

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

OAB 114

**Table 1 Draft Goal 1: Student Success**

1. Reduce repeat of classes
2. Assessment of students better meet academic levels
3. Improve outreach to high schools
4. Offer transition classes from H.S. to college
5. Offer transition classes first semester college
6. Educate H.S. faculty of basic college requirements
7. More efficient scheduling across campus
8. Reinstigate prerequisites for more classes when possible
9. Academic advising reinstated
10. Give points for attendance

**Draft Goal 2: Barriers to Programs & Services**

1. Physical barriers - i.e. elevators
2. English Learners - need to have those courses offered every semester
  - a. Have ESL classes, but not used as best they can
  - b. Need to support ESL
3. Student Services
  - a. Limited counseling, students
4. Access/knowledge of courses and programs
  - a. make it better accessible
5. Limited GE classes
  - a. offer more GE, better more fluent times across campus per programs
6. Course offerings each semester/times
7. Website clean-up at FCC (not student friendly)
8. Student e-mail
9. Faculty parking and student

**Draft Goal 3: Quality**

1. Professional development funds for faculty and admin
2. Faculty training - technology
3. Technology updates in all classrooms
4. Relationships and partnerships with industry
5. Faculty workshops and training
6. Increase site licenses for web grade
7. Communication with four-year or industry and advisory committee input
8. Increase peer evaluation from industry to judge quality of teaching
9. Also in-house peer evaluation to improve teaching quality
10. Improve SLO effectiveness to improve curriculum and teaching quality
11. Continue to hire and attract high quality faculty
  - a. faculty salary important in attracting quality candidates
  - b. improve timeline for hiring
12. Counseling/support services

**Draft Goal 4: Partnerships**

1. Better job to reach out and benefits to partners
2. Focus on specific partnerships with departments

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

3. Reward faculty for creating partnerships - make partnerships more friendly and easier
4. Sabbaticals are part of nexus to forge partnership
5. Increase recognition for faculty that have created partnerships
6. Strengthen with 4-year Fresno State, Pacific, UC Merced, etc.
7. Districtwide create partnerships more widely known
8. Maintain transportation budget to visit partnering entities
9. Add partnerships with technology businesses

**Draft Goal 5: Values**

1. Value faculty. Express appreciation for faculty. Board express appreciation for faculty Manfredi's comment:
2. Board get out and listen to faculty. Go to various campuses
3. Faculty express appreciation for good administrators
4. Faculty help other faculty value each other and good staff work
5. Good orientation of faculty, including adjuncts, to expectations of professionalism

**Draft Goal 6: Communication**

1. Advisory Committees
2. Access to Division Dean's minutes
3. Senate minutes
4. Video updates
5. Positive articles - FSU, Bee, Blackboard
6. District and FCC - more aggressive articles of "good will" in media/press
7. Board of Trustees - behind a campaign
8. OAB - positive campaign through press/media

**Draft Goal 7: District Alignment**

1. More transparency with the District goals
2. SCCCDD will collaborate with FCC, more bottom up direction
3. More districtwide planning within district, the three colleges come together for planning
4. Blend the Senate in a unified structure between campuses
5. Reevaluate existing committees between campuses

**Draft Goal 8: Accountability**

1. Partnerships, increase, grants as well
2. Raise money similar to CSU Fresno, donations
3. More aggressive PIO to help gather funds
4. Smarter contracting to not allow wasteful spending, etc.
5. Administrative positions necessity
6. Fix cost services, contract those out (outsourcing)
7. Reexamine long-term master plan for construction

**Key Issue: Basic Skills**

1. More basic math, English and ESL
2. Investigate placement tests and placement in classes
3. Discuss expectations with high school teachers/admin
4. "Transition" high school to college classes
  - a. partnership with high schools (have H.S. teachers teach class?)
5. Increase counseling and support services
6. Increase "First Year Experience" counseling and GS classes
7. More tutorial services!!!

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

8. Open reading and math labs
  - a. instructors tutoring
  - b. grants for tutors
9. Partnership with industry - tutoring in specific discipline
10. Education students from 4-year college help with tutoring

**Table 2** **Draft Goal 1: Student Success**

1. Completion of an Ed Plan
2. Assess skills
3. Properly placed
4. Emphasize the importance of advisories
  - a. Counselors should not override prerequisite advisories
  - b. Better communication between counselor and instructors
5. Students are placed in class unprepared
6. Look at placement test for appropriate class placement

**Draft Goal 2: Barriers to Programs & Services**

1. Language, poverty, lack of computers/access to technology
2. There are students getting access who shouldn't
3. Increase computer lab access/hours
4. A unified Basic Skills strategy to get students through basic English/math: improve success in those gateway classes
5. Use learning community for basic skills students - with set schedules, classes
6. Have a coordinator for a basic skills learning community (strong leader who coaches those students)
7. Use cohorts/learning communities, with dedicated counselor(s) and coordinator(s) (similar to what is done for athletes, foster kids, Puente, etc.)
8. Apply a "case management" approach to at-risk students

**Draft Goal 3: Quality**

1. Administration provide more support and training for distance education
2. More professional development time for faculty
3. Quality issue with high percentage of adjunct faculty and need for mentorship by full-time
4. Need to mentor full-time faculty
5. Need to focus on methods (teaching) on flex days (what will help instructor in-class)
6. Better utilization of "atomic" learning
7. SLO method is piece meal - need centralization

**Draft Goal 4: Partnerships**

1. Applied technology
2. Partnership with our sister colleges
3. Continue the evolution of CID communication numbering system
4. Communication with the local school districts for common course standards
5. Advisory committees
6. Internships

**Draft Goal 5: Values**

1. Work more on core values rather than cultural diversity ideas
2. Most students are only interested in learning the subject matter being presented
3. Values are best conveyed by the actions of the teachers
4. Most values will come from the family. We have a limited amount of time to influence the student.

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

**Draft Goal 6: Communication**

1. Complete revamp of college website
  - a. (update/revise school's website/dedicated web developer) quality not quantity (for links on website)
2. Let every division have some say about how website is developed
3. Fewer districtwide e-mails
  - a. eliminate spam
  - b. better online schedule of courses
  - c. better online catalog
4. Communication between administration, faculty and classified specifically with areas that faculty might be an expert at
5. Too much duplication of efforts - need better coordination of efforts

**Draft Goal 7: District Alignment**

Problems:

1. District and campus plans are not the same
2. Each campus' organizational processes are not the same (Even at the state level!)
3. An issue if classes are the same, they should be the same
4. All rules for each campus should be the same
5. All curriculum should be the same for "like" classes
  - a. District needs to get involved to solve this issue. Part of problem/solution is lack of communication

**Draft Goal 8: Accountability**

1. Be good stewards of the money we have in departments/programs
2. Be prudent with lights, A/C, heat like when campus is closed
3. New thermostats in buildings
4. Get students off the books who are no-shows
5. Openings in admin always get replaced, but not faculty/classified
6. We are managing our resources - we have a surplus
7. Use our surplus

**Key Issue: Basic Skills**

1. FCC does a fine job in Basic Skills math
2. Humanities is very successful - we are an open campus
3. Success is the students who do pass (It is not a failure because someone doesn't graduate)
4. Pre-test and post-test for basic skills gauges how good we are doing
5. SLO's measure the students success
6. Public look for success rate, graduation, certificate....
7. Account for students who come for specific class and not for a degree or certificate

**Table 3 Draft Goal 1: Student Success**

Student Educ. Plans

1. Helping understand E.P.
  - a. Better define goals (How to achieve goals, clarity about major, transfer requirements)
2. Need short term goals that are attainable (activities)
3. Make them aware of accountability (attendance, quiz at the beginning, regular grade updates)
4. Better job of training on pedagogy for instructors
5. Teachers' seminars
6. New instructors...
7. Assign mentor to students

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

**Draft Goal 2: Barriers to Programs & Services**

Barriers:

1. Assessment for math and English
2. Students need more prep in English
3. Completion of English 1A? As a pre req for some classes?
4. Barriers: Publicity for campus
5. Private campuses
6. LGI class "525 rule"
7. Counseling overloaded
8. Distance Education classes
9. Cal Works put into Distance Ed
10. Online classes does not work for first year student
11. Lack of knowledge of campus services
12. Need computer tutors

**Draft Goal 3: Quality**

1. Sabbaticals needed
2. Track faculty jobs with other professions
3. Need clean classrooms
4. Need whiteboards
5. Staff training on pedagogy
6. Dedicated classrooms
7. New technologies training on campus
8. Salary advancements: more flexibility for taking more on tech.
9. Technology training
10. Flex Day activity: Joint dept activity....
11. Professional Development...
12. Access to Blackboard...

