

## **BOARD OF TRUSTEE GOALS, 2019**

The Gavilan Board of Trustees are adopting the following Goals for 2019 and by doing so, commits itself to working collaboratively to support the administration, faculty, staff and students as they complete the work outlined in the Strategic Plan and/or Vision of Success consistent with our values as outlined in The Principles of Community: Diversity, Inclusiveness, Purposefulness and Equity. The Board will create objectives under each goal, and will continue to focus on professional development throughout the year.

- **Increase Achievement** – Within three years, increase the proportion of students completing transfer level English and Math within one year of matriculation from 11% to 18%. Within five years, increase to 29%.

Within three years, increase the number of students completing transfer level English and Math within one year of matriculation from 92 to 118. Within five years, increase to 243.

Within three years, increase the number of students completing associates degrees from 554 to 582, completing Vision success outcomes from 681 to 729, completing certificates, or specific skill sets that prepare them for in-demand jobs from 622 to 665.

- Ensure that well qualified and trained faculty are teaching courses in accordance with the Strategic Enrollment Management Plan to support student success.
- Provide robust academic, technological, and support services to ensure intentional interventions are received by all students at appropriate times.
- **Improve Equity** – Improve equity outcomes by increasing course completion and graduation rates in target populations by five percentage points over three years. Reduce equity gaps across all student performance goals through faster improvement for traditionally underrepresented student groups by cutting achievement gaps by 20% in 3 years.
  - Successfully implement Guided Pathways, including effective enrollment management as well as timely and relevant curriculum review
  - Ensure adequate support services are in place to help students enter and stay on their pathway
- **Improve Employment** – Increase the proportion of CE graduates employed in their field of study from 74% to 78% over three years, from 31 students to 41 students.
  - Increase opportunities for work experience through participation in internships, externships, and student employment
  - Build and strengthen partnerships with employers for mentoring, recruiting, and networking

- Educate students about available career pathways in their areas of study
- Improve employment readiness through development of soft skills, such as communication, writing, online professional presence, and student portfolios.
- **Improve Efficiency** – Decrease the average number of units taken by graduates from 89 units to 85 units in three years, and to 77 units in five years.
  - Using a guided pathways orientation, increase alternative scheduling methods that address the needs of students from a wide variety of backgrounds
  - Implement intentional interventions, such as progress reports, increased touchpoints/nudges, and degree plan mapping, for identified student populations
  - Through implementation of the Equal Employment Opportunity plan, engage in continuous training and professional development for all employees on the goals of the EEO plan and how each employee can contribute to achieving the goals and ultimately increasing student success.
- **Support and Monitor** the successful implementation of Measure X, Phase One.