

**Goal A: Educational Excellence - Ensure excellence in student learning through quality academic programs and support services.**

*Goal A: Strategies*

- A1. Analyze and meet the educational needs of a diverse population and workforce through ongoing program support and innovation.
- A2. Design course offerings, class schedules and modalities, and support services that are accessible and inclusive for all students and promote timely completion of transfer, degree, and career-technical goals.
- A3. Comprehensively and equitably provide for the learning needs of underserved students and students with disabilities through proactive engagement and support.
- A4. Provide students with the knowledge and skills necessary for career readiness and advancement.
- A5. Institutionally support opportunities for students and the Las Positas community to engage critical issues related to ethics, social justice, globalization, and civic responsibility both inside and outside the classroom.
- A6. Develop and institutionalize a comprehensive system of tutoring and other learning support services.
- A7. Develop and promote practices and services that support student health, safety, and wellness.
- A8. Engage in efforts to safeguard continuity of instruction in career education programs aligned with industry demands or designated as critical infrastructure programs.

**Goal B: Community Collaboration - Ensure excellence in student learning by collaborating with community partners to provide educational opportunities that best serve the needs of our students and our community.**

*Goal B: Strategies*

- B1. Deepen engagement with local school districts to increase academic preparedness for high school students planning to enter Las Positas College and to promote the opportunities offered by the College.
- B2. Develop and strengthen collaboration with community partners to better serve local, regional, national, and global workforce needs and to secure resources for program growth and innovation.
- B3. Coordinate efforts to increase community awareness of the programs, services, and achievements of Las Positas College through a variety of approaches, especially social media, targeted outreach, and on-campus events.
- B4. Increase community awareness of the college's cultural wealth, including its status as a Hispanic Serving Institution (HSI) and a sanctuary campus.

**Goal C: Supportive Organizational Resources - Ensure excellence in student learning by strengthening fiscal stability, providing appropriate staffing levels, meeting evolving technology needs, and expanding or updating facilities.**

*Goal C: Strategies*

- C1. Strategically pursue and support initiatives that strengthen the financial stability of Las Positas College, while institutionalizing support for programs and services that have demonstrated success.
- C2. Develop processes and institutional supports to pursue, coordinate and manage alternative revenue sources.
- C3. Evaluate and ensure staffing levels that support student needs and institutional effectiveness.
- C4. Optimize the use of technology in college processes, practices, and facilities to meet student learning needs and support institutional effectiveness.
- C5. Engage in advocacy with external stakeholders to ensure appropriate funding models that support students in our communities.
- C6. Optimize and continually update facilities to address student and personnel needs.

**Goal D: Organizational Effectiveness - Ensure excellence in student learning by improving organizational processes, promoting safety and wellness, and fostering professional development.**

*Goal D: Strategies*

- D1. Improve and communicate existing processes for students and personnel through streamlining, integration, standardization, and appropriate use of technology.
- D2. Nurture and support inclusive, transparent, and accountable decision-making processes, in order to ensure broader participation and leadership development amongst full-time and part-time faculty, classified professionals, students, and administrators.
- D3. Ensure equitable access to relevant professional development opportunities for all college personnel in support of student learning, equity, anti-racism, accessibility, organizational readiness, and institutional effectiveness.
- D4. Provide ongoing training and support to promote the design of distance education courses and support services that are user-friendly, accessible, equitable, inclusive, and pedagogically excellent.
- D5. Continually assess and analyze student data in order to develop and implement plans for institutional improvement.
- D6. Expand practices and processes that promote safety and wellness for all members of the campus community in response to ongoing and emerging community needs.
- D7. Develop communication strategies with our students that are technologically-current and equity-informed, especially for students accessing courses and services remotely.

**Goal E: Equity and Anti-Racism - Ensure excellence in student learning by prioritizing equity and anti-racism.**

*Goal E: Strategies*

- E1. Establish Las Positas College as a destination campus for Black students and other students of color by nurturing culturally-informed and equity-focused curriculum, strengthening access to student support services, and creating physical and virtual cultural centers.
- E2. Analyze data to take urgent action to eliminate student opportunity gaps associated with systemic racism and investigate the effects of other structural inequities.
- E3. Identify, assess and work to eliminate inequities associated with racism and implicit bias in hiring, promotions, and employee experience.
- E4. Nurture a campus-wide culture of rigorous attention to equity and anti-racist practices.