**Draft Goal 4: Partnerships**

1. Some for Applied Tech
  - a. Job manufacturing facilities
  - b. Pamphlet
2. Publicity for activities
3. Speakers guide?
4. Advertise Vocational Ed. Programs?
5. Market depts?
6. Manchester closed -why?
7. Majors fair? Need flyers that are easily approved by PIO
8. High Schools - need publicity
9. Showcase for divisions

**Draft Goal 5: Values**

1. Suggested newsletters for divisions
2. Do we have Cinco de Mayo, International Day....
3. Student Clubs. Getting students involved....Lead by example....
4. Flex Day activity...for faculty....students outfitted with "SUITED FOR SUCCESS" donations from instructors (Professionalism)

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

5. Good flyers and publicity materials (Deans need to be given authority to approve)

**Draft Goal 6: Communication**

1. FCC Mail alls
2. Answers to questions needed
3. Get campus email to be reliable
4. Management rights?
5. A&R index able on SCCCD site

**Draft Goal 7: District Alignment**

1. Plethora of committees
2. Communication - committees not a communication council
3. Transparency needed
4. Goals of college and district? Why? Two of them?
5. Collaboration does not exist between SCCCD and FCC
6. Shared governance is an issue
7. Outside recruitment
8. Better salaries for Deans

**Draft Goal 8: Accountability**

1. OAB: Bond issue
2. 50% rule
3. Proposed state rule on adm. Costs
4. 75:25 does not exist (PT:FT)
5. Need to restore FT
6. Align the campus offerings

**Key Issue: Basic Skills**

1. What does statistically work? (Need short-term 3-6 weeks)
2. Instructor training
3. Online classes in text needed
4. Need help at the beginning
5. Importance of math and English needs to be assimilated by students
6. E&M placement tests.. Students need to understand the importance of the assessment test

**Table 4 Draft Goal 1: Student Success**

1. Purchase/Read textbook
2. Communication skills: reading, writing
3. Math skills
4. Review - preliminary assessment
5. Assessment of college preparedness
6. Time management skills
7. Familiarity with technology and certificates available at FCC Blackboard
8. Promote student success workshops
9. Organizational skills/note taking/preparedness
10. Address student success first day of class
  - a. What does it take to be successful?

**Draft Goal 2: Barriers to Programs & Services**

1. Finances - FA outreach/workshops
2. Childcare

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

3. Transportation
4. Time management
5. Community awareness - a lot of focus on high school students, but not community awareness on what FCC offers
6. Access to technology and proficiency of technology
7. Making students aware that computers are available on campus (let them know they can forward student emails to personal email)
8. Keyboard skills - slows students down
9. Consistent academic preparedness
10. Bring IS (student success) classes back to help with being prepared
11. Exploit tutorial centers
12. Take advantage of even "maybe" opportunities

**Draft Goal 3: Quality**

1. More T&C funds
2. Streamline process to create tech-savvy classrooms
3. Having technology in classroom is important!
4. Program Review Process
5. Increased awareness of what other schools are doing with their instructional programs
6. Meetings to compare innovations within other community college campuses
7. Study abroad and exchange programs
8. Feedback from students regarding how well FCC is meeting goals
  - a. Easier way to get student feedback
  - b. Increase number of students who submit feedback

**Draft Goal 4: Partnerships**

1. Internships with industry
2. Advisory committees - move meetings
3. Reach out to community for more info about job needs/skills
4. Team teach with Fresno State to encourage transfers (field trips)
5. Work with Fresno County/City to identify groups of students that can attend FCC
6. Streamline admin process for #5
7. Identify community services/scholarships
8. Create awareness in community of all services/classes offered at FCC
9. Identify/create international relationships

**Draft Goal 5: Values**

1. Pregame assemblies
2. Promote collaborative activities in classroom and across campus
3. Extend classroom and workshop
4. Promote clubs
5. Promote cohorts - for "community"
6. Create opportunities for group study - tutorials
7. Make activity within department to focus on goals and values and create awareness for student of the goals and values
8. Short term classes for "community" (senior populations)

**Draft Goal 6: Communication**

1. Keeping up to date with technology, process of incorporating new technology

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

2. Making sure all constituent groups are informed of discussion
3. FCC website needs to be updated
4. Public Information Officer disseminates information on weekly basis
5. Student publications: Report important/relevant information to students and faculty (weekly publications)
6. Administrative updates - weekly basis

**Draft Goal 7: District Alignment**

Change timeline

1. District puts plan and goals out later and then schools have to decide how their goals fit in district's
2. Hold more Charrettes
3. Have clear organizational structure in terms of how decisions are made and what the process is
4. Be aware of differences around the district and the reasons differences are needed while also making processes as uniform as possible
5. Know when the other campuses are putting together their strategic plan
6. Continue with districtwide taskforces

**Draft Goal 8: Accountability**

1. Drop no-shows earlier
2. Balancing drops and reinstatements
3. Faculty could include stricter attendance policies in syllabi
4. Faculty should keep accurate attendance/drop records - do not "back date"
5. Maintaining conservative type of spending at board/district/college level - keeping reserves
6. Rationalize new purchases/maintenance, etc.

**Key Issue: Basic Skills**

1. Place minimum qualifications for a student who is deficient in English and/or math
2. Offer more classes to improve Basic Skills
3. More focus on improving student success
4. Instructors are more aware to direct students to Tutorial Center
5. Early Alert via Web Advisor system
6. Improve time/resources available in Tutorial Center
7. Increase student awareness of Library Services
8. Extra credit points for visiting Tutorial Center
9. Improved Website for student info

**Table 5 Draft Goal 1: Student Success**

1. Tutoring: Expanding
2. Mandatory meeting per year with a counselor
3. Declare a major: Ed plan - career exploration activities
4. Placement test: writing component
5. Prior reg moving ahead with grades and units (not too many)
6. Cohort group for entering classes - get culture of college/face to face recommended
7. Basic Skills course
8. First then GE/major
9. Volunteer mentor (students who had success) even by dept/major

**Draft Goal 2: Barriers to Programs & Services**

1. Ill prepared high school leavers or GED holders
  - a. expand Basic Skills and tutoring
2. Time management - students have family and work responsibility

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

3. Study skills classes
4. Lack of technological skills and access
5. Collaboration with high schools
6. Orientation - first semester program
7. Budget cuts to support services

**Draft Goal 3: Quality**

1. Technology - more labs and better technology
  - a. class size: 525 - Smaller classes to improve instruction
2. Ensure classroom equipment works properly: Wi-Fi improvement
3. Allow instructors designated days for committee meetings
  - a. Collaborate with colleagues more in divisions
  - b. Specific tutoring days for students
4. 16 week semester; compensate class time to allow this

**Draft Goal 4: Partnerships**

1. Identify for each subject and program
2. More student service learning
3. Articulation with schools they will attend - UC's, CSU's
4. Professional organization contact
5. Invite more professionals from community to come meet at school

**Draft Goal 5: Values**

1. Instructors need to be treated more like professionals
2. All instructors need to be "on the same page"
3. Communication needs to come from the bottom up rather than usually from administration down
4. We (teachers) need to know that administration actually read and listen to concerns that we have (like today)

