# Board of Trustees Strategic Goals 2024-25

Goals for 2024 – 2025 (July 1, 2024 - June 30, 2025)  
Most goals should support the [Equity-Centered Strategic Plan](https://www.shoreline.edu/about-shoreline/documents/ShorelineCoCollege_EquityCenteredStratPlan2024_022924%20v6%20SPREADS.pdf).

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| Goal #1 | Supports which Strategic Goal/Objective? |
| Demonstrate, through specific actions and the approach to policy governance, the Board’s commitment to Diversity, Equity, Inclusion, and Accessibility (DEIA) and anti-racism. | C5. Instill a culture and practice of cultural humility, inclusion and equity through continuous growth and improvement at the individual and department level through ongoing professional development (e.g., DEI/anti-racism training) for faculty, staff, the Board of Trustees and students related to and aligned with one’s role at the College. |

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| Action(s) to realize your goal | Action to be completed by | Lead person(s) responsible |
| Establish a set of questions for use when reviewing data, policies, By Laws, and any other actions affecting the College to allow for an intentional DEIA focus. | End of spring quarter 2025 | Trustee Ringer with President Kahn (with VP-DEIA Ramos) |
| Take trainings on microaggressions and unconscious bias, as well as Get Inclusive training, in solidarity with Vice President-DEIA. | End of spring quarter 2025 | Trustee Ringer with President Kahn (with VP-DEIA Ramos) |
| Develop a solid understanding of what higher learning institutional structures support DEIA. | End of spring quarter 2025 | Trustee Ringer with President Kahn (with VP-DEIA Ramos) |
| The President will bring to the BOT pronoun usage practices that are happening on campus. The BOT then may decide to create a resolution for the College to wrestle with the issue of pronoun usage and make a recommendation to the Board on a specific practice. | End of fall 2024 | Trustee Ringer with President Kahn (with VP-DEIA Ramos) |

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| Goal #2 | Supports which Strategic Goal/Objective? |
| Assess current processes for evaluating the President and Board of Trustees and make changes to improve, paying attention to best practices of utilizing both qualitative and quantitative data, including stakeholder input. | C1. Evaluate, clarify, and restructure Shoreline’s operational infrastructure where necessary (e.g., hiring, onboarding, job descriptions, ctcLink, employee and faculty evaluations, interdepartmental knowledge, collaboration inter-departmentally/ departmentally/unions, employee & faculty accountability, etc.) and ensure that new processes are well-documented.  C10. Track and evaluate progress on Strategic Plan implementation in a publicly accessible format, identifying how all College-wide projects related to the Strategic Plan. |

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| Action(s) to realize your goal | Action to be completed by | Lead person(s) responsible |
| Ask the President how helpful the prior year’s evaluation process was and how to improve it. | End of winter 2025 | Trustee Wells |
| Determine if and how the [campus Climate survey](https://www.shoreline.edu/about-shoreline/survey-data.aspx) may be an indicator of the effectiveness of the Board of Trustees and the President. | End of winter 2025 | Trustee Wells |
| The Board chooses 3-5 key areas to evaluate its own effectiveness such as active support of the President, etc. | End of winter 2025 | Trustee Wells |

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| Goal #3 | Supports which Strategic Goal/Objective? |
| Work collaboratively with Shoreline Community College’s Foundation Board of Directors to help them create goals that support the College’s Equity-Centered Strategic Plan. | Entire Strategic Plan.  E8. Strengthen and leverage the College’s alumni network. |

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| Action(s) to realize your goal | Action to be completed by | Lead person(s) responsible |
| Hold one joint meeting with the Foundation Board. | End of fall quarter 2024 | Trustee Ringer and President Jack (with Executive Director of Institutional Advancement & SCC Foundation Coates) |
| Share Board of Trustees’ updates with the Foundation Board and vice versa. | End of fall quarter 2024 | Trustee Wells and President Kahn |

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| Goal #4 | Supports which Strategic Goal/Objective? |
| Continue to foster close and effective relationships with elected officials. | C9. Identify opportunities for the Board of Trustees and College leadership to advocate for increased compensation within our State system.  Goal D: Facilities and Technology.  Goal F: Enrollment Management and Fiscal Stability. |

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| Action(s) to realize your goal | Action to be completed by | Lead person(s) responsible |
| The Board educates itself on how best to get the attention of legislators. | End of spring quarter 2025 | Trustee Ringer |
| Increase the amount of face-to-face time the Board spends with elected officials. | End of spring quarter 2025 | Trustee Ringer |
| Direct reach outs to support specific budget items, fiscal needs, capital needs, and/or new instructional programming/workforce programs throughout the region. | End of spring quarter 2025 | Trustee Ringer |
| Identify ways to include students in Board advocacy work. | End of spring quarter 2025 | Trustee Ringer |