

EFMP THEME	STRATEGIC PLAN GOALS	ACCJC STANDARDS
Theme #1: Expand and support innovation in teaching, learning, support, and management within the College.	<p>#1. Advance and foster an equitable, diverse, inclusive, just, and anti-racist campus culture that empowers our community to make positive change in society.</p> <p>#3. Develop and expand strategies for and communication about opportunities for students that support retention, persistence, and success.</p> <p>#6. Ensure open and authentic communication and coordination among stakeholders to support achievement of all college goals.</p>	<p>IA3: The institution's programs and services are aligned with its mission. The mission guides institutional decision-making, planning, and resource allocation and informs institutional goals for student learning and achievement.</p> <p>IB1: The institution demonstrates a sustained, substantive, and collegial dialogue about student outcomes, student equity, academic quality, institutional effectiveness, and continuous improvement of student learning and achievement.</p> <p>IB8: The institution broadly communicates the results of all its assessment and evaluation activities so that the institution has a shared understanding of its strengths and weaknesses and sets appropriate priorities.</p> <p>IIA7: The institution effectively uses delivery modes, teaching methodologies and learning</p>

		<p>support services that reflect the diverse and changing needs of its students, in support of equity in success for all students.</p> <p>IIIA12: Through its policies and practices, the institution creates and maintains appropriate programs, practices, and services that support its diverse personnel. The institution regularly assesses its record in employment equity and diversity consistent with its mission.</p>
<p>Theme #2: Ensure fiscal stability and effective and efficient use of resources.</p>	<p>#4. Effectively coordinate human, physical, technological, and financial resources to improve student growth and academic success.</p> <p>#5. Embed environmental, social, and economic sustainability into the work and decision-making processes of all areas of campus.</p>	<p>IB6: The institution disaggregates and analyzes learning outcomes and achievement for subpopulations of students. When the institution identifies performance gaps, it implements strategies, which may include allocation or reallocation of human, fiscal and other resources, to mitigate those gaps and evaluates the efficacy of those strategies</p> <p>IB9: The institution engages in continuous, broad based, systematic evaluation and planning. The institution integrates program review, planning, and resource allocation into a comprehensive process that</p>

		<p>leads to accomplishment of its mission and improvement of institutional effectiveness and academic quality. Institutional planning addresses short- and long-range needs for educational programs and services and for human, physical, technology, and financial resources.</p> <p>III.D.1: Financial resources and sufficient to support and sustain student learning programs and services and improve institutional effectiveness. The distribution of resources supports the development, maintenance, allocation, and reallocation, and enhancement of programs and services. The institution plans and manages its financial affairs with integrity and in a manner that ensures financial stability.</p> <p>ER 18: Financial Resources</p> <p>ER 19: Institutional Planning and Evaluation</p>
<p>Theme #3: Provide professional development that advances the contribution of College personnel in achieving the College mission.</p>	<p>#1. Advance and foster an equitable, diverse, inclusive, just, and anti-racist campus culture that empowers our community to make positive change in society.</p> <p>#4. Effectively coordinate human, physical, technological, and financial</p>	<p>IB6: The institution disaggregates and analyzes learning outcomes and achievement for subpopulations of students. When the institution identifies performance gaps, it implements strategies, which may include allocation</p>

	<p>resources to improve student accessibility, growth, and academic success.</p>	<p>or reallocation of human, fiscal, and other resources, to mitigate those gaps and evaluates the efficacy of those strategies.</p> <p>IB9: The institution engages in continuous, broad based, systemic evaluation and planning. The institution integrates program review, planning, and resource allocation into a comprehensive process that leads to accomplishment of its mission and improvement of institutional effectiveness and academic quality. Institutional planning addresses short- and long-range needs for educational programs and services and for human, physical, technology, and financial resources.</p> <p>IIA7: The institution effectively uses delivery modes, teaching methodologies and learning support services that reflect the diverse and changing needs of its students, in support of equity in success for all students.</p> <p>IIIA12: Through its policies and practices, the institution</p>
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		<p>creates and maintains appropriate programs, practices, and services that support its diverse personnel. The institution regularly assesses its record in employment equity and diversity consistent with its mission.</p> <p>ER 19: Institutional Planning and Evaluation</p>
<p>Theme #4: Sustain effective participatory governance and decision-making to ensure that the direction of the College is well informed and collectively implemented.</p>	<p>#5. Embed environmental, social, and economic sustainability into the work and decision-making processes of all areas of campus.</p> <p>#6. Ensure open and authentic communication and coordination among stakeholders to support achievement of all college goals.</p>	<p>IB1: The institution demonstrates a sustained, substantive, and collegial dialogue about student outcomes, student equity, academic quality, institutional effectiveness, and continuous improvement of student learning and achievement.</p> <p>IB8: The institution broadly communicates the results of all its assessment and evaluation activities so that the institution has a shared understanding of its strengths and weaknesses and sets appropriate priorities.</p> <p>IIID1: Financial resources and sufficient to support and sustain student learning programs and services and improve institutional</p>

		<p>effectiveness. The distribution of resources supports the development, maintenance, allocation, and reallocation, and enhancement of programs and services. The institution plans and manages its financial affairs with integrity and in a manner that ensures financial stability.</p> <p>ER 18: Financial Resources</p>
<p>Theme #5: Ensure access, equity, and completion of educational goals for all current and future Mt. SAC students.</p>	<p>#1. Advance and foster an equitable, diverse, inclusive, just, and anti-racist campus culture that empowers our community to make positive change in society.</p> <p>#2. Further develop, facilitate, and maintain a physically and emotionally safe and accessible campus environment.</p> <p>#3. Develop and expand strategies for and communication about opportunities for students that support retention, persistence, and success.</p>	<p>IA3: The institution's programs and services are aligned with its mission. The mission guides institutional decision-making, planning, and resource allocation and informs institutional goals for student learning and achievement.</p> <p>IIA7: The institution effectively uses delivery modes, teaching methodologies and learning support services that reflect the diverse and changing needs of its students, in support of equity in success for all students.</p> <p>IIIA12: Through its policies and practices, the institution creates and maintains appropriate programs, practices, and services that support its diverse personnel. The institution</p>

		<p>regularly assesses its record in employment equity and diversity consistent with its mission.</p> <p>IIIB1: The institution assures safe and sufficient physical resources at all locations where it offers courses, programs, and learning support services. They are constructed and maintained to ensure access, safety, security, and a healthful learning and working environment.</p>
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