



STRATEGIC PLAN OUTCOMES 2015-17



COLLEGE MISSION, VISION, AND CORE VALUES

Mission Statement

The mission of Mt. San Antonio College is to support all students in achieving their educational goals in an environment of academic excellence. Specifically, the College is committed to providing quality education, services, and workforce training so that students become productive members of a diverse, sustainable, global society. The College pledges to prepare students for lifelong learning through the mastery of basic skills, the achievement of associate degrees and certificates, and the completion of career and transfer pathways. The College will carry out this commitment by providing an engaging and supportive teaching and learning environment for students of diverse origins, experiences, needs, abilities, and goals. The College is dedicated to serving our community through improving economic achievement, advancing civic engagement, enhancing personal well-being, promoting critical thinking, and enriching aesthetic and cultural experiences.



Vision Statement

Mt. San Antonio College strives to be regarded as one of the premier community colleges in the nation. It will be viewed as a leader in community college teaching, programs, and services.

As a premier community college, it will provide access to quality, focusing on student success within a climate of integrity and respect. It will earn this reputation by consistently exceeding the expectations of its students, its staff, and its community.

Core Values

- **INTEGRITY** – We treat each other honestly, ethically, and responsibly in an atmosphere of trust.
- **DIVERSITY** – We respect and welcome all differences, and we foster equal participation throughout the campus community.
- **COMMUNITY BUILDING** – We work in responsible partnerships through open communication, caring, and a cooperative spirit.
- **STUDENT FOCUS** – We address the needs of students and the community in our planning and actions.
- **LIFE-LONG LEARNING** – We promote the continuing pursuit of high educational goals through equal access to excellence in both teaching and support services.
- **POSITIVE SPIRIT** – We work harmoniously, show compassion, and take pride in our work.
- **EFFECTIVE STEWARDSHIP** – We sustain and improve the institution and environment by efficiently using resources of time, talent, facilities, and funding.

A FOCUS ON OUR FUTURE



We are honored to present this summary of the Mt. San Antonio College Strategic Plan 2015-17 Outcomes. As we conclude celebrating the college's 70th anniversary, it's the perfect time to look back at our plan and evaluate our progress in order to strengthen our efforts and better plan for the future. Strategic planning at Mt. SAC is developed through a comprehensive college-wide effort that begins at each unit and department on campus before evaluation by the Institutional Effectiveness Committee, which then makes recommendations to the President's Advisory Council. College goals have accompanying strategic objectives and key performance indicators that are assigned to teams across campus that develop and carry out action plans throughout the year.

This assessment of our two-year strategic plan clearly demonstrates the college's commitment to providing quality education, services and workforce training to ensure our students are well prepared to make an impact in their communities. By evaluating the outcomes of our strategic plan, it is clear Mt. SAC is successfully making strides to reach each of its college goals thanks to the commitment of our faculty, staff and managers. My heartfelt thanks go out to all those who helped make the strategic plan and its related action plans possible, as well as all those who implemented and assessed the plan.

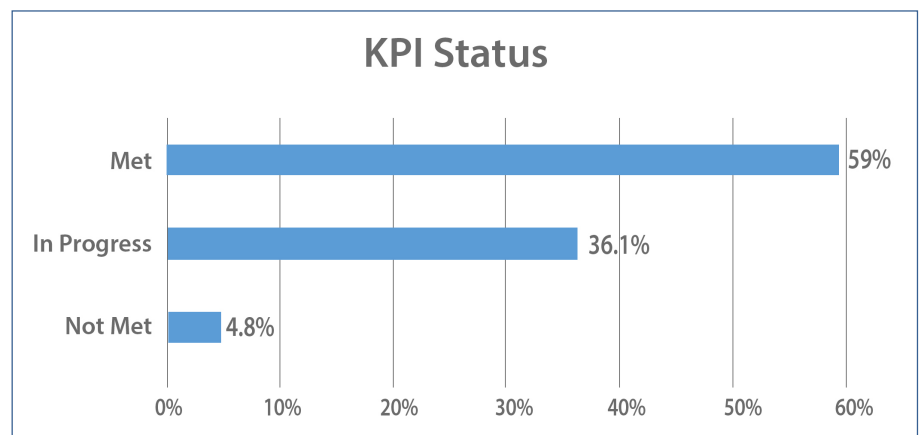
We are already developing our next strategic plan and welcome your input. It is a constantly evolving document, meant for thoughtful discussion and participation. The strategic planning process is an important way for the entire campus and broader community to come together to identify opportunities and challenges and make important changes to keep Mt. SAC at the forefront of higher education.

Sincerely,

A handwritten signature in black ink that reads "Bill Scroggins".

Bill T. Scroggins, Ph.D.

