

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Instructions

1. Complete all the information in the Entity table. The *Entity* is the committee or other group responsible for the plan.
2. Complete the information in the Goal and Objective tables, which may be copied and pasted as needed to accommodate all the goals and all the objectives under each goal on which you are reporting.
 - a. Please enter a *Revised Timeline/Deadline* only if the analysis of progress to date on that objective clearly demonstrates the need for it.
 - b. If any *Actions/Activities* and/or *Measurements/Documentation of Progress* suggested by the original planning group have been pre-entered, you may edit them as needed.
 - c. List all major *Actions/Activities* that are completed, underway, scheduled, or planned. If you need space for more actions/activities, add lines as needed to the table.
 - d. In the *Status Code* column, indicate whether each action/activity is Completed, Ongoing, Underway, Scheduled, or Planned.*
 - e. In the *Progress Description* column, briefly describe your progress on each action/activity that is Underway.
 - f. In the *Measurements/Documentation of Progress* column, identify the written evidence you will use to demonstrate your progress on each action/activity.

* *Status Code: C = Work is Completed, O = Work is cyclical and ongoing, U = Work is Underway, S = Work is Scheduled to begin on a reasonably firm date, P = Work is Planned but not yet firmly scheduled,*

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt	Aug 2012

Goal
1.1: Support, guide, and empower every student to achieve his or her goals.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
1.1.1: Develop and expand alternative access to programs and services.	Spring 2011	Spring 2012	Vice President, Instruction Vice President, Student Services
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Monitor number of classes, orientations, tutoring sessions offered in alternative modes.	U	WebAdvisor registration is being tested and the many components are being reviewed WebAdvisor online Counseling training took place spring 2010, implemented fall 2010 Online orientation workgroup convened; a product has been selected and a portion of the funding secured CCCApply: in place; as processes are revised, they are being tested and documented CCCBOG: Draft specifications are being written ETranscript: Contracts have been sent forward. Installation and testing is planned	WebAdvisor meeting minutes Orientation Workgroup agendas and minutes BSI agenda and minutes ETC agenda and minutes Title 5 agenda and minutes
Expand online programs and student support services.	U	The number of online courses will continue to be tracked, with the Ed Tech Committee will continue to track quality. All Student Services units now have Twitter feeds and/or RSS feeds, and plans are in place to add Facebook.	Student performance in applicable classes
Evaluate the effectiveness of alternative modes.	U	A&R has used the satisfaction data to improve direct, hands-on instruction in the use of the online application to students who need it on a case-by-case basis Other enhancements to be evaluated after they are fully implemented. ETC completed the first full review of online courses and will continue to assess quality.	A&R Program Review, 2009-2010 ETC agenda and minutes Surveys of instructors and students in Distributed Education Online course enrollments
Implement improvements based on results.			Student Services Program Review documents and Planning documents

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt	Aug 2012

Goal
1.1: Support, guide, and empower every student to achieve his or her goals.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
1.1.2: Enhance Transfer Services.	Spring 2012		Vice President, Student Services Vice President, Instruction
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Create a fully functioning Transfer Center	C, O	Title 5 grant supports staffing, space, equipment, and programming	Title 5 Steering Committee Agendas and Minutes
Stronger focus on articulation: <ul style="list-style-type: none"> • Increase the number of articulation agreements. • Enhance marketing of articulation agreements. • Implement SB 1440 to streamline transfers to CSUs 	C, O	Is taking place as part of new Title V grant Counseling training occurs regularly and will occur in Fall 2012 Will have 10 additional articulation agreements in Fall 2012	Number of articulation agreements, Fall to Fall Number of fliers, promotional items, outreach advertisements Number of CSU transfer degrees under SB 1440
Provide more education for students on transfer requirements and degree completion.	C, O	Increased workshops for all types of transfers. Workshops occur on regular basis. Transfer Fair, biannual	Attendance tracking at transfer workshops Attendance tracking, Transfer Fair Number of TAG agreements Tracking students who use Transfer Center
Train personnel to provide more hands-on approach in transfer services to students.	C, O	Transfer Advocates have been identified and trained. Training occurs on a regular basis.	Number of training sessions and participants
Evaluate effectiveness of changes.	C, O	Occurs in Title V Steering Committee Meetings	Student satisfaction surveys, # and % of students transferring Title 5 Steering Committee Agendas and Minutes
Implement improvements based on results.	C, O	Occurs in Title V Steering Committee Meetings	Title 5 Steering Committee Agendas and Minutes

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt	Aug 2012

Goal
1.1: Support, guide, and empower every student to achieve his or her goals.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
1.1.3: Implement best practices for underprepared students.	May 2011	Spring 2012	Vice President, Instruction Vice President, Student Services
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Identify best practices.	C/O	Studies by ORP show counseling and orientation are positively correlated with retention and persistence. Counseling is also correlated with student success. Basic Skills Initiative plan is based on best practices, including Learning Communities linking basic skills with college-level courses, Orientation, Answer Centers, and summer math programs for developmental students. Supplemental Instruction is being examined by the Basic Skills Task Force for possible funding and support Team from CHC attended Student Success Conference to gather additional information on best practices and will debrief in Nov '10.	ORP reports, ORP website
Implement best practices for targeted students, including the Early Assessment Program (EAP).	C C U	Dialogue about EAP occurring Spring 2011. Santos Manuel Student Success Program implemented: book loans received, 538 received supplemental tutoring, counseling provided to 499 students. Of those best practices identified by the Basic Skills Plan, all are underway.	BSI Steering Committee report of implementation of BSI activities
Evaluate effects on student performance.	U C	Tracking of SMSSP students is taking place The Evaluation of Learning Communities, Orientation, Summer Bridge, and the Student Mentor Program has been completed	Student performance in applicable classes Retention within BS classes Success rate in BS classes Movement of BS students into college-level classes SLOs SOA ³ R Post-test

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Implement improvements based on results.			
Develop and apply methods to ease the path of graduating high school students into CHC.	U P	SOA ³ R program is in place at feeder high schools The Early Assessment Program is being considered to improve high school transition to and readiness for college.	BSI Steering Committee report of implementation of BSI activities

