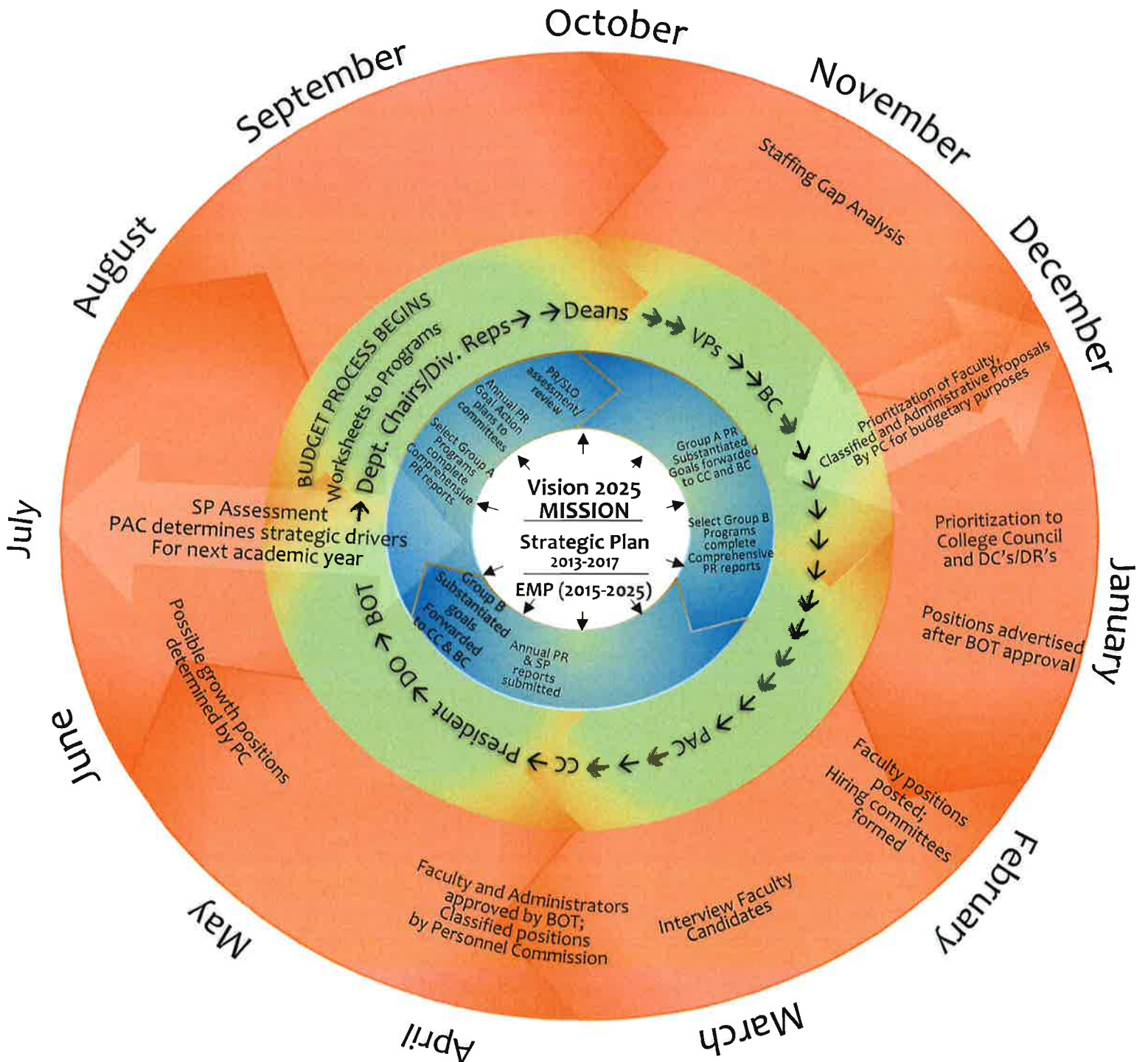


Integrated Planning Cycle



5.1A Integrated Planning Model Narrative and Explanation

The model begins in the center with **Vision 2025, Mission, the Reedley College Strategic Plan** and the **Educational Master Plan** as major drivers of the integrated planning cycle. Annually in July the President's Advisory Cabinet (PAC) meet to determine the three strategic drivers the college will focus on for the upcoming academic year.

