DISTRICT PLANS

To support the fulfillment of the District's mission and its implementation of **Tartar Completion by Design** and **Guided Pathway Divisions**, Compton College has established plans for each operational area, which integrate and align with the goals of this comprehensive approach to student success. Summarized below are the essential plan elements for technology, staffing, enrollment management, program review and planning, and facilities.

TECHNOLOGY PLAN

- GOAL 1: Provide cutting-edge instructional and institutional technologies, which support student success and facilitate program completion and transfer;

- GOAL 2: Provide technological tools, which allow for the effective monitoring of degree and career pathways;

- GOAL 3: Provide students and employers with digital resources, which connect students with opportunities and information related to their academic and career pathways; and,

- GOAL 4: Provide technologies that create and maintain equitable, learning-ready experiences, which support the physical, cultural, and cognitive needs of all students.

STAFFING PLAN

GOAL 1: Deploy a human capital management strategy, which aligns with **Tartar Completion by Design** and **Guided Pathway Divisions**, and which addresses the recruitment, selection/placement, induction, mentoring, and professional development of diverse faculty, staff, and administrators that reflects the demographic diversity of the district by:

- strategically recruiting diverse candidates through the deployment of digital technologies, social media, and direct personal contacts with candidates;

- employing numerous recruitment strategies in multiple sites and communication platforms, which serve diverse populations;

- developing multiple methods in the selection process for candidates to demonstrate effective approaches to teaching and supporting students from diverse backgrounds and abilities;

- creating inclusive, supportive environments to retain diverse candidates; and,

- developing multiple and ongoing opportunities for all faculty, staff, and administrators to improve teaching and student support practices and increase student achievement.

GOAL 2: Increase opportunities for students to obtain employment with local employers through a comprehensive job placement program by:

- coordinating with **Tartar Success Teams** to increase student employment opportunities related to their fields of study;

- working collaboratively with CTE workforce development programs to link students to work study and internship opportunities with regional employers; and,

- providing students with information and resources related to successful job and career searches.

ENROLLMENT MANAGEMENT PLAN

Compton College's Enrollment Management Plan (2015-2018), which was established in January 2016 and subsequently updated in March 2016, states that the, *"purpose of this plan is to create a responsive, flexible, educationally sound, research-based approach to enrollment management that will protect the Compton College and its educational programs not only during periods when state and local funding mechanisms and demographic trends are supporting enrollment growth, but also during periods when they are discouraging growth."* In addition, Compton College's intention is to develop an approach to enrollment management that aligns with and supports **Tartar Completion by Design** and ensures significantly improved outcomes for students. Therefore, emerging Enrollment Management goals include the following:

- Develop and implement a long-range, comprehensive, and strategic plan for increasing outreach to first-time students, including traditional and nontraditional students;

- Develop clear, consistent, accessible information about Compton College, **Guided Pathways**, the Oliver W. Conner Compton College Promise and financial aid, transfer and career opportunities, counseling/advising services, and steps to enrollment for the community, K-12 partners, regional employers and workforce partners;

- Work collaboratively with faculty, staff, and external stakeholders to develop dual enrollment opportunities for high school students;

- Work in partnership with College leaders and regional workforce partners to develop schedule patterns, alternative modalities, and access to services that meet the needs of working adults and nontraditional students;

- Partner with College leaders to develop and deploy innovative technologies to provide all students with easily accessible, timely information regarding enhanced counseling and guidance opportunities, online tutoring, educational planning, and campus resources; and,

- Develop early alert outreach and intervention strategies to help students persist and succeed.

EQUITY PLAN

Compton College is currently updating its Equity Plan to address disproportionate impact in outcomes like access, retention, and completion. The College stakeholders are developing targets to reduce gaps among student groups by 40% in three years to align with the **Vision for Success**.

PROGRAM REVIEW PLAN

The College's Program Review Handbook details the procedures and schedule of all program reviews. Moving forward in fall 2019, departments will view their data metrics related to **Vision for Success** (e.g., completions, average units of completers) in the program review process. All programs engage in program review (i.e. a systematic program evaluation process) every four years (with a supplemental review for CTE programs every two years) in order to:

- Recognize and acknowledge program/department performance;

- Assist in program/department improvement through self- reflection;

- Enhance student success by offering recommendations to improve performance in program and student learning outcomes; and,

- Provide program members the opportunity to discuss and evaluate the strengths and weaknesses of their programs/departments.