**Draft Goal 6: Communication**

1. Top to bottom communication
2. Open to hearing from higher ups and all others
3. Timing is important (no last minute decisions)
4. Simplify process
5. Look at needs of instructors rather than paper work and numbers. (By the book stuff not realistic)
6. Communication needed (two-way needed)
7. Students need to be first with our communication process
8. Look at survey's for students to provide feedback and needs
9. Communicate positive occurrences as well (success stories)

**Draft Goal 7: District Alignment**

1. Back to communication
2. How can the district align best it's planning with FCC planning
3. Simplify
4. Make FCC feel better (a more equal decision of everything)
5. How can we align when Reedley and FCC are so different?
6. Have departments from different campuses meet and collaborate
7. Have districtwide policies not campuswide (academic standards, placement tests...)
8. Have districtwide committees aligned with campus committee

**Draft Goal 8: Accountability**

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

1. Leaky faucets in Chem lab
2. Not using standard business models for our budget rather than recognizing the sort of institution we are
3. More honest regarding amount in reserves and how money is allocated
4. Cleaning
5. First aid kits need replenishing
6. Too many administrators
7. Planning
8. Money - tutorial
9. Have deans show us budget for divisions

**Key Issue: Basic Skills**

1. Collaborate with high schools
2. Expanded tutoring - instructors as tutors not student
3. Placement tests that are accurate
4. No overriding placement test scores
5. Smaller classes
6. Require prerequisites - students must do Basic Skills classes before content classes
7. Time for instructors to collaborate
8. No classes on Fridays
9. Accelerated classes
10. Limit math and English classes to first two years
11. Remedial classes in summer
12. Plan (students)

**Table 6 Draft Goal 1: Student Success**

1. Completion of an education plan
2. Enable student articulate plan and goal
3. Encourage taking a career planning class
  - a. take a 1 unit class
  - b. or self exploration
4. One on one discussion with instructor of student's major (i.e. - music, arts)
5. Better high school prep (chemistry)

**Draft Goal 2: Barriers to Programs & Services**

1. Lack of preparation at high school
2. Priority registration - is it fair?
3. Textbook process
  - a. encourage instructors to put more books on reserve
  - b. open access books online

**Draft Goal 3: Quality**

1. Deans be accessible to their faculty and attend faculty meetings when invited in order to take instructive feedback
2. Better instructional classroom technologies to instructors
3. Keep instructors updated on technology innovations
4. FCC - flagship - needs more updated technology

**Draft Goal 4: Partnerships**

1. Encourage fundraising
2. Enrich relationship with Foundation

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

3. Better communication across the District - beginning with faculty, including programs
4. Develop advisory panels from local, professional and business leaders

**Draft Goal 5: Values**

1. Identify a central meeting place for faculty (lounge) to meet informally
2. Open lines of communication among faculty
3. Encourage students to take part in student activities
4. Encourage humanities and arts

**Draft Goal 6: Communication**

1. Establish trust between students with problems and their instruction
2. Support financially performance groups which bring community members
3. In cases of crisis - we take preventative steps to anticipate situations which may occur on campuses

**Draft Goal 7: District Alignment**

1. A semester or annual meeting of representatives of each division from every campus to review curriculum, planning and organizational practices

**Draft Goal 8: Accountability**

1. Enforce the dropping of NS - first day
2. Higher and better English prerequisites
3. 4, 4 1/2 or condensed work schedule

**Key Issue: Basic Skills**

1. Develop strategic relationships with high schools
2. Open-door policy presents problems
3. Encourage love of reading
4. Use technology to combine visual reading skills
5. Establish a better balance between technology and interpersonal activities

**Table 7 Draft Goal 1: Student Success**

1. Counseling (identify goals - academic plan/orientation)
2. Website (user-friendly/updated regularly)
3. Tutorial (introduction to this)
4. ETC (very good/expand offerings?)
5. Study skills
6. Maintaining online tutoring
7. Blackboard chat (make available)
8. Outside services to assist student's success
  - a. resource guide including psych services, community resources
9. Division collaboration
10. Student activity center to provide increase or expand their ability to provide resources (at least a place to start)
11. Respite support, peer support

**Draft Goal 2: Barriers to Programs & Services**

1. Aging out of Foster Care
  - a. Awareness of Programs for Students (i.e. Bridges)
2. Design Science students
  - a. Young - need support
3. Transportation
  - b. subsidized bus passes

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

4. Child care
  - a. Access to quality and affordable, dependable
5. Ways to fundraise for student needs
6. Move outreach programs to HS students so aware of their educational options
7. Financial Aid
  - a. Exclusions for drug convictions to qualify for financial aid
8. Drop in course offerings is a barrier for students
9. Need online counseling options to reach wider variety of students
10. Financial Aid and Counseling
  - a. one night a week evening hours

**Draft Goal 3: Quality**

1. Staff development
  - a. positive atmosphere for innovation and creativity and collaboration
  - b. support, financial, less "busy work" to get approval, class coverage
2. Program Review/SLO's/Assessment (Keep these faculty driven)
3. ETC - more opportunity for this
4. Keep up with technology - state of the art - locate financial resources for this
5. Technology Plan
6. Utilize computer equipment
7. Sharing evidenced-based practice
  - a. open web page for instructors to share with one another
8. Grant writing committee involving multi-divisional resources to get money
9. Great teachers seminar - Get this for us

**Draft Goal 4: Partnerships**

1. Connect with industry/community to see what their needs are so that we can provide those skills
  - a. Hospitals
  - b. California Restaurant Association and American Culinary Federation
  - c. What are employers seeing and what needs to be changed/addressed
2. Offer more help to students regarding how to market themselves
3. Need faculty to network more with business leaders (i.e. guest speakers, internships, etc.), cultural leaders
4. Regular editorials to the Fresno Bee to connect, share info with the community

**Draft Goal 5: Values**

1. Everyone needs to be on the same page
2. Have a "Pillar's of Core Values" poster in each room
3. T-shirts with the core values - sell these to staff for revenue
4. Sign holder on corner spinning our values
5. How do we create a culture?
  - a. signage, promotion, foster this culture internally, districtwide
6. Pole Banners in highly traffic areas like Riverpark, Tower District, Downtown
7. Collaboration between divisions
8. Revisit contracts with outside vendors to support internal programs like culinary arts
9. Dress, Attitude, Behavior

**Draft Goal 6: Communication**

1. Need to communicate better regarding the programs we have (i.e. culinary, dental hygiene, creative writing, etc.)

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

- a. every month a newsletter highlighting specific program on campus
- 2. Shouldn't feel afraid to do things that are beneficial for our students
- 3. Safety Drills
- 4. Weekly bulletin about crimes on campus

**Draft Goal 7: District Alignment**

- 1. Continued representation on District Committees
- 2. People on committees need to report back to constituent groups
- 3. The way this is even worded is indicative of a top down existence
- 4. District should also align with us
- 5. Where does the organizational processes and planning originate? Is it top down - SCCCD→FCC  
Or is it a collaborative effort?
- 6. The wording of the question implies that FCC should align itself with SCCCDs processes

**Draft Goal 8: Accountability**

- 1. Turn off our lights
- 2. Drop no-shows asap
- 3. Recycling
- 4. Paperless (why do we have so many papers for simple processes/online processes?)
- 5. Accountability
  - a. The district pays for services - yet things are not being done (cleaning, campus security, campus care)
- 6. Utilize equipment (i.e. computers) that are phased out for increase in technology usage
- 7. Safeguard important equipment
- 8. Evaluate program needs
- 9. Purchase prudently
- 10. Flexibility in purchasing options
- 11. Open educational resources

**Key Issue: Basic Skills**

- 1. Basic Skills needs to be "contextualized learning" - imbedded in learning
- 2. ETC - need plenty of resources and tutorial to support these (offer later hours)
- 3. Solicit more grant funds to meet these needs
- 4. Additional course offerings at Basic Skills
- 5. "Summer Bridge" program over summer break to prep students in areas lacking
- 6. Should have 16 week semesters so that students can take winter and summer sessions
- 7. Offer basic refresher courses that are easily accessible to students
- 8. Online tutoring - more hours = more accessibility