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Mike Strong Rebecca Warren-Marlatt	

Goal	1.2: Deliver and ensure access to programs, services, and support that meet students' needs.
-------------	--

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
1.2.1: Enhance efficiency and effectiveness of student access.	Fall 2010 (parking) May 2011 (remainder)	Spring 2012	Vice President, Student Services Vice President, Administrative Services
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Implement system for purchasing parking permits online.	C	Beginning fall 2010, parking passes are now purchased online, directions to the website are located on banners, posters, signs, and on the CHC's homepage. Instructions to the faculty and staff were provided during in-service day (8/13/10)	Customizable reports through Credentials Solutions website.
Implement Web Advisor.	U	WebAdvisor registration is being tested and the many components are being reviewed WebAdvisor online Counseling training took place spring 2010, implemented fall 2010	WebAdvisor Workgroup Minutes Number of Web Advisor components implemented by date Number of Web Advisor users
Implement and provide training for online orientation.	P	A contract for the development of Online Orientation will be board approved in May, 2011. Implementation is slated for fall, 2011 for spring 2012 new students.	Board minutes Professional Development announcements of training Installation of Orientation on website Number of participants in Online Orientation Number of students in face-to-face and online orientations Student satisfaction surveys in face-to-face and online orientations
Develop an online Student Handbook and/or other package of information on what students need to know about becoming a successful student, to include topics such as parking, getting classes, books, counseling, and	U	The Student Handbook was published in summer, 2011. A second version was published in summer, 2012.	Publication of online Handbook 2010-2011; 2011-2012

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

tutoring.			
Conduct research on non-persisting students, including a survey on the reasons for their departure.	P		Identification of reasons for dropping in online and in-person transactions with follow-up as needed
Develop interventions based on evidence regarding non-persisting students	P		

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Robert Brown	Aug 2012

Goal	2.1: Seek, welcome, and respect diversity, and promote inclusiveness.
------	---

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
2.1.1: Establish a welcome program for new employees.	May 2011	Spring 2012	Chair, Professional Development Committee

Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Establish a Welcome Program Task Force.	C	Membership for the Task Force has been solicited from the following groups/areas: Professional Development Committee (3 have already volunteered); President's Office; Academic Senate; CSEA; Classified Senate; CTE; Management The Welcome Program Task Force met twice per month to help plan the activities for the CHC ² Mentoring Program.	Task force documentation
Create a system for volunteer mentor assignments, and provide appropriate training.	C	The CHC ² Mentoring Program was established fall of 2011. Training was provided for volunteer mentors, and all mentors met with their protégés on a regular basis during fall and spring semesters. Activities were scheduled once per month for everyone participating in the program.	No. of mentors, buddies
Develop a welcome package of materials.	C	While there was no welcome package created for new employees, the mentoring program provided binders of materials for protégés and their mentors.	Publication of the welcome package
Introduce/announce new employees in the President's Letter with a short bio. Dropped			Proportion of new-employee introductions in the President's Letter
Provide name tags for all employees. Dropped			Distribution of name tags
Implement an online photo directory. Dropped			Publication of the online directory

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt	Aug 2012

Goal
2.1: Seek, welcome, and respect diversity, and promote inclusiveness.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
2.1.2: Improve the participation of under-represented student demographic groups in targeted programs.	Fall 2010: Demographics and identification Spring 2011: Strategies 2011-12: Implementation, evaluation, modification	Spring 2013	Vice President, Instruction Vice President, Student Services
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Analyze the demographic characteristics of every program.	C,O	Demographic makeup of student participants in each instructional and student services unit is now a feature of the Planning and Program Review process	Report on program demographic characteristics Equity data Program Review data Enrollment Management Plan
Identify targeted programs in which at least one demographic group is significantly underrepresented, as determined by consensus of the applicable dean and faculty/staff.	C/O	Demographic makeup of student participants in each instructional and student services unit is now a feature of the Planning and Program Review process	Enrollment Management Plan Planning and Program Review
Develop strategies to improve inclusiveness in those programs and carry out any necessary training.	U	Strategies currently developed include a new Transfer Center, Transfer Advocacy Program, Learning Communities, and Supplemental Instruction	Report of strategies in Perkins Plans, Program Reviews, and Annual Plans Training session participation Title 5 Grant, Hispanic-serving initiatives Enrollment Management Plan
Year 2: Implement those strategies on at least a pilot basis.	P		Title 5 Grant, Hispanic-serving initiatives Enrollment Management Plan Perkins Plan Planning and Program Review Basic Skills Task Force
Evaluate the success of those strategies.	P		CCSSE Comparative analysis of trend data on underrepresented groups Student survey
Modify the strategies as needed and begin the cycle again.	P		

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt	Aug 2012

Goal
2.1: Seek, welcome, and respect diversity, and promote inclusiveness.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
2.1.3: Develop a common definition of inclusiveness among employees and students at CHC.	2011-12	2012-2013	Vice President, Student Services
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Form a representative task force to study the nature of the problem at CHC and available models at other institutions or organizations, and to recommend language and an appropriate end product.	C	This task has been assigned to the Enrollment Management Committee. It was addressed in Spring, 2011	Task force documentation Enrollment Management Plan Committee Self-Evaluations
Draft language on what inclusiveness ought to entail at CHC, in organizational structures and processes and in individual and group behavior.	C	This task completed by Ed Master Plan Committee	Documentation of successive drafts of definition
Hold forums and make presentations to constituent groups to discuss and gather feedback on the drafts.	C	Fall 2011	Documentation of forums and presentations, including participation and feedback
Revise drafts and gain necessary approvals.	C	Approved by Crafton Council in Spring 2012	
Publish/post the approved definition.	S		Publication of approved definition
Regularly disseminate and discuss the definition.	S		Documentation of subsequent discussions

