

**2020-21 Board/President Goals in Alignment with the Educational Master Plan
August 19, 2020**

The Board of Trustees and President/Superintendent recognize that long-existing political and social structures do not benefit all citizens equally. As a result, the community served by Cerritos College suffers.

In order to maintain the long-term sustainability of our institution, and in order to strengthen our partnership with the communities we serve, the Board and President commit to identify systemic barriers and inequalities. The Board and President further commit to advancing the Educational Master Plan through a lens of creating an equitable system for all.

We will measure our success by evaluating whether we are closing the achievement gaps of disproportionately impacted students through a system that is equitable for all students, faculty, staff, managers, and our entire community.

Overarching Goal

Answer the Call to Action from the Chancellor's Office [in six key areas to address structural racism](#).

Goal A: Strengthening the Culture of Completion

1. Continue to provide support to campus groups working on AB705, guided pathways, and the Vision for Success to ensure successful implementation and a process of continuous improvement.
2. Strengthen the program review and annual planning processes by regularly providing data visualization dashboards displaying disaggregated data on academic performance and metrics related to Guided Pathways and Vision for Success; ultimately, strengthening the data culture across the campus.
3. Pilot Cerritos College Online (CCO) with select business, technology, and creative industry CTE degrees and certificates, and refine the support structure for students participating in online programs.
4. Continue to expand efforts to meet students' basic needs
 - a. Open the campus food pantry to students.
 - b. Enhance partnerships in order to increase legal services available to undocumented students on campus.
5. Address recommendations for improvement as determined by the ACCJC.

Goal B: Ensuring Program Alignment by Strengthening Partnerships

1. Continue the development or expansion of educational programs to align with the needs of current and future labor markets and develop graduates with skills to satisfy the workplace demand.
2. Continue to strengthen the organizational capacity of Cerritos College by forming partnerships with K-12, local business and industry.

Goal C: Promoting Leadership and Staff Development

1. Emphasize professional development for all employees
 - a. Support the continued growth and development of the CTX
 - b. Increase professional development opportunities that focus on emotional intelligence and recognizing systems of inequalities

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2. The Board and the CEO will continue to work collaboratively to make decisions in the best interest of the institution.

Goal D: Improving Internal and External Communication

1. Continue implementation of the service excellence program that addresses areas of improvement identified by all employee groups on campus.

Goal E: Upgrading Educational Infrastructure

1. Upgrade educational infrastructure
 - a. Oversee implementation of the Year 1 portion of the Information Technology Master Plan, which focuses on optimizing IT service delivery, enhancing IT governance, improving cybersecurity posture and aligning technology solutions to meet student, faculty, administrative, and support needs.

Goal F: Enhancing Organizational Effectiveness

1. Maintain the capacity of the Foundation during economic uncertainty