

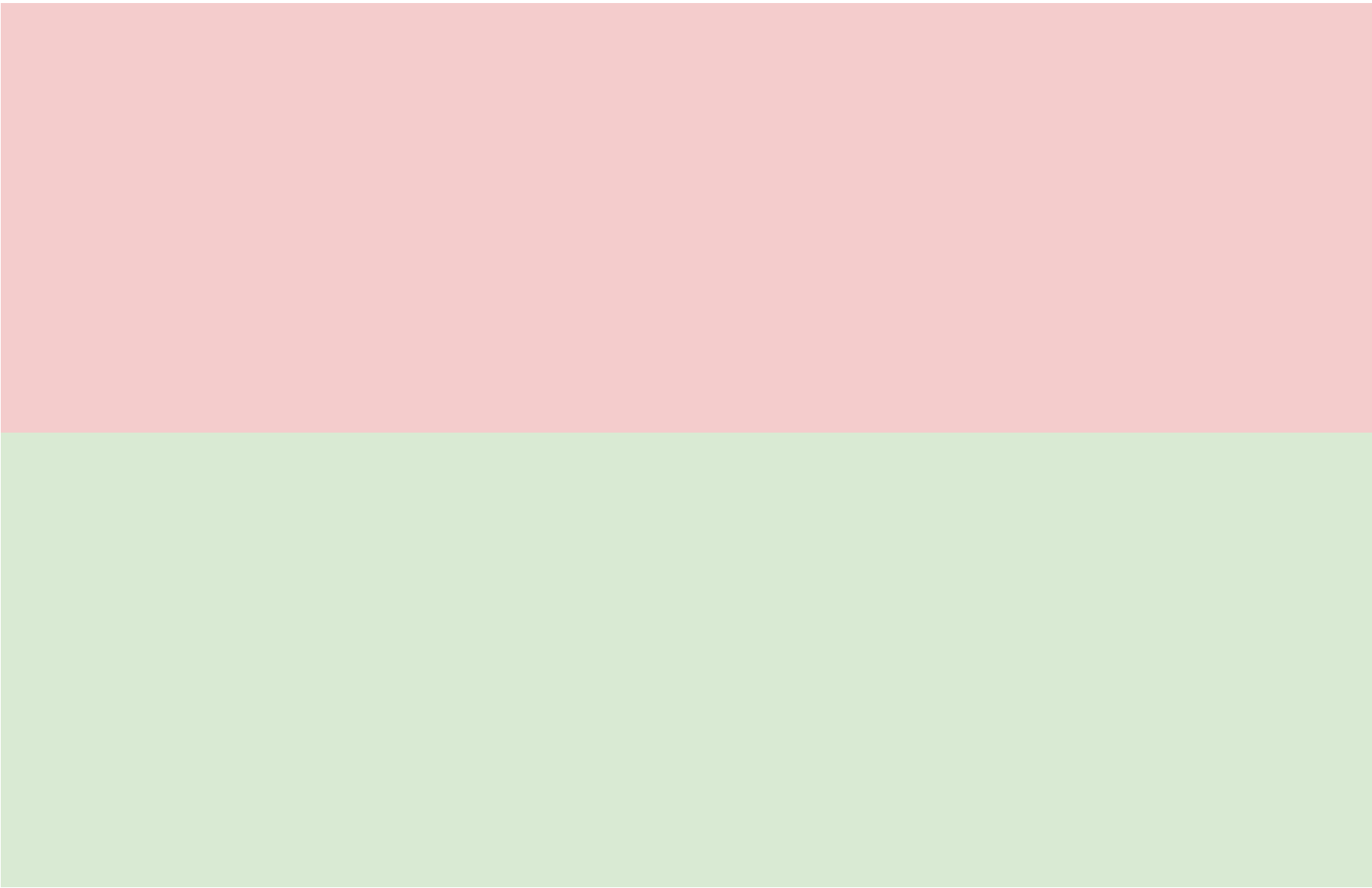
Data for Program Assessment, Including Data Disaggregation	1abc, 2abc, 3abc, 4abc	Data allowing faculty to focus on improving success for specific student groups within academic programs	Identification of equity gaps on specific success metrics within academic programs, improved programs to increase student success and close equity gaps	President's Office/Institutional Planning, Research, and Effectiveness	IR Director
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Program Maps-- Program Mapper provides access through web site	1b-d, 2b-d	Tool to provide clarity and transparency in recommended course sequencing	Students understand courses required, which order to take courses, and when completion may occur	Student Affairs	Dean of Student Success	Counseling faculty, curriculum specialist	Academic Affairs Council, Student Affairs Council, Academic Senate, Curriculum Committee	COMPLETED	Currently a manual system is in place to update and track curricular changes to program maps, and a automatic system is potentially in the works.
Meta Majors (CCC Apply allows applicants to select major by filtering through meta major)	1a-d, 2a- d, 3a-d, 4a-d	Required California community college system online application	Students use meta majors to narrow down area of study in order to direct career thinking and reduce number of units taken and time to completion	Student Affairs	Dean of Student Success	Counseling faculty, curriculum specialist	Student Affairs Council, Curriculum Committee	COMPLETED	Keep updated as needed

