

GOAL 1: Student Access and Success	GOAL 2: Relevant and Innovative Education	GOAL 3: Create a Student-Focused Environment
<p>Implement targeted and systemic student support initiatives to empower student goal achievement.</p> <p>Objective 1.1 – Improve Academic Advising</p> <ul style="list-style-type: none"> • Implement a 30-hour degree audit communication system for current students. • Create a task force to analyze the current advising process and make recommendations for improvement. <p>Objective 1.2 – Student Driven Scheduling</p> <ul style="list-style-type: none"> • Conduct class schedule efficiency reporting to determine the best class scheduling times by division, program, etc. • Expand class delivery options by promoting the blended class modality to current faculty. • Develop a new class option entitled “student choice” where students can choose to complete a course completely online or choose to attend scheduled on-campus meetings with the instructor for more personalized instruction. • Explore offering more “late start” courses which start after the normal add period of the semester. • Develop structured online program pathways. <p>Objective 1.3 – Improve Academic and Non-academic Support Services</p> <ul style="list-style-type: none"> • Explore offering mental health crisis counseling services. • Streamline and expand academic boot camp offerings including the development of a reading and writing boot camp. • Make Brightspace shells available for all MCCC courses instead of the current request-only process and strongly encourage the use of Brightspace for all courses 	<p>Ensure that educational opportunities are attentive to the needs of those we serve.</p> <p>Objective 2.1 – Relevant Programming</p> <ul style="list-style-type: none"> • Conduct a comprehensive needs assessment of current and potential programming to establish employer, industry, and student preferences useful in planning future strategic instructional endeavors. • Put forward a data-supported recommendation for programming that reflects industry and student preferences/needs. <p>Objective 2.2 – Experiential Learning</p> <ul style="list-style-type: none"> • Formalize an “experiential learning coordinator” position aimed at creating, organizing, and managing experiential learning opportunities. • Increase the number of experiential learning opportunities for students that meet employer, industry, and student needs and expectations. <p>Objective 2.3 – Collaboration and Civility</p> <p>Increase employee satisfaction as it relates to campus-wide collaboration and establish a culture of civility which promotes an atmosphere of equity embedded within all college interactions</p> <ul style="list-style-type: none"> • Develop a Campus Collaboration Committee charged with organizing a regular calendar of events/activities aimed at promoting employee collaboration and cohesiveness. • Explore the use of a consultant to conduct a civility/incivility assessment and provide recommendations based on findings. • Complete a comprehensive review and revision of applicable college policies that guide employee interaction and behavior. • Engage the campus in civility and team-building training. 	<p>Create a culture of collaboration and respect that is committed to improving processes that support the MCCC Mission and Vision.</p> <p>Objective 3.1 – Comprehensively assess the campus from a student-focused perspective</p> <ul style="list-style-type: none"> • Process map the student experience to identify key services, processes and physical environments to ensure that they are student-focused. • Collect data and devise an intervention plan that supports a more student-focused environment. <p>Objective 3.2 – Align Organizational Structure</p> <ul style="list-style-type: none"> • Evaluate human resources. • Analyze existing skills and determine organizational needs. • Build a plan to align human resources with the college's strategic direction. • Transition people to meet the current and future needs of MCCC students. <p>Objective 3.3 – Develop New Training and Professional Development Practices</p> <ul style="list-style-type: none"> • Incorporate individual development plans into the formal campus-wide employee evaluation process that supports the realignment of skills. • Support skills enrichment with professional development training recommended in employee development plans. • Build an inclusive culture with regular, mandatory and engaging training opportunities for all employees. <p>Objective 3.4 – Adapt the Physical Environment</p> <ul style="list-style-type: none"> • Alter the physical environment to support student-focused learning. • Provide dedicated spaces throughout campus that foster inclusion, equity and celebrate cultural diversity. • Redesign spaces to optimize human resource capital and processes to better support student needs and preferences.

	<p>Objective 2.4 – Shared Governance Increase employee satisfaction with the College’s shared governance.</p> <ul style="list-style-type: none"> • Delineate and implement targeted strategies for improvement of the governance model based on governance model survey results. <p>Objective 2.5 – Portability of Courses</p> <ul style="list-style-type: none"> • Conduct an inventory of courses, programs, and opportunities for articulation and transfer, followed by a gap analysis to identify areas of opportunity. • Increase opportunities for students to transfer courses and programs to university partners. <p>Objective 2.6 – Coordinated Partnerships Increase and facilitate articulation, direct college, and dual enrollment opportunities for students through a well-organized and comprehensive effort.</p> <ul style="list-style-type: none"> • Strengthen collaborative relationships with regional educational partners. • Formalize a coordinator position to oversee articulations, direct college, and dual enrollment opportunities. • Conduct a comprehensive assessment of current courses and curricula that support coordinated partnerships, looking for opportunities to expand programming and create new opportunities. 	
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