

# COLLEGE OF THE SISKIYOU

23-24 Goals & Objectives



**EMPLOYEE**

Evalutee Name	Superintendent/President and Board of Trustees	Review Period	2023-2024
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**PERFORMANCE GOALS AND OBJECTIVES**

Goal #1	Applicable Accreditation Standards	Objectives	Activities	Progress
<p>Continue efforts towards improving communications, campus climate and community relations.</p> <p><input type="checkbox"/> Completed  <input type="checkbox"/> Not Completed  <input type="checkbox"/> In Progress</p>	<p>IV.A.2 The institution establishes and implements policy and procedures authorizing administrator, faculty, and staff participation in decision-making processes. The policy makes provisions for student participation and consideration of student views in those matters in which students have a direct and reasonable interest. Policy specifies the manner in which individuals bring forward ideas and work together on appropriate policy, planning, and special-purpose committees.</p> <p>IV.B.6: The CEO works and communicates effectively with the communities served by the institution.</p> <p>IV.C.4: The governing board is an independent, policy-making body that reflects the public interest in the institution’s educational quality. It advocates for and defends the institution and protects it from undue influence or political pressure. (ER 7)</p>	<p>Collectively increase the visibility of the College through serving in leadership positions, attending conferences, highlighting press releases, and increase use of social media.</p> <p>Continue solicitation of feedback and comments from all employees and students. Continue communicating updates to the College community.</p> <p>Increase participation by the CEO and Board at community and college events.</p>	<ul style="list-style-type: none"> <li>- CEO &amp; Trustees to attend the Nov 2023 CCLC Conference.</li> <li>- Increase presence on social media through BOT &amp; Pres. Social media videos.</li> <li>- Engage Student Trustee and schedule an open student forum as a study session.</li> <li>- Schedule meet your Trustees &amp; Pres. Event.</li> <li>- Continue Trustee Meet and Eats.</li> <li>- CEO and/or Board attendance at community meetings (Rotary, LOLA, etc...) and College-Wide events (President’s Welcome, Athletics, Orientations, Graduations, etc...)</li> </ul>	

**PERFORMANCE GOALS AND OBJECTIVES**

Goal #2	Applicable Accreditation Standards	Objectives	Activities	Progress
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<p>Perform equity centered strategic planning with a focus on completing the 'Redesigning the Future of College of the Siskiyous' Plan (EMP).</p> <p><input type="checkbox"/> Completed</p> <p><input type="checkbox"/> Not Completed</p> <p><input type="checkbox"/> In Progress</p>	<p>IV.B.1: The institutional chief executive officer (CEO) has primary responsibility for the quality of the institution. The CEO provides effective leadership in planning, organizing, budgeting, selecting and developing personnel, and assessing institutional effectiveness.</p> <p>IV.B.3: Through established policies and procedures, the CEO guides institutional improvement of the teaching and learning environment by:</p> <ul style="list-style-type: none"> <li>• establishing a collegial process that sets values, goals, and priorities;</li> <li>• ensuring the college sets institutional performance standards for student achievement;</li> <li>• ensuring that evaluation and planning rely on high quality research and analysis of external and internal conditions;</li> <li>• ensuring that educational planning is integrated with resource planning and allocation to support student achievement and learning;</li> <li>• ensuring that the allocation of resources supports and improves learning and achievement; and</li> <li>• establishing procedures to evaluate overall institutional planning and implementation efforts to achieve the mission of the institution.</li> </ul> <p>IV.C.1: The institution has a governing board that has authority over and responsibility for policies to assure the academic quality, integrity, and</p>	<p>Develop the Educational Master Plan (EMP) and move the plan through the governance process for approval by end of spring 2024.</p>	<ul style="list-style-type: none"> <li>- Provide an interactive workshop on Convocation Day to initiate EMP discussions, establish a taskforce and develop milestones.</li> <li>- Participate in EMP activities/interviews.</li> <li>- Provide support and guidance for the EMP committee. Align EMP with Facilities Master Plan.</li> </ul>	
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	<p>effectiveness of the student learning programs and services and the financial stability of the institution. (ER 7)</p> <p>IV.C.8: To ensure the institution is accomplishing its goals for student success, the governing board regularly reviews key indicators of student learning and achievement and institutional plans for improving academic quality.</p>			
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Goal #3	Applicable Accreditation Standards	Objectives	Activities	Progress
<p>Strive for personnel stability.</p> <p><input type="checkbox"/> Completed</p> <p><input type="checkbox"/> Not Completed</p> <p><input type="checkbox"/> In Progress</p>	<p>IV.B.1: The institutional chief executive officer (CEO) has primary responsibility for the quality of the institution. The CEO provides effective leadership in planning, organizing, budgeting, selecting and developing personnel, and assessing institutional effectiveness.</p> <p>IV.B.2: The CEO plans, oversees, and evaluates an administrative structure organized and staffed to reflect the institution’s purposes, size, and complexity. The CEO delegates authority to administrators and others consistent with their responsibilities, as appropriate.</p> <p>IV.C.5: The governing board establishes policies consistent with the college/district/ system mission to ensure the quality, integrity, and improvement of student learning programs and services and the resources necessary to support them. The governing board has ultimate responsibility for educational quality, legal matters, and financial integrity and stability.</p>	<ul style="list-style-type: none"> <li>- Support the development of a documented employee start to finish process which consists of recruitment, onboarding, evaluation, professional development/mentorship, and exit interviews.</li> <li>- Support the completion of the Class Comp Study to enhance Staff recruitment and retention.</li> </ul>	<ul style="list-style-type: none"> <li>- Receive regular updates from President/HR on the development of the ‘start to finish’ document.</li> <li>- Continue marketing all positions in diversity publications/organizations, through social media and the CCC Registry.</li> <li>- Schedule/attend more employee events.</li> <li>- Complete any needed negotiations/discussions with CSEA/ASM regarding salary adjustments based on the Class Comp study</li> </ul>	