Meta Majors (Panther Prep Organization)	1a-d, 2a-d, 3a-d, 4a-d	Counselors visit local high schools one day each Spring semester to provide information about College and help students apply	Students informed about option to attend community college after high school in order to increase College enrollment	Student Affairs	Dean of Student Success	Counseling faculty	Student Affairs Council, Academic Affairs Council, Academic Senate	COMPLETED	Sustain
Meta Majors (Marketing)	1a-d, 2a-d, 3a-d, 4a-d	Advertise and provide information to students about our transfer and career pathways called meta majors	Inform the Salinas Valley community						

Meta Majors (Administrative reorganization/Counselors assigned to meta majors)	1a-d, 2a-d, 3a-d, 4a-d	At least two counselors are assigned to collaborate with academic deans and instructional faculty within each meta major. They also are available to provide specialized counseling to students in that meta major if needed.	Provide areas of academic and career specialty counseling to students and to systematically establish collaboration for instructional and counseling faculty	Student Affairs	Dean of S.13 75.1 26.2
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Meta Majors (College Pathways Team familiarize all district high schools with meta majors)	1a-d, 2a-d, 3a-d, 4a-d	Staff works with local high school to recruit students and help them be prepared for College work	Students informed about meta majors and careers in high school so that they are better prepared to choose a major once in college; thus, reducing time to completion, number of units taken, and success rates	Student Affairs	Dean of Student Success	College Pathways Team	Student Affairs Council	COMPLETED	Sustain
Dual Enrollment	1a	Embedd meta majors framework into dual enrollment services	Start the pathway to college during high school to attract students and shorten the number of units and time to completion at the College	Student Affairs	VPAD	Director of Dual Enrollent	Advancement Council, Academic Affairs Council, Student Affairs Council, Academic Senate	COMPLETED	?



Welcome Center	1bcd	Establish online and main campus kiosk Welcome Center	Students experience smooth transition to the College, greater number of students including adult students access Welcome Center services	Student Affairs	College Pathways Team	HEP Director/Upward Bound Program Director	Student Affairs Council, Academic Affairs Council, Academic Senate, Cabinet, ASHC	STALLED	1.) clear and appropriate leadership 2.) kiosk 3.) approval of budget 4.) hiring, materials, signage 5.) website redesign
More Robust Transfer and Career Center	2bd, 3bd, 4bd	Expand and strengthen career exploration and transfer readiness services	Students quickly find useful career exploration and transfer related resources, increased numbers of students explore careers and are transfer ready	Student Affairs	VPSA	Ongoing examples, Career & Transfer Center Coordinator, Internship Coordinator	Student Affairs Council, Academic Affairs Council, Advancement Council, Academic Senate, ASHC	STALLED	?