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall	Aug 2012

Goal
2.1: Seek, welcome, and respect diversity, and promote inclusiveness.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
2.1.4: Hold at least one major event annually that includes all employees, for the purpose of improving communication and understanding across group and organizational boundaries.	Fall 2010	Fall 2011	President
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Invite all employees to beginning of Fall In Service Day	C, O	All employees participated in the first two hours of Fall and Spring In Service Day (Aug 2010; January, 2011) Offices were closed for two hours	Documentation of event
Invite all employees to morning session of Spring In Service Day	C, O		Documentation of event
Continue to hold Welcome Back Barbeque	C, O	PDC sponsors this BBQ every fall	Documentation of event
Classified Professional Development Week	C, O	First Week completed Spring 2010 Will be continued if funding permits in Spring 2011 Monthly professional development offerings for Classified Staff began in Fall 2010	Documentation of event Participant Evaluations
Regularly scheduled Flex Days for Faculty	C, O	Flex Days are now scheduled each semester for Instructional Faculty	Documentation of event Participant Evaluations
Look at Climate Survey to assess progress	P		Climate survey
Expand College Hour to two days a week			

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt	Aug 2012

Goal	2.1: Seek, welcome, and respect diversity, and promote inclusiveness.
------	---

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
2.1.5: Establish a program of Crafton Town Hall meetings to facilitate sharing ideas on significant issues facing the College.	Fall 2010	Fall, 2010-Spring 2013	President

Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Continue All Instruction Meetings	C,O	Approximately 3 times a semester, the VPI holds All Instruction Meetings. These meetings began in 2009-2010 and will be ongoing.	Documentation of meetings
Continue Student Service Meetings	C, O	The VPSS holds meetings for all SS staff on the last Friday afternoon of the month.	Documentation of meetings
Conduct Accreditation Round Tables	C,O	A series of Round Tables to discuss status of the college's response to Accreditation recommendations are planned and two have taken place (Fall 2009 and Fall 2010)	Documentation of meetings
Hold Open Meetings during College Hour	C,O	Accreditation Celebration, Spring, 2011 Transfer Center site discussions Whom Shall We Serve? discussions	Documentation of meetings

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Robert Brown	

Goal
3.1: Achieve college-wide excellence in teaching and learning through best practices and ongoing reflection, assessment, and improvement.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
3.1.1: Develop a Best Practices for Teaching and Learning program through Professional Development.	Fall 2010-Spring 2012		Chair, Professional Development Committee
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Pilot alternative formats for sharing best practices, and continue using the most successful. For example: <ul style="list-style-type: none"> Structure a regular weekly time for faculty and staff to discuss best practices. Develop an informal, "brown bag" program specifically for how-to's. Develop a monthly Great Ideas for Teaching (GIFTS) program. Develop seminars (guest speakers) for best practices. 	C	Great Ideas for Teaching (GIFTS) program launched in September, with monthly presentations planned throughout the year Completed fall 2010, and not to be continued. Monthly classified Professional Development Day launched in September, with presentations planned for the rest of the year. Changed to a regularly scheduled classified Prof Dev Week. It has been running successfully three years consecutively now.	Documentation of contents of and participation in piloted activities, and those chosen for continuation
Develop and support a systematic program of external professional development opportunities. <ul style="list-style-type: none"> Incorporate standards for sharing and/or applying knowledge gained through external professional development opportunities. 	C	Currently under discussion by the Professional Development Committee. Two speakers are scheduled for fall 2012. Thomas Brown will arrive in October and again in January for a workshop on on campus diversity and inclusion as it pertains to instruction and student services. In November, Leela MadhavaRau (Assoc. Dean of Campus Diversity at Univ of Redlands) will lead a workshop on Culturally Responsive Instruction.	Documentation of creation, approval, and application of standards for sharing knowledge
Establish a goal for instructors to observe each other's classes non-evaluatively, in the spirit of sharing best practices for teaching and learning. <ul style="list-style-type: none"> (Ideas: brown bags, chairs council) 			No. of non-evaluative classroom observation sessions
Explicitly include part-time faculty in all activities. <ul style="list-style-type: none"> PT Faculty Orientation 	C	Part-time faculty have participated inl PD activities throughout the year. In the past several semesters, part-time faculty members have participated in fairly large numbers throughout the year in all Prof Dev activities (including Flex Day workshops, and DELTA workshops)	Proportion of part-time faculty participating in activities

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Partner with universities to offer unit value (CEUs) or advancement for participation in best practices activities.	P	Some interest was identified this semester in searching for ways of making this happen soon.	Documentation of university agreements and CEUs
Follow through on all major professional development projects/programs.			Annual status report on all major professional development projects/programs

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt	Aug 2012

Goal
3.1: Achieve college-wide excellence in teaching and learning through best practices and ongoing reflection, assessment, and improvement.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
3.1.2: Pilot a College-wide program to focus on preparing all students to be successful learners.	May 2012	2012-2013	Vice President, Instruction
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Implement Student Mentor Program <ul style="list-style-type: none"> Identify target populations of students/courses Recruit mentors 	U		# of mentors and mentees Retention, success, and persistence rates in classes with mentors
Implement PASSport program	S		
Research programs/models such as AVID, iFALCON, OnCourse, and Second-Year Experience, and recommend the most promising for pilot(s).	P	Will begin research in Spring 2011 Second Year Experience is incorporated into the Title V Grant	Documentation of research results and evaluation of models
Institutionalize OnCourse strategies by sharing them in multiple ways, such as the following: <ul style="list-style-type: none"> Meetings of those who have already attended OnCourse seminars. Brown-bag sessions A 5-to-10-minute presentation in every class each term 			Documentation of OnCourse experiences, including no. of participants
Evaluate all activities.			Participant evaluations Evaluation of student learning during and after implementation of selected strategies
Implement improvements based on results.			

