

# GOALS AND OBJECTIVES

The College Master Plan is available online at: <https://prod.orangecoastcollege.edu/about/president/docs/ed-master-plan-2021-2027.pdf>

Below are the five college goals from the plan.

**Goal 1: Community** – Foster an inclusive, diverse, race-conscious, and equitable culture through growing partnerships with local and global communities.

- Objective 1: Promote intercultural understanding to enable students and employees to work in a diverse, culturally rich environment by infusing creativity, innovation, and cultural awareness across the college.
- Objective 2: Develop opportunities that allow employees and students to broaden intellectual, global, and multicultural understanding by learning from people possessing diverse experiences across communities and cultures.
- Objective 3: Strategically identify, develop, and expand higher education, K-12, and industry partners to foster an inclusive culture and successful career pathways for students.
- Objective 4: Expand instructional and support programs and services that encourage and uplift underserved and disenfranchised populations within the community.

**Goal 2: Learning** – Equitably engage all students in an inclusive, high quality education geared towards maximizing their knowledge and lived experiences and facilitating the completion of their goals.

- Objective 1: Increase completion rates to allow learners to reach their full potential with particular attention to minimizing educational equity gaps while preserving access and enhancing quality of instruction.
- Objective 2: Streamline and integrate processes within and across academic and support services to reduce institutional barriers, particularly among historically underserved groups experiencing educational equity gaps.
- Objective 3: Strengthen the scheduling processes for program/discipline pathways by implementing student-centered, completion-focused, and equity-minded practices.
- Objective 4: Provide culturally responsive education through adaptable, inclusive, and innovative learning environments that support individual and group differences and result in equitable outcomes.
- Objective 5: Develop guided pathways that innovate, streamline and strengthen the student recruitment to completion pipeline regardless of educational goal, and assure equitable outcomes across all groups.

**Goal 3: Access & Equity** – Create equitable access through effective and innovative pathways and programs that result in increased student success.

- Objective 1: Adapt curriculum and support processes in foundational areas to increase progression through momentum point courses to accelerate college-level preparedness.
- Objective 2: Embed equity in the implementation of pathways from student entry to goal achievement with an intentional focus on

inclusion of underserved students in STEAM fields and non-traditional programs (i.e., adult education, credit for prior learning, noncredit).

- Objective 3: Increase completion rates for students by implementing institutional practices, such as culturally responsive pedagogy, accessibility, student centered scheduling, and program review.
- Objective 4: Provide equitable access by meeting students' basic needs.

**Goal 4: Stewardship** – Create, Sustain, and improve programs, physical and human resources, infrastructure, and processes that ensure accountability, long-term viability, continuous improvement, equity, and environmental sustainability.

- Objective 1: Model and embed environmental sustainability practices campus-wide.
- Objective 2: Maximize financial resources through equitable and accessible processes and practices to benefit students and programs.
- Objective 3: Cultivate human potential through professional development, participatory governance, and equitable recruitment, selection, and retention practices that advance our mission and allow employees to flourish.
- Objective 4: Promote an inclusive, collaborative, and supportive environment with rigor, transparency, and continuous improvement, focused on maximizing and celebrating the achievements of students and employees.
- Objective 5: Enhance infrastructure, services, and instruction through the use of self-directed, accessible, intuitive online technology.

**Goal 5: Student and Employee Engagement** – Foster a culture of care leading to meaningful connections, collaborative participation, and supportive spaces among people, places, and ideas within the College.

- Objective 1: Increase structured and intentional opportunities for student engagement within and across instructional programs and courses, co-curricular activities, and support services.
- Objective 2: Intentionally develop and expand opportunities to promote interaction among and between students, faculty, classified professionals, and management to support a culture of care and increase engagement.
- Objective 3: Support the development of students and employees aimed at fostering dialogue, increasing engagement, and awareness of diversity, equity, inclusion, social justice, and restorative practices through the use of virtual and physical spaces.
- Objective 4: Foster and build upon relationships within the college and across the district to improve processes, communication, collaboration, and accountability.