



## **Goal One: Completion**

**Vision for Success Goal:** Over five years, increase by at least 20 percent the number of CCC students annually who acquire associate's degrees, credentials, certificates, or specific skill sets that prepare them for an in-demand job.

**Current PCCD Data on State Goals:** Using 2017-18 as the baseline year there were 3,279 degrees, and certificates awarded including noncredit courses taken. To meet the five year goal, we will need to increase the number of awards by 656.

### **A. Advance Student Access, Equity and Success**

1. Complete the implementation of OnePeralta, which focuses on improving the student experience with registration, customized application (CCC Apply), online education and degree audit.
2. Implement professional development training for all Information Technology (IT) staff.
3. Implement early alert and degree audit districtwide.

### **B. Engage and Leverage Partners**

1. Continue to work with CCC Technology Center to support better student onboarding experience and analyze results to see how it relates to program completion.
2. Colleges work with high schools, four-year institutions and industry partners to create seamless pathways for completion of the programs and CE skill attainment.
3. District and colleges' strengthen partnership with the Promise program supporters by enhancing recruitment, admission/registration, and overall onboarding process.

### **C. Build Programs of Distinction**

1. Strengthen Learning Communities, Adult Education, Promise Programs, Career Education, Dual Enrollment, and Non Credit.
2. Ensure student services areas have appropriate resources to support student completion.

### **D. Strengthen Accountability, Innovation and Collaboration**

1. Enhance and customize Power BI to strengthen enrollment management and datadriven resource allocation.
2. Create a system to identify, track, and retain students who meet the criteria of performance base funding (special populations and those near completion).
3. Ensure that the District conducts annual program reviews and assessment of Service Area Outcomes.

### **E. Develop and Manage Resources to Advance Our Mission**

1. Provide resources to support successful student completion every semester.

2. Strengthen the Peralta Foundation to increase financial resources to support successful student completion beginning immediately.

### **Goal Two: Transfer**

**Vision for Success Goal:** Over five years, increase by 35 percent the number of CCC students systemwide transferring annually to a UC or CSU.

**Current PCCD Data on State Goals:** In 2017-18, the number of Peralta transfer students receiving an AS-T or and AA-T was 1568. In order to meet the 35% increase in transfers districtwide, we will need to transfer an additional 548 students.

#### **A. Advance Student Access, Equity and Success**

1. Implement auto awarding degrees by Fall 2020.
2. Increase the number of ADT's (Associate Degree for Transfer to CSU) beginning Spring 2020.

#### **B. Engage and Leverage Partners**

1. Increase the number of four-year institution partners (including private and independent colleges and Historically Black Colleges and Universities at least two per academic year.
2. Increase collaboration with UC and CSU partners to develop 2+2+2 pathways that lead to transfer to UC and/or CSU by 2020.

#### **C. Build Programs of Distinction**

1. Strengthen Learning Communities, Adult Education, Promise Programs, Career Education, Dual Enrollment, and Non Credit.
2. Ensure academic programs and student services areas have appropriate resources to support student completion.

#### **D. Strengthen Accountability, Innovation and Collaboration**

1. Enhance and customize Power BI to strengthen enrollment management and datadriven resource allocation.
2. Support the implementation of Guided Pathways to increase student transfer to UC and/or CSU, independent and private colleges, and Historically Black Colleges and Universities.

#### **E. Develop and Manage Resources to Advance Our Mission**

1. Complete the implementation of OnePeralta, which focuses on improving the student experience related to registration, customized application (CCC Apply), online education.
2. Provide resources to support successful student completion.
3. Strengthen the Peralta Foundation to increase financial resources to support students' successful completion.

### **Goal Three: Decrease Units**

**Vision for Success Goal:** Decrease the average number of units accumulated by CCC students earning associate's degrees from approximately 87 total units (the most recent system-wide average) to 79 total units—the average among the quintile of colleges showing the strongest performance on this measure.

**Current PCCD Data on State Goals:** Our current estimate in reviewing associate degrees conferred for 2017-18 shows on average our students have 93 cumulative units. We will reduce it by 14 units over the next 5 years.

#### **A. Advance Student Access, Equity and Success**

1. Implement a degree planner and an audit system by Spring 2020.
2. Ensure 100% of students have accurate SEPs (Student Educational Plan) by Spring 2020.
3. Increased development of ADTs by four (4) each academic year.
4. Implement Guided Pathways and revise high-unit degrees to focus on well-sequenced pathway programs through Guided Pathways by Fall 2020.
5. Educate students more effectively regarding the financial aid implications of high unit accumulation by each college conducting two Financial Aid workshops on this topic per academic year and clearly posting this to each college's financial aid website immediately.

#### **B. Engage and Leverage Partners**

1. Collaborate with Counseling Departments to increase frequency of districtwide professional development training for counselors and advisors to ensure all students are receiving accurate, timely, and consistent information.
2. Collaborate with Counseling Departments to develop a districtwide policy and procedures manual for advisement by Spring 2020.