**Table 8 Draft Goal 1: Student Success**

- 1. Register
- 2. SEP - required to see counselor - minimum before second semester
- 3. Computer literacy
- 4. Required to take math and English first
- 5. More computer labs - not enough access/cell phones being used (not adequate)
- 6. Earlier declaration of majors
  - a. counselor (>1) per division to assess progress toward major
- 7. Every student must meet with and declare major by second semester
  - a. post the SEP on Blackboard so student always knows what to do
- 8. When transferring have a specific tutor at transfer school

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

9. Open tutor time - instructors use office hour to staff a tutoring session
10. Virtual office hours - from anywhere on campus
11. More flexibility in types of scheduling of classes

**Draft Goal 2: Barriers to Programs & Services**

1. Computers
  - a. We need greater availability - maybe small "satellite" labs throughout campus
  - b. Basic primers/more computer and Blackboard support - more computer literacy
  - c. More advertising of FCC Wise
2. The Website
  - a. as an access barrier - it is more geared toward admin than it is to students and faculty
  - b. it is not user-friendly
3. Finding ways to make access to our institution more flexible especially for first generation college students, English Language Learners; students who have to work full-time - (more flexible scheduling of classes)
4. More community and high school outreach
5. Expand library hours (Saturday Hours!) / Tutorial Services
6. Child Care

**Draft Goal 3: Quality**

1. More travel, professional training, restore sabbaticals
2. Advertise FCC Wise, Atomic Learning (maybe City at A Glance), highlight online training schedule
3. Continue collaborative work environment like SLO's and today
4. Restore great teachers practices idea/ retreats
5. Mid-semester Flex Day
6. Poor quality of technology
  - a. outdated classroom technology - computers can't play CDs, laser discs
  - b. instructors have to adjust lectures depending on the technology in the classroom. FCC vs. Willow, OAB vs. other classrooms at FCC

**Draft Goal 4: Partnerships**

1. Better collaboration with Social Services
2. Invite organizations onto campus and present in classes and observe multi-disciplinary programs
3. Increase collaboration with government agency
4. Team up business individuals with students (internships)
5. Reduce the barriers to establishing internships - student had an opportunity to do an internship with David Letterman and they could not give that student credit for that experience.

**Draft Goal 5: Values**

1. Greater communication about collaborative activities
2. Greater celebration of faculty and staff achievements
3. Automatic opening page at every computer or opening school email to advertise the events of the day, etc.
4. More up-to-date events calendar
5. More regular division meetings (more than just once a semester)
  - a. and a more flexible teaching schedule to make these meetings possible: i.e. Fridays or the afternoon, etc.
6. More faculty/staff open lounges
7. Adjunct office space and support

**Draft Goal 6: Communication**

1. Goals 1-5

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

2. Better public relations - better website with easier links - clearer initial links
  - a. Split website 1) student; 2) faculty; 3) community; 4) new student
3. Speaker forum
4. Do away with Blackboard - there's better platforms (Epsilon)
  - a. uniform Blackboard set-ups
5. Faculty should be automatically enrolled in Senate
6. Certain entities should send out meeting summaries: SPC, Senate, Pres. Cabinet, etc. to everyone
7. Really do some of these things - they've been talked about a lot before
8. See a monthly budget report like Cheryl showed today

**Draft Goal 7: District Alignment**

1. We need to insist on signature programs that we have at FCC that the District needs to recognize and respect
2. The District needs to better align their planning and organizational processes with those of the College
3. Collaborative FLEX days - with other campus to avoid conflict between campuses
4. Make more clear to all of us the strategic plans/goals of the district
5. Provide release time to allow faculty to serve on District committees
6. Alignment is about fair distributional representation.
  - a. FCC does not have a voice within the district that is proportional to its revenue and student population (number of representatives on district committees vs. other campuses)
7. The District should align with the colleges not the other way around
8. This goal (#7) should be rewritten to reflect the above

**Draft Goal 8: Accountability**

1. Solar panels in parking lots
2. More transparency regarding financial matters
3. Communication of pertinent financial info (like Cheryl did today)
  - a. drop students for financial aid
  - b. turning off computers
4. On daily pop up screen reminders to drop students and that it will save \$187K
5. Poor admin support for grant writing and grant management (need for accounting help)
6. Look at scheduling for semester
  - a. go to quarter
  - b. go to 16 week semester
  - c. students/instructors only on 3 days a week
7. Admin respect instructors resource
  - a. don't make us come on campus if we don't have classes

**Key Issue: Basic Skills**

1. Start with math and English classes if they are not proficient in these areas
2. Summer blocks of intensive math and English
3. Supplemental instruction with specific tutors for specific areas
4. Assessments should include writing and math
5. More support for instructors grading written assignment
6. More support Puente, IDILE, SYMBAA, etc.
7. Learning Communities
8. We all enjoyed this session and hope that it does more than tick off a box

**Table 9 Draft Goal 1: Student Success**

1. Identify students ed. objectives so they don't waste time

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

2. Identify DSPS earlier
3. Better prep for study skills
4. Help students understand academic rigor

**Draft Goal 2: Barriers to Programs & Services**

Access Barriers

1. Parking
2. Facility entry points
3. Lack of understanding of program/graduation requirements
4. Not offering enough ESL classes

Solutions

1. Clear, accurate information from counselor
2. Reconfigure, add parking spaces
3. Offering more ESL classes

**Draft Goal 3: Quality**

1. Well funded professional development fund
2. Grass roots development
3. Licensing requirements - some programs
4. Lines of communication between health programs and prereqs - (feeder programs)
5. Answer - high academic rigor
6. "C" students - need to teach academic rigor
7. More math for feeder classes
8. Need to know your students - what they are coming in with

**Draft Goal 4: Partnerships**

1. Staff develop intern programs, like Auto 19
2. Work through liability issues for interns or work experience
3. Work more closely with K-12 to help bridge gaps in educational outcomes

**Draft Goal 5: Values**

1. Instructors can make professional skills (in the field being taught) an everyday part of instruction
2. Modeling behavior isn't always enough; instruction in professionalism (sometimes) must be explicitly taught.
3. Faculty/staff/administrators ask for too many tasks/requests on short notice; less "putting out fires" and more "preventative fire fighting." More lead time on "important" or "emergency" issues.
4. Way too much "Oh, we're out of money. Cut classes." Later, "Add them back in!"

**Draft Goal 6: Communication**

1. Stop using unclear phrases "transparent communication"
2. Organization speech sounds suspect to outsiders
3. Communication committee recommendations were good but did not change culture
4. More trust between groups (eg. faculty and administration)
5. More flex days or scheduled time for communication between departments, etc.
6. Encourage faculty to use the dental hygiene clinic (as an example) or take car in to IT for oil change

**Draft Goal 7: District Alignment**

1. Explain what the district planning processes are! - and what they are for
2. District processes are vague, nebulous
3. Convince us that the planning is worthwhile and won't go somewhere
4. Create a more equitable distribution of funds, facilities, etc. across the district.

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- a. Ex: FCC generates most of our revenues, but seems not to get a proportionate amount of support financially for new equipment, facilities, etc.

