



EMP Status Update

SKYLINE COLLEGE EDUCATION MASTER PLAN
AY 2023/2024 – 2027/2028

Update to SPARC

October 10, 2024

Ingrid Vargas, Dean of PRIE



Skyline College



Plan Development : Key Players

Strategic Planning and Allocation of Resources Committee (SPARC)

- Constituent committee with ~30 members representing each of the **College's constituent groups** and each **Instructional and Student Services Division**
 - **Oversees and coordinates** the planning process; **Votes** to recommend to CGC
-

Office of Planning, Research, and Institutional Effectiveness (PRIE)

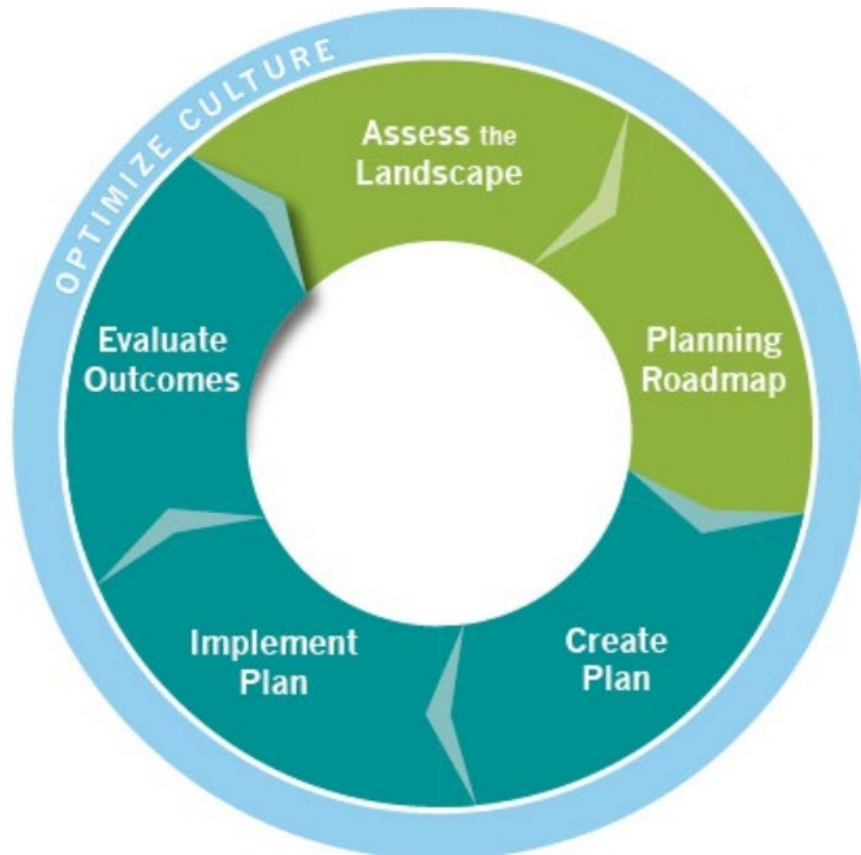
- **Carries out research** to inform the EMP (External scan, internal scan, surveys)
 - Consolidates community input and **develops EMP drafts** for SPARC and community review
-

Skyline College Community (students and employees)

- **Generates ideas** via workshops, Town Halls, and Division Meetings
- **Gives input** via their SPARC reps (divisional and/or constituent group)
- **Provides feedback** on EMP drafts posted to the public website

Plan Development: SCUP-Inspired Framework

PLANNING CYCLE



Source: Society for College and University Planning

Preparation for EMP planning began in AY 2021-2022
First step was **2-day SCUP-led training for SPARC members**

