

Mesa College Strategic Plan: Roadmap to Mesa2030: 2021-2026

Vision: The leading College of Equity and Excellence: An Equity Gap Analysis will be conducted for all metrics across: race/ethnicity, gender, CCPG/Pel Status, AB540 Status, LGBTQ+ identity, DSPS Status, and any other characteristic identified by the equity planning process.

Mesa2030 Meta-goal: Equity and Excellence	Strategic Objectives 2021-2026	College-wide Progress Measures
<p>Completion</p> <p>Mesa College will institutionalize (or Mesa-nize) practices that clarify pathways to timely completion for students, with the priority on those practices that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.</p>	<ol style="list-style-type: none"> 1. Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. 2. Develop cross-functional teams that support student success and include integrated career and transfer counseling. 3. Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes. 4. Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity. 	<ol style="list-style-type: none"> 1. Transfer-level Mathematics and English Year 1 2. Degree Completion Rates within 2, 3, and 4 years 3. Transfer Rates within 2, 3, and 4 years 4. Bachelor's degrees (volume) 5. Associate degrees (volume) 6. Credit certificates (volume) 7. 9 or more career education units (volume) 8. Time to completion 9. # Units to completion 10. Basic Needs Direct Support Usage

Mesa2030 Meta-goal: Equity and Excellence	Strategic Objectives 2021-2026	College-wide Progress Measures
<p>Pathways and Partnerships</p> <p>Mesa College will leverage pathways and partnerships within its internal and external communities to eliminate barriers and provide support for students entering Mesa College, through to completion, and beyond to transfer and employment.</p>	<ol style="list-style-type: none"> 1. Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. 2. Expand partnerships with K-12 institutions to enhance program offerings and increase access for minoritized students. 3. Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers. 4. Expand intersegmental pathways to create a seamless transition between Mesa and k-12, non-credit, Universities, and careers. 5. Develop and implement technologies, including website redesign, that will make pathways information available to students so that they can effectively utilize this information in their educational and career planning. 	<ol style="list-style-type: none"> 1. Transfer-level Mathematics and English Year 2. College & Career Access Pathway (CCAP) enrollment 3. College & Career Access Pathway (CCAP) successful course completion 4. Transfer Rates within 2, 3, and 4 years 5. Transfer Volume 6. Livable wage job placement 7. Unit Completion in Term 1 8. Unit Completion in Year 1 9. Fall to Spring Retention

Mesa2030 Meta-goal: Equity and Excellence	Strategic Objectives 2021-2026	College-wide Progress Measures
<p>Community</p> <p>Mesa College will build a community culture that utilizes antiracist practices to cultivate collaboration, inclusion, diversity, equity, and personal growth so that all students, employees, and members of our external community are valued.</p>	<ol style="list-style-type: none"> 1. Use technology to improve communication and accessibility across campus. 2. Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups*, and inclusion. 3. Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing. 4. Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning. 5. Increase opportunities to be an asset and resource to the external community. 	<ol style="list-style-type: none"> 1. Retention and promotion of employees 2. Proportionate student engagement in High Impact Practices (tutoring, counseling, peer mentoring, Ed. Planning) 3. Improvement in racial campus climate as measured by Mesa Graduate Survey, NACCC, and SDCCD Campus Climate survey 4. Improvement in “Committee Culture” construct within the governance survey

**includes but not limited to sexual orientation, gender identity, religion, (dis)ability, and class*

Mesa2030 Meta-goal: Equity and Excellence	Strategic Objectives 2021-2026	College-wide Progress Measures
<p>Stewardship</p> <p>Mesa College will develop and sustain processes that prioritize environmental justice and sustainability, reduce Mesa College’s carbon footprint, and allocate its human, physical, technological, and fiscal resources around the goal of increasing student access, success, and parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.</p>	<ol style="list-style-type: none"> 1. In collaboration with students, develop a climate action plan aligned with state and city goals that includes a timeline to reduce Mesa College’s carbon footprint, focuses on climate literacy and student action, and mitigates Mesa’s impact on climate change. 2. Support processes and initiatives that prioritize environmental sustainability and reduce Mesa College’s impact on climate change. 3. Increase student access and schedule efficiency by coordinating schedules among departments/ disciplines. 4. Establish a college-wide practice and schedule that addresses routine maintenance and renewal of equipment, facilities and technology to ensure access to adequate resources and better serve students. 5. Increased campus understanding, communication of and transparency in budget and resource allocation. 6. Develop a proactive hiring plan that includes a review of advertising, screening, and interviewing with a goal of establishing a diverse and competent workforce that is reflective of the student population and the local community. 	<ol style="list-style-type: none"> 1. FTES/FTEF productivity 2. Space utilization 3. Improvement in Mesa’s structural budget deficits 4. Environmental Certifications for Buildings 5. Employee Demographics by constituency group 6. Global Climate Change Institutional Capacity Assessment 7. Calculation of Carbon footprint

Mesa2030 Meta-goal: Equity and Excellence	Strategic Objectives 2021-2026	College-wide Progress Measures
<p>Scholarship</p> <p>Mesa College will prioritize equity and excellence by fostering innovation and high-quality, culturally relevant teaching/learning experiences with the priority on those practices that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.</p>	<ol style="list-style-type: none"> 1. Expand and prioritize professional learning experiences for all employees that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups. 2. Evaluate and improve Diversity, Equity, and Inclusion practices in classroom environments, campus activities, departments, schools, and administrative units. 3. Assess impact of prerequisites and corequisites on student success and revise curriculum, as needed. 4. Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success. 5. Reduce costs associated with instructional materials to support the elimination of equity gaps. 	<ol style="list-style-type: none"> 1. Successful course completion 2. Transfer-level Mathematics and English Year 1 3. # of Faculty, Classified Professionals, and Administrators engaged in professional learning around culturally relevant teaching/learning, DEI Trainings 4. Pre/post assessment of Professional Learning impacts on successful course completion 5. <u>DEI Audits of Classroom/Departments, Offices, Programs, Schools, Administration</u>

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