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Robert Brown	Aug 2012

Goal	3.1: Achieve college-wide excellence in teaching and learning through best practices and ongoing reflection, assessment, and improvement.
------	---

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
3.1.3: Provide a comprehensive set of useful, accessible resources for best practices in teaching and learning.	May 2011	Spring 2012	Professional Development Committee
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Develop a research library, both online and physical, for best practices for teaching and learning. <ul style="list-style-type: none"> • Train faculty and staff regarding online tool • Market tools • Evaluate effectiveness 	C	Physical library now in LRC 107. Online library available. The books are available in the Teaching & Learning Center, although we still need to devise a proper procedure for checking out books. The online library can be found at http://www.librarything.com/catalog/CHCnCITE	Documentation of library holdings No. of users of research library over time Satisfaction of users (POS or as part of climate survey)
Identified online resources for instructors and staff to access individual prof development activities	C	Lynda.com 100+ online resources (can be found through the PDC webpage here: http://www.craftonhills.edu/Faculty_and_Staff/Professional_Development.aspx Teaching for success (discontinued)	

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Rebecca Warren-Marlatt	Aug 2012

Goal	3.1: Achieve college-wide excellence in teaching and learning through best practices and ongoing reflection, assessment, and improvement.
------	---

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
3.1.4: Establish and assess student learning outcomes at the course, program, and institution levels.	Dec. 2010		Institutional Effectiveness Committee
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Develop student learning outcomes (SLOs) for every course offered	C,O,U	By the end of Spring, 2012, learning outcomes had been developed for 86% of courses. Additional outcomes were developed at Fall In-Service and are currently being inventoried.	Listing of SLOs per course
Identify appropriate assessment methods for each SLO	C,O,U	Steps 1-3 of the Institutional Assessment Plan include identification of assessment methods. This item is not specifically tracked, however completion of the cycle implies that assessments have been development and rubrics written as appropriate.	ORP Website, Course Level Outcomes
Develop rubrics appropriate to the method of assessment	C,O,U	“	“
Implement the assessments for all course-level SLOs	C,O,U	38% of all courses had completed assessment cycles by the end of spring, 2012.	“
Meet as a discipline to discuss results and identify appropriate improvements	C,O,U	About 50% of faculty participated in dialogues regarding outcomes at the spring 2012 flex day, and 100% participated in the fall 2012 In-service dialogues regarding SLOs	Agenda, spring 2012 Flex Day and Fall 2012 In-Service ORP Website, Course Level Outcomes
Implement improvements and begin cycle again	C,O,U	This is not specifically tracked at this time, however, most existing course assessments have been through at least one full assessment cycle.	“
Develop SLOs for every academic program.	C,O,U	By the end of Spring, 2012 85% of all instructional programs had identified outcomes.	Listing of program SLOs ORP Website, Program Level Outcomes
Identify assessment methods for each program SLO	C,O,U	85% as of spring 2012	“
Develop rubrics appropriate to the method of assessment	C,O,U	85% as of spring 2012	“

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Implement the assessments for all program-level SLOs	C,O,U	55% as of spring, 2012	“
Faculty from the program meet to discuss results and identify appropriate improvements	C,O,U	55% as of spring, 2012	Agenda, spring 2012 Flex Day and Fall 2012 In-Service
Implement improvements and begin cycle again.	C,O,U	55% as of spring, 2012	ORP Website, Program Level Outcomes
Develop institutional learning outcomes (ILOs) for the college	C	Six ILO's have been developed for the college	Listing of ILOs on ORP website
Identify appropriate assessment methods for each ILO	O,U	Assessment methodologies include administration of the CSSEE and mapping course-level outcomes to institutional outcomes	ORP reports on Critical Thinking, and Society and Culture
Develop rubrics appropriate to the method of assessment	O,U	See above	“
Implement the assessments for ILOs	C,O,U	See above	“
Meet as a college to discuss results and identify appropriate improvements	C,O,U	Fall 2012 in-service, ILO #4 results were presented to the entire campus	Agendas, Spring 2012 Flex Day and Fall 2012 In-Service
Implement improvements and begin cycle again	C,O,U	Professional Development plans for diversity training	Fall 2012 In-Service agenda, Institutional Assessment Plan

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Mike Strong Rebecca Warren-Marlatt	Aug 2012

Goal
3.1: Achieve college-wide excellence in teaching and learning through best practices and ongoing reflection, assessment, and improvement.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
3.1.5: Identify and develop methods to assess SAO/AUOs			Institutional Effectiveness Committee
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Develop Service Area Outcomes and/or Administrative Unit Outcomes for every Student Services or Administrative Department	C, O	Outcomes have been developed and assessed for all Student Service areas and Administrative Service areas. All programs have completed at least one full cycle. Results are posted online.	Planning and Program Review Minutes, agendas Online web tool, http://www.craftonhills.edu/About_CHC/Research_and_Planning/Institutional_Effectiveness_Resources/Student_Learning_Outcomes/Program_Assessment_Reports.aspx
Identify appropriate assessment methods	C, O	“	“
Develop rubrics appropriate to each method of assessment	C, O	“	“
Implement the assessments	C, O	“	“
Meet as a department to discuss results and identify appropriate improvements	C, O	“	“
Implement improvements and begin cycle again	C, O	“	“

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt	Aug 2012

Goal
4.1: Effectively manage enrollment through a dynamic balance of identified needs and available resources.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
4.1.1: Develop student engagement strategies for the purpose of increasing retention, success, and persistence.	Spring 2011: Research Fall 2011: Pilot(s) Spring 2012: Evaluation and plan Fall 2012: Implementation	2012-2013	Enrollment Management & Student Success Committee

Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Research methods used by other institutions to enhance student engagement, and identify the best fit(s) for CHC.	C	Enrollment Management Committee and Plan Title 5 Grant, 2005-2010 and 2010-2015 BSI Plan Student Life Three-Year Action	Documentation of the most promising method(s) used by other institutions
Administer the CCSSE.	C, O	ORP will administer in Spring 2011. Preparation is underway.	CCSSE results
Pilot and implement the most promising method(s), and evaluate the results.	U	Learning Communities Supplemental Instruction Delta Academy	Increased retention and success Participant satisfaction (Delta Academies) CCSSE results
Evaluate the effects of the implemented program, and make changes as appropriate.	C, O	ORP report on Learning Communities	Student performance (retention, success, and persistence) before and after implementation of the pilots and the program

