

**San Bernardino Community College District  
District Strategic Planning Committee  
Draft Objectives with Worksheet**  
March 12, 2010

**Main Purposes**

- a. Provide needed District support to both Colleges in pursuing and achieving their own goals.
- b. Coordinate, or place a District umbrella over, analogous sets of goals and objectives that already exist at both Colleges.
- c. Guide further planning at both Colleges.
- d. Establish or enhance a District-level operation to advance a District Goal.
- e. Fill a gap in the Colleges' planning.

**Draft Objectives**

District Goal	Draft Objective	Main Purpose (a-e)	Tentative Timeline	Point Person/Group	Measures of Progress	Suggested Actions
1.1	1.1.1. Create structures and processes to ensure effective communication about decision-making and shared governance among all District entities (namely, CHC, SBVC, DETS, EDCT, KVCR, and District Office).	b	2010-11	Chancellor's Cabinet	Documentation of structures and processes Survey of constituency groups and individuals Outcome: X% satisfaction with effectiveness of communication	Publish a periodic <i>Chancellor's Chat</i> , summarizing significant developments and decisions during each month and including other useful information as needed. At the end of each annual budget cycle, make readily available to all employees the final decisions and rationales on all resource requests. Include in the charge of every District-level committee the responsibility of members to share the results of deliberations with their constituencies.
2.1	2.1.1. Support the Colleges' innovations in facilitating student access to programs and services.	a	2010-12 and ongoing	Vice Chancellor, Fiscal Services Executive Director, DETS		
2.2	2.2.1. Support the improvement of classroom instruction.	a	2010-11 and ongoing	VPIs		Allow time for discipline-specific professional collaboration during in-service days.
2.2	2.2.2. Institutionalize student support services formerly funded by categorical programs.	a	2010-11 and ongoing	College Presidents Vice Chancellor, Fiscal Services		Reorganize funding to use categorical funds for innovative student support programs, and general funds for personnel formerly funded by categorical programs.
2.3	2.3.1. Maintain District commitment to professional development at the Colleges. [See also 3.1.1 and 4.2.1.]	a	2010-12 and ongoing	Professional Development Committee chairs	Documentation of attendance of staff and faculty at professional development activities, including those held at District sites other than their own.	Establish a coordinating body to ensure efficient and equitable professional development. (Originally proposed as an objective under 4.2) Reinstitute the sabbatical. Establish a central repository for best practices in teaching.
3.1	3.1.1. Develop and implement a system for training employees in accordance with District plans. [See also 2.3.1 and 4.2.1.]	b	Fall 2011	Vice Chancellor, Human Resources	Number of employees trained	Identify training needs. Develop appropriate training programs to meet the needs. Deliver training to employees. Evaluate the program annually and revise it as needed.
3.1	3.1.2. Develop processes that support the transparent allocation of resources District-wide.	b, c	Spring 2010	Vice Chancellor, Fiscal Services	Adopted District-wide resource allocation process.	Finalize resource allocation model and process. District Budget Committee evaluates the process annually and recommends improvements as needed.

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3.2	3.2.1. Finalize overall organizational structure for the delivery of identified technology services.	a, b, c, e	Spring 2010	Executive Director, DETS	Documentation of final approved structure Publication of directory of services	Define the respective roles of the District and campus technology departments.
3.3	3.3.1. Integrate and coordinate campus-level enrollment management with District resource allocation processes.	a, b, c	Spring 2011	College Presidents Vice Chancellor, Fiscal Services	Annual report of enrollment data	Determine resources available to Colleges. Colleges develop enrollment management plans to match available resources.
4.1	4.1.1. Review and optimize the charges of all District shared-governance bodies.	d	2010-11	Chancellor (was task force with representation from District constituencies)	Documentation of the charges of the governance bodies Satisfaction with effectiveness of District governance bodies	
4.2	4.2.1. Facilitate the development of leaders through professional development. [See also 2.3.1 and 3.1.1.]	a, b	2010-11 and ongoing	Professional Development Committee chairs	Comprehensive schedule of events	
5.1	5.1.1. Establish a District mentoring program for all new employees.	d	Fall 2011	Vice Chancellor, Human Resources	Documentation of program	Develop mentoring program. Designate a person at each site to connect mentors with mentees.
5.1	5.1.2. Coordinate District-wide events celebrating diversity for students, employees, and the community.	d	2010-11	College Presidents or designees	Schedule of events Evaluation of events' effectiveness	Work collaboratively with representative groups to develop events. Create a calendar of diversity events.
6.1	6.1.1. Develop a comprehensive District marketing and outreach plan, coordinated with those of the Colleges, to raise the communities' awareness of education and training services.	b	Fall 2011	Marketing Committee composed of representatives from each entity	Documentation of committee establishment and meetings Documentation of the plan	Establish the committee. Conduct a community audit or survey. Develop the plan. Implement the plan. Evaluate the effectiveness of the plan, and revise it as needed.
6.2	6.2.1. Establish a high-level business/community advisory group.	c	Spring 2011	Chancellor	Documentation of group establishment and meetings	Establish the purposes of the group. List appropriate candidates for membership and solicit their interest. Establish the group. Meet regularly and document the proceedings.