**Draft Goal 8: Accountability**

1. Find ways to make financial aid work better
2. Better define and defend district 'reserve'
3. More transparency in fiscal matters to faculty and staff
  - a. allow more faculty/staff input into fiscal expenditures
4. Cut red tape concerning department expenses

**Key Issue: Basic Skills**

1. Entry level skills - they are not prepared
2. Critical thinking ability - not there
3. Not enough funding in resources to help develop Basic Skills
4. More money for tutors
5. (Great idea) At 9 units - if failed because of language, study skills (etc.) transfer to remedial class, so no loss of financial aid - get credit for a school

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

OAB 188

**Table 1 Draft Goal 1: Student Success**

1. Develop a plan where we don't rely completely upon counselors to advise students.
  - a. Get subject area faculty to meet with students as well
2. Identify where gaps exist in students helping themselves develop/follow an educational plan
3. Develop a way of communicating resources to students (How do students want to receive information?)
4. Subject specific tutoring for students. Including faculty tutoring

**Draft Goal 2: Barriers to Programs & Services**

1. Parking: more parking facilities
2. Office hours: Arrange office hours on different times to meet students needs
3. Library hours: resources and training
4. Printing rooms: extended hours - more printing rooms in divisions

**Draft Goal 3: Quality**

1. Increased staff development opportunities
2. Increased sharing and implementation of those staff development experiences
3. Bring best practices andragogical experts to campus for staff development
4. Use SLO outcome assessments to evaluate efficacy of instructional programs
5. Increase training on instructional technology in classrooms

**Draft Goal 4: Partnerships**

1. Share information obtained from advisory committee meeting in disciplines that have them.
  - a. Advisory committees formed for disciplines
  - b. Without Academic Advisory committees - expand to academic areas
2. Involve professionals from our committee - i.e. guest lecturers, participation in advisory committees.
3. Strengthen partnerships with K-12 feeder schools
  - a. identify areas where students are weak. This would help districts to focus their instruction.
4. Develop connections with subject matter instructors (i.e. English teachers K-12 work with English Dept.)
5. Consider connections within faculty on our own campus

**Draft Goal 5: Values**

1. Post core values in areas across the campus
2. Encourage professional dress
3. Collaboration between faculty of different disciplines e.g.- nursing meet with sciences
  - a. Internal college advisory committees
4. Information consistency
5. Easy access to information - e.g.- web home page
6. Keep meetings professional
7. Individual responsibility to maintaining campus

**Draft Goal 6: Communication**

1. Adhere to "communication norms" - establish norms - address and revise as needed
2. As prelude to meetings, review goals and objectives to set stage for communication platforms ("Same Page")
3. Communication could be enhanced by understanding the duties/responsibilities of those we interact with
  - a. Increase empathy - "Walk in their shoes"/Job shadowing?
4. Teamwork recognition
5. "Form" of communication - some are more effective than others
6. E-mail required recipient participation (to open and read)
  - a. Encourage discussion - segregate time for communication

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

**Draft Goal 7: District Alignment**

1. Ground up building - mandate seems to be from above
2. Campus committees - should include someone from District committees
3. Campus should select who from District sits on committees
4. Have actual shared governance rather than the appearance of it
5. Constituent groups need to put the most appropriate person forward for committees/task forces
  - a. appropriate representation
6. Reminding people what their responsibility is on a given committee.
  - a. participate/report/share back

**Draft Goal 8: Accountability**

1. Identify needs vs. wants
2. Prioritizing needs of dept./division/campus
3. Availability of sharing resources
4. Internal advisory groups to increase dialogue
5. Being responsible for individual spending decisions - lights turned off, reasonable support items, etc., turn off computer at end of day
6. Tie Program Review to resource allocation
7. Know what resources are available

**Key Issue: Basic Skills**

1. Refresher courses before assessment tests
2. Short-term classes - weekends
3. Developing relationships with high schools

**Table 2 Draft Goal 1: Student Success**

1. Create a flyer that shows a schedule of classes within a time line to achieve a certificate
2. Have student take a schedule planning class so they are achieving a correct pathway of course work
3. Student orientation should be required not optional

**Draft Goal 2: Barriers to Programs & Services**

1. Communication access for deaf students (inform DSPS of needs for students, more interpreters)
2. Transportation

**Draft Goal 3: Quality**

1. Staff Development (bring back "great teachers"/more funding/need to keep up with technology)
2. Increase online courses
3. Better access to up-to-date computer labs
4. Campuswide access to Internet
5. Updated technology to instructor and student

**Draft Goal 4: Partnerships**

1. Partner with CSUF or private universities as well
2. Create articulation with other colleges

**Draft Goal 5: Values**

1. Cultural interactive activities - getting staff, students involved in multiple cultural activities
2. Extending the classroom to the community
  - a. students are required to meet professional standards outside the classroom

**Draft Goal 6: Communication**

1. More department meeting time vs. these long-all-day meetings

**Draft Goal 7: District Alignment**

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

1. There should be a district academic senate to align organizational processes over this whole district.
2. There should be more consistency from campus to campus

**Draft Goal 8: Accountability**

1. More accountability from staff and administrators

**Key Issue: Basic Skills**

1. Articulation with high schools
2. Require math/English entry exams

**Table 3 Draft Goal 1: Student Success**

1. Orientation of each major first week of each semester. This would include all faculty for that major.  
This would also include a college counselor.
2. Students would write down their objectives
3. Encourage student study groups

**Draft Goal 2: Barriers to Programs & Services**

1. Parking!!!
2. Use Tran/Van - Survey students that use it
3. Build parking garage with solar on top to pay for it

**Draft Goal 3: Quality**

1. More staff development
2. Active dialogue with advisory committees
3. Survey industry and employers
4. Better technology in MSE
5. Stipend for instructors maintaining current certification/licensing
6. Host technology fair/conference

**Draft Goal 4: Partnerships**

1. Educational - difficult with interfacing with FCC
2. Business - Advisory committees - meet formally once a year
  - a. M&S - uses Flex Day found businesses helpful
3. FCC Training Institute - has been helpful
4. A lot of differences between divisions
5. Police Academy has great resources with other agencies
6. Cultural difficulty of recruiting African American candidates - underrepresented
7. Intro to Job Search with Business Division

**Draft Goal 5: Values**

1. Bring people in to talk about their company (Microsoft)
2. Form groups where students form their own values in guided discussion groups (Minarets school)
3. Do a "showcase" for the community to show core values
4. Weekend with community for gaming for nerds and computer network games

**Draft Goal 6: Communication**

1. Plasma TV - post classes - intercampus - (with security screws)
2. Hot spots - wireless
3. Latino faculty association - social activities
4. Timeliness in emails

**Draft Goal 7: District Alignment**

1. Be better informed about what alignments need to be done
2. Travel and conference - How do you do it?

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

3. Post more on Blackboard
4. District trained to implement what works for the students and help vs. implement them
5. Many things/issues are driven by accreditation committee instead of what students really need
6. SPC minutes which are posted are very beneficial
7. Visual of what the district is trying to accomplish aligned with the FCC accomplishments
  - a. One visual to better see the alignment
8. Have something on Blackboard in a discussion format to have active communication with threads

**Draft Goal 8: Accountability**

1. Turn off lights
2. Turn off the overhead when not in use
3. Drop no shows in a timely manner

**Key Issue: Basic Skills**

1. Review prerequisites for all classes
2. Review standardized test for Pass Point
3. Give supplemental exam for entry to class
4. Basic Skills free testing sites - student can test themselves

**Table 4 Draft Goal 1: Student Success**

1. Ed Plan
2. Financial Aid Management
3. Counseling
4. Ensure students are ready on day 1 (e.g. - financial aid, books, materials)
5. First day orientation (e.g. Dog Days)
  - a. college success class
  - b. mandatory - online? Quiz - e.g. mandatory training
6. Basic Skills - writing, reading, comprehensive
7. College readiness
  - a. Planning - Ed Plan
  - b. Basic Skills
  - c. Impacted classes
  - d. Support services (counseling/financial aid)

**Draft Goal 2: Barriers to Programs & Services**

1. Finance
2. Transportation
3. Child care
4. Psych Issues
5. The possible stigma of community college is a less than equal education
6. Security - possible less than adequate
7. Becoming known in Fresno City as a drug use center
8. Money for security cameras
9. Job/work applications

**Draft Goal 3: Quality**

1. Program Review
  - a. Professional ethics - by faculty and staff to ensure programs run efficiently
2. Quality measurements of programs or classes by area
3. Bringing in current relevant information and technologies to the classroom

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

4. Advisory - for transition into higher education or workspace
5. Training and professional development
  - a. conferences and workshops at convenient times
6. Stress higher in-class involvement of students in class

