Gavilan Joint Community College District
Strategic Plan 2007 – 2012

Strategy # 1
Optimize enrollment, course offerings and services to reflect community needs and growth

Goal #1 - Increase the number of students who will graduate with an AA/AS degree and/or who can transfer within two years.

Goal #2 - Create an institutional approach to address student recruitment, assessment, outreach activities and retention efforts.

Goal #3 - Strengthen our career programs through a cohesive organizational approach such as creating an Occupational Career Program Institute.

Goal #4 – Increase options for credit/non-credit courses for older adults and other constituencies as indicated in community needs surveys.

Goal #5 – Increase pre-collegiate credit/non-credit courses and other learning support options to prepare students for entry into transfer and vocational programs.

Goal #6 – Expand alternate delivery of courses and services to meet needs of learners in the community such as online, telecourses, High Step, etc.

Goal #7 – Offer a complete general education transfer pattern of courses at the Hollister and Morgan Hill facilities and the Gavilan campus in the evenings and weekends.

Goal #8 - Develop student learning outcomes and assessments for all courses, programs, and the institution with direct linkages for intersegmental transfer or career preparation.

Strategy # 2
Highlight student performance as a result of Gavilan College education

Goal #1 – Collect data, package and market information on students' performance in the following areas:

Vocational programs – provide information on student performance on State licensing examinations.
Transfer programs – obtain information on how Gavilan students perform at four-year universities.
Gavilan classes – obtain information about student success, retention, persistence.

Goal #2 – Develop Alumni Program in cooperation with the Gavilan College Educational Foundation; market information about Gavilan alumni.

Goal #3 – Highlight Gavilan College student success programs, services and articulation strategies in local junior and high schools.

Strategy # 3
Improve and expand existing facilities to enhance the learning environment

Goal #1 – Expand facilities in the northern part of the district by acquiring a site for the Coyote Valley campus.

Goal #2 – Expand facilities in the southern part of the district by acquiring a site for the San Benito County extension or campus.

Goal #3– Augment main campus facilities by formalizing plan for use of golf course property at Gilroy campus.

Goal #4 – Renovate Gilroy campus to current community college facility and ADA standards to offer students a comfortable, safe, modern learning environment where students, faculty and staff can come together around common interests.

Goal #5 – Maintain a well-kept campus.

Strategy # 4
Provide appropriate technology for delivery of instruction, student support services and management of college operations

Goal #1 – Obtain and install an Enterprise Resource Program to ensure better integration of services and more effective reporting.

Goal #2 – Modernize technology in the classroom to support the delivery of instruction and to ensure 508 compliance.

Goal #3– Modernize technology used by employees in accordance with the college-wide technology plan.

Goal #4 – Obtain and install technology systems designed to reduce energy consumption.

Goal #5 – Increase support services for all technology needs.

Strategy # 5
Recruit and develop staff to attract and retain an optimal student population

Goal #1 – Continue implementation, within resource constraints, the Five-Year Faculty Hiring Plan.

Goal #2 – Maintain competitive salary and benefit packages to ensure the attraction and retention of the best qualified employees.

Goal #3 – Support staff professional development opportunities and research of teaching and learning methodologies to assist employees in maintaining excellence in their professions.

Goal #4 – Promote a healthy work environment that nurtures personal and professional development.

Goal #5 – Develop a concerted campus approach to improving customer services in administrative services, student services, and instructional services.

Goal #6 – Provide training and encourage activities to assist employees in developing a sensitivity to ethnic, racial, physical and lifestyle diversity.

Goal #7 – Develop a professional development training program for administrative personnel.

Strategy # 6
Expand Gavilan's educational role by becoming a vital force in the development of the community

Goal #1 – Establish Gavilan College as a training provider to improve the local workforce by expanding fee based and credit educational opportunities for area business and industry.

Goal #2 – Establish Gavilan College as a resource center for the community.

Goal #3 – Promote service learning projects and other collaborations between Gavilan students, staff, area businesses, and service and educational agencies.

Goal #4 – Implement the Early College High School program in partnership with Gilroy Unified School District.

Strategy # 7
Initiate discussions related to educational programs in a multiple college district to assist in coordinating educational offerings across the district.

> **Goal #1** – Obtain input from the Academic Senate on educational programing options that should be considered when operating campuses in each of the following locations:
>
> > a. Gilroy – Gavilan main campus
> > b. Coyote Valley – 18 miles north of main campus
> > c. San Benito County – 12 miles south of main campus
>
> **Goal #1** – Evaluate approaches used by other multiple college districts and consider appropriateness of those approaches given Gavilan's unique service area.
>
> **Goal #3** – Develop a proposed administrative structure and staffing plan to best manage the build out of sites in Coyote Valley and San Benito County.