#### **C. Build Programs of Distinction**

1. Align all academic programs to Guided Pathways model and leverage dual enrollment to decrease time for student completion.

#### **D. Strengthen Accountability, Innovation and Collaboration**

1. Sequence course offerings across academic programs for student completion in a timely manner.
2. Strengthen collaboration across academic departments to streamline curriculum processes.

#### **E. Develop and Manage Resources to Advance Our Mission**

1. Eliminate unnecessary process or procedures thereby allowing faculty, staff and administrators at each College to focus on the review, revision, or development of programs with reasonable units for completion.

## **Goal Four: Career Education**

**Vision for Success Goal:** Increase the percent of exiting career technical education students who report being employed in their field of study from the most recent statewide average of 60% to an improved rate of 69%—the average among the quintile of colleges showing the strongest performance on this measure.

**Current PCCD Data on State Goals:** Peralta’s current average is 70% based upon 2017-18 data reflected in the CTEOS survey. Over the next 5 years, we will increase by 12.8% or more.

### **A. Advance Student Access, Equity and Success**

1. Align current and new CE curriculum with industry required skills to ensure that PCCD students are industry-ready upon completion of the programs.
2. Utilize active CE advisory committees to create employment pathways at each College.

### **B. Engage and Leverage Partners**

1. Leverage partnerships with local companies like Facebook, Apple, Google, Kaiser Permanente and other to increase CE awareness and develop students’ in-demand skills through internships.
2. Use LMI (Labor Market Index), Center for Excellence, SWP data source to ensure that CE course offerings and programs at the colleges to align with regional industry and occupation needs.

### **C. Build Programs of Distinction**

1. Offer CE certificate programs with work-based learning or internships, and include flexible class schedules that allow certificate completion.
2. Increase number of CE courses based on industry demand, with a focus on career pathways to employment.

### **D. Strengthen Accountability, Innovation and Collaboration**

1. Leverage SWP or CCC to create accurate and easy data access to students' employment data.
2. Enhance District research, IT and data access capacity for CE. Align data needs with the SWP and other state-wide indicators to eliminate unnecessary detours to get data.

### **E. Develop and Manage Resources to Advance Our Mission**

1. Develop District partners with the CCCCCO and other state-wide agencies to develop mechanisms to obtain employment data of our students.
2. Align Strong Workforce (local and regional), Perkins, Adult Education, CTE online funding to increase student enrollment in CE programs and ensure student successful completion.

## **Goal Five: Equity**

**Vision for Success Goal:** Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40% within 5 years and fully closing those achievement gaps within 10 years.

**Current PCCD Data on State Goals:** Institutional research just completed a 2017-18 districtwide disproportionation study to review the measures listed above to serve as a baseline. We will utilize all four colleges' data to identify equity gaps for degree completion.

### **A. Advance Student Access, Equity and Success**

1. Adopt and integrate CCC Technology initiatives like MyPath to improve application process.
2. Implement technology and processes that increase FAFSA Application completion and shorter award time for Pell Grants and other funds.
3. Increase degree and certificate completion for underserved populations through Guided and Student Equity and Achievement activities for example, early alert, embedded counseling, tutoring, mentoring.

### **B. Engage and Leverage Partners**

1. Work with CCC Technology Center to support better student onboarding experience and analyze data in relation to program completion.
2. Leverage community and industry partnerships to expand resources and raise funds to address unmet needs of underserved student populations and support Student Equity Achievement programs such as Punte, Umoja, APASS, First Year Experience, Promise Programs, Formerly Incarcerated, Foster Youth, Undocumented Community Resource Centers, expansion of Food Pantries and other Affordability programs.

### **C. Build Programs of Distinction**

1. Strengthen Student Equity Achievement programs such as Punte, Umoja, APASS, First Year Experience, Promise Programs, Formerly Incarcerated, Foster Youth, Undocumented Community Resource Centers, expansion of Food Pantries and other Affordability programs.

### **D. Strengthen Accountability, Innovation and Collaboration**

1. Enhance and customize Power BI to strengthen enrollment management and datadriven resource allocation.
2. Create a system to identify, track, and retain students who meet the criteria of performance base funding (special populations and those near completion).
3. Provide districtwide culturally responsive customer service training for Business Services, Financial Aid, HR, Admissions & Records, Counseling, and front-line staff in academic year 2019-20.
4. Provide districtwide equity focused professional development training to increase culturally responsive student services and instruction.

**E. Develop and Manage Resources to Advance Our Mission**

1. Allocate funding and resources to develop educational environments conducive to students' learning, including enhancing multimedia technologies in all classrooms, labs, and career education facilities.
2. Develop and implement safety and health standards across all teaching and learning spaces, including CE classrooms and facilities. Allocate funding and resources to address outstanding safety and health facilities requirements.