

## BOARD GOALS 2023-2024

### I. Ensure continuous improvement, radical transparency, and accountability in effecting the regular duties of the Board of Trustees.

Board Priorities 2023-2024	Chancellor Support 2023-2024
<ol style="list-style-type: none"> <li>1. Hire a permanent chancellor that is in alignment with the Boards goals, values, and mission</li> <li>2. Ensure transparency and integrity of the District performance through the successful hiring of a performance auditor</li> <li>3. Engage in regular and continuous professional development for trustee accountability and board effectiveness</li> <li>4. Direct Chancellor to implement a new trustee orientation program</li> <li>5. Review and approve regular duties:               <ol style="list-style-type: none"> <li>a. New mission statement</li> <li>b. Review EEO pan and hiring practices to ensure compliance with new laws</li> <li>c. Ensures emergency response and safety plans are in place</li> <li>d. Board Policies update and implementation of regular review cycle - in progress</li> </ol> </li> <li>6. Complete Board annual self-evaluations and complete annual and mid-year Board Goals review and update</li> <li>7. Complete Chancellor evaluation</li> </ol>	<ol style="list-style-type: none"> <li>1. Chancellor supports the hiring process through Human Resources and reporting structure to both the Chancellor and the Board</li> <li>2. Chancellor supports the hiring process through Human Resources and reporting structure to both the Chancellor and the Board</li> <li>3. Clerk of the Board to organize CCLC/ ACCT attendance</li> <li>4. Chancellor to create new trustee orientation program</li> <li>5. Chancellor works with Board President to schedule review and update of regular duties</li> <li>6. Chancellor to support board completion of evaluation and goal setting cycles</li> <li>7. Chancellor to cooperate and collaborate with the board on its own evaluation</li> </ol>

### II. Reinforce a thriving and positive-oriented workplace where employees feel supported in professional growth and innovation.

Board Priorities 2023-2024	Chancellor Support 2023-2024
<ol style="list-style-type: none"> <li>1. Create a values statement that articulates this goal</li> <li>2. Review and update HR policies</li> <li>3. Ensure exit interview process is implemented and the data is utilized for improvement</li> <li>4. Support new employee onboarding process that aligns with values statement</li> <li>5. Support professional development opportunities for employees</li> </ol>	<ol style="list-style-type: none"> <li>1. Support framework needed to create a values statement (<i>in progress</i>)</li> <li>2. Prioritize Board policy review to include Chapter 7</li> <li>3. Work with HR to create exit data reports and a plan for improvement</li> <li>4. Improve onboarding and retention plans</li> <li>5. Work with HR and CFO to ensure appropriate allocation of professional development funds</li> </ol>

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### III. As stewards of the public trust, ensure prudent fiscal planning for the priorities of the District.

Board Priorities 2023-2024	Chancellor Support 2023-2024
<ol style="list-style-type: none"> <li>1. Capital Improvements</li> <li>2. Facilities repair and maintenance</li> <li>3. Free college</li> <li>4. Student basic needs</li> </ol>	<ol style="list-style-type: none"> <li>1. CIP Presentation               <ol style="list-style-type: none"> <li>a. Review of facilities project priorities and request fiscal guidance from the board</li> </ol> </li> <li>2. Facilities Repair and Maintenance Presentation               <ol style="list-style-type: none"> <li>a. Review of repair and maintenance projects and request fiscal guidance from the board</li> </ol> </li> <li>3. Report from district lobbyist on advocacy efforts and legislative priorities</li> <li>4. Board Presentations with data               <ol style="list-style-type: none"> <li>a. delineating costs for cafeteria/food, transportation, child care</li> <li>b. longitudinal data on enrollment, persistence, completion</li> <li>c. observe and share connections between support and enrollment, persistence, completion</li> </ol> </li> </ol>

### IV. Encourage and support innovations in outreach, recruitment, retention, and enrollment growth.

Board Priorities 2023-2024	Chancellor Support 2023-2024
<ol style="list-style-type: none"> <li>1. Review and monitor reports on outreach, recruitment and enrollment strategies</li> <li>2. Review and monitor College and District data towards reasonable increases in enrollment</li> <li>3. Engage ad-hoc committee in detailed conversations on outreach, recruitment, retention, enrollment, and completion               <ol style="list-style-type: none"> <li>a. ad-hoc committee works with staff to present findings to the board</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>1. Chancellor will provide a recommendation regarding an enrollment goal               <ol style="list-style-type: none"> <li>a. Report on revised marketing campaign and enrollment figures</li> <li>b. Enrollment reports two times a year (<i>Fall and Spring after census</i>)</li> <li>c. Other data-based reports (e.g., impact of SB893)</li> <li>d. Strategic plan metric review and update (<i>annually Spring</i>)</li> </ol> </li> <li>2. Chancellor and staff serve as thought partners</li> <li>3. Staff attends Ad Hoc committee discussions and prepared reports to support those discussion               <ol style="list-style-type: none"> <li>a. "Bring College to the People"</li> <li>b. Organizations, local communities, Half-Moon Bay facility, East Palo Alto training (Job Train site)</li> <li>c. High school outreach</li> <li>d. Other data-based reports as requested</li> </ol> </li> </ol>

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### V. Empower students with pathways to completion that are innovative and responsive to their individual needs and industry demands.

