Vision 2020:

Equity and Access, Engagement and Achievement, Excellence and Accountability

V. Core Beliefs

A. Vision

Contra Costa College strives to be a premier college that celebrates innovation, collegiality and diversity, and is committed to transforming students’ lives.

B. Mission

Contra Costa College is a public community college serving the diverse communities of West Contra Costa County and all others seeking a quality education, since 1949. The College equitably commits its resources using inclusive and integrated decision-making processes to foster a transformational educational experience and responsive student services that ensure institutional excellence and effective student learning.

C. Values

Contra Costa College’s commitment to its mission derives strength and guidance from institutional values. As a community of educators, we value:

􏰀 COMMITMENT to helping students learn and to improving the economic and social vitality of communities through education;

􏰀 RESPONSIVENESS to the varied and changing learning needs of those we serve;

􏰀 DIVERSITY of opinions, ideas and peoples;

􏰀 FREEDOM to pursue and fulfill educational goals in an environment that is

safe and respectful for all students, all faculty, all classified staff, and all

managers alike; and

􏰀 INTEGRITY in all facets of our college interactions and operations.

VI. College Strategic Directions 2015-2020

Framework to Achieve College Strategic Directions

In the section below, each of the College’s four strategic directions for 2015-2020 are described in detail, including a summary of methods and action steps related to that goal; specific objectives whose attainment will advance the College toward achieving that goal; and suggestions for measuring progress towards the strategic directions over the next five years. While the measures listed are not requirements and progress can be assessed in other ways, it is imperative that some measures are assessed on an annual basis in order to ensure forward movement informed by regular reflection.

A. Strategic Direction 1: Equitably Improve Student Access,

Learning and Success

Create opportunities for thoughtful reflection that use quantitative and qualitative data to improve student outcomes.

Objectives

1.1 Improve the steps for the completion of certificates, degrees and for transfer readiness to increase the number of student earning certificates and/or degrees and who are transfer ready.

1.2 Expand the definition of student success to include outcomes for career/skills development and the needs of lifelong learners.

1.3 Improve orientation and advisement practices.

1.4 Use multiple measures of assessment to improve student placement.

1.5 Improve the effectiveness of campuswide instructional support.

1.6 Increase and promote equitable access and success for all students.

1.7 Increase student learning and success by setting institutional standards and

goals for achievement.

Suggested Progress Measures

• Review on an annual basis student performance in the areas included in the Student Success Scorecard as compared to the 2015 baseline.

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• Identify ways that instructional and student support areas have engaged with student success data and best practices to develop, implement, evaluate and refine activities that boost student performance.

• Determine whether communication structures have been created that enable administrators, faculty and/or staff in instructional and student support areas to regularly share and leverage effective practices.

B. Strategic Direction 2: Strengthen Community Relationships and

Partnerships

Build pipelines that guide and prepare both K-12 students and the adult population for success in higher education and employment.

Objectives

2.1 Develop a strong and positive image of Contra Costa College in the community.

2.2 Create clear pathways to gainful employment.

2.3 Increase the number of students who enter college prepared to enroll in

college-level courses.

2.4 Increase equitable access to the College.

Suggested Progress Measures

• Review on an annual basis and compare to the 2015 baseline:

o the number of student enrolling in the College from local high schools

and the success of those students once enrolled;

o the number of students transferring to four-year institutions and the

success of those students once transferred; and

o the number of students receiving a CTE certificate and the success of

those students in the labor market.

• Determine whether the College has engaged with local K-12 institutions to:

o address high school students’ awareness of and interest in college; o ensure that high school faculty understand the skills and knowledge

their students will need to succeed in college; and/or o facilitate articulation from high school to college.

• Determine whether the College has engaged the community to address awareness of and interest in college.

• Assess the depth and quality of engagement of industry in Career/Technical Education (CTE) programs, such as industry advisory boards, and provide regular, meaningful input into curriculum, assessments of regional labor market needs, and internship and work-based learning opportunities for students.

C. Strategic Direction 3: Promote Innovation, Create a Culture of

Continuous Improvement and Enhance Institutional Effectiveness

Provide opportunities to enhance institutional effectiveness and opportunities for employees at all levels to continually gain new skills and knowledge, seek out

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effective practices, and share ideas with one another in order to continually enhance learning and improve student success.

Objectives

3.1 Improve professional development practices.

3.2 Improve cultural and global competence among students and employees.

3.3 Improve the evaluation of planning, budgetary and operational processes

and use the results to improve the overall quality of the institution as a

whole.

3.4 Utilize institutional standards for student learning and achievement to

enhance continual institutional effectiveness.

3.5 Improve the College’s communications and marketing efforts.

Suggested Progress Measures

• Assess the use of professional development among administrators, faculty and staff, including its quality and quantity; whether new skills and knowledge are shared across departments and divisions; and/or the ways in which professional development has led to the introduction of best practices and improved student outcomes.

• Identify in what ways administrators, faculty, and staff within and across departments and divisions have come together to review relevant research and data, to reflect on progress toward strategic directions, and to make course corrections as needed to ensure institutional effectiveness and learning of the highest quality.

• Determine what activities have been employed to ensure employees have skills and knowledge to serve the needs of diverse students and implement practices that create equitable outcomes.

D. Strategic Direction 4: Utilize Resources Effectively to Support

Student Learning and Success

Make informed decisions to effectively utilize the College’s human, physical, financial, organizational and technological resources to better serve its students and community.

Objectives

4.1 Provide state-of-the-art technology that is sustainable and supports student success.

4.2 Improve and enhance the physical plant.

4.3 Improve and enhance resource sustainability and fiscal responsibility.

4.4 Improve organizational effectiveness.

Suggested Progress Measures

• On an annual basis, assess the alignment of technology and College needs within and across departments and divisions as compared to the 2015 baseline.

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• On an annual basis, assess improvements in efficiency by reviewing costs within and across departments and divisions as compared to the 2015 baseline.

• Identify practices and procedures that promote sustainability in all areas of the College.

• Identify new revenue sources as compared to the 2015 baseline.