Assessed the Landscape

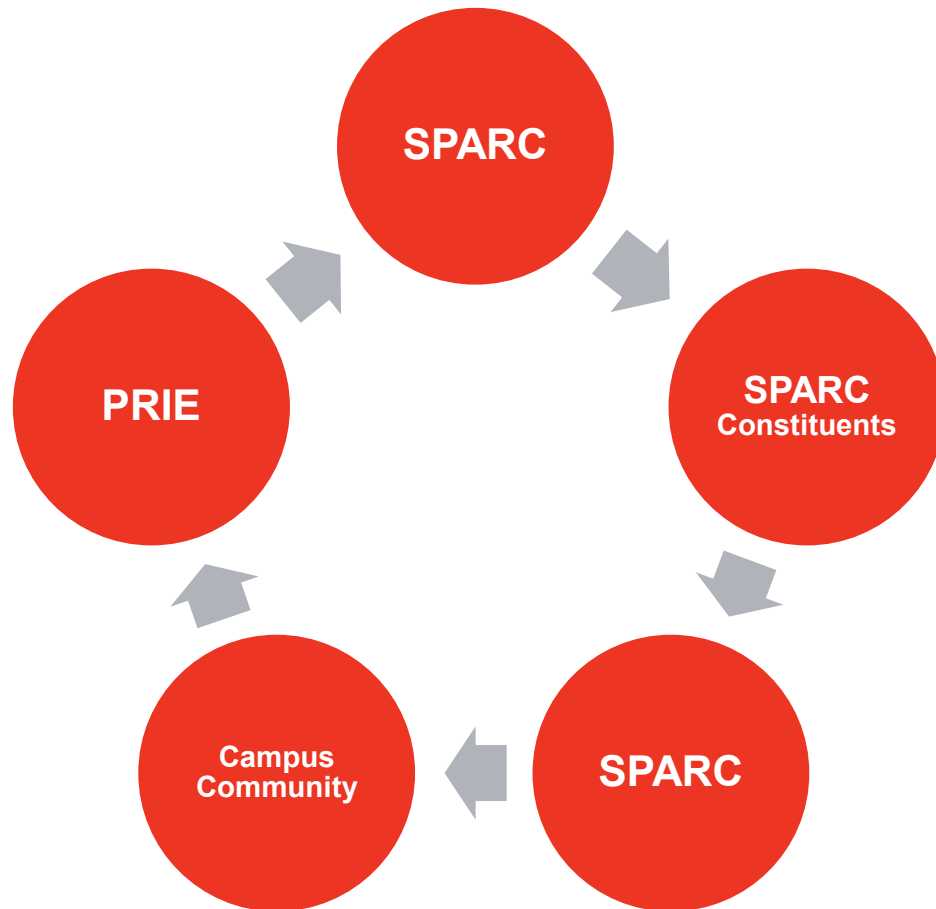
- SKY 2018-2023 EMP priorities and outcomes review
 - External Scan of local population and economic trends
 - Internal Scan of student enrollment and outcome trends
 - SMCCCD Strategic Plan review to ensure alignment
-

Developed Planning Roadmap

- College community engagement plan
 - Communications plan
 - EMP Website
 - Campus Climate Review (student and employee surveys)
-

Plan Development : Creating the Plan

Iterative process for collecting ideas, generating drafts, and soliciting feedback



College community input solicited via:

- FLEX Day workshops
- Student focus groups
- Planning Summit
- Town Halls
- Constituent group meetings
- Division meetings
- Online feedback form

The People's Plan: Strategic Goals

*Skyline College is committed to exploring, innovating, and reimagining our College, in alignment with District priorities, to meet the ever-evolving needs of the communities we serve. With this intention, our **Education Master Plan for AY2023/24-2027/28** is focused on the following goals:*

1. Be an antiracist and equitable institution.
2. Increase student enrollment by being responsive to the communities we serve.
3. Ensure that all students have the support and resources needed to achieve their educational goals.
4. Cultivate civic-mindedness to empower self and strengthen society.
5. Foster a thriving learning and work environment.
5. Ensure fiscal stability to support the College mission and maintain public trust.

SPARC 5/12/2022; CGC 5/25/2022



Integrated Planning Summit – Oct 2022

Brought together campus leaders and district representatives for 2 days of workshops and discussion to listen and learn from each other:

- Student Senate
- Faculty Senate
- Classified Senate
- Management Council
- Executive Council



Division Meetings – Nov-Dec 2022

PRIE team members facilitated EMP workshops at the monthly meeting for each academic and student support division to solicit ideas for each goal and strategy





Plan Development: Components

- **Goal:** Broad, general statement of intended outcomes or results
 - **Strategy:** Plan of action created to achieve a goal or a vision
 - **Tactic:** A specific **action** an institution takes to carry out a strategy
 - **Metric:** A measurement that tracks, monitors, and assesses a specific, outcome an institution intends to accomplish
-

Goals are **WHAT**
Strategies and Tactics (Activities) are **HOW**
Outcome Metrics track **PROGRESS**

Plan Implementation: Accountability

Each member of President's Cabinet will be accountable for one of the 6 Strategic Goals

- Answers for progress toward the goal and outcome metrics
- Champions the goal
- Ensures teams are supported
- Keeps Cabinet informed
- Updates SPARC each semester
- Reports annually to College Governance Council



