction Start South Education Center on schedule. 10. Occupancy Library on schedule.	1. Project steps are ongoing. 2. Prop M construction is ongoing in accordance with Master Plan 2022	Yes	No

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 5: Facilities and Infrastructure: Ensure that existing and future facilities and infrastructure support student learning, programs, and services.				
Objective 5.3: *Continue to review, update, and plan to fund the emergency preparedness plan.*				
VPFAS	1. Staff to manage Emergency Preparedness Plan identified Fall 2013. 2. Timeline for Emergency Preparedness Plan revision completed Fall 2013. 3. Emergency Preparedness Plan Revision completed Fall 2014. 4. Secure funding for Emergency Preparedness Plan completed Spring/Summer 2014. 5. Timeline for Emergency Preparedness Plan training completed. 6. Emergency Preparedness Plan training is ongoing.	1. Plan complete with ongoing training conducted by Emergency Health & Safety supervisor.	No	No

Leader of Objective	Progress	Recommendations and/or Work Left To Do	Continue in Y3	Need Additional Resources
Goal 5: Facilities and Infrastructure: Ensure that existing and future facilities and infrastructure support student learning, programs, and services.				
Objective 5.4: Develop and implement a budget mechanism for the replacement of technology equipment.				
VPFAS	1. Available resources outside of General Fund revenues identified FY 14-15. 2. Annual resource allocation allotment for 2014/2015 completed for FY 14-15. 3. Implement annual technology replacement funding plan is completed for FY14-15.	1. All project steps will be completed by end of Year 2.	No	No