

Goal 2: Climate, Culture and Community	Action Plan	Measure of Success	Results
<p>Create a collegial environment among and between external and internal constituent groups.</p>	<p>Create an environment of respect with increased communication, demonstrating respect for differing opinions and seeking to attain the best outcome for the District.</p> <p>Actively solicit input in order to understand the real issues and concerns of various constituents.</p> <p>Develop a method to attain input related to educational needs from community constituents.</p> <p>Ensure all major events have a College representative in attendance.</p>	<p>Results of annual campus climate survey administered every two years.</p> <p>Information attained from the CEO evaluation evidencing success in this area.</p> <p>Develop a plan to address concerns and suggestions made by external constituents.</p>	
<p>Increase GCC's visibility in the community through better branding and dissemination of information.</p>	<p>Review and provide input to the GCC Marketing Committee.</p> <p>Work toward a consistent theme and branding image.</p>	<p>Conduct an annual State of the College event that provides relevant and up to date information.</p>	

Goal 3. Student Success Persistence, Access and Success	Action Plan	Measure of Success	Result
Evidence continued improvement in GCC ARC data.	Utilize the State Accountability Report to determine GCC's rankings in student completion, persistence and progress. Work through others to develop successful strategies.	Demonstrate improvement in predetermined ARC categories.	
Determine program offerings that will assist students succeed in attaining their educational goals.	<p>Work with VPSS to enhance student services programs specifically addressing access, persistence and retention.</p> <p>Work with VPI to ensure faculty utilizes the most appropriate pedagogical approach.</p> <p>Work with VPI to determine which courses, programs or departments have their retention and persistence rates. Facilitate an understanding of pedagogical approaches that support student success.</p>	Plan is developed and implemented for each area.	

Goal 4: Shared Governance	Action Plan	Measure of Success	Result
Implement empirically based planning and decision making.	Utilize available data and our research department to attain relevant information for decision making.	Decisions are justified with empirical evidence.	
Facilitate the work of the Enrollment Management Committee and ensure all major governance groups are included.	Work with the Senate to turn this ad hoc advisory group into a full governance committee.	Committee is a formal governance committee.	
Refine the orientation program for new hires.	Revisit the orientation training for new employees to ensure all mandates are reviewed and understood.	A comprehensive orientation is available to all new employees.	

Goal 5: Fiscal Stability	Action Plan	Measure of Success	Result
<p>Ensure the fiscal stability of the institution.</p>	<p>Participate at the state and national level to ensure an understanding of legislative issues impacting CA Community Colleges.</p> <p>Centralize a grant writing area that can support the development and submission of grants. Identify an administrator, and a process, to assist personnel attain grants that benefit GCC.</p> <p>Work through the Budget Committee and the shared governance process to ensure constituents groups are provided with honest and accurate information about the budget and the fiscal state of the college to develop a collaborative attitude.</p>	<p>CEO understands and is able to convey and advocate for appropriate legislative reform.</p> <p>A centralize grant area is created.</p> <p>Evidence of ongoing meetings and a collaborative understanding of the fiscal state of the college.</p>	

Goal 6: Capital Development	Action Plan	Measure of Success	Result
Ensure all new buildings are LEED certified.	Work with VPA to ensure contractors understand our desire for LEED certified building.	All new buildings will be LEED certified.	
Monitor remodel of Garfield Campus.	Ensure the project stays on task.	Remodel is completed on time and is available for occupancy.	