



January 18, 2024

Dear Colleagues,

Over the past few years, we've been talking a lot about momentum points and the long-term goals that we want our students to achieve so they can be successful. This semester, we will work together on the next step of this process, which is the development of the Students First Framework, which will replace our Educational Master Plan. This framework will give us the roadmap to get us to where we want to go; that is, to graduate fifty percent of our students within five years or less by spring 2029.

We recognize that achieving this goal requires measurable improvements to our systems and processes. To help us organize our efforts and improve the student experience, the framework will help us organize our strategies into four levers (goals):

Equitable Access: Be a Student-Ready Institution

Completion: More Students Complete in Less Time

Career and Transfer Success: Increase Economic Mobility for our Students and Community

Institutional Health: Foster Institutional Wellbeing

The first three levers - Equitable Access, Completion, and Career and Transfer Success - represent the student journey at Cerritos College, which begins before they register for classes and continues through completion, transfer, and beyond. Institutional Health, the fourth lever, is centered on maintaining our culture of excellence, where all decisions are made in the best interests of our students. This enables us to attract, develop, and retain engaged and capable employees who embody our mission.

As we develop strategies and activities to graduate fifty percent of our students within five years or less, we make a concerted effort to move these four levers and become a truly open educational institution that drives economic impact for the region. Each lever is linked to KPIs and targets to help us monitor progress and celebrate our achievements.

It would be impossible to develop this framework without your expertise and input, so **please mark your calendars to attend the all-day Students First Framework Retreat on Friday, March 1** (more information will be sent soon). This will be an open opportunity for us to develop the framework we will utilize through 2034.

Under the leadership of Dr. Frank Mixson, Vice President of Academic Affairs, we've also formed a planning team that will work together to keep the campus informed and connected as we gather input for the framework. We will present a draft plan for review across campus in early April and present the framework to the Board of Trustees for consideration in May.

I hope you are excited to be a part of this process. I am happy to answer any questions you may have. You may also reach out to members of the planning team:

- Dr. Jose Fierro, President/Superintendent
- Dr. Frank Mixson, Vice President, Academic Affairs
- Felipe Lopez, Executive Vice President, Business Services
- Dr. Robyn Brammer, Vice President, Student Services
- Dr. Mercedes Gutierrez, Vice President, Human Resources
- Andrea Wittig, Manager, Trustee Services and Strategic Initiatives
- Dr. Amber Hroch, Dean of IERPG
- Dr. Nick Real, Instructional Dean, Technology
- Dr. Gary Pritchard, Instructional Dean, Fine Arts & Communications
- Dr. Elizabeth Miller, Dean of Student Services
- Dr. Angela Hoppe Nagao, Guided Pathways Faculty Coordinator
- Traci Ukita, Guided Pathways Faculty Coordinator
- Dennis Falcon, Faculty Senate President
- Dr. Lynn Wang, CCFE President
- Irlanda Lopez, CSEA President
- Monique Valencia, CTX Specialist
- Julie Mun, Administrative Assistant
- **Dr. Al Solano, Planning Coach**

I look forward to working with you this semester.

Jose

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