Mt. San Antonio College President and CEO



THEME A:

To Advance **ACADEMIC EXCELLENCE** and **STUDENT ACHIEVEMENT**

COLLEGE GOAL 1 ▼

The college will prepare students for success through the development and support of exemplary programs and services.



Overall Outcomes

The College is positioned to impact student success dramatically. The use of support services (e.g., tutoring), specialized career clusters or Pathways, and learning communities along with crossteam collaboration and the authentic inclusion of counselors throughout the process are proving to be transformative in the College's work.



COLLEGE GOAL 2 ▼

The college will improve career/vocational training opportunities to help students maintain professional currency and achieve individual goals.



Overall Outcomes

There is effort to provide more work sites for students' work experience and to measure and improve currency and relevancy of Career Technical Education student learning outcomes. While progress is being made, there is a need to further explore why students leave college, what support they need to (graduate or increase graduation rates), and how to utilize robust employment data to achieve these objectives.



COLLEGE GOAL 3 ▼

The college will utilize student learning outcome and placement assessment data to guide planning, curriculum design, pedagogy, and/or decision-making at the department/unit and institutional levels.

Overall Outcomes

The college has made great strides in developing Student Learning Outcomes. Based on ongoing outcomes dialog throughout campus, there has been an improvement in the depth and breadth of student learning that can be demonstrated in the college's repository of student learning outcomes data from thousands of classes.



THEME B:

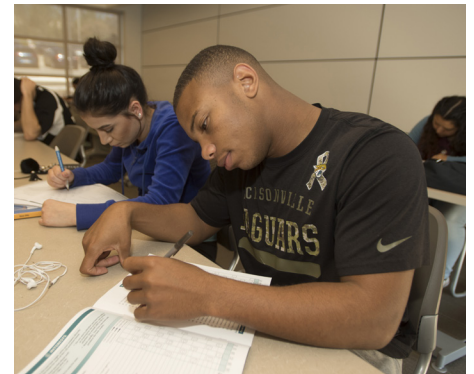
To Support **STUDENT ACCESS** and **SUCCESS**

COLLEGE GOAL 4 ▼

The College will increase access for students by strengthening recruitment opportunities for full participation in college programs and services.

Overall Outcomes

The community has access to the College to enroll in courses. Based on the data for access, there is a need to provide targeted outreach for students in different communities. Students who are 18-21 as well as Latino and African American males are underrepresented from Baldwin Park, La Puente, and Pomona. While overall the College has a good enrollment rate for disabled students, the College could reach out specifically to those in La Puente, Pomona, and Baldwin Park. There are numerous projects within the Student Equity Plan that are addressing these needs.



COLLEGE GOAL 5 ▼

Students entering credit programs of study will be ready for college level academic achievement.

Overall Outcomes

There is work to be done to empower students to complete their sequence of basic skills courses in order to then take college level courses. The College's work toward creating career clusters and Pathways will help improve outcomes. Specific interventions for special populations will close the equity gap. The College might wish to consider implementing a system to record students' use of interventions outside the classroom to better understand their needs and the impact of the intervention. Placement test preparation appears to benefit students. It is recommended the college conduct a more strategic synthesis of the data to better understand the value of the interventions.



COLLEGE GOAL 6 ▼

The College will ensure that curricular, articulation, and counseling efforts are aligned to maximize students' successful university transfer.

Overall Outcomes

The College is making great strides in increasing the number of students transferring to four-year institutions by highlighting the opportunities available to them, including the Associate Degree for Transfer, general education options, Counseling appointments, Career & Transfer Services resources, and more. Counseling and Career & Transfer Services have developed greater use of the portal to help students access campus resources and manage their academic records. The College is heavily involved in efforts, such as Student Equity, to increase the number of underrepresented students who transfer.



THEME C:

To Secure Human, Technological, and Financial Resources to **ENHANCE LEARNING** and **STUDENT ACHIEVEMENT**

COLLEGE GOAL 7 ▼

The College will secure funding that supports exemplary programs and services.



Overall Outcomes

The federal and state grants that the College is awarded provide an excellent opportunity for faculty to create and evaluate new and innovative interventions to improve student success. Recently, the College secured an impressive \$6 million in grants with a very high return in investment (29:1). The application success rate is exceptional at 80%. This represents stellar work for the College, and it speaks volumes to the innovative work of the faculty who spend many hours writing the proposals.



COLLEGE GOAL 8 ▼

The college will utilize technology to improve operational efficiency and effectiveness and maintain state-of-the-art technology in instructional and support programs.



Overall Outcomes

Information technology is key to the operations of the College. Departments leverage technology to improve students' instruction and support program experiences, as well as improve operations. The College administration supports technology and modernization needs as part of the College's budget prioritization process via program review. The Mountie Academic Plan (MAP), shown at right, is one of those successful programs.

