**Goal 3: Promote Innovation, Create a Culture of Continuous Improvement and Enhance Institutional Effectiveness**

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| **STRATEGIC DIRECTION** | **OBJECTIVE** | **STRATEGY** |
| **3. Promote Innovation, Create a Culture of Continuous Improvement and Enhance institutional Effectiveness.**  Provide opportunities to enhance institutional effectiveness, for employees at all levels to continually gain new skills and knowledge, seek out effective practices, and share ideas with one another in order to continually enhance learning and improve student success.  **Aligns with District Strategic Goal #3: Create a Culture of Continuous Improvement and Tangible Success.** | 3.1 Improve professional development practices. | A. Align professional development with the college Strategic Directions. ONGOING |
| B. Improve the effectiveness of the college professional development opportunities. ONGOING |
| C. Explore and institutionalize innovative practices. ONGOING |
| D. Improve training for faculty who are developing and teaching distance education courses. ONGOING |
| 3.2 Improve cultural and global competence among students and employees. | A. Improve the diversity of the adjunct hiring pools. ONGOING |
| B. Develop programs and activities that focus on cultural diversity and global issues. ONGOING |
| 3.32 Improve the evaluation of planning and operational processes and use the results to improve the overall quality of the institution. | A. Improve the alignment of planning, governance, and operations through clear processes, guidelines and methods of communication. ONGOING |
| B. Align the college programs and services with the needs of its students and community. ONGOING |
| C. Improve program review process to maximize programmatic and department/unit effectiveness. ONGOING |
| D. Utilize SLO/AUO results to improve instruction, resource allocation, and other operations and services to support student success and institutional effectiveness. ONGOING |
| E Create a distance education plan to support student equity, access and success. DONE |
| 3.4 Utilize institutional set standards for student learning and achievement to enhance continual institutional effectiveness. | A. Identify appropriate student success measures, including course success rate, course retention rate and number of students who complete degrees and certificates, as well as those who are transfer ready, set goals, create interventions and report the college's progress. ONGOING |
| 3.5 Improve the college's communications and marketing efforts. | A. Develop a college marketing plan. ONGOING |
| B. Develop strategies to share innovative practices and their results with the campus community.NO LONGER RELEVANT |
| C. Improve the communication of planning, budgetary and governance processes to the college community. ONGOING |