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Rebecca Warren-Marlatt	Aug 2012

Goal
4.1: Effectively manage enrollment through a dynamic balance of identified needs and available resources.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
4.1.2: Develop a robust enrollment management model that both guides long-range enrollment planning and responds to short-term environmental and fiscal factors.	Spring 2011		Vice President, Student Services

Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Reconvene the Enrollment Management Committee to revise the Enrollment Management Plan in accord with the Educational Master Plan, and to develop the model.	C	Enrollment Management Committee began meeting in spring, 2010. Goals have been updated and a draft plan written.	Enrollment Management Committee minutes and other documentation
Include in the enrollment management model consideration of the relationship among annual budget variations, program capacity, alternative funding sources, the cap, quality of programs and services, community and other needs assessments, and significant College initiatives, among other factors.	C, O	New goals align with the Quantitative Effectiveness Indicators listed in the Educational Master Plan. Other factors to be addressed as the plan is updated.	Documentation of revised Enrollment Management Plan Approval of the enrollment management model Documentation of application of Plan to scheduling and incorporation into Instruction Area planning

* Status Code: C = Work is Completed, O = Work is cyclical and ongoing, U = Work is Underway, S = Work is Scheduled to begin on a reasonably firm date, P = Work is Planned but not yet firmly scheduled,

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall	Aug 2012

Goal
4.2: Identify and initiate the development of new courses and programs that align strategically with the needs of the College and its students.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
4.2.1: Develop and implement a process for recommending the development of new courses and/or programs based on a strategic perspective.	Fall 2010 and in Fall of every even year thereafter	Spring 2013	Educational Master Planning Committee
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
EMPC discuss ways to develop process	C	EMPC had preliminary discussions in Sept 2010 and will develop process by April 2011	A draft has been developed as of Spring, 2011
Review draft process with Academic Senate	U	Academic and Classified Senates reviewed and feedback was incorporated. Additional reviews needed.	Draft shared with Senates in Fall, 2011
Review the process annually			Documentation of periodic recommendations and of incorporation of those recommendations into the Enrollment Management Plan, Instruction Area planning, and Perkins Plan

* Status Code: C = Work is Completed, O = Work is Cyclical and ongoing, U = Work is Underway, S = Work is Scheduled to begin on a reasonably firm date, P = Work is Planned but not yet firmly scheduled,

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall	Aug 2012

Goal	5.1: Enhance the College's value to the community.
------	--

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
5.1.1: Establish an infrastructure to coordinate marketing, outreach, and partnerships with community institutions and organizations.	April 2011: Position Fall 2011: Gap and opportunity analysis and plan for action	Spring 2013	President

Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Identify existing partnerships with high schools, government agencies, businesses, service clubs, and other community organizations.	C, O	Beginning in Fall, 2010, the Planning and Program Review process elicits information about internal and external partnerships from each participating program. College-wide partnership list was developed in spring 2012	List of existing partnerships
Identify gaps and opportunities in existing partnerships, and initiate appropriate actions: <ul style="list-style-type: none"> • Assess the organizations' needs. • Promote what CHC does. • Participate in joint projects, meetings, committees, and service clubs. • Create student internships. • Include the arts and sports. 	U	New Marketing Director began assessment and promotion The project is on-hold due to vacancy	Results of gap and opportunity analysis
Create and fill a position for outreach/marketing coordination.	P	Marketing Director hired in September 2010 Position is vacant as of June 2012	Job description and position announcement Documentation of employment Documentation of coordination activities

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt Mike Strong	Aug 2012

Goal
5.1: Enhance the College's value to the community.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
5.1.2: Increase the visibility of the College.	2010-11: Promotion 2011-12: Facilities		Vice Presidents
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Implement an effective marquee.	C, O	Electronic marquee was installed in 2012. Marquee is visible to travelers on Sand Canyon Rd.	Parking Lot, Access, and Lighting Project plans and specifications; design review meeting minutes
Install widely visible signage.	C	On campus signage has been installed to improve way finding for newcomers on campus.	Construction project plans and specifications; Implementation of Signage Master Plan developed by Steinberg Architects 2005
Promote CHC by publicizing its successes and programs.	U	<ul style="list-style-type: none"> • During Classified Professional Development Week held in June 2010, 2011, & 2012 management presented progress of construction and success related to the implementation and progress of the bond construction program • Also, CHC celebrated the opening of the new Aquatics Center and the new Learning Resource Center on October 15, 2010. The local community, dignitaries, college employees, district employees attended. • During Marketing Director's tenure (2010-2012) press releases and published articles increased. • The CHC website has been revised. • CHC held 40th anniversary events that included public participation (Gala, film screening, 40th birthday party, solar farm dedication). 	Sign in sheet; photos of events Promotional materials

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall	Aug 2012

Goal	6.1: Implement and integrate planning processes and decision-making that are: <ul style="list-style-type: none"> ●: Collaborative, ●: Transparent, ●: Evidence-based, ●: Effective, and ●: Efficient.
-------------	--

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
6.1.1: Align all college plans to the EMP.	2010-12	Fall 2013	Crafton Council
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Create a process to ensure alignment of all major college plans to the EMP	C, O	Plan authors and committee chairs attended Crafton Council meeting fall 2010 to discuss alignment and reporting due dates. EMPC reviewed alignment documents in Spring 2012	Outline of the monitoring process by Crafton Council Documentation of analysis, recommendations, and actions taken by Crafton Council and applicable planning committees to achieve alignment
Each committee to review alignment with EMP	U	Most committees have aligned their plans with the EMP.	Self-evaluation by planning committees on knowledge of issue and extent of alignment Alignment documents
Continue using templates to align college plans to the EMP	C, O		
Consider domino effect on other plans as EMP is revised	U		

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt	Aug 2012

Goal	6.1: Implement and integrate planning processes and decision-making that are: <ul style="list-style-type: none"> ●: Collaborative, ●: Transparent, ●: Evidence-based, ●: Effective, and ●: Efficient.
-------------	--

