

COLLEGE OF THE SISKIYOU

22-23 Goals & Objectives



EMPLOYEE				
Evaluate Name	Superintendent/President and Board of Trustees		Review Period	2022-2023
PERFORMANCE GOALS AND OBJECTIVES				
Goal #1	Applicable Accreditation Standards	Objectives	Activities	Progress
– Continue efforts towards improving communications, campus climate and community relations. <input type="checkbox"/> Completed <input type="checkbox"/> Not Completed <input type="checkbox"/> In Progress	– IV.B.6: The CEO works and communicates effectively with the communities served by the institution. – 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)	– Collectively increase the visibility of the College through serving in leadership positions, attending conferences, highlighting press releases, and increase use of social media. – Continue solicitation of feedback and comments from all employees and students. Continue communicating updates to the College community. – Increase participation by the CEO and Board at community and college events.	– CEO to serve on CEOCCC Board, chair a PRT-IEPI team and to serve as President of the AAUW Siskiyous Branch. – CEO & Trustees to attend the Nov 2022 CCLC Conference. – Hiring of a PT Social Media Coordinator (through the PIO office) to help market COS highlights: Free Parking, safety, small class sizes, student lodging, etc... – Continue Virtual Suggestion box, weekly All-College emails and periodic Town Halls. – Continue Trustee Meet and Eats. – CEO and/or Board attendance at community meetings (Rotary, LOLA,	

			etc...) and College-Wide events (President's Welcome, Orientations, Graduations, etc...)	
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Goal #2	Applicable Accreditation Standards	Objectives	Activities	Progress
<p>– Perform equity centered strategic planning and analysis of current strategic plans.</p> <p><input type="checkbox"/> Completed <input type="checkbox"/> Not Completed <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"> • establishing a collegial process that sets values, goals, and priorities; • ensuring the college sets institutional performance standards for student achievement; • ensuring that evaluation and planning rely on high quality research and analysis of external and internal conditions; • ensuring that educational planning is integrated with resource planning and allocation to support student achievement and learning; 	<p>Through the participatory governance process:</p> <ul style="list-style-type: none"> • Analyze the Institutional Master Plan (IMP) and update goals based on outcomes data. • Analyze the Strategic Enrollment Management plan and update goals and activities based on outcomes data. • Develop the Educational Master Plan (EMP). 	<p>– Schedule a Town Hall to discuss IMP outcomes and solicit feedback on revised or newly proposed goals.</p> <p>– Enrollment Management Committee to discuss progress on current goals and proposals to update/revise. Support the development of new strategies such as: sponsorship on event t-shirts by adding a COS logo, a COS award per high school acknowledging a high school senior planning to attend COS, research of new instructional and noncredit programs in Agriculture, Rodeo, Robotics and</p>	

	<ul style="list-style-type: none"> • ensuring that the allocation of resources supports and improves learning and achievement; and • establishing procedures to evaluate overall institutional planning and implementation efforts to achieve the mission of the institution. <ul style="list-style-type: none"> – 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) – 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>potentially moving programs to the Yreka Campus.</p> <ul style="list-style-type: none"> – Provide support and guidance for the EMP committee. Research Aspen Prize criteria to determine feasibility in using as EMP objectives. Align EMP with Facilities Master Plan. 	
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Goal #3	Applicable Accreditation Standards	Objectives	Activities	Progress
<ul style="list-style-type: none"> – Strive for personnel stability. <ul style="list-style-type: none"> <input type="checkbox"/> Completed <input type="checkbox"/> Not Completed <input type="checkbox"/> In Progress 	<ul style="list-style-type: none"> – 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. – IV.B.2: The CEO plans, oversees, and evaluates an administrative structure 	<p>Fill, at minimum, 80% of posted, full-time positions by the end of the academic year. Specifically:</p> <ul style="list-style-type: none"> • VP of Administrative Services • VP of Academic Affairs 	<ul style="list-style-type: none"> – Continue marketing all positions in diversity publications, through social media and the CCC Registry. – With the hiring of the LVN faculty position, restart 	

	<p>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> <ul style="list-style-type: none"> – 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. – 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. 	<ul style="list-style-type: none"> • Executive Director of Human Resources • All Faculty positions 	<p>the LVN program spring 2023.</p> <ul style="list-style-type: none"> – With the hiring of the PHYS/ASTRO Position, research the possibility of a Robotics program – With the hiring of the positions in Athletics, research the possibility of expanding one or more Athletic programs. 	
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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.