



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

GOVERNING BOARD
2021 DISTRICTWIDE GOALS & STRATEGIC PRIORITIES

The Board of Trustees of the Grossmont-Cuyamaca Community College District commit to monitor and support the following districtwide goals and strategic priorities:

GOAL 1: CREATE STREAMLINED, STUDENT-CENTERED PATHWAYS TO EDUCATIONAL GOAL COMPLETION

- A. Sustain a strong District focus on student access, equity and success.
- B. Ensure a strong commitment to diversity, equity and inclusion throughout the District.
- C. Implement Guided Pathways to increase student retention and completion rates.
- D. Advance college readiness and engagement through the East County Education Alliance and East Region Adult Education Consortium.
- E. Implement Career Education and Workforce Training to meet business and industry needs.

GOAL 2: CLOSE ACHIEVEMENT GAPS BY ENGAGING INDIVIDUAL STUDENTS WITH DIVERSE NEEDS AND REMOVING STRUCTURAL BARRIERS TO THEIR SUCCESS

- A. Maintain District focus on student diversity, equity and inclusion.
- B. Close equity gaps in all areas of student access, progress and completion.
- C. Ensure progress in increasing diversity in hiring to ensure diversity of employees reflects the diversity of our students.
- D. Ensure progress in increasing cultural competency of students, employees, and trustees.
- E. Ensure progress in dismantling racism in District policies, processes and practices.
- F. Promote strategies to reduce institutional barriers and optimize financial resources for students.

GOAL 3: CULTIVATE A STUDENT-CENTERED CULTURE OF EXCELLENCE, TRUST, STEWARDSHIP AND SERVICE

- A. Foster a work environment that promotes civility, collegiality, and trust among all District constituents
 - 1. Promote consistent, equitable relations with all employees.
 - 2. Provide meaningful professional development opportunities for all employees.
 - 3. Work to provide competitive compensation and employee benefits.
- B. Promote District fiscal security and stewardship
 - 1. Increase Board reserve toward goal of covering at least one month's operating costs.
 - 2. Implement Proposition V (and the Project Labor Agreement) in keeping with the Education and Facilities Master Plans and commitments to the community.
 - 3. Determine the feasibility and viability of pursuing a new Facilities Bond Initiative in 2022 or 2024.
 - 4. Provide safe, secure, and sustainable learning and working environments.
 - 5. Expand fundraising/grant development via the Foundation for Grossmont & Cuyamaca Colleges.
 - 6. Promote Strategic Enrollment Management activities to address enrollment declines and bridge instability including expansion of dual enrollment opportunities.
 - 7. Ensure budget allocations address fiscal realities while balancing fiscal stewardship and funding strategic priorities.



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- C. Promote institutional quality and effectiveness
 - 1. Meet key performance indicators for annual Strategic Plan implementation.
 - 2. Integrate the implementation of District plans (e.g., Educational, Facilities, Technology, Equal Employment Opportunity, Student Success, Student Equity, Guided Pathways) to meet strategic goals.
 - 3. Advance the District through institutional policies and accreditation standards that guide quality, ethics, and prudence with Student Success as the most important goal.