



## College of the Siskiyous 24-25 Goals & Objectives

### Employee

Evaluate Name: Superintendent / President and Board of Trustees

Review Period: 2024-2025

### Performance goals and objectives

Goal	Applicable Accreditation Standards	Objectives	Activities	Progress
<b>Goal #1</b> Monitor fiscal health of the institution with an emphasis on the 50% law. <input type="checkbox"/> Completed <input type="checkbox"/> Not Completed <input type="checkbox"/> In Progress	3.5. The institution's mission and goals are the foundation for financial planning. Financial information is disseminated to support effective planning and decision-making and provide opportunities for stakeholders to participate in the development of plans and budgets.  3.6. The institution ensures the integrity and responsible use of its financial resources and regularly evaluates its fiscal outcomes and financial management practices to promote	<ul style="list-style-type: none"><li>• Increase knowledge of local budgetary processes and procedures as they relate to local decision-making, <a href="#">50% rule</a>, and budget development.</li><li>• Understand the <a href="#">system-wide budget requirements</a> and new developments in budget related policies.</li><li>• Review &amp; Analyze budget and 50% reports at monthly board meetings.</li></ul>	<ul style="list-style-type: none"><li>• Attend Integrated Budget &amp; Planning (IPB) Committee meetings.</li><li>• Actively participate in fiscal trainings.</li><li>• Attend Budget Workshops sponsored by CCCCCO and any other budget related workshops at the CCLC Convention.</li><li>• Review ACCCA <a href="#">Legislative Updates</a></li><li>• Research alternate funding sources (ex. Grants)</li><li>• Work with the Foundation to expand</li></ul>	

	<p>institutional mission fulfillment.</p> <p>3.7. The institution ensures financial solvency. When making short-range financial plans, the institution considers its long-range financial priorities and future obligations to ensure sustained fiscal stability. (ER 18)</p> <p>4.4. Acting through policy, the governing board takes responsibility for the overall quality and stability of the institution, and regularly monitors progress towards its goals and fiscal health. (ER 7)</p> <p>4.6. The governing board functions effectively as a collective entity to promote the institution's values and mission and fulfill its fiduciary responsibilities. The governing board demonstrates an ability to self-govern in adherence to its bylaws and expectations for best practices in board governance. (ER 7)</p>		<p>'donor development' opportunities (ex. Bricks, Theater chairs, etc..)</p>	
<p><b>Goal #2</b></p> <p>Continue efforts towards improving communications,</p>	<p>4.1. The institution upholds an explicit commitment to principles of academic freedom, academic</p>	<ul style="list-style-type: none"> <li>• Oversee IEPI efforts and provide feedback on campus climate initiative</li> </ul>	<ul style="list-style-type: none"> <li>• Participate in the College's IEPI efforts to assist in improving the campus climate</li> </ul>	

<p>campus climate and community relations.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Completed</li> <li><input type="checkbox"/> Not Completed</li> <li><input type="checkbox"/> In Progress</li> </ul>	<p>integrity, and freedom of inquiry. (ER 13)</p> <p>4.2. Roles, responsibilities, and authority for decision-making are clearly defined and communicated throughout the institution. The institution's structure for decision-making provides opportunities for stakeholder participation and ensures the inclusion of relevant perspectives.</p> <p>4.3. The institution's decision-making structures are used consistently and effectively. Institutional decision-making practices support a climate of collaboration and innovation that advances the mission and prioritizes equitable student outcomes.</p>	<ul style="list-style-type: none"> <li>• Collectively increase the visibility of the College through serving in leadership positions, attending conferences, highlighting press releases, and increase use of social media.</li> <li>• Continue solicitation of feedback and comments from all employees and students. Continue communicating updates to the College community.</li> <li>• Increase participation by the CEO and Board at community and college events.</li> </ul>	<ul style="list-style-type: none"> <li>• CEO &amp; Trustees to attend the Nov 2024 CCLC Conference.</li> <li>• Increase presence on social media through BOT &amp; Pres. Social media videos.</li> <li>• Schedule meet and greets open to the College community</li> <li>• Schedule campus tours at both the Weed and Yreka campuses to meet employees and learn about campus programs and services</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>	
<p><b>Goal # 3</b></p> <p>Monitor accreditation compliance</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Completed</li> <li><input type="checkbox"/> Not Completed</li> <li><input type="checkbox"/> In Progress</li> </ul>	<p>This goal is applicable to all Accreditation Standards</p>	<ul style="list-style-type: none"> <li>• Confirm the compliance of both ACCJC Accreditation standards as well as external accreditation standards applicable to POST, Nursing and EMS.</li> </ul>	<ul style="list-style-type: none"> <li>• Receive and review bi-monthly updates on the status of: evaluation processes &amp; timelines, external accreditor status (POST, Nursing, EMS), Program Review (instructional and non-instructional) and Quality Focus Essay progress.</li> </ul>	

			<ul style="list-style-type: none"> <li>• Receive and review regular status reports on Strategic Plans: EMP, Strategic Enrollment Management Plan, DEIA Objectives and EEO Plan.</li> </ul>	
<b>Goal #4</b> Focus on Enrollment Efforts <input type="checkbox"/> Completed <input type="checkbox"/> Not Completed <input type="checkbox"/> In Progress	<p>1.2. The institution establishes meaningful and ambitious goals for institutional improvement, innovation, and equitable student outcomes.</p> <p>1.5. The institution regularly communicates progress toward achieving its mission and goals with internal and external stakeholders in order to promote understanding of institutional strengths, priorities, and areas for continued improvement. (ER 19)</p> <p>2.9. The institution conducts systematic review and assessment to ensure the quality of its academic, learning support, and student services programs and implement improvements and innovations in support of equitable student achievement. (ER 11, ER 14)</p> <p>4.4. Acting through policy, the governing board takes</p>	<ul style="list-style-type: none"> <li>• Prioritize enrollment efforts through monitoring of College enrollment data, analysis of enrollment trends (including dual enrollments), and review of outreach/marketing information.</li> </ul>	<ul style="list-style-type: none"> <li>• Participate in the ‘Degrees When Due’ July Board Study Session</li> <li>• Learn about Dual Enrollment (DE) Expansion through the scheduled August 2024 Board Presentation</li> <li>• Participate in Strategic Enrollment Management Plan Study Session</li> <li>• Review noncredit/adult ed updates (receive a demo on CollegeAPP)</li> </ul>	

	<p>responsibility for the overall quality and stability of the institution, and regularly monitors progress towards its goals and fiscal health. (ER 7)</p> <p>4.5. The governing board selects and evaluates the institution's chief executive officer (CEO). The governing board gives the CEO full authority to implement board policies and ensure effective operations and fulfillment of the institutional mission.</p> <p>4.6. The governing board functions effectively as a collective entity to promote the institution's values and mission and fulfill its fiduciary responsibilities. The governing board demonstrates an ability to self-govern in adherence to its bylaws and expectations for best practices in board governance. (ER 7)</p>			
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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.