Strategic Plan Goals
FY 2019-2020 through FY 2022-2023

Gavilan College Strategic Plan Goals

1. Increase Achievement

Within three years, increase the proportion of students completing transfer level English and Math within one year of matriculation from 11% to 18%. Within five years, increase to 29%.

Within three years, increase the number of students completing transfer level English and Math within one year of matriculation from 92 to 118. Within five years, increase to 243.

Within three years, increase the number of students completing associates degrees from 554 to 582, completing Vision success outcomes from 681 to 729, completing certificates, or specific skill sets that prepare them for in-demand jobs from 622 to 665.

2. Improve Efficiency

Decrease the average number of units taken by graduates from 89 units to 85 units in three years, and to 77 units in five years.

3. Improve Employment

Increase the proportion of CE graduates employed in their field of study by 1/3, or, 31 students to 41 students.

4. Improve Equity

Improve equity outcomes by increasing course completion and graduation rates in target populations by five percentage points over three years.

Equity Group	Course Completion		Graduation rates	
	From	To	From	To
African Americans	624	656	17	18
American Indians	59	59	14	15
Foster Youth	394	414	12	13
Males	9,766	10,255	534	561

Strategic Plan Activities

Activities to Achieve Strategic Plan Goals	
1. Increase Achievement • Ensure that well qualified and trained faculty are teaching courses in accordance with the Strategic Enrollment Management Plan to support student success • Provide robust academic, technological, and support services to ensure intentional interventions are received by all students at appropriate times	**2. Improve Efficiency** • Successfully implement Guided Pathways, including effective enrollment management as well as timely and relevant curriculum review • Ensure adequate support services are in place to help students enter and stay on their pathway
3. Improve Employment • Increase opportunities for work experience through participation in internships, externships, and student employment • Build and strengthen partnerships with employers for mentoring, recruiting, and networking • Educate students about available career pathways in their areas of study • Improve employment readiness through development of soft skills, such as communication, writing, online professional presence, and student portfolios	**4. Improve Equity** • Using a guided pathways orientation, increase alternative scheduling methods that address the needs of students from a wide variety of backgrounds • Implement intentional interventions, such as progress reports, increased touchpoints/nudges, and degree plan mapping, for identified student populations • Through implementation of the Equal Employment Opportunity plan, engage in continuous training and professional development for all employees on the goals of the EEO plan and how each employee can contribute to achieving the goals and ultimately increasing student success.