**Draft Goal 4: Partnerships**

1. K-12 collaborations/partnerships
  - a. started with Edison High now sending high school kids every Friday to AT programs
  - b. Art Hop - museums - to encourage students to go
  - c. Conference in Davis every year that students go to and share work
2. What Willow is doing with high school
  - a. students take their high school proficiency test as sophomores and don't take further math/composition
  - b. 2-yr disconnect or hiatus, so when they take the placement test here they don't pass
3. Basic Skill refresher course in high school prior to coming to FCC
  - a. Who would teach it? The high school or FCC?
4. Reentry students? What about them?
  - a. Senior year refresher courses in English and math (reading comprehension)

**Draft Goal 5: Values**

1. Professional Ethics
2. Collegial negotiations with union
3. Take ownership of FCC campus: pick up trash, be more visible on campus, make personal connections, get involved
4. Promote civil dialogue at all times
5. Critiques are positive - helps create a positive environment
6. Faculty are role models at all times
7. Shared goals

**Draft Goal 6: Communication**

1. Ex: Police e-mail broadcast? Why can't all receive - CSUF is better than FCC in regard to crime alert
2. Real time communication - we shouldn't hear about violence/crime through the media!
3. Consistency with dean's communication to faculty
4. External communication? Currency?
5. Model U.N. - high school activity - no funding

**Draft Goal 7: District Alignment**

1. Transparency and accountability is dependent on district
2. Many things are done correctly at specific campuses (these should be models for the other campuses)
3. No need to pay outside consultants to do this
4. Benchmark what is done best on each campus
5. No strategic decisions during summer when faculty is not present

**Draft Goal 8: Accountability**

1. Idiots guide to the budget
2. Clarity on allocation of funds so faculty are aware of how money is utilized
3. System to identify waste and implement solutions
4. Resolving building and facilities problems (insulation of doors and windows, water waste)
5. Closer monitoring of heat and air conditioning
6. 525 is questionable - compromise quality

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

7. XXXX says stop paying instructors \$188,000.

**Key Issue: Basic Skills**

1. Composition reading/writing boot camp
2. Open entry?
3. First day writing assignment for classes - for non-advisory English/math courses

**Table 5 Draft Goal 1: Student Success**

1. Accountability for participation
  - a. What is expected from your students

**Draft Goal 2: Barriers to Programs & Services**

1. Physical Barriers - some people can't get to classrooms. Elevator not always working in MSE.
2. Too much access for some students - who don't necessarily belong in college
3. Teachers should know more about students in their classroom. The school should provide background info regarding mental or social issues.
4. Parking?
5. Daycare exists, financial aid exists, student services are provided
6. Be aware of individual student - get to know them and be personal. Be accessible to them.
7. Students need to learn to be independent (how to drop a class, how to get transcripts, apply for graduation, etc., - learn how)

**Draft Goal 3: Quality**

1. Instructors in technology sent for appropriate training (travel and conference)
2. Comparison with other schools and programs
3. Cost for technology
4. Evaluating Board for credentials
5. Articulation with classes - even out problems

**Draft Goal 4: Partnerships**

1. Administration should take part in making contact with other educational institutions
2. There needs to be some form of student tracking after graduation - to help make industry contacts
3. Too much expansion of duties that used to be accomplished by administrators
4. There needs to be teacher support by administrators in finding community contacts

**Draft Goal 5: Values**

1. Collaboration will provide consistency
2. Talk about more student success stories
3. Be part of something
4. Clubs on campus/group projects
5. Collaborative projects

**Draft Goal 6: Communication**

1. More interdisciplinary collaboration
  - a. Be careful when looking for external communication. Advisory councils may take their job too seriously. Don't ask questions you don't want to know the answer to.

**Draft Goal 7: District Alignment**

1. Administrator question...as classroom teachers this issue is outside our range of expertise and insight
2. Erosion of authority of classroom teacher to establish evaluations/student success
3. Signature programs - well balanced fairly

**Draft Goal 8: Accountability**

1. Give instructors more control over the items they purchase, rather than it being controlled by administration

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

2. Allow collaboration between department/divisions in small projects and purchase decisions
3. Insure that other sub colleges such as Reedley from getting more than their share of funds

**Key Issue: Basic Skills**

1. Tutor Center
  - a. Identify student deficients
  - b. Provide a vocational or more classes to address

**Table 6 Draft Goal 1: Student Success**

1. Counselor/educational advisor - meet with one
  - a. good info about discipline (academies, CTC, etc.)
2. Immunizations - some are required for certain programs
3. DSP&S - possible required testing
  - a. identify the issues
  - b. encourage the students to get tested
4. First Year Experience
  - a. limit class - help them with resources
  - b. major fair
  - c. include life skills (interview skills, balancing checkbook, etc.)
5. Have periodic meetings between counselors and departments to update and clarify degree requirements
  - a. Perhaps a checkbox tied to Program Review indicating a meeting has taken place - the depth and length of meeting could be up to the need.

**Draft Goal 2: Barriers to Programs & Services**

1. Learning the culture of the classroom
  - a. a solution may be to have a class or orientation session to teach them appropriate behavior
2. Not knowing where things are
  - a. a tour of the campus to have students get a stamp to prove they went there
3. One on one meetings - sometimes the students don't feel involved or included - this could bring them in

**Draft Goal 3: Quality**

1. Money. Chemistry equipment for instance
2. Conferences to get peer ideas for your own teaching
3. Non-threatening, non-employment, contingent-related class observations from peers, best practices division and sharing of great teaching strategies
4. Get on top of transfer requirements and make sure peers are meeting them
5. Emphasize communication in classes
6. Support and encourage enthusiastically the professional activities of faculty within their fields such as the travelling and presenting of concerts or recording of CDs by a music faculty

**Draft Goal 4: Partnerships**

1. Work on internships, skill set improvement with businesses
2. Communication with high school for needs of students - constant dialogue
3. Communicate and collaborate with community resources
  - a. Ex: Holy Cross Clinic for health care and mental health services
4. Use internal and outside speaker resources to provide education
  - a. Ex: EOPS resources, Police Dept. discussion for life skill, health class - nurses to talk about health
5. Encourage outside resources to link with student - e.g. Veteran's Administration
6. Encourage faculty participation with clubs

**Draft Goal 5: Values**

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

1. Commitment by district
  - a. to support teachers
  - b. outside activities (flex day, conferences, concerts, etc.)
  - c. helps us energize and focus and get new ideas
  - d. have "flex day" activity throughout semester
2. GRASP - group tutorial session
  - a. Chem hosts a weekly, all day tutor session
3. Moral building
  - a. help get teachers excited about putting out an extra effort
  - b. prevent burnout
4. "Energy Suckers" - high maintenance students
  - a. require lots of discipline
  - b. need to remove them to help focus the class
  - c. especially group work

**Draft Goal 6: Communication**

1. Better website
  - a. Hire a webmaster
  - b. Educational Master Plan and other plans should be presented in a more efficient way
  - c. More open communication
  - d. Search engine improvement (now it does not work)
2. Increase publicizing of campus events
  - a. PIO should increase distribution of public relations visibility
  - b. charge facility request to ask for advertising

**Draft Goal 7: District Alignment**

1. Know the differences between each of the colleges and/or district original processes
  - a. Ex: Health services @ FCC vs. Health services @ Reedley
2. Align Calendars (that all constituencies can access and update)
3. Have District Office goals and college goals in one area on our website
4. Question: Why do we have to Google FCC Searches?
5. Equitable funding among colleges needed

**Draft Goal 8: Accountability**

1. Be diligent about energy efficiency/be better custodians of our resources - A/C, lights - install sensors
2. Remind faculty each convocation about the no-show drop issue
3. Install solar panels
4. Rent out college spaces like the auditorium of OAB

**Key Issue: Basic Skills**

1. Encourage communication between writing center and departments
2. Establish a Basic Skills lab
3. Mandatory tutoring
4. Basic Skills division dedicated

**Table 7 Draft Goal 1: Student Success**

1. Mentors (that are graduating) a system
  - a. ASG could mentor/mentors?
2. Activities in each domain of learning
3. Faculty mentoring

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

4. Tutors
5. Extend classroom with mentoring
6. Bring blocks/learning communities back
7. Smaller classes

**Draft Goal 2: Barriers to Programs & Services**

1. Placement tests - not taking them
  - a. Lack of knowledge about procedure process/necessity
  - b. Not prepared
  - c. What responsibilities do high schools have?
  - d. No registration without placement tests
2. Failing class three times no matter how long it's been between attempts at the class
3. First generation college students
  - a. Need ambassadors/college relations to high schools
  - b. Help students understand necessary steps to get into college, how to be successful, how to transfer

**Draft Goal 3: Quality**

1. Decrease class size
2. Bigger budget for equipment
3. National searchers for employment (full-time)
4. Sabbatical leaves need to return = to get faculty to do research!
5. Opening up more professional growth!
6. Weeks - length of semester (16 weeks) - change the length
7. 16 weeks session = may allow for a winter session!