Completing Students Exit System	2b-d, 3b- d, 4b-d	Structured mechanism for informing all students when they approach completion (75% of coursework completed)	Increased numbers of students complete on timely basis, fewer students take unnecessary courses, increased
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Meta Majors (Academic Senate membership reorganized by meta major)	1a-d, 2a-d, 3a-d, 4a-d	Academic Senate will have faculty representatives from each meta major going forward instead of each academic area	To represent meta major students and to provide resources within meta majors equitably	Academic Senate	President of Academic Senate	Academic Senate	Academic Senate	COMPLETED	Explore next steps regarding possible committees, work, or priorities that may arise out of this reorganization
Meta Majors (Online Pathways)	1a-d, 2a-d, 3a-d, 4a-d	Degree options at the College which are fully online	Fully online pathways for two-year degree for transfer to CSU	Academic Senate	Lead Faculty: Administ. of Justice Business Communications Film/TV	VPAA	Student Affairs Council, Academic Affairs Council, Academic Senate, Curriculum Committee, ASHC	IN PROGRESS	Advertising what has been compiled thus far/the work may be expanded to include at least one fully online degree per meta major

Equity Practice Infusion into Curriculum	1abd, 2abd, 3abd, 4abd	Infuse equity practices into curriculum	Curriculum that empowers students with diverse knowledge and abilities, welcoming course descriptions inviting students to engage, content that acknowledges the realities of racism, assignments and	Academic Senate/Academic Affairs	Curriculum Committee Chair	Curriculum Committee	Academic Senate, Curriculum Committee, Academic Affairs Council, Student Affairs Council, ASHC	IN PROGRESS	
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Digitization of Manual Processes (Electronic Signatures)	1b, 2b	Require electronic signatures on forms instead of manual routing	More efficient paperwork completion	Information Technology Resources	VPITR	VPAS	Technology Development Council, Administrative Services Council, Workflow Efficiency & Digitized Paperwork Task Force	COMPLETED	Add new forms as needed
AB705	1a-d, 2a-d, 3a-d, 4a-d	Support completion of TL English & Math in first year	Increased percentages of students complete transfer level English and Math in their first year, student ready college mindset	Academic Affairs	Deans over English and Math	English and Math departments, IR Director	Student Affairs Council,		

Career Hub

4bd

Connections
between
coursework and
careers for all
meta majors,
connect
increased
numbers of
students to
applied learning
opportunities
and career
information4(in)

Meta Major Communities	1a-d, 2a-d, 3a-d, 4a-d	Students achieve a sense of belonging and purpose, and are provided a network for intentional connections, systematic engagement, and meaningful support	Faculty connect each course to the broader universe of program requirements within the meta major, guide students to a rich learning experience and introduce hands-on learning	Academic Affairs	VPAA	Area deans & meta major faculty	Academic Affairs Council, Student Affairs Council, Academic Senate, Curriculum Committee, ASHC	STALLED	1.) Areas and meta majors not aligned which is confusing and hinder community development 2.) Needs better communication plan to students such as mm
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Guiding Panthers to Success (GPS) Teams Embedded in Meta Majors	1a-d, 2a-d, 3a-d, 4a-d	Students get whole-student support all the way through their chosen pathway	Increased numbers of students receive services and obtain resources when required, increased student retention and completion, closing equity gaps in student retention and completion	Academic Affairs	VPAA	Team members-- Area Deans, Guided Pathways Coaches, Instructional Faculty Liaisons, Student Success Dean, Counseling Faculty Liaisons	Student Affairs Council, Academic Affairs Council, Academic Senate, ASHC	STALLED	1.) Participants need more instruction /structure 2.) Needs ongoing supported instructional faculty 3.) CSEA guided pathways coaches in negotiation but not essential for moving
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Employee Engagement/New Employee Onboarding and Orientation	1c, 2c, 3c, 4c	Coherent process for onboarding and orientation with a greater focus on the College vision for student success	Employees recognize and appreciate their role in contributing to student success from day one	Human Resources	VPHR	HR Specialist	Professional Development Committee, CPC, Academic Senate, Student Affairs Council, Academic Affairs Council, Technology Development Council, Administrative Services Council, Advancement Council	STALLED	Needs implementation by permanent VPHR, but completed
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Employee
Engagement/The
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Professional

Employee Engagement/Cod e of Communication Training	1c, 2c, 3c, 4c	All employees to participate in 1-hr. online training	Employees have a shared understanding of how to uphold and contribute to civil communication at the College	Human Resources	VPHR	HR Analyst	CPC, Professional Development Committee, Cabinet	STALLED	Permanent VPHR needed
Job Redesign	1a-d, 2a-d, 3a-d, 4a-d	Redesign jobs to better meet student needs	Students served more equitably, including online and across facilities/locations across the district	Human Resources	VPHR	Other VPs	Administrative Affairs Council,		

