



Santa Monica Community College District

Master Plan for Education – Institutional Objectives, 2012-2013

Number	Proposed Institutional Objective to be Developed
#1	To identify and implement strategies to assist programs in maintaining a web and social media presence.
#2	To provide training in the assessment of outcomes and in documenting how the assessment results are used in program planning.
#3	To ensure that there are consistent student lab use tracking systems to document the required student lab hours and to provide data for studying the correlation between student achievement and use of lab resources, both in the lab and through remote access to the online materials.
#4	To identify additional strategies, based on student equity data, to improve the success and retention of Latino and African-American students, as well as students from other historically underrepresented groups.
#5	To develop planning criteria for determining the allocation of dedicated resources to specific programs and whether these resources are sustainable.
#6	To develop a plan for defining, organizing and institutionalizing the GRIT (Growth, Resilience, Integrity and Tenacity) strategic initiative. This initiative should facilitate student achievement through a College-wide focus on non-cognitive skills (e.g. integrity, perseverance, goal-setting, and help-seeking behaviors), on supplementing competencies supporting ILO #1, and on supporting students' aspirations for their futures.
#7	To develop a plan for how to assess the strategic initiative GRIT, with a focus on assessing students' acquisition of non-cognitive skills. The assessment should be tied to traditional metrics used to measure student success, e.g. grades, transfer, completion, improved academic honesty, etc. The College will run a pilot ETS study on the acquisition and assessment of students' non-cognitive skills as one mechanism to inform this plan.
#8	To develop a plan for organizing and institutionalizing a strategic initiative called I ³ (Institutional Imagination Initiative) to harness the creative power of the college community to rethink how the college can analyze and address issues through responsive engagement and facilitate continuous dialogue among the college community. The intent is to solicit and implement innovative ideas for improving and supporting student achievement.
#9	To develop and begin implementation of a plan for the SMC Teaching and Learning Center in order to expand institutional capacity to support creative efforts that generate innovative pedagogies, foster professional development, and increase student success.
Institutional Objectives – Continued from 2011-2012	
#10	To reduce the operating deficit through expenditure savings and increased revenues while maintaining, as a minimum, a 5 percent unrestricted general fund balance.
#11	To create a workgroup/subcommittee comprising representatives of the Academic Senate Joint Professional Development Committee, the CSEA Professional Development Committee, and the Management Association to prepare a college-wide plan that includes all staff development activities, including mandatory training.



Santa Monica Community College District
MASTER PLAN FOR EDUCATION 2012-2013 UPDATE
2012-2013 INSTITUTIONAL OBJECTIVES

<p>OBJECTIVE 11</p> <p>To create a workgroup/subcommittee comprising representatives of the Academic Senate Joint Professional Development Committee, the Classified Professional Development Committee, SMC Police Officers Association and the Management Association to prepare a college-wide plan that includes all staff development activities, including mandatory training.</p>	<p>Responsible Area(s)</p> <p>Academic Senate: • Professional Development Committee</p> <p>Classified Professional Development Committee</p> <p>SMC Police Officers Association</p> <p>Management Association</p> <p>Human Resources</p>			
<p>Map to Institutional Learning Outcomes Supporting Goals</p>				
<input type="checkbox"/> Goal 1: Innovative and Responsive Academic Environment	<input checked="" type="checkbox"/> Goal 2: Supportive Learning Environment	<input type="checkbox"/> Goal 3: Stable Fiscal Environment	<input type="checkbox"/> Goal 4: Sustainable Physical Environment	<input checked="" type="checkbox"/> Goal 5: Supportive Collegial Environment
<p>Addresses the following College Priorities and Strategic Initiatives</p> <p> <input type="checkbox"/> Basic Skills <input type="checkbox"/> Global Citizenship <input type="checkbox"/> Sustainable Campus <input type="checkbox"/> Vocational Education <input type="checkbox"/> GRIT <input type="checkbox"/> Institutional Imagination (I³) </p> <p>Relates to the following recommendations and objectives:</p> <p> <input checked="" type="checkbox"/> Board of Trustees Goals and Priorities (#6) <input type="checkbox"/> Program Review Recommendations <input checked="" type="checkbox"/> Academic Senate Objectives (#2) <input type="checkbox"/> Other (please indicate) _____ </p> <p>Continued from 2011-2012</p>				
<p><i>Methods to Accomplish the Objective and Anticipated Outcomes:</i></p> <p>A workgroup comprising representatives of the Academic Senate Joint Professional Development Committee, the Classified Professional Development Committee, the SMC Police Officers Association, and the Management Association will work with the Office of Human Resources to develop a comprehensive District staff development plan to significantly expand the scope of training for SMC employees. The plan will include mandatory training such as safety injury/illness prevention, emergency preparedness, non-discrimination, and supervisory.</p> <p>A general understanding of concerns by all representative employee categories will enable accomplishment of this objective. The Academic Senate will include options for faculty members to satisfy flex (training/professional development) obligations. The CSEA Professional Development Committee will develop a skills and needs assessment survey for staff to determine areas of interest and training options. The Management Association routinely provides professional development updates at its meetings, but will need to determine more comprehensive training options.</p> <p>Workgroup representatives will be identified by October 31, 2012. The workgroup will begin its planning during spring 2013.</p>				
<p><i>Estimated Cost:</i> Staff time and additional training expenses, if necessary</p>		<p><i>Funding Source:</i> <input checked="" type="checkbox"/> Existing <input type="checkbox"/> Potential <i>Professional Development Funds, Management Association funds</i></p>		
<p><i>Budget Planning Narrative:</i> Costs will be covered by existing professional development funding.</p>				