

Campus Objectives and Annual Priorities, 2011–12

College Goal	Performance Indicators	Objectives	Annual Priority
I. To deliver and support exemplary teaching and learning in the areas of basic skills, career and technical education, certificates, associate degrees, and transfer education.	Persistence Rate Retention Rate Success Rate Transfer Rate Degrees/Certificates Awarded	1. Mesa College will increase the retention and success of basic skills students. a. The persistence rate of basic skills students will meet or exceed 75%*. b. The retention rate of basic skills students will meet or exceed 81%*. c. The success rate of basic skills students will meet or exceed 56%*. 2. Mesa College will contribute to the success of transfer students. a. The college will meet or exceed its three year transfer rate average of 42%*. 3. Mesa College will increase the number of degrees and certificates awarded (degrees > 995* and certificates > 310*). 4. Mesa College will foster excellence in teaching by expanding opportunities for faculty to maintain and improve teaching through the sharing of professional practices, techniques and ideas.	1. Basic Skills Initiative a. Support alternative instructional strategies b. Expand cohort model for BSI c. Improve stronger relations between tutoring and BSI students d. Resolve tutoring “space” issue e. Basic Skills across the Curriculum f. Consider the establishment of basic skills pre-req for transfer courses based upon “content review” and statistical data 2. Transfer Success a. Increase support and resources for transfer center b. Identify the needs of transfer students c. Determine success indicators of transfer students 3. Increase Degrees/Certificates 4. Teaching Excellence a. Assessment of needs identified by faculty. b. Two teaching forums per regular semester

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II. To provide a learning environment that maximizes student access and success, and employee well-being.	Student Engagement Student Success Rate Employee Perception Enrollment Data	1. On the CCSSE (administered 2011?) Mesa College will exceed the 2007 benchmark for: a. Active and collaborative learning (47.0) b. Academic challenge (44.1) c. Student-faculty interaction (44.0) d. Support for learners (42.7) e. Student Effort (42.2) 2. The overall student success rate at Mesa College will meet or exceed 68%*. 3. Based on the 2011 Employee Perception Survey, the college will exceed benchmarks established in 2009. 4. Increase the number of students in 45-62 age group. 5. Assess and plan for the ongoing adequacy of the learning environment of the college. 6. Transparency and efficiency in planning and resource allocation.	1. CCSSE Data a. Campus review of CCSSE 2007 data b. Consider doing the CCSSE for 2012 2. Identify the critical factors that prevent student success and remove barriers for students 3. Revise survey and implement in 2011 4. Introduce creative and innovative strategies to engage this group 5. Identify unmet program needs to inform both short- and long-term plans.
III. To respond to and meet community needs for economic and workforce development.	Licensure/Certification Rates Degrees/Certificates	1. Mesa College students will meet or exceed the licensure certification exam pass rate as compared to the previous year. 2. The number of degrees and certificates awarded will exceed previous five years' average (degrees >= 995* and certificates >= 310*).	Expand and enhance vocational/transfer Programs that meet and exceed the licensure certification of exam passage rate and number of degrees/certificates awarded. 1. 2. Develop a college advisory council for community and economic and workforce development

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IV. To cultivate an environment that embraces and is enhanced by diversity.	Success by ethnicity Retention by ethnicity Employee diversity Cultural climate Age Gender	1. The success rate for African American and Latino Students will meet or exceed 70%**. 2. The retention rate for African American and Latino students will meet or exceed 83%**. 3. The diversity of Mesa College employees will reflect the student population. 4. Mesa College will identify baseline data for assessing cultural climate.	1. Campus commitment on cultural competency through a. expanding professional development to incorporate an appreciation and understanding of cultural diversity 2. Identify and support the changing dynamics of our student population a. create culturally diverse student initiatives 3. Translate the success of Puente/FYE/Mesa Academy into other programs to promote cultural diversity and student success

*Five year average

**Five year average for White students