

Strategic Plan Taskforce Proposed Changes to the Education Master Plan

Focus Area: Instructional Programs

EMP page 4 and Introduction

FOCUS AREA TEAM PROPOSED INTRODUCTION EMP LANGUAGE:

Based on this work, these focus areas and goals address the balance the college strives to maintain between being part of the California Community College System and being Page 3 responsive to Marin County's unique educational needs and the variety of educational goals of our students.

CURRENT EMP LANGUAGE:

CS5 Balance requirements of the Chancellor's Office Vision for Success with Marin County's unique educational needs.

FOCUS AREA TEAM PROPOSED EMP LANGUAGE:

IP Goal 3 (also CS Goal 5): Implement a student-centric Master Schedule that meets student needs for timing, location and course offerings rotation. VfS Goals 1, 2, 3

Objective 3.1: COM will have a master schedule that allows students to reach their educational goals in 3 years for full-time students and 5 years for part-time students, based on mapped student journeys from IP 1.1 and 1.2

Focus Area: Community Engagement and Responsiveness

EMP page 6 and introduction

1) Change proposed for the intro paragraph.

CURRENT EMP LANGUAGE:

As a community college, College of Marin is responsible for serving Marin County's educational needs. Strong partnerships have been developed between COM and K-12 Districts, business/industry, government agencies and nonprofits, and the college's ability to assess and respond to community needs has improved. Transfer agreements with multiple 4-year universities are in place and increasing numbers of students are completing transfer degrees and transferring. Engagement in the community is a reciprocal relationship—both responsive and proactive in serving Marin. Consequently, as a mission-driven institution and one of the largest employers in the County, COM will contribute to solving some of Marin's long-standing challenges where they intersect with the college's mission to meet educational needs. The county has many small business needs for training and some industry groups that are expected to grow. Further, the cost of living and lack of affordable housing contributes to employers having difficulty finding employees. Though the County overall is one of the most highly educated, income inequality and racial/ethnic disparities contribute to inequity in educational achievement.

FOCUS AREA TEAM PROPOSED EMP LANGUAGE:

As a community college, College of Marin is responsible for serving Marin County's educational needs. Marin County has extreme inequities in educational attainment, often tied to income and race/ethnicity. Developing partnerships between COM and K-12 Districts, business/industry, government agencies and nonprofits, the college proactively assesses and continually responds to community needs. Transfer agreements with multiple 4-year universities are in place and increasing numbers of students are completing degrees and transferring. Given the high cost of living and lack of affordable housing, employers seeking skilled labor have difficulty finding employees for many small businesses. Being a mission-driven institution as well as one of the largest employers in the County, COM will contribute to solving some of Marin's long-standing challenges where they intersect with the college's mission to meet educational needs in areas such as skills training among industry groups that are expected to grow.

2) Also, we combined goals 3 and 4, however, they can be split apart again pretty easily if desired.

CURRENT EMP LANGUAGE:

CER3 Periodically assess community needs (including Novato and West Marin).

CER4 Respond to community needs in all mission-relevant arenas in a more flexible and timely manner

FOCUS AREA TEAM PROPOSED EMP LANGUAGE:

Routinely and systematically assess and respond to community needs with specific focus on segments of the service area that have been historically disenfranchised.

Focus Area: Equity

EMP page 4

CURRENT EMP LANGUAGE:

This Education Master Plan calls on all faculty, staff, and administrators to take ownership in addressing racial equity gaps which exist at the college and to address these gaps through all of the College's planning, programs, practices, and policies.

FOCUS AREA TEAM PROPOSED EMP LANGUAGE:

This Education Master Plan calls on all faculty, staff, and administrators to take ownership of racial equity gaps which exist at the college and to address these gaps through all of the College's planning, programs, practices, and policies.

CURRENT EMP LANGUAGE:

E1 Ensure that all prospective and current students have the opportunity and academic and services support to succeed in reaching their educational goals.

FOCUS AREA TEAM PROPOSED EMP LANGUAGE:

E1: Decrease toward elimination existing racial equity gaps at the College

CURRENT EMP LANGUAGE:

E2 Decrease or eliminate achievement gaps between demographic groups of students at the college.

FOCUS AREA TEAM PROPOSED EMP LANGUAGE:

Incorporated into E1.

CURRENT EMP LANGUAGE:

E3 Given the college's mission and diverse student population, be a leader in addressing inequality in the county.

FOCUS AREA TEAM PROPOSED EMP LANGUAGE:

E3: Given Marin County's stark racial inequities are intertwined with the College's ability to achieve its mission, be a leader in promoting equity throughout the county.

CURRENT EMP LANGUAGE:

E4 Hire, support, and retain employees to ensure diversity and support equity-mindedness in COM employees.

FOCUS AREA TEAM PROPOSED EMP LANGUAGE:

E2: Hire, support, and retain equity-minded employees reflective of the diversity of the student body and expect all College employees to approach their work with equity-mindedness.