Cabinet Member Accountable for each Goal

1. Be an **antiracist and equitable** institution. (**College President**)
2. Increase **student enrollment** by being responsive to the communities we serve. (**VPI**)
3. Ensure that all students have the **support and resources** needed to achieve their educational goals. (**VPSS**)
4. Cultivate **civic-mindedness** to empower self and strengthen society. (**MCPR Director**)
5. Foster a thriving **learning and work environment**. (**PRIE Dean**)
6. Ensure **fiscal stability** to support the College mission and maintain public trust (**VPA**)



Management Council Retreat June 2024

- Management Council = Managers, Directors, Deans, VPs, President
- 2-day retreat held at Cañada College **focus on EMP**
 - Reflection on progress during EMP Year 1 AY2023-2024
 - Activities completed and in progress for each goal
 - EMP metrics outcomes to date
 - Prioritization for EMP Year 2 AY2024-2025
 - Which goals require greatest attention in year 2
 - Planning for AY2024-2025
 - Process and resource needs



Management Council Retreat June 2024

Prioritization for EMP Year 2 AY2024-2025.....

Two goals rose to the top for this academic year:

EMP Goal 1: **Be an antiracist and equitable institution.**

EMP Goal 5: **Foster a thriving learning and work environment.**



Currently on Acting Pres Orante's Office Wall

Goal 1: STATEMENT

INSTITUTIONAL FACING

- Develop continuity between career features. Having a career with multiple career stakeholders.
- Dialogues about Palestine
- Doing division level training on bias and microaggressions for the faculty who teach our students.
- Attend NCORE next year & offer the opportunity to MCPH staff.
- How do we measure equity of action? What are the practices?
- What steps should we take to ensure equity in our college?
- CRIVE - work on creating visibility of diverse backgrounds (staff, faculty, students) to the public. Focus on training, research, and leadership.

STUDENT FACING

- Queer Students of Color Conference - highlight queer and center the queer students of color.
- Count 101 Student equity vote for all incoming int'l students.
- Bring on campus of the Billings for the climate review results.
- Cultural wealth workshops.
- Ensure participation by governance website is kept up to date.
- Emotional Healing Workshops (working on healing for staff and faculty).
- Encourage support for classified professionals + PT/PT faculty.
- Support individual approaches to mental health + self-care and encourage conversations on the importance of them.
- Supportive onboarding for new faculty, classified employees and administrators.
- CRIVE - work on creating visibility of diverse backgrounds (staff, faculty, students) to the public. Focus on training, research, and leadership.

Goal 5: STATEMENT

INSTITUTIONAL FACING

- Expand partnerships with community organizations to support efforts to sustain a more just environment of learning.
- Commitment to LEARN ABOUT PRACTICE AND ANY OTHER CONCEPTS PERTAINING TO OUR STUDENTS.
- Provide equal professional development opportunities to the form-few teacher-similar organizations.
- Provide support to the MCPH team to encourage wellness stress reduction + mental health.
- Encourage support for classified professionals + PT/PT faculty.
- Support individual approaches to mental health + self-care and encourage conversations on the importance of them.
- Supportive onboarding for new faculty, classified employees and administrators.
- CRIVE - work on creating visibility of diverse backgrounds (staff, faculty, students) to the public. Focus on training, research, and leadership.

STUDENT FACING

- Expand partnerships with community organizations to support efforts to sustain a more just environment of learning.
- Commitment to LEARN ABOUT PRACTICE AND ANY OTHER CONCEPTS PERTAINING TO OUR STUDENTS.
- Provide equal professional development opportunities to the form-few teacher-similar organizations.
- Provide support to the MCPH team to encourage wellness stress reduction + mental health.
- Encourage support for classified professionals + PT/PT faculty.
- Support individual approaches to mental health + self-care and encourage conversations on the importance of them.
- Supportive onboarding for new faculty, classified employees and administrators.
- CRIVE - work on creating visibility of diverse backgrounds (staff, faculty, students) to the public. Focus on training, research, and leadership.

Community-Wide Workshop on Goal 5

Institutional Effectiveness Committee hosting on October 28, 3-4pm via Zoom

The Institutional Effectiveness Committee (IEC) will be hosting a Virtual Workshop to accelerate progress on EMP Goal 5:
“Foster a thriving learning and work environment.”

EMP Goal 5 implementation strategies and activities will be considered in the context of the Employee Climate Review findings with the intention of yielding concrete recommendations for College leadership.

EMP Progress Reports to SPARC

Cabinet members report on progress toward selected goals each semester

The Skyline College community is invited to join the **November 14 SPARC meeting** for updates on the following goals:

EMP Goal 3: Ensure that all students have the support and resources needed to achieve their educational goals – VPSS Luis Escobar

EMP Goal 6: Ensure fiscal stability to support the College mission and maintain public trust – VPA Joe Morello

