

Group 2 Breakout Session Notes Page

Workshop Date: March 17th

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Breakout Discussion 1

Question 1

Do these strategic goals align with our college vision, mission, and values?

- *How do these strategic goals align with our college vision, mission, and values?*

- Goals seem to align with mission and values
- We like that the goals are specific and use consistent language with the mission and values statements

Question 2

What else, if anything, do you feel should be reflected in the new strategic plan?

- Staffing/Capacity:
 - Do we have enough staff/faculty to support these goals?
 - Staff retention - they need to feel valued and have a voice
 - Even if we achieve diversity in our employees we still need adequate staffing
 - Why have we lost talented and diverse employees that we worked so hard to hire?
- Key takeaways - Not only diversify staff but retain them and make sure we have enough to support goals

Breakout Discussion 2

Question 3

What campus efforts are currently underway to address each of these goals?

- Increase Equitable Access (Enrollment Rate)
 - Coyote Connection, Pathways, Adult Ed outreach
 - Transition assistance for HS students, Arabic-speaking population
 - Enrollment workshops/training to improve enrollment
 - Accessibility/ Signage how we are communicating with students to get support and information
 - Inclusivity/ accessibility in marketing materials
 - Disconnect on what efforts are happening on campus
- Eliminate Equity Gaps in Course Success Rate & Increase Persistence Rate and Eliminate Equity Gaps
 - Work as a department to close department-wide equity gaps
 - Measuring at every level: course, department, institution, etc.
 - We aren't currently staffed to be able to do this
 - Adjuncts need more support such as TAs to help provide the necessary support for students
 - How can we remove retention gaps from application to program?
 - More community building and engaging students
 - We function independently and then duplicate efforts; not working smarter
- Increase Completion Rate and Eliminate Equity Gaps
- Diversify Our Employees

Question 4

Where do you (or other members of the campus community) find out about these efforts?

- Website -
 - Doesn't allow you to access and find information easily
 - New website is not intuitive
- Convocation/ Planning workshops -
 - Share data and information
 - Not everyone can always participate
- Relationships on campus or assimilation of knowledge -
 - Not effective; we need other ways
- Equity gap between part-time and full-time faculty/staff access to information
 - Not building community

Question 5

How do we currently communicate our equity goals and performance to the campus and the community?

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Question 6

How can we demonstrate to ourselves, our students, and our community that we have met our equity and diversity goals?

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Breakout Discussion 3

Please use the grid below to note the suggestions from the group discussions on the following questions:

Question 7

What are multi-year, overarching strategies the college can take to meet our strategic goals?

How does each overarching strategy map to a strategic goal?

- Listed below in chart

Question 8

In light of the overarching strategies we just identified, what are specific activities the college can implement in the first year to meet each strategic goal?

How do these specific activities map to an overarching strategy and strategic goal?

- [enter notes here with each bullet representing a new speaker and/or new concept/thought]

Table for Breakout 3: Goals, Strategies, and First-Year Action Steps

Measurable Goal	Overarching Strategy	First-Year Action Step
Increase Equitable Access (Enrollment Rate)	Expand and diversify community partnerships	Conduct a needs assessment with the diverse communities we serve
		Increase participation in community events, such as First 5 to increase visibility
	Build a student-centered class schedule development process	
	Create clear pathways for adult education students to community college	
	Expand CCAP/dual enrollment efforts	
	Establish relationship at application point	
	Increase institutional capacity with staffing	
	Strengthen pathways w/ K-12	
Eliminate Equity Gaps in Course Success Rate	Expand culturally-responsive teaching and learning	
	More diverse curriculum	
	Fundamentals of Teaching training provided to teachers	

	Support System	Mentoring, Tutoring, etc.
	Increase engagement - require office hours	
Increase persistence rates and eliminate equity gaps (fall-to-fall)	Access to counseling on a semester bias	
	Requiring student ed plans	
	Proactive/ Specialized counselors	
	Pre-fall pathways	
Increase completion rates and eliminate equity gap (4-year)	Community	
	Peer Mentoring	
	Access to counseling on a semester bias	
	Requiring student ed plans	
	Proactive/ Specialized counselors	
Diversify Our Employees to reflect the diverse students and communities we serve		
	Provide data to professors to identify equity gaps	
	Recapture students who have withdrawn	Exit survey
	Reviewing hiring processes - where and how	
	Update application	
	Retain employees	Exit survey

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