**Draft Goal 4: Partnerships**

1. Offer internships to facilitate relationships between community with ethnic groups on campus
2. Retired professionals to volunteer at campus
3. FCC liaison to build relationships with other schools, such as adult schools and businesses
4. Contact with high schools
5. Stop 6th grade student tours
6. Increase high school student tours
7. Moving away from community college - not a good idea

**Draft Goal 5: Values**

1. More opportunities for faculty interaction and collaboration
2. Interdepartmental communication and collaboration
3. More cultural unity

**Draft Goal 6: Communication**

1. Bulletins about crime!
2. Triage for communications - RSS feed
3. Need to be more definite - more dialogue
4. Be sure to include those effected in discussions about them

**Draft Goal 7: District Alignment**

1. Create a shared governing process from bottom up (FCC to District)
2. Create or establish collaborations between FCC and SCCC in planning
3. Because of the question assuming that the College should align with the District, therefore, it needs to be reviewed and revisited

**Draft Goal 8: Accountability**

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

1. Vouchers for financial aid
2. Not waste resources
3. Use on-line resources
4. Fundraising (athletic program)
5. Lobby the State rather than accept the fact of budget cuts

**Key Issue: Basic Skills**

We've addressed this:

1. Placement test revised
2. Prerequisites
3. Relationships with high schools and adult schools
4. Tutoring

**Table 8 Draft Goal 1: Student Success**

1. FCC student needs better integration. There is a disconnect. Better guidance, with resources and the FCC community
2. Programs that better serve and integrate students as part of the school
3. Highlight programs such as Puente, cohort programs, IDILE, etc.
4. Goal setting assistance
5. Better counseling/peer services
6. Training instructors in programs and majors
7. Counselor - Professor communication

**Draft Goal 2: Barriers to Programs & Services**

1. Emphasis on process, not problem
  - a. Fix the website - too busy - outdated info
  - b. Door openers in OAB
  - c. Bus passes as a part of fees
  - d. Safe bike parking
  - e. Maintain elevators

**Draft Goal 3: Quality**

1. Improve Wi-Fi (CTC has none, OAB has poor)
2. Encourage use of flex day for faculty in-service training
3. Encourage faculty academic research
4. Promote/advertise/recognize academic scholarships by faculty
5. Improve faculty understanding of "today's" student/perhaps a seminar

**Draft Goal 4: Partnerships**

1. Focus on training our students to get a job. We should promote this more by reaching out to industry
2. Students need hands-on activities
3. We need to know what our needs are in the valley and build programs around those needs

**Draft Goal 5: Values**

1. More communication with staff/administration
  - a. Mix department representatives with others from different departments
2. Promote better communication of events with all departments

**Draft Goal 6: Communication**

1. One-line of effective communication
2. Fix website
3. Online news bulletin - monthly agenda - important

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

4. No more mass emails - should be on bulletin board - link to event alerts
5. Public Information to maintain link bulletin board like a newspaper but online website that has all campus info, promotions, events, bulletins (user-friendly)

**Draft Goal 7: District Alignment**

1. Better communication
2. Transparency at District level
3. Strategic Planning needs to be truly strategic from the ground up and from the top down

**Draft Goal 8: Accountability**

1. Do not neglect routine maintenance of facilities
2. Better communication from District and FCC to faculty/staff as to how resources are being allocated
3. Have the process of funding allocation clearly explained to faculty/staff
4. Disburse student financial aid - to discourage "gaming the system"

**Key Issue: Basic Skills**

1. Maybe we need prerequisites instead of advisories
2. We need to change the process - students should be taking math and English before taking other courses

**Table 9 Draft Goal 1: Student Success**

1. Student SEP (see counselor, steps for matriculation unclear to student)
2. Students need to know how to see counseling (timely availability)
3. Need an orientation (this should be mandatory as a class)
4. Students need to come with some direction "college prep"
5. Students are only directed to classes that are open - not part of SEP

**Draft Goal 2: Barriers to Programs & Services**

1. Parking has always been a challenge
2. The bus system isn't reliable - need direct bus route from downtown to FCC
3. Student finances - economically depressed demographic
4. Childcare
5. More books on reserve in the library
6. School-run bookstore with lower mark-ups

**Draft Goal 3: Quality**

1. Need computers and Wi-Fi access across campus
2. More computer labs and hourly access to labs
3. Ability to print in computer lab
4. Need all technology upgraded in the classrooms
5. High caps on Basic Skills classes such as 1A
6. Travel and conference

**Draft Goal 4: Partnerships**

1. Improve communication with local high schools
2. Use our departments to coordinate with local high schools to establish common core objectives
3. More on campus social and cultural events
4. Allow faculty not to have a five day a week on campus requirement

**Draft Goal 5: Values**

1. Create classroom rules on the first day of class generated by students
2. Act and dress professional (how you present yourself to the students)
3. Diverse faculty population

**Draft Goal 6: Communication**

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

1. Everyday get report from the state about activities or situations not at FCC. We should have that ability to receive that kind of information. Even just to get them from email.
2. Better communication from the school to students
3. Check students emails often - will be able to know what is going on with students
4. Media center can help students to set-up a good way to make easy communication
5. Of course faculty always can help students to better understand how important communication is to the school
6. We never saw feedback, results and any information from students. Can the school pass them to faculty?

**Draft Goal 7: District Alignment**

1. Each campus should have signature programs
  - a. e.g. - FCC has theatre program - keep that here versus every campus doubling up on programs
2. This would be a better use of resources and faculty expertise
  - a. For example, music program here tried to get a Steinway through fundraising/donation then Willow International just got one
  - b. Dance took five years to get air conditioning - other campus gets it from get go
3. We need to know more specifically what the five year plan is in advance
4. We need to know who is doing the planning. What are their priorities?

**Draft Goal 8: Accountability**

1. More maintenance (literally)
2. Clean energy? Solar Power
3. Increase parking fees

**Key Issue: Basic Skills**

1. Counselors should not be able to override and enroll a student in class who have not qualified on a placement test
2. Prerequisite should be reviewed
3. Refer students to adult education programs in the area

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

**OAB 216**

**Table 1 Draft Goal 1: Student Success**

- 1 Work with graphic design to increase awareness of events on campus
- 2 Facilitate the use of student classes, clubs, and organizations to assist in physical resources and support needs of academic programs
- 3 Using student cadet to assist in security (as lab hours?)
- 4 Partnering with off campus organizations for applicable subjects

**Draft Goal 2: Barriers to Programs & Services**

- 1 Parking--off campus structure, shuttle etc. carpool parking
- 2 Financial aid--voucher at bookstore instead of check
- 3 Online classes--require internet "prep" class or certification
- 4 Get wireless campus-wide now!
- 5 More spaces (benches etc.) for study areas so students are not lingering in hallways
- 6 Counselors must provide accurate information on FCC programs

**Draft Goal 3: Quality**

- 1 Admin listen to faculty who are experts in their field
- 2 Commit to upgrading computers, wireless for classrooms, labs etc.
- 3 Develop quantitative data on student success
- 4 More institutional research to track students post-FCC
- 5 Allow approved program review changes to be implemented
- 6 Stop being so resistant to change
- 7 Switch to 16 week semester