	IV.C.8: To ensure the institution is accomplishing its goals for student success, the governing board regularly reviews key indicators of student learning and achievement and institutional plans for improving academic quality.		recommendations and cost analysis.	
Goal #4	Applicable Accreditation Standards	Objectives	Activities	Progress
<p>Increase fiscal education of local budgetary processes as well as Statewide CCC procedures.</p> <p><input type="checkbox"/>Completed  <input type="checkbox"/>Not Completed  <input type="checkbox"/>In Progress</p>	<p>IV.A.3 Administrators and faculty, through policy and procedures, have a substantive and clearly defined role in institutional governance and exercise a substantial voice in institutional policies, planning, and budget that relate to their areas of responsibility and expertise.</p> <p>IV.B.1 The institutional chief executive officer (CEO) has primary responsibility for the quality of the institution. The CEO provides effective leadership in planning, organizing, budgeting, selecting and developing personnel, and assessing institutional effectiveness.</p> <p>IV.B. 5 The CEO assures the implementation of statutes, regulations, and governing board policies and assures that institutional practices are consistent with institutional mission and policies, including effective control of budget and expenditures.</p> <p>IV.C.1 The institution has a governing board that has authority over and responsibility for policies to assure the academic quality, integrity, and effectiveness of the student learning programs and services and the financial stability of the institution. (ER 7)</p>	<ul style="list-style-type: none"> <li>- Increase knowledge of local budgetary processes and procedures as they relate to local decision-making, 50% rule, and budget development.</li> <li>- Understand the system-wide budget requirements and new developments in budget related policies.</li> </ul>	<ul style="list-style-type: none"> <li>- Attend Integrated Budget &amp; Planning (IPB) Committee meetings.</li> <li>- Actively participate in fiscal trainings. Attend the Fiscal Forward workshop on Oct. 19<sup>th</sup>, 2023 from 2p – 5p.</li> <li>- Attend Budget Workshops sponsored by CCCCCO and any other budget related workshops at the CCLC Convention.</li> </ul>	

	IV.C.5 The governing board establishes policies consistent with the college/district/ system mission to ensure the quality, integrity, and improvement of student learning programs and services and the resources necessary to support them. The governing board has ultimate responsibility for educational quality, legal matters, and financial integrity and stability.			
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**Long-term objective:**

To strive for an optimal educational and working environment so that students and employees can reach their ultimate potential.



**Vision**

*Transforming students' lives through lifelong learning and success.*