Board Priorities 2023-2024	Chancellor Support 2023-2024
<ol style="list-style-type: none"> <li>1. Sustain increased focus on part-time completion</li> <li>2. Strengthen PSP program</li> <li>3. Support review of program viability and the development of innovative career education programs to meet industry needs</li> <li>4. Focus on monitoring and increasing completion outcomes for disproportionately impacted populations</li> <li>5. Support a study of alternative methods to reach students</li> </ol>	<ol style="list-style-type: none"> <li>1. Chancellor and staff to provide reports on completion metrics and work as thought partners on growth and expansion of completion programs</li> <li>2. Innovation for part-time student completion</li> <li>3. Ensure all course offerings lead to a completion of a degree or certificate               <ol style="list-style-type: none"> <li>a. Staff review of program viability</li> <li>b. Staff review of current career programs and survey industry needs in the local area</li> <li>c. Present data on enrollment and completion in current career programs</li> <li>d. Design career pathway clusters which align with local industry needs</li> <li>e. Reallocation of resources to support high demand areas, and ensuring innovation to meet the surrounding employer needs</li> <li>f. Ensuring fiscal support for completion programs such as PSP/EOPS/TRiO, Guided Pathways</li> <li>g. Convey to the board the fiscal and resource needs in order to reach goals</li> </ol> </li> <li>4. Implement colleges' equity plans centered around data to improve service to disproportionately impacted student populations</li> <li>5. Explore alternative scheduling options and review and present baseline data on historical trends on late start, night, and weekend classes</li> </ol>

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**VI. Inspire stronger educational and community partnerships that enable students to excel in their academic, career, and lifelong learning goals and contribute to the economic vitality in San Mateo County.**

Board Priorities 2023-2024	Chancellor Support 2023-2024
<ol style="list-style-type: none"> <li>1. Secure MOUs at Skyline and CSM, following Cañada's Living the Promise Model</li> <li>2. Explore legislative opportunities for seamless articulation to four-year public universities.</li> <li>3. Explore innovative four-year degree program development at each of the campuses.</li> <li>4. Provide guidance for improvement in lifelong learning opportunities.</li> </ol>	<ol style="list-style-type: none"> <li>1. Create and align MOUs across all three campuses in support of the K-14 Model Initiative: Living the Promise (created by President Lopez, Cañada College)</li> <li>2. Work with lobbyist on legislative opportunities</li> <li>3. Research baccalaureate options for the campuses</li> <li>4. Evaluate Community Education programs and take direction from the Board of Trustees for improvement</li> </ol>

**VII. Partner with the SMCCC Foundation to become a premier philanthropic organization that multiplies its reach and impact, and catalyzes community support to optimize student access to programs and services.**

Board Priorities 2023-2024	Chancellor Support 2023-2024
<ol style="list-style-type: none"> <li>1. Support hiring of a new Executive Director aligned with the values of the District</li> <li>2. Monitor and support improvement of SMCCCD Foundation performance through service on the Foundation Board</li> <li>3. Ensure compliance with District policies and the new operating agreement</li> <li>4. Receive regular updates from the Chancellor and Foundation Executive Director</li> </ol>	<ol style="list-style-type: none"> <li>1. Hire a new Executive Director (ED)</li> <li>2. Implement new operating agreement and engage in new collaborative goal setting and strategic planning under the direction of new ED Quarterly updates to the Board</li> <li>3. Chancellor to onboard ED with an orientation on District policy and procedure, expectations, and operating agreement</li> <li>4. Chancellor and ED prepare regular updates for Board review</li> </ol>

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**VIII. As educational leaders, partner with stakeholders to emphasize the value of the community college experience, and the transformative impacts on students and the community.**

Board Priorities 2023-2024	Chancellor Support 2023-2024
<ol style="list-style-type: none"> <li>1. Increase statewide and national presence at conferences</li> <li>2. Improve and expand internal and external community and campus engagement</li> <li>3. Cultivate new and strengthen existing political relations with external stakeholders</li> <li>4. Broadly share a unified message about the District to communities and stakeholders</li> </ol>	<ol style="list-style-type: none"> <li>1. Board Clerk to organize CCLC, ACCT, etc., Regular attendance</li> <li>2. Community forums               <ol style="list-style-type: none"> <li>a. "State of the District" chancellor events</li> </ol> </li> <li>3. Create opportunities for the community and political leaders/business partners to see campuses during "Academic Showcase Series"</li> <li>4. Comprehensive district marketing and storytelling</li> </ol>