Put **YOURSELF** on the **MAP**
MOUNTIE ACADEMIC PLAN

... and **track** your **degree** and **academic progress online!**

Get on the **MAP** and stay on track:
<http://map.mtsac.edu>

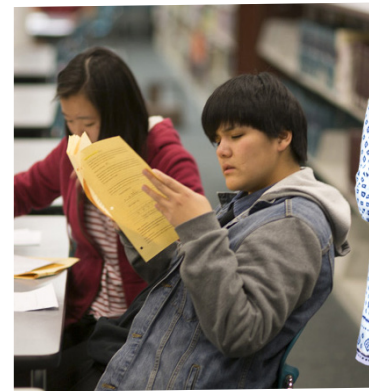
MT. SAC!
Mt. San Antonio College

COLLEGE GOAL 9 ▼

The College will provide opportunities for increased diversity and equity for all across campus.

✓ Overall Outcomes

The College has a history of demonstrating an ongoing effort to mitigate disproportionate impact on groups of students as a result of its teaching, learning, and support services. Human Resources uses a variety of techniques to ensure diverse applicants and fair hiring practices. The College has formal, established plans such as Student Equity and Equal Employment Opportunity that require the College to collect data, research best practices, and report mitigation efforts for all disproportionate impact on students and employees of the college.



COLLEGE GOAL 10 ▼

The College will encourage and support participation in professional development to strengthen programs and services.

✓ Overall Outcomes

Professional and Organizational Development training opportunities are plentiful and well attended. Employees highly rate the training relevance and report an increase in both their sense of purpose and the usefulness of the information on the job. POD successfully collaborates with a variety of units, departments, and divisions to create its calendar of offerings. A campus license for Lynda.com also offers a plethora of technology-related trainings for employees.



COLLEGE GOAL 11 ▼

The College will provide facilities and infrastructure that support exemplary programs and the health and safety of the campus community.

Overall Outcomes

Thanks to public support of bonds, more than \$500 million has been invested in campus buildings, facilities, and infrastructure. These improvements are critical to keep pace with the rapidly changing workforce and better prepare for earthquakes and other emergencies. An Emergency Notification System is in place and will be expanding to include beacons and paging systems in buildings. The Information Technology Department ensures technology and infrastructure are available to support learning, student success, and efficient operations. It also continues to stand guard against security breaches. Efficient classroom utilization is being reviewed closely, and the Educational and Facilities Master Plan for 2018 is being developed in close collaboration with all on campus.



COLLEGE GOAL 12 ▼

The College will utilize existing resources and improve operational processes to maximize efficiency of existing resources and to maintain necessary services and programs.

Overall Outcomes

Due to increased numbers of students and their increased use of services, many departments across campus reported a need for additional resources, including space, equipment, and personnel. The campus has thoughtfully worked to ensure efficiency and deployed additional resources to meet critical needs directly related to the College's strategic plan.



THEME D:

To Foster an Atmosphere of **COOPERATION** and **COLLABORATION**

COLLEGE GOAL 13 ▼

The College will improve the quality of its partnerships with business and industry, the community, and other educational institutions.



Overall Outcomes

The College works successfully with hundreds of business, industry, community, and educational groups, including school districts, universities, businesses, and community organizations. Partnerships have developed win-win collaborations in numerous areas, including offering new bachelor's programs on the Mt. SAC campus, providing enriching internship opportunities for students, and allowing high school students to take college-level courses at their schools.



COLLEGE GOAL 14 ▼

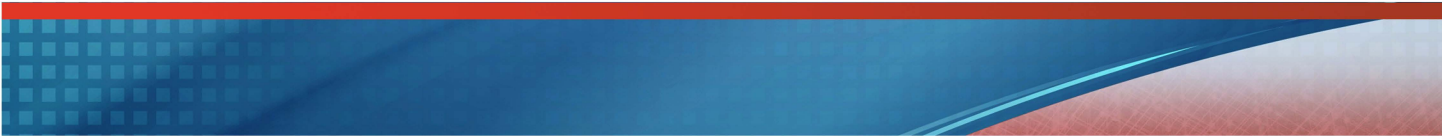
The College will improve the effectiveness and consistency of dialogue between and among departments, committees, teams, and employee groups across the campus.



Overall Outcomes

The College has steadily increased communication across campus. The president models exemplary communication by providing regular Cabinet notes on emerging activities and Board of Trustees reports on state and national issues. The Academic Senate, departments, teams, and committees regularly hold open meetings and sponsor open campus gatherings and public sessions.





ACKNOWLEDGEMENTS

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