

Board of Trustees and President/Superintendent Goals
2017-2018

The goals below are intended to be achieved during the next five years in alignment with the Educational Master Plan. The goals will be reviewed and adjusted each year.

1. Develop and complete the new Facilities Master Plan align it with the Educational Master Plan.
 - a. Engage college community in the development of the new Facilities Master Plan
 - b. Establish a steering committee to lead the development of the Facilities Master Plan according to the college's shared governance structure
 - c. Communicate progress to the Board of Trustees as needed
 - d. Gather and include campus feedback in the development of the Facilities Master Plan

Connection to the Educational Master Plan: Goal E Upgrading Educational Infrastructure

2. Highlight clear educational and career pathways for ALL students and provide the programs, guidance and support they need to achieve their educational goals in a timely manner.
 - a. Develop an internal campaign to increase student awareness of the importance of meeting with counselors and having an updated educational plan
 - b. Work with faculty, staff and administrators to continue to reduce time to degree/certificate completion
 - c. Continue to increase the online footprint of Cerritos College by expanding available online courses
 - d. Evaluate and revise current policy and procedures to ensure the college is not creating artificial barriers for students
 - e. Promote the development of educational pathways for students

Connection to Educational Master Plan: Goal A Strengthening the Culture of Completion

3. Continue to build and maintain community relations.
 - a. Develop and implement the Corporate College
 - b. Develop the Cerritos College Norwalk-La Mirada Educational Center
 - c. Expand dual and concurrent enrollment initiatives with K-12 partners
 - d. Maintain visibility at community events
 - e. Continue to host local community events on campus grounds
 - f. Expand partnerships with four-year institutions
 - g. Re-focus the direction of the Community Task Force to meet the current needs of Cerritos College in partnership with local community representatives and the Cerritos College Board of Trustees.

Connection to Educational Master Plan: Goal A: Strengthening the Culture of Completion, Goal B: Ensuring Program Alignment by Strengthening Partnerships

4. Foster institutional advancement

- a. Carry out the quiet phase of the Cerritos College capital campaign
- b. Develop of the President's Circle and explore other interest groups
- c. Increase internal giving
- d. Build the structure of the Cerritos College Alumni Association
- e. Begin conversations to align the Cerritos College Foundation's strategic plan with the college's Educational Master Plan

Connection to Educational Master Plan: Goal F Enhancing Organizational Effectiveness

5. Foster and invest in employee professional development and stability in leadership

- a. Continue to host the Falcon Leadership Academy and modify curriculum to reflect current institutional needs
- b. Increase awareness of professional development opportunities for all constituent groups
- c. Expand the implementation of leadership development to all groups and implement cross training to enhance organizational resilience
- d. Model and practice a culture of respect to increase employee satisfaction and minimize turnover in all leadership positions

Connection to Educational Master Plan: Goal A: Strengthening the Culture of Completion, Goal C: Promoting Leadership and Staff Development

6. Develop a systematic communication strategy

- a. Raise awareness about the college's importance in the community
- b. Convey district information effectively, both internally and externally.
- c. Improve information transfer between all on-campus constituent groups as well as with the external community

Connection to the Educational Master Plan: Goal D Promoting Leadership and Staff Development

7. Evaluation of organizational effectiveness

- a. Explore alternatives to diversify college revenues
- b. Review operational policies and procedures
- c. Update any policies and operational procedures that do not align with the current needs of the institution

Connection to Educational Master Plan: Goal F Enhancing Organizational Effectiveness

8. Continue to advance the diversity plan and report pertinent information accordingly

The Board of Trustees and CEO will continue to develop and foster a campus community that is reflective of its student body and communities served. Such a community will meet the current and future social, economic, and workforce needs of a highly diverse state.

- a. Continue the expansion of hiring practices and recruitment efforts.
- b. Continue to provide opportunities for employees to participate in diversity-related activities and training.
- c. Expand the understanding of diversity across campus
- d. Produce yearly reports as to the progress made advancing the diversity program

Connection to Educational Master Plan: Goal A: Strengthening the Culture of Completion, Goal C: Promoting Leadership and Staff Development

9. Build and promote a culture of respect and collaboration

- a. The Board of Trustees and the CEO will work together to build a culture of trust and collaboration across Cerritos College by modeling the expected behaviors and leading by example
- b. The relationship between the Board and the CEO will be strong and genuine in order to effect change to campus culture as we lead by example
- c. The board and the CEO will work collaboratively to make decisions in the best interest of the institution
- d. The CEO will continue to provide weekly/biweekly updates to the Board of Trustees
- e. The Board and CEO will continue to engage in meaningful professional development.

Connection to Educational Master Plan: Goal C: Promoting Leadership and Staff Development