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
6.1.2: Create a structure and processes to communicate committee and shared governance information to the campus.	August 2010 and each August thereafter	September 2010 and each April thereafter beginning in April 2011	Crafton Council

Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Update and disseminate the <i>CHC Organizational Handbook</i> annually.	C, O		Updated version of the <i>CHC Organizational Handbook</i> Documentation of dissemination of <i>CHC Organizational Handbook</i>
Actively promote student participation in shared governance. <ul style="list-style-type: none"> ● Review survey results in Spring-Summer 2011 ● Assess student participation in shared governance in 2011-2012 	C, O	Student appointees for Crafton Council, Enrollment Management, Basic Skills Initiative, Educational Master Planning, Program Review, Student Services Council, Academic Exceptions, and Matriculation, as well as several District committees. Mentors have been assigned to student representatives. The Org Handbook includes a recommendation to assign a mentor to each student representative on participative governance committees, with detailed instructions for mentors included in the appendix. A review of committee membership is scheduled for Fall 2012	Documentation of methods for promoting student participation Census of participation on committees

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Keith Wurtz	Spring 2012

Goal	6.1: Implement and integrate planning processes and decision-making that are: <ul style="list-style-type: none"> ●: Collaborative, ●: Transparent, ●: Evidence-based, ●: Effective, and ●: Efficient.
-------------	--

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
6.1.4: Provide institutional support for the acquisition, analysis, and interpretation of data.	Spring 2010 and ongoing		Director, Research and Planning

Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Provide appropriate training in measurement and evaluation.	C Ongoing	The ORP continues to provide multiple trainings on how to interpret and evaluate data provided for Planning and Program Review through PPR workshops, open labs, and individual meetings. In addition, the ORP continues to meet individually with those engaged in writing their annual and three-year plans on a regular basis. Trainings are also occurring within committees, like the enrollment and management committee, and evaluation plans are beginning to be developed with individual programs.	Survey of training needs Documentation of training contents and participation Participant evaluations Survey of users on level of applicable skills after training
Promote a culture of evidence in the service of continuous improvement.	C Ongoing C Ongoing U U	Eighteen “ <u>Did you Know?</u> ” series have been distributed, and are continuously updated on the first of every month during the primary terms The new ORP Web Site has been created and is available to campus community and is regularly updated In Summer 2012 will implement and pilot for distribution to entire CHC campus. Starting to make Cal PASS OLAP Cubes available to CHC users; accuracy of data needs to be examined further and corrected prior to making available to campus	Develop and distribute “Did you Know?” series once a month Create and implement new ORP Web Site to provide access to data and consistently update Obtain Collaboration and Deployment Software and develop Online Analytical Processing (OLAP) Cubes for use in evidence-based decision making and PPR by Summer 2011 Provide access to Cal PASS’s OLAP Cubes to CHC faculty, staff, and administrators

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt	Aug 2012

Goal	6.1: Implement and integrate planning processes and decision-making that are: <ul style="list-style-type: none"> ●: Collaborative, ●: Transparent, ●: Evidence-based, ●: Effective, and ●: Efficient.
-------------	--

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
6.1.5: Ensure that planning processes and decision-making are collaborative, transparent, evidence-based, effective, and efficient.	Fall 2010-Spring 2012	Spring 2013	Crafton Council
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Establish criteria for “collaborative,” “transparent,” “evidence-based,” “effective,” and “efficient.”	C	Focus groups – Plan for assessing was taken to and approved by Crafton Council. Focus Groups were conducted in Spring 2011 Results from the focus groups were generated in Spring 2011 and approved to the Crafton Council	List of criteria, definitions, Crafton Council Meeting Minutes
Analyze the extent to which each process meets the criteria.	S		Results of analysis
Initiate corrective action as needed, and reevaluate.			Documentation of corrective actions taken Climate survey

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt	Aug 2012

Goal
6.2: Establish and document effective, efficient, and consistent organizational structures and processes.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
6.2.1: Use established criteria to evaluate organizational structures, and processes and align processes with applicable laws, regulations and processes	August 2010 and each August thereafter	Sept 2010 and each April thereafter beginning in April 2011	Crafton Council

Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Update the <i>CHC Organizational Handbook</i> to include the map or flowchart.	C, O	Two flowcharts (pages 12 and 13) show the college organization and the committee structures.	Updated version of the <i>CHC Organizational Handbook</i> with map or flowchart Documentation of wider dissemination of map or flowchart
Use Committee Survey Results to assess structures and processes	C, O	Crafton Council reviewed survey results spring 2012	Report on ORP website
Design and implement interventions	U	Based upon survey results interventions were designed and partially implemented	Email, bring a friend to committee meeting, updated Organizational Handbook

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Robert Brown	Aug 2012

Goal
7.1: Optimize the organization's human resource capacity.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
7.1.1: Ensure that all faculty, staff, and administrators receive relevant, timely, and appropriate training.	2010-11 and ongoing		Professional Development Committee
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Establish a process for planning, executing, and rewarding specialized/departmental training.	C	Flex time (faculty) New flex tracking system will be implemented early fall 2012. The system will enable faculty to enter and save their flex activities as they occur (rather than having to remember them and submit them all in May.)	Documentation of process Documentation of participation (e.g., sign-in sheets and counts) Training calendar for each academic year Participant evaluations
Design and implement a system of employee development plans. Dropped	U	Presented to the Academic Senate as part of the Flexible Calendar Program. Currently under revision.	Employee development plans
Establish a process for identifying training needs.	C	Professional Development Survey distributed to all SBCCD employees Fall, 2010. Results are now being disaggregated for closer, more pointed analysis. Climate survey will be disseminated district-wide every two years. Next survey planned for fall 2012.	Climate survey Professional Development Survey Results

