2007-08 Institutional Planning & Assessment Document

BE SMART: Strategic, Measurable, Achievable, Realistic, Time-Bound, October 10, 2007

CCC Values	CCC Goals	CCC Strategic 3 Year Priorities • **Institutional** • *Divisional* • *Departmental*	CCC 2007-08 State KPM's and Institutional Activities • **State KPM's** • **Institutional** • *Divisional* • *Departmental*	Targeted Tasks And Timelines • **Institutional** • *Divisional* • *Departmental*	Performance Measures • ***State KPM's*** • **Institutional Effectiveness Measures** • *Divisional* • *Departmental*	Actual Outcomes And Assessment

Community
 	
The college staff holds the institution in trust for the citizens of the district.
	• *Provide breadth of service*
	
	• *Respond to the needs of our various constituencies*
	
	• *Leave a legacy for the college district*
		• Complete a comprehensive master plan for the college to meet expansion needs
		• Position CCC to be a leader in delivering workforce training in conjunction with private industry
		• Plan and prepare for Bond Campaign in 09 or 10
		• Grow our community, employer and academic partnerships
		• Implement Foundation Campaign
			#9 SBDC Business Start-Ups
			#10 BITS Company Satisfaction
			#17 High School Participation
			100. Create a vision and master plan for the North Clackamas/Harmony Campus
			101. Build Harmony Phase I
			102. Develop a system for measuring effectiveness and reporting.
			103. Report outcomes to our community as per accreditation
			104. Complete the Emergency Response Plan and implementation process
			105. Develop plans, identify funding sources and schedule upgrades to the main campus electrical supply system
				TIPS:
				
				What do we want to achieve?
				
				By when do we want to achieve it?
				
				Are there resources?
					TIPS:
					
					"If you can count it, rank it, you can measure it."
					"If you can measure it, you can improve it."
					
					Measures can be:
					  Qualitative or
					  Quantitative
					And measures include:
					  ○ **Surveys**
					  ○ **Focus Groups**
					  ○ **Tests**
						TIPS:
						
						Outcomes can be shown as; meeting, increasing or decreasing goals.
						
						"The purpose of assessment is to improve what we are doing well, but could do better. The goal is not to prove how exceptional we are."

College Board Use adopted 9.12.07

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Students **The college exists to enable students to earn a college education, prepare for the world of work, and learn how to learn.**	• *Student success through access, retention and persistence* • *Provide technology in support of services and programs*	• Increase access to services, technology, instruction and faculty • Identify new areas for student recruitment • Develop a strategy for increased retention of degree/certificate seeking students • Reduce barriers to student success • Create and implement an institutional recruitment and enrollment strategy • Institutionalize career pathways • Increase the quality of existing web based services	#1 Successful GED Applicants #14 Student Transfers To OUS #15 Progress of Transfer Students #16 Tuition/Fees 106. Add to our web presence, and implement new online features 107. Update our institutional Satisfactory Academic Progress policy for retention efforts 108. Develop systems and support for high school connections activity 109. Develop systems and support for career pathways 110. Establish learning outcomes for transfer degrees that are consistent with State guidelines and recommendations 111. Improve responsiveness to students in financial need 112. Increase Scholarships			

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Instruction **Instruction is central to the mission of the college. We foster a climate that is supportive of students and instructors as key components of the learning process. We seek to develop and maintain opportunities, resources, and strategies that support flexible, responsive instruction to meet diverse and changing student needs in a rapidly evolving educational environment.**	• *Achieve the highest quality of teaching and learning* • *Provide technology in support of teaching and learning* • *Create and maintain an institutional climate in which innovative and effective teaching and learning thrive*	• Assess program capacity and potential for growth in high demand areas • Develop a 3 year plan for replacement of instructional technology • Attract and retain talented, dedicated instructional staff and provide students with resources required to be successful • Create more interdisciplinary classes to prepare students for real world application • Expand the number of flexible class offerings • Incorporate instructional equipment needs into technology planning and identify appropriate resources for support • Develop incentives to support faculty creativity and innovation	#7 Completion of Basic Skills/ESL #8 Nursing Completion #11 Licensing/Certification Rates #12 Professional Technical Degree/Certificate Completion #13 Associate Degree Completion 113. Develop and implement Instruction Development and training opportunities			

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Staff & Resources **All college personnel contribute to and support the educational mission of the college.**	• *Secure and sustain the human, technological, and financial resources and facilities to fulfill our mission and to succeed*	• Provide faculty and staff with adequate training and support to be successful in their jobs • Increase FTE • Expand our efforts to seek grants and funding from new sources in support of our programs and students and launch Grant Resource Center • Provide state wide decision makers with accurate and timely information on which to base decision making for resources • Implement the Strategic Plan for Technology Support	114. Implement the Human Resources, College Financials Module, Datatel audit recommendations, phase 1 115. Implement the Student module Datatel audit recommendations 116. Develop and deliver high priority Staff development and training opportunities 117. Develop and begin implementation of strategies for succession planning			

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Decision-Making **The college maintains an open and inclusive organizational structure which enables all staff members to participate in the decision-making**	• *Assure that our organizational systems reflect our commitment to values* • *Maintain a healthy organization by promoting a strong sense of community with a commitment to communication, continuous learning and improvement.*	• Strengthen CCC culture and environment • Create a series of campus wide forums for the purpose of re-establishing our CCC vision, mission and goals	118. Address accreditation recommendations 119. Assess, evaluate and make recommendation for improved communication 120. Develop a plan for and track accreditation recommendations as well as self study discoveries 121. Develop an action plan to address key areas of concern related to communication and decision making as described in the Campus Climate Survey			

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Diversity **The college is committed to building awareness of cultural diversity on our campus and in our community.**	• *Broaden our diversity and cultural awareness*	• Assess the need for, evaluate and make recommendation for a college wide diversity and cultural awareness training plan	#18 Minority Enrollment 122. Initiate the diversity conversation at the managerial level			

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Environment **The college accepts responsibility as a steward of the environment, not only to teach environmental principles, but also to model appropriate environmental behaviors.**	• *Model environmental stewardship*	• Be a national model for environmental education • Increase campus systems and capacity that support good environmental stewardship and sustainability • Re-build OC campus storm water system	123. Complete campus storm water containment plans at ELC 124. Establish a sustainability committee for review of CCC practices and policies at all campuses and make recommendations 125. Complete campus access improvements			