EXCELLENCE IN TEACHING AND LEARNING

Strengthen and improve academic programs to serve all students and promote student success, with particular attention to basic skills and noncredit, academic support services, transfer, and career and technical education.

I. Emphasize the strengthening and improvement of academic programs and courses in alignment with WASC recommendations, College Self-Studies, and Educational Master Plan.

II. Respond effectively to the educational and training needs of students and communities through implementation of workforce, and community development initiatives (e.g., create internships whenever possible and link ESL, basic skills, math, and English to CTE programs).

III. Develop strategies to eliminate achievement gaps and support all students in achieving their goals (e.g., establish effective approaches for improving basic skills across the curriculum).

IV. Research teaching and student development strategies to determine best practices, and develop professional learning programs that promote these strategies.

V. Foster collaboration among various departments and segments within the College (e.g., facilitate credit and noncredit collaboration to help students move seamlessly from one to the other).

VI. Evaluate student support systems and determine where adjustments should be made to most effectively serve students.

VII. Infuse sustainability practices and themes into curriculum, learning resources, and staff development initiatives.
COMMUNICATION AND INFORMATION
Improve communication among all constituent groups, especially the coordination and dissemination of information to students and community partners.

I. Increase opportunities to engage in communication and collaboration across constituent groups.

II. Strengthen and support College shared governance.

III. Redesign college literature to appeal to a wider audience from within San Francisco, as well as nationally and internationally.

IV. Coordinate the dissemination of information to potential students to ensure greater success in outreach activities.

V. Collect, analyze, and disseminate a broad array of data to inform decision making.

VI. Conduct employer and professional practice surveys to evaluate curriculum competencies.
CAMPUS FACILITIES AND COMMUNITIES
Respond effectively to the educational and training needs of students and communities throughout San Francisco.

I. Create a permanent presence in the high schools and in local communities.

II. Move toward an appropriate level of services and curricular offerings at each campus, including offering requisite mathematics and English courses.

III. Promote increased morale at each campus, particularly in light of budget-related changes to courses, services, and staffing.

IV. Improve the availability of facilities for tutoring, group study rooms, and labs, especially for teaching basic skills and noncredit.

V. Complete building projects currently in progress and research the feasibility of adding new campuses or sites, always adhering to College standards for sustainability.

VI. Collaborate with community partners in promoting sustainability (e.g., develop a green building program).
DIVERSITY AND INCLUSIVENESS
Maintain a supportive, positive, and productive working environment for our
diverse faculty and staff. Recognize and treat students as individuals with rights
to diverse educational opportunities that foster self-esteem, pride, cultural
insights, and an appreciation of diversity.

I. Support efforts to remedy student achievement gaps for identified groups.

II. Foster discussion about student groups that may be under served or experience
achievement gaps; conduct research to verify gaps and develop insights regarding
remedies; and implement remedies as appropriate.

III. Enhance online access through improved online classes in compliance with the Americans with
Disabilities Act of 1990 (ADA).

IV. Create noncredit online courses with appropriate methods to document positive
attendance.

V. Increase the ability of students to support other students (e.g., through peer mentors,
tutors, and lab aides where appropriate).

VI. Create structures that encourage and support student participation in CCSF’s
sustainability efforts.

VII. Plan for population changes as indicated by the External Environmental Scan.
TECHNOLOGY
Update technology infrastructure and software to support the College’s vision and mission.

I. Update or replace obsolete hardware and software by investing in equipment and adopting application replacement cycles.

II. Create a dependable funding stream for updating and improving technology.

III. Encourage departmental collaboration when applying for grants for equipment and software upgrades.

IV. Increase access to technology-mediated instructional equipment used to enhance student learning (e.g., smart classrooms with permanently mounted LCD projectors).

V. Increase use of social media tools across the College and for communication with the communities the College serves.

VI. Refine the use of interactive digital technologies including those used by students when applying to CCSF (CCC Apply), for financial aid, or for certificates of achievement.

VII. Make Technology Learning Center programs and services accessible across all campuses.

VIII. Use technologies to promote sustainable practices, greater efficiencies, and reduce waste. (e.g., reduce reliance on paper).
RESOURCES AND STAFFING
Create dependable funding streams for operations and innovation while ensuring effective and efficient use of College resources.

I. Identify and promote strategies to improve funding for College operations and strategic priorities.

II. Support workforce practices that are economically sustainable for the College and its employees.

III. Assess staffing levels across departments and determine how to make adjustments which rebalance human resources.

IV. Promote college-wide cooperation to better address cyclical workloads and share professional expertise.

V. Negotiate with Civil Service exemptions for additional “district only” classifications in order to maintain continuity of services.

VI. Provide centralized support and resources for the College’s sustainability efforts.