

Lever: Institutional Health

Foster Institutional Wellbeing

Cerritos College commits to making the most effective use of our resources. We aim for agile, caring practices that foster excellence throughout our operations. All decisions are made in order to best serve our students. As a result, we attract, develop, and retain engaged and qualified employees who embody our mission.

Known barriers for community colleges:

- High employee turnover
- Lack of leadership
- Higher percentage of budget devoted to salary and benefits
- Low reserves
- Lack of systems and processes
- Working in silos
- Lack of communication
- Volatile state budget

Known support points for community colleges:

- Fiscal stability
- Low employee turnover
- High employee satisfaction
- Effective & efficient processes
- Adequate technology
- Effective professional development for all employees

What are some BARRIERS for Cerritos College?

What are some SUPPORT points for Cerritos College?





Students First Framework Crosswalk
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Existing Plan Alignment	Current Equal Employment Opportunity Plan	Current Facilities Master Plan	Current IT Master Plan	2017-2023 Educational Master Plan	Sustainability Framework
What We Want to Accomplish	Integrate and implement equity, diversity and inclusion in all training phases.	Optimize facilities and related support services to create an accessible learning environment that is safe and secure.	Align technology solutions to meet student, faculty, administrative, and support needs.	Optimize facilities and related support services to create an accessible learning environment that is safe and secure.	Expand Access to and Awareness of Campus & Community Support Resources.
What We Are Doing to Accomplish It	<ul style="list-style-type: none"> Develop plan for professional development activities that create a shared training experience to address gaps in knowledge of Equity, Diversity and Inclusion. Provide a staff (classified, confidential, and hourly) orientation and training containing the Equity, Diversity and Inclusion Values. 	<ul style="list-style-type: none"> Align facilities to support college priorities. Replace temporary, inefficient and underperforming facilities. Right-size facilities to support program needs. Maximize state funding opportunities. 	<ul style="list-style-type: none"> Upgrade software applications so they remain effective and efficient. Strategic sourcing for IT skills and services. 	<ul style="list-style-type: none"> Increase outreach and communication about campus wide safety and security programs. Expand programs that make students feel safe. Increase lighting during construction. 	Provide opportunities to expand on campus student housing and establish additional off-campus housing support services.



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Strategies

Keeping in mind the barriers and supports you identified in the first worksheet and the existing strategies from our current plans on the crosswalk, what do we want to continue, prioritize, modify, or introduce in order to make the most effective use of our resources to best serve our students?

Designate someone from the group to write mutually agreed upon strategies on your post-its and place them on the poster.