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt Mike Strong	Aug 2012

Goal
7.1: Optimize the organization's human resource capacity.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
7.1.2: Establish professional standards and expectations for faculty, staff, and managers.	2010-12	2012-2013	Crafton Council
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Research standards and expectations applied by other institutions, in part through a literature review.			Documentation of research results
Develop a draft profile of professional standards and expectations.	U	Discussions in the Classified Senate will occur in Fall 2012. Managers will work on a draft in Fall 2012. Student Senate will give input on their expectations during Fall 2012. Academic Senate discussed the matter and chose not to pursue this activity.	Draft profile of professional standards and expectations
Solicit and incorporate feedback from the campus community.			Documentation of feedback
Finalize and disseminate the standards and expectations.			Documentation of dissemination
Ensure that standards include: <ul style="list-style-type: none"> • Maintaining CHC's "personal touch" • Effective communication • A statement of ethics 			Documentation of approved standards and expectations

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall	Aug 2012

Goal	7.1: Optimize the organization's human resource capacity.
------	---

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
7.1.3: Create an easily accessible online resource center for sharing information and documentation.	December 2011	Fall 2013	Crafton Council
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Develop specifications for the types of information that should be included (e.g., processes/ procedures, contracts, frequently asked questions).	C, O	Specifications were developed and implemented into the CHC Navigator, which have been posted online	Specifications of types of information needed List of feasible options for implementing online resource center
Implement resource center.	C, O	Specifications were developed and implemented into the CHC Navigator, which have been posted online	Rollout of resource center: Resources are available
Evaluate the success of the resource center.	P		Resource center usage statistics Survey of user satisfaction and feedback
Include an updated version of the Employee Directory.	P		
Add an easy to find link to DE courses on the home page			
Evaluate how easy it is to navigate on the website and make improvements based on the evaluation			

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall	Aug 2012

Goal
7.1: Optimize the organization's human resource capacity.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
7.1.4: Institutionalize professional development.	2010-12	2010-2013	President
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Identify possible funding sources and resources for institutionalizing professional development	U	A portion of General Funds were placed in the 2012-2013 budget	
Establish an adequate budget for professional development to support a faculty coordinator position			Budget documentation
Create and fill a faculty position for design and coordination of professional development.			Job description Employment documentation
Establish the Center for Innovation and Teaching Excellence (CITE).			

* Status Code: C = Work is Completed, O = Work is cyclical and ongoing, U = Work is Underway, S = Work is Scheduled to begin on a reasonably firm date, P = Work is Planned but not yet firmly scheduled,

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt Mike Strong	Aug 2012

Goal	7.2: Manage change proactively.
-------------	---------------------------------

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
7.2.1: Foster an environment that adapts proactively to change.	2011-12	2011 - 2013	President and Vice Presidents

Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Develop a vision for adapting proactively to change.	U	Ongoing discussions in President's Cabinet meetings	Documentation of vision
Develop in accord with the vision: <ul style="list-style-type: none"> • A training/mentoring program that provides emotional support (e.g., "it's OK to make mistakes and learn from them") and recognition of successes. • Communication processes that facilitate full access to information. (See 7.1.3) 	U	Open Forums/Meetings, President's Letter designed to help information flow.	Documentation of training/mentoring program Participants' evaluation of training/mentoring program
Continue Q & A sessions with anonymous questions ahead of time	C, O		Surveys to assess adaptation to change (reorganization, program review, etc.)
Recognize achievements and successes			
Evaluate impact of actions			

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt Mike Strong	Aug 2012

Goal	7.2: Manage change proactively.
-------------	---------------------------------

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
7.2.2: Empower people to be leaders of change.	2010-11	2011 - 2013	President and Vice Presidents

Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Conduct leadership training for all employees.		Additional Discussion is needed on how to identify willing leaders and conduct meaningful training	Participants' evaluation of leadership training and workshops
Hold workshops on the vision for adapting proactively to change.	U	During Classified Professional Development Week held in June 2010, 2011, and 2012, management held change related workshops.	Documentation of number and content of workshops Participants' evaluation of leadership training and workshops
Additional discussions are planned to identify ways to be proactive in dealing with change; discuss ways in upcoming management meetings or as a breakout session on in-service days. This could be ongoing facilitated by the VP's.	P		Documentation of employee engagement in leadership roles (e.g., committee functions)

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt	Aug 2012

Goal	8.1: Maintain and use resources effectively.
------	--

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
8.1.1: Ensure that resource selection, deployment, and evaluation are consistent with identified institutional priorities, policies, and procedures.	Spring 2010 and ongoing		President's Cabinet and P&PRC
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Review resource-related policies and procedures to ensure that they are internally consistent and consistent with applicable law and institutional strategic directions and goals.			Results of policy and procedure review
Review all job descriptions and selection processes to ensure that they meet institutional needs.	U	Job Descriptions have been reviewed as openings occur	Results of job description and selection process review
Review compliance with existing policies and procedures for meaningful and effective evaluation of personnel.	U	Management and Classified hiring practices were recently modified District-wide	Results of compliance review
Ensure that the resource allocation process takes into consideration fully funded infrastructure costs and remains flexible enough to accommodate changes in the institution.	U	The District Budget Committee conducts an annual review of the Resource Allocation Model	Results of Crafton Council evaluation of alignment between resource-related processes and institutional priorities. Annual examination of resource allocation results for inclusion of fully funded infrastructure costs Priorities and alignment of objectives and resource requests from program review and planning process

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt Mike Strong	Aug 2012

Goal
8.1: Maintain and use resources effectively.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
8.1.2: Develop a systematic process for assessing and addressing, in both the long and the short term, the gap between available and needed resources.	Fall 2010-Spring 2012	2012-2013	President's Cabinet and P&PRC
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Research technology available to compile requests for resources from the Planning and Program Review process (e.g., Nuventive TracDat; District version of Planning Plus).	C, O	A Web-based tool for program review and annual planning has been implemented. Further revisions are underway.	P&PRC minutes
Identify committees who can conduct analysis	P	Budget Committee is planned for implementation in fall 2012	
Identify potential sources of funding and resources	U	Resource Development pursuing grants and other funding streams	PPR Prioritized Objective list with funding source

