

# PALOMAR COLLEGE

## Strategic Plan 2016

### **Vision**

Learning for Success

### **Mission**

Our mission is to provide an engaging teaching and learning environment for students of diverse origins, experiences, needs, abilities, and goals. As a comprehensive community college, we support and encourage students who are pursuing transfer-readiness, general education, basic skills, career and technical training, aesthetic and cultural enrichment, and lifelong education. We are committed to helping our students achieve the learning outcomes necessary to contribute as individuals and global citizens living responsibly, effectively, and creatively in an interdependent and ever-changing world.

### **Values**

Palomar College is dedicated to empowering students to succeed and cultivating an appreciation of learning. Through ongoing planning and self-evaluation we strive for continual improvement in our endeavors. In creating the learning and cultural experiences that fulfill our mission and ensure the public's trust, we are guided by our core values of

- **Excellence** in teaching, learning, and service
- **Integrity** as the foundation for all we do
- **Access** to our programs and services
- **Equity** and the fair treatment of all in our policies and procedures
- **Diversity** in learning environments, philosophies, cultures, beliefs, and people
- **Inclusiveness** of individual and collective viewpoints in collegial decision-making processes
- **Mutual respect** and **trust** through transparency, civility, and open communications
- **Creativity** and **innovation** in engaging students, faculty, staff, and administrators
- **Physical presence** and **participation** in the community

## Strategic Plan 2016 Year 3

### **Goal 1: Student Learning**

Support excellence in instruction and academic programs and services to improve student learning.

#### Student Direction and Progress

Objective 1.1: Increase the percentage of students beginning remediation in their first year at the college and completing their remediation within three years.

Objective 1.2: Develop and implement model for establishing career pathways for all disciplines and programs.

Objective 1.3: Ensure adequate tutorial support for distance education. (ACCJC recommendation)

Objective 1.4: Provide students at Camp Pendleton accessible student services commensurate with the offerings at the San Marcos and Escondido sites. (ACCJC recommendation)

#### Assessment, Analysis, and Planning/Decision-making

Objective 1.5: Improve the understanding of the role and value of Institutional Learning Outcomes among faculty, staff, administration and students.

Objective 1.6: Increase faculty to exceed FON by at least one per year if the budget allows.

### **Goal 2 Student Support and Success**

Implement effective pathways that support student access, progress, and completion.

#### Student Direction and Progress

Objective 2.1: Implement a coordinated outreach plan that employs internal and external outreach strategies.

#### Student Connections and Support (Palomar Access to Student Success or PASS)

Objective 2.2: Evaluate and refine the College's intake and orientation process including the Early Acceptance Program.

Objective 2.3: Increase student awareness and use of appropriate support services by expanding the First Year Experience program so that it is available to all incoming students.

Objective 2.4: Develop and implement enhanced technologies (student portal, an online education planning tool, and an electronic degree audit system) to support student success.

Objective 2.5: Modify the College's website to improve student access to support services.

### **Goal 3: Partnerships**

Strengthen educational, business, and community partnerships to increase college connections and student learning experiences.

Objective 3.1: Establish faculty councils with high school partners to improve alignment of curriculum and student transition.

Objective 3.2: Establish an advisory council made up of business and community members in order to learn how the college's programs and services can best serve the community.

Objective 3.3: Increase external funding through grants and partnerships within the community.

### **Goal 4: Human Resources and Professional Development**

Recruit, hire, and support a diverse faculty and staff who are committed to student learning and achievement.

Objective 4.1: Assess the effectiveness of the faculty and staff hiring processes, and identify recommendations to strengthen the college's ability to attract and recruit diverse candidates for employment.

Objective 4.2: Increase professional development opportunities to strengthen the technological knowledge and skills of faculty and staff.

Objective 4.3: Implement professional development opportunities that support faculty innovation in teaching and learning.

Objective 4.4: Create an environment that includes the participation of all employees in participatory governance and appropriate councils, committees, subcommittees, task forces, and workgroups. (ACCJC Recommendation)

### **Goal 5: Facilities and Infrastructure**

Ensure that existing and future facilities and infrastructure support student learning, programs, and services.

Objective 5.1: Develop operational plans for opening the South Education center.

Objective 5.2: As identified in Master Plan 2022, carry out the next three years of planned facilities projects on the San Marcos campus.