The **Budget Planning Cycle** (indicated in green on model) starts in the first month of the academic year and follows Program Review and the Reedley College Strategic Plan. Budget worksheets are prepared by the departments and compiled by the Department Chairs. The budget requests are substantiated and budget requests are forwarded to the Deans' offices.

The **Human Resource Staffing Plan** (indicated in orange on model) begins in early November with a Gap Analysis for classified staff and faculty followed by a Faculty Prioritization that is presented by department chairs and division representatives. In December the staffing prioritizations are prepared for President's Advisory Cabinet by the Dean's Council and College Center Council. In that month Presidents Advisory Cabinet merges the staffing needs for MCCC/OCCC with requests made for the Reedley campus. Several things are taken into consideration including program review data, strategic planning objectives, gap analysis, and discussion from the internal parties. The final component is the budget and the Governor's Preliminary Budget which is released in January. At that time the President's Advisory Cabinet will determine what positions may be funded pending the Governor Budget Revise in May. This new improved process allows for integrated planning and the opportunity to recruit qualified candidates. To further show the integrated process of hiring practices selection committees are formed and approved by the Academic Senate, the Vice President of Instruction or the Vice President of Student Services and the President of the college.

In January a second **Program Review Cycle (indicated in blue on model)** starts with different preassigned programs. The process is specifically separated to spread the load across semesters for the Program Review committee members.

In February the Budget Committee sends its proposals to College Council. The College Council approved budget proposals are reviewed by President's Cabinet to be prepared for Board approval. Departments are then informed in May of the approved departmental budget for the following academic year.

In addition to the plans listed the Distance Education Plan is linked to the Program Review Process. The Plans for the Student Support Services (SSSP) and the Student Equity Plan were developed and completed in November of 2015. Both of those plans are linked to Program Review, Budget and the Strategic Plan. Finally there are a few plans that are in need of updates. The Facilities Plan and the Technology plan will begin a process of updating their plans this year (2016). When the process of rewriting the Educational Master Plan began one of the goals was to determine any gaps in our planning process. As part of our commitment to continuous quality improvement several gaps were revealed and will now be corrected. Both the Facilities Plan and the Technology Plan were identified as needing to be revised. In addition the Ad Hoc Committee also requested that the farm and the new high school should have plans that are documented in the overall Educational Master Plan. All of these plans will need to show how they are interconnected to the other plans and processes at Reedley College.

Plans and Timelines:

Driven by the Mission, the RC Strategic Plan and Vision 2025, plans are shown in the integrated planning cycle on the former pages. The following plans are intertwined with this cycle. At the center of the plan Vision 2025, The Mission Statement, The Strategic Plan and the Educational Master Plan are the guiding principles to the integrated planning cycle.

1. **Facilities Master Plan.** This plan is driven by the Educational Master Plan (EMP). It is in the process of being updated by the Facilities Committee. With approval of the June 2016 Bond measure this plan will see a major overhaul. If the Bond is not passed, an update of the plan will suffice. Update expected in 2016

2. **Distance Education Plan.** Written by the Distance Education (DE) Committee this plan addresses the course management system-currently (2015-2016) Blackboard, while a new system named Canvas is piloted by the faculty, district-wide. Instructional design, regular and effective contact and authentication are essential elements of this plan.
3. **Student Equity Plan.** Reviewed every five years.
4. **Student Support Services Plan.** Reviewed every three years.
5. **Technology Plan.** Update expected in 2016.
6. **Farm Strategic Plan.** Finalized in spring 2016. It contains action steps with the Vision 2025 in mind.
7. **Enrollment Management Plan.** The Enrollment Management Subcommittee (EMC) has been focusing on one-year scheduling and advising the Department Chairs to schedule with students in mind. Increasing the persistence rates and improving the number of degrees and certificates is a major focus of the committee. The EMC is in the process of writing an Enrollment Management Plan which should be finalized in spring 2017.
8. **Staffing Plan**

The Educational Master Plan (EMP) will be reviewed once every 5 years. The first review of this plan will be starting 2019 to be completed in 2020. The second review starts in 2024 and will be completed in 2025. A new Vision 2035 should be developed that year. The Reedley College EMP follows the timeline of the Reedley College Strategic Plan (2013-2017) which follows the District Strategic Plan (2012-2016).

