Goal	Objective	Indicators and Measures 2009/10	Data
1. Increase Access to Continuing and Higher Education Opportunities for all.	a. Complete the implementation of the 5-year Basic Skills Enhancement plan.	Success -Improvement rates (*ARCC*) -Success rates (*BSI 09 Report*)	Success rate and Improvement rate for credit basic skills are below peer group average **Attachment 1a-1** **Attachment 1a-2** **Attachment 1a-3** **Attachment 1a-4**
	b. Increase student awareness of STEM related careers and improve applicable student competencies.	*Additional emphasis on math competency and interventions through Basic Skills. Promotion of STEM programs through CA Space Grant Consortium, Women in Trades and Technologies, and other grant activities.*	
	c. Provide seamless and student-focused transfer pathways from non-credit to credit programs, and credit programs to Baccalaureate institutions.	Transfer -SRTK Transfer rates - Transfer volume (*Fact Book*) <u>NC to CR Migration</u> -NC to CR Migration (*Migration Study*) -ESOL NC to CR (*ESOL Migration Study*)	Transfer rates increased 30% from 04/05 – 08/09 (1,683 to 2,195). **Attachment 1c-1** shows increases for all ethnicities.
	d. Strengthen curricular linkages with K-12 partners to improve alignment for student learning and academic achievement.	K-12 Partnerships -Number of bridge programs -Number of incoming high school students (*High School Pipeline Report*) <u>Success Rates</u> -First-time student success rates (*High School Pipeline Report*) -First-time student award and transfer rates (*High School Pipeline*)	**Attachment 1d-1** **Attachment 1d-2** **Attachment 1d-3** **Attachment 1d-4**

		Indicators and Measures	Data
Goal	Objective	2009/10	
2. Strengthen and Expand Support Services to Respond to Changing Student Needs.	a. Maintain and expand enrichment programs that embrace diversity and support disadvantaged students.	Equity Outcomes Success Rates by Ethnicity *(Fact Books)* Comparison of enrichment programs that serve diverse groups.	**Success Rates by Ethnicity:** On average, the ethnic groups with the highest success rates were both White students and Asian/Pacific Islander students (70% each) & Filipino students (66%) between 2004/05 and 2008/09. The average success rates of African American, American Indian, Latino, and students categorized as 'Other' ethnicities fell below the average success rate of the general student population of all colleges in the district (66%). The average success rates of White, Asian/Pacific Islander, and Filipino students exceeded or were comparable to the same average. **Attachment 2a-1**
	b. Increase student engagement with the college and the community.	Input from Student Services Council Level of participation in legislative, community and campus activities.	
	c. Develop systems to ensure that support services complement student learning outcomes inside and outside the classroom.	Input from Student Services Council SLOs; POS Reports	
	d. Structure support services that are seamless, responsive and efficient.	Student Satisfaction -POS Surveys *(POS Reports)* SLOs; POS Reports	
	e. Ensure that student learning is a central component of all support services.	SLOs -Support Services SLO assessments SLOs; POS Reports	

Goal	Objective	Indicators and Measures 2009/10	Data
3. Assume Strategic Role in Addressing Regional Workforce Development Needs	a. Lead the San Diego CTE Collaborative in building regional capacity for economic and workforce development.	Document & describe SDCCD role and accomplishment	**Attachment 3a-1**
	b. Leverage current grants and identify and acquire additional resources from state, federal and private sources to support effective workforce preparation.	<u>Grant Procurement</u> -Amount of grants and additional monies procured annually	**Attachment 3b-1**
	c. Strengthen current collaborations with the San Diego Workforce Partnership, SANDAG, Chambers of Commerce, other regional agencies and businesses while exploring additional strategic partnerships.	Document & describe activities	**Attachment 3c-1**
	d. Provide services and opportunities for our graduates to effectively transition into the workforce.	<u>Success</u> CTE Awards (*Awards Conferred Supplementary Report 09*)	**Attachment 3d-1** **Attachment 3d-2**

		Indicators and Measures	Data
Goal	Objective	2009/10	
4. Enhance Professional Development for All Staff	a. Establish Leadership Development Program/Academy in support of succession planning.	HR/Kim Meyers	**Attachment 4-1**
	b. Encourage the professional development of faculty and administration through graduate study and special programs.	<u>Enrollment</u> Number of enrollees in SDSU doctoral leadership program <u>Completion</u> Number of graduates from SDSU doctoral leadership program Data from Flex activities	**Attachment 4-1**
	c. Sustain and expand classified staff professional development opportunities and programs.	Document & describe activity	**Attachment 4-1**
	d. Implement Human Resources practices that support development.	HR/Kim Myers	**Attachment 4-1**

		Indicators and Measures	Data
Goal	Objective	2009/10	
5. Become a Sustainability Citizen and Advocate within the Community	Minimize carbon footprint of our campuses.		
	Achieve LEED certification for all new and renovated campus buildings.	List of buildings & LEED Certifications	**Attachment 5b-1**
	Develop and incorporate sustainability content across the curricula.	Inventory of courses/ certification with Sustainable content	**Attachment 5c-1**
	Support sustainability in co-curricular and community activities such as the Environmental Stewardship Committees, Earth Fairs, and Canyon Days.	Document and describe activities	

		Indicators and Measures	Data
Goal	Objective	2009/10	
6. Adapt to a Changing Fiscal Environment with a Sound Fiscal Strategy	Ensure maintenance of a balanced budget in line with annual state allocations.	Terry Davis/ Budget Committee	**Attachment 6a-1**
	Eliminate the district's reliance upon one-time funding.	Terry Davis/ Budget Committee	**Attachment 6b-1**
	Increase the Cash Flow reserve from the mandated level of 5% of operation funds to 8%.	Terry Davis/ Budget Committee	**Attachment 6b-1**
	Increase revenue for the continuous operating and maintenance costs for Propositions S & N and other district facilities through commercial leasing of surplus property.	Terry Davis/ Budget Committee	**Attachment 6b-1**

		Indicators and Measures	Data
Goal	Objective	2009/10	
7. Strengthen Our Internal and External Organizational Communications Practices	Increase use of electronic technologies to enhance and expand existing methods for web-based marketing and customized e-mail marketing.	R. Dittbenner / PIOs / District Marketing Committee	
	Increase and improve communications of transfer opportunities from Continuing Education to our colleges.	R. Dittbenner / PIOs / District Marketing Committee	
	Expand methods of identifying and tracking alumni and establish a districtwide alumni database that includes reliable contact information.	R. Dittbenner / PIOs / District Marketing Committee	
	Identify, recommend, and implement cost-cutting measures for effective marketing and outreach campaigns.	R. Dittbenner / PIOs / District Marketing Committee	