

**Educational Planning Committee**

**March 4, 2019**

**2:00-4:00 p.p.**

**Room AC217**

**Present:** Cheo Massion, Christina, Leimer, Hiem Nguyen, Gina Cullen, Leslie Lee, Cara Kerit, Steve Newton, Julain Solis, Holley Shafer (Guest), David Everitt, Fernando Sanchez, Meg Pasquel (guest), Yashica Crawford (guest)

**Absent:** Peggy Dodge, Connie Siegenthaler

**Guests:** Meg Pascal and Yashica Crawford

**Agenda**

Agenda approved for the current meeting.

**Minutes**

Minutes approved for 2/4/19 with the following revision: Date is listed as 2018, should be changed to 2019.

**Strategic Plan Taskforce Update**

Status update on where we are in the strategic planning process. Taskforce met on 2/27/19 and shared their progress. Most are moving along well, determining their objectives and action steps. There will be another planning meeting on 3/13. It will be determined at that time if we're still able to meet the original timeline. If so, the draft strategic plan will be due to Christina and Cara on March 25 and will be sent to the college community for a 2-week review on April 1.

Jonathan Eldridge invited task force groups to come present and get feedback on their work at the chairs meeting on 3/5/19

**Educational Master Plan Update**

Received feedback from ASCOM, classified senate, and academic senate, and the equity focus group. ASCOM and Classified Senate approved the plan with the revisions based on the feedback. Classified Senate requested one change—that the paragraph on equity that the Strategic Plan Taskforce Equity Focus Area team would like included at the end of the EMP introduction be broadened beyond racial equity gaps to include equity for other traditionally underrepresented groups. (See below.)

Meg Pascal and Yashica Crawford from the equity focus area team attended the meeting to propose that a paragraph be added to the EMP stating that while equity is a specific focus area of the plan, all focus areas should be approached through and equity perspective. The intention was also to clearly define equity and equity mindedness. A discussion followed in which a concern was raised about the language of ownership regarding achievement gaps, as the language can be perceived to imply that faculty are 100% responsible for achievement gaps that developed prior to students enrolling at COM. Meg and Yashica clarified that the paragraph is intended to convey that faculty and the institution are responsible for doing everything they can to address achievement gaps once students are at COM and to ensuring that the college's practices don't reinforce existing inequities.

**Decision:** The proposed paragraph will be added to the EMP with the second to last sentence to read:

“The Educational Master Plan calls on all faculty, staff and administrators to take ownership in addressing racial equity gaps which exist at the College through all of the College’s planning, programs, practices and policies.”

There was also a discussion in the Academic Senate about adding a conclusion to the EMP. Cara stated the Academic Senate did not feel strongly about adding a conclusion. Conclusions aren’t typically part of strategic plans.

**Decision:** No conclusion will be added to the EMP.

**Vision for Success Update:**

There are 4 metrics—completion, transfer, units accrued, and employment in the field of study—and disproportionate impact is calculated for each metric. COM must submit targets for improving the College’s performance on each by May 31. COM can submit targets that are higher or lower than the CO’s targets. The COM Board must approve the College’s submitted goals, as does the president and president of the Academic Senate. We can use relevant objectives being developed for the Strategic Plan for these goals, so that there is alignment rather than parallel plans. The Strategic Plan will be approved by the Board in June, if the current timeline continues to be followed. This is beyond the CO deadline. Consequently, it may be submitted late. This issue of timing is to be discussed following any other information the president received at the CEO meeting.

**Annual Accreditation Report**

The annual accreditation report is due in April. The College must report its performance on its Institution Set Standards. In addition, the College must now define “stretch” goals for each institution-set - standard, some of which don’t align with the CO Vision metric definitions. These new “stretch” goals will need to be reviewed and approved by the Academic Senate.

**Next EPC meeting is April 15**, following the college community’s review and feedback on the draft strategic plan. **The April 1 meeting is cancelled** since there is no work to be done by the committee at that time.