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt	Aug 2012

Goal	8.2: Seek, advocate for, and acquire additional resources.
------	--

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
8.2.1: Establish a grant development and management process with clear roles and responsibilities.	2011-12	Fall 2013	President
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Establish a grant management office.	C, O	Office of Resource Development and Grants established Spring 2012. External funding work is consolidated.	Establishment of grants office
Obtain grants that align with institutional priorities.	C, O	Title V, STEM, NEH and other Grants have been awarded; additional grants pending.	Documentation of alignment between grant specifications and institutional priorities before application process
Set a target for grant acquisitions each year.	C, O	Target has been established and in ongoing annually	Annual report of number and amount of grant acquisitions
Improve communication to campus regarding grant applications and their implications for the campus	U	The Manager has begun a series of communication meetings with campus groups to seek input and provide information	

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Mike Strong	Aug 2012

Goal	8.2: Seek, advocate for, and acquire additional resources.
------	--

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
8.2.2: Annually evaluate and provide feedback on the District Allocation Model.	April of each year		Vice President, Administrative Services

Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Analyze the allocation model as related to necessary administration and infrastructure costs and discuss findings to verify appropriate allocation of funds.	C, O	Admin Services has started preliminary discussions regarding the allocation model; Analysis of the Model and corresponding meetings will follow. District Budget Committee provides annual review of the Resource Allocation Model	Documentation of evaluation and feedback District Budget Committee meeting minutes
Provide feedback to the District	C, O	District Budget Committee provides annual review of the Resource Allocation Model	Meeting agendas
Present the allocation model to the campus on a regular basis	C, O	Presented during Campus In-service days and in other meetings	Meeting agendas

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall	Aug 2012

Goal	8.2: Seek, advocate for, and acquire additional resources.
------	--

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
8.2.3: Coordinate fulfillment of resource needs with the Office of Resource Development and the CHC Foundation based on institutional priorities.	April of each year		President

Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Provide to ORD annually the final prioritized list of goals and resource requests from the Planning and Program Review process.	C, O	Final list provided annually to Director of Resource Development and Grants	Documentation of prioritized list provided to ORD Annual evaluation of alignment between ORD initiatives and institutional priorities

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall Rebecca Warren-Marlatt Mike Strong	Aug 2012

Goal
8.3: Maximize resource capacity related to facilities, technology, and other infrastructure.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
8.3.1: Develop and fund a maintenance and replacement plan for furniture, fixtures, and equipment based on institutional priorities.	Spring 2012	Spring 2013	Vice Presidents

Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Create and maintain an instructional equipment inventory.	U	List of equipment and inventory is underway in Arts and Science Division; progress needs to resume. List for CTE needs to be started.	Inventory list Documentation of plan Documentation of maintenance and replacement schedule Annual budget for plan Comparison of actual replacements compared to planned replacements
Investigate the use of Resource 25 to identify room features and track inventory.	U	Resource 25 development is in process by TESS and is in the early stages of implementation	Meetings agendas

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Mike Strong	Aug 2012

Goal	8.3: Maximize resource capacity related to facilities, technology, and other infrastructure.
------	--

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
8.3.2: Evaluate and enhance the maintenance and replacement plans for facilities and technologies based on institutional priorities.	April of each year		Vice President, Administrative Services Director of Technology

Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Implement the Technical Obsolescence Plan as funding becomes available.	O	Tech Services has implemented year one of a five year, District obsolescence plan. Twenty percent of campus computers will be replaced each year—using funds allocated by the District.	Documentation of plan funding Documentation of modifications to plan Evaluation of adherence to plan Evaluation of effectiveness of plan Documentation of computer inventory
Revisit and revise the Facilities Master Plan to integrate with the EMP and reprioritize as needed based on available funding.	C	The revised FMP was completed in Fall 2011. Implementation of the plan is ongoing.	Documentation of integration and revised FMP

* Status Code: C = Work is Completed, O = Work is Cyclical and ongoing, U = Work is Underway, S = Work is Scheduled to begin on a reasonably firm date, P = Work is Planned but not yet firmly scheduled,
Page 42 of 44
Form version 101005b

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Mike Strong	Aug 2012

Goal	8.3: Maximize resource capacity related to facilities, technology, and other infrastructure.
------	--

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
8.3.3: Develop and implement tools and processes for the optimal utilization of existing facilities, technology, and other infrastructure.	Spring 2012	Spring 2013	Vice Presidents
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Implement Schedule25 or other room utilization analysis tool.	U	Software was purchased Implementation and training began in Spring 2011	Room utilization tool rollout Research results on utilization of facilities and other infrastructure Documentation of implementation of process(es) consistent with research results
Conduct a technology survey to ensure that the right technology is in the right places.	C, O	DETS survey was conducted in Dec 2010 and results were shared in Spring 2011	Results of technology survey
Evaluate energy consumption to identify opportunities for savings.	U	Energy Education has been contracted by the District to assist in analysis and implementation of savings opportunities	

Crafton Hills College
Progress Report on Educational Master Plan at Action Level

Entity	Plan Name	Name of Preparer	Date
CHC Educational Master Planning Committee	Educational Master Plan	Cheryl A. Marshall	Aug 2012

Goal
8.3: Maximize resource capacity related to facilities, technology, and other infrastructure.

Objective	Original Timeline/Deadline	Revised Timeline/Deadline	Point Person or Group
8.3.4: Assess facility, personnel, and infrastructure needs in light of anticipated College changes.	2010-11 and ongoing		President's Cabinet
Actions/Activities <i>(Edit as needed to reflect actual accomplishments or plans)</i>	Status Code*	Progress Description	Measurements/Documentation of Progress <i>(Edit as needed to match Actions/Activities)</i>
Review District Strategic Plan, District Resource Allocation Model, and approved FTES targets annually.	C, O	Completed annually	Documentation of the review and of any resulting changes in the applicable plans.
Recommend appropriate changes in the Facilities Master Plan, the Technology Plan, the District Staffing Plan, Planning and Program Review Three-Year Plans, and other applicable plans based on that review.	C, O	FMP revised and completed. Tech plan is in final stages of completion.	Annual summary of changes in offerings, facilities, personnel, and infrastructure based on assessment results
Identify possible ways to enhance teamwork among personnel.	P		Documentation of possible methods/practices Plan for implementation