

# M O R . I N M O T I O N

**Madera, Oakhurst, Reedley Continuous Quality Improvement**  
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## 2013-2017 Strategic Plan Implementation

The Reedley College Strategic Plan consists of six strategic directions. Within these directions there are 25 objectives which are to be addressed over the next four years. The President's Advisory Committee (PAC) had discussions on ways to best operationalize the Strategic Plan. The PAC went through an exercise and identified the top six objectives. The exercise identified three drivers which will be the first points of focus. Three objectives were identified as outcomes of those drivers. The PAC has developed this Strategic Planning Implementation Plan with the help of the Strategic Planning Committee and College Council. It is the hope of these groups that working in a systematic fashion on the Strategic Plan will foster a culture of continuous quality improvement at Reedley College. This process needs college-wide input. Everyone will have the opportunity to participate. Faculty, staff, and students will be kept apprised of the implementation progress in a quarterly newsletter.

### The Reedley College Strategic Plan Strategic Directions

1. Student Success
2. Student Access and Services
3. Teaching and Learning
4. Economic and Workforce Development
5. Organizational Development and Effectiveness
6. Communication



### Top 6 Objectives

- 1.3 Increase student engagement to facilitate retention & completion rates
- 2.1 Evaluate offerings to ensure sequencing that will allow completion in timelier manner
- 3.1 Align curriculum to increase certificate and degree completion
- 3.2 Improve courses/programs through multiple measure analysis
- 5.2 Ensure instruction and services are equitable and consistent across RC locations
- 5.3 HR Staffing Plan aligned with district



### Initial Focus on 3 Drivers

- 3.2 Improve courses/programs through multiple measure analysis
- 5.2 Ensure instruction and services for students are equitable and consistent across RC locations
- 5.3 HR Staffing Plan aligned with district

### Outcomes of the drivers

- 1.3 Increased student engagement to facilitate retention & completion rates
- 2.1 Evaluation of offerings to ensure sequence that allows completion in timelier manner
- 3.1 Alignment of curriculum to increase certificate and degree completion



## Phase I of the Strategic Plan

1. Improve courses and programs through the analysis of multiple measures for basic skills courses, transfer level courses, career technical education and distance education. (SP 3.2)
  - a. Strengthen Program Review Purpose, Process, and Use
    - i. Committee to examine and revise the process
    - ii. Assessment, evaluations, and continuous improvement process
    - iii. Tie to curriculum, budget, and Strategic Plan
    - iv. Incorporate within integrated planning process
  - b. GLOs Assessment using multiple measures- how to affirm and assess
    - i. Start looking at graduation assessment
    - ii. Program Review
    - iii. Task Force to develop metrics and measures for assessing GLOs
    - iv. Discussion and planning at Opening Day with entire college
      1. Wildly Important Goal
      2. Assessment – use affinity diagram exercise
      3. Affirm goal by assessing
2. Ensure instruction and services for students are sufficient, equitable and consistent across locations. (SP 5.2)
  - a. The Student Success Committee and the Distance Education Committee will work together to review services, programs, and course offerings
    - i. Inventory
    - ii. SWOT by location
    - iii. Student Equity Plan/Report
3. Develop and implement a human resource staffing plan for all campuses that aligns with the district staffing plan (SP 5.3)
  - a. President's Cabinet start process
  - b. Bring forward substantiated Program Review Requests



## Next Steps

The first objective to improve program review has two components. The Program Review Committee will work to strengthen the Program Review process. In addition, a task force will be created to develop metrics and measures for assessing GLOs (1.b.iii). The proposed task force members include a representative from: Strategic Planning, Program Review, Integrated Planning, Institutional Research, Student Services/Matriculation, Administration, MOFA, Budget, Accreditation, Curriculum, SLO, and ASG, and possibly others.

The task force will need to communicate the plan and focus the campus on our goals. Spring 2014 Opening Day will be used to allow the campus to participate in the strategic planning exercise that President's Advisory Cabinet used to determine the objectives to focus on this year. The GLO Taskforce will act as facilitators. The November President's Advisory Committee meeting will be used to plan the spring 2014 Opening Day.

The second objective regarding equitable programs and services will be tasked to the Student Success Committee and Distance Education Committee. They will need to complete an inventory of what we do at each location and then complete a SWOT analysis.

The third critical objective is to develop a human resources staffing plan in alignment with the district plan. President's Cabinet will begin the work on this by reviewing the substantiated Program Review personnel requests. This will be done concurrently with the district's resources staffing plan.

