



## President's Strategic Goals 2024-25

Top goals for 2024-25 (July 1, 2024-June 30, 2025).

Most of goals should support the Equity-Centered Strategic Plan

### GOAL ONE: Improve communication and relationship building on campus.

#### Supports which Strategic Goal/Objective?

B: Student Support Services

C: Organizational Development, Systems, and Processes

#### Action(s) to realize your goal

- Work with Executive Director-Human Resources on onboarding new Human Resources Manager with employee retention duties and create goals and actions for that position that support the Strategic Plan.
- Create at least three additional opportunities to engage faculty and staff in building a stronger community and presence on campus.

### GOAL TWO: Increase the College's presence in the broader community.

#### Supports which Strategic Goal/Objective?

A: Student Success and Academic Excellence

E: Community Connections, Partnerships, and Collaboration

#### Action(s) to realize your goal

- Develop one specific instructional partnership to support indigenous students. This will include at least one shared activity during the year and ideally will result in a plan for regular connection and activities amongst constituencies in support of the Strategic Plan.
- Develop at least one new program designed to serve adult learners.
- Create a structured partnership with the City of Shoreline to develop workforce opportunities that leverage the projected growth of the city of Shoreline and the surrounding areas.
- Create a new partnership with an organization dedicated to the success of Black or African American students that results in at least one tangible action tied to the strategic plan.
- Create a new partnership with an organization dedicated to the success of Hispanic/LatinX students that results in at least one tangible action tied to the strategic plan.

### GOAL THREE: Create plan for systematizing professional development, retention, and succession planning

#### Supports which Strategic Goal/Objective?

C: Organizational Development, Systems, and Processes

#### Action(s) to realize your goal

- Launch new annual Classified and Administrative Staff Professional Development Day for summer 2024 and assess efficacy.
- Take additional steps with the Professional Development Committee to offer a Professional Development track in alignment with the Strategic Plan.

### GOAL FOUR: Demonstrate the College's continuing dedication to diversity, equity, inclusion, and accessibility.

#### Supports which Strategic Goal/Objective?

Entire Equity-Centered Strategic Plan

#### Action(s) to realize your goal

- Develop a webpage that demonstrates compliance with DEIA House bills.
- Review hiring and recruitment practices with DEIA lens and modify with goals and outcome assessment.
- Review current practices and policies for bias reporting for students and for staff.
- Continue to support DEIA initiatives by providing structured support and onboarding of the new VP DEIA.

### GOAL FIVE: Improve college infrastructure.

#### Supports which Strategic Goal/Objective?

E: Community Connections, Partnerships, and Collaboration

F: Enrollment Management and Fiscal Stability

#### Action(s) to realize your goal

- Improve budget development including forecasting, reporting, & training.
- Create a plan to resolve current debts including next steps on parking, Parent Child Center, & contracts debts.
- Create a plan for clean audited financial statements.
- Improve food and coffee options on campus.
- Continue making improvements on compliance with accreditation standards.