**Draft Goal 4: Partnerships**

- 1 Companies that do chemical analysis
- 2 US Dept. of Justice & USDA & FPU & CSUF--align goals--both vocational & academic
- 3 New courses that meet needs of specific companies; i.e., PG&E, engineering, dental hygiene, etc.
- 4 Greater effort publicizing partnerships we already have
- 5 Money/stipends/release time needed for faculty who work outside the contract to make these things happen
- 6 Developing more student internship opportunities

**Draft Goal 5: Values**

- 1 Sabbaticals returned
- 2 Transparent stewardship of unrestricted reserve account
- 3 General maintenance improvement
- 4 Increasing faculty & staff levels
- 5 Improve communication between division and PIO

**Draft Goal 6: Communication**

- 1 Be forthright, truthful
- 2 Meetings for everything are not needed
- 3 Don't bog down emails with every little thing...too many emails
- 4 Streamline emails to a "to do list" update the website to be more efficient!!!!
- 5 Every department needs an online form to be submitted to ensure problems get fixed quickly
- 6 Mandate that students use their sccd email and stop changing blackboard

**Draft Goal 7: District Alignment**

- 1 More coordination between campuses for signature programs and to avoid redundancy

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

2 More intra-district flex day activities

**Draft Goal 8: Accountability**

- 1 by the prudent use of our restricted reserve account
- 2 honoring contractual obligations to faculty
- 3 maintenance of buildings and other campus facilities
- 4 greater ratio of full time faculty
- 5 online submission of forms
- 6 move to 16-week semesters

**Key Issue: Basic Skills**

- 1 Hire full time (not adjunct) instructors
- 2 Stop allowing counselors to override pre-reqs
- 3 Instructors require reading & writing labs/resources

**Table 2 Draft Goal 1: Student Success**

- 1 Counseling
- 2 Remediation in correct course
- 3 Ability to accomplish the program
- 4 Students should know what program is all about
- 5 Guidance classes for incoming students
- 6 Transparency with objectives
- 7 Algorithm for classes--mapping
- 8 Educational plans
- 9 New student orientation--what are the needs of the students
- 10 Evaluations

**Draft Goal 2: Barriers to Programs & Services**

- 1 Transportation--Solution Bus system
- 2 Cost: Tuition, text book--Solution if requiring books, instructors should utilize book; utilize electronic books
- 3 Online courses--solution combination face to face hybrid class
- 4 Support--Solution counselors, societal requirements need to meet basic skills at how 1950: high school required males to know about electronics  
Solution: utilize "You Tube" to assist with basic skills

**Draft Goal 3: Quality**

- 1 Faculty is oriented to latest technology
- 2 Faculty education is relevant
- 3 Atomic learning (vignettes of technology)
- 4 Top ten "things" instructors should know
- 5 Reinstitute Summer Academy for instructors
- 6 Educational Methodology  
Solutions: Adjunct evaluations

**Draft Goal 4: Partnerships**

- 1 Free community projects
- 2 Free clinic to serve the community
- 3 Bring in business leaders into the classroom
- 4 Fundraising with the community--MAA

**Draft Goal 5: Values**

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 1 Know who to contact when you need help
- 2 Communication is the key
- 3 Activity on how to present things in appropriate manner
- 4 Two day seminar on how to communicate with diplomacy & tact
- 5 How to create positive culture
- 6 Be collegial
- 7 Make yourself accessible always
- 8 Funding goals of other department members
- 9 Get everyone on the same page
- 10 Collaborating

**Draft Goal 6: Communication**

- 1 Send out the do's and don'ts to all faculty and staff on how we should communicate
- 2 Honesty
- 3 Knowledge is power. If someone is transparent then they will influence the bigger audience
- 4 Transparency involves letting the bigger group know of police reports, verbalizing needs
- 5 Nurture internal relationships
- 6 Verbalizing and knowing what each program or department are doing within the divisions
- 7 Collaboration among community, alumni
- 8 Improve with the alumni relationships

**Draft Goal 7: District Alignment**

- 1 SCCCD needs to be more user friendly
- 2 Districtwide allocation of budgets
- 3 Technology

**Draft Goal 8: Accountability**

Recommendations to increase the reserves:

- 1 Donations--Request for donations! Example make request to alumni
- 2 Fundraisers--create fundraisers
- 3 Grants--seek grants  
Medical Administrative Activities--discuss (MA) Medical Administrative Activities in general to all
- 4 faculty at convocation

**Key Issue: Basic Skills**

- 1 Reinforce basic skills into curriculum
- 2 Have prerequisites
- 3 consistency with counselors

**Table 3 Draft Goal 1: Student Success**

- 1 Helping students know the path to their objectives
- 2 Tutoring, extending classes, writing center
- 3 Support services for whenever classes are offered
- 4 Increase academic support service hours
- 5 Matriculation process being clearly outlined--making students accountable
- 6 Helping students develop their education plan
- 7 Partner with "myedu.com" and other technology tools
- 8 Conversation between students & discipline faculty about career goals

**Draft Goal 2: Barriers to Programs & Services**

- 1 ESL barrier--partnerships with adult ed on campus

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 2 Enhance bridge between high schools
- 3 Math (especially for females)--how we assess & sequence math figure out the reasons
- 4 Access to technology--longer computer lab hours (weekend/late night) more info to students

**Draft Goal 3: Quality**

- 1 Notify students if eligible for degree
- 2 More online classes
- 3 Training for faculty to teach online
- 4 Funding for staff development
- 5 Teaching & Learning center for faculty to share ideas
- 6 More inter-division faculty discussion
- 7 Bring educational training to faculty on campus
- 8 Improve critical thinking skills for students

**Draft Goal 4: Partnerships**

- 1 Strengthen advisory committees
- 2 Programs like S.T.A.G.E.S--partnerships w/Fresno County Office of Ed
- 3 Institutionalizing grants
- 4 Planning grants to continue after money runs out
- 5 I.R. benchmarks for grants
- 6 Strengthening grant process-streamline process with district
- 7 Streamline facility reservation

**Draft Goal 5: Values**

- 1 We want innovation included in values
- 2 Core value needs to be posted prominently throughout campus--website, letterhead, publications, etc.
- 3 Departments discuss how they will demonstrate the values
- 4 More awareness of how changes affect others
- 5 Map goals with values, always visible with everything we do

**Draft Goal 6: Communication**

- 1 External & internal redesign-update-user-friendly website, need a portal-mobile version
- 2 Internal communication plan-implement/utilize/assess
- 3 Internal student communication-depts. need training on html etc. to improve communication
- 4 Internal committee reps need/have to send info out to their constituents
- 5 advisory committees

**Draft Goal 7: District Alignment**

- 1 Student ed plan that spans the district (does not mean all courses should be the same)
- 2 Increase conversations with those doing the work prior to making districtwide decisions
- 3 District personnel & board members spend more time on campuses-become visible (not to micromanage, but to gain insight & understanding)
- 4 If use consultants, require them to work with the end users prior to making recommendations & implementation

**Draft Goal 8: Accountability**

- 1 Get our fair share-monies should be dispersed based on FTE by campus-district costs established @ a certain % that comes off the top of each campus FTE
- 2 Campus pay for their own utilities
- 3 Each campus able to spend own reserve based on their campus protocols-campus discretion

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 4 Review all processes that are paper based to move to electronic
- 5 implement student portal
- 6 have a significant technology plan

**Key Issue: Basic Skills**

- 1 Summer bridge for new students-college success strategies
- 2 ME first-math and English first; institutional commitment to providing enough math & English for each student in their first semester of college
- 3 Continuous review of the basic skills sequence to assess their effectiveness
- 4 Reading across the disciplines-staff dev. for faculty to learn skills/strategies to implement in classrooms to facilitate discipline reading

**Table 4 Draft Goal 1: Student Success**

- 1 See a counselor to develop an SEP
- 2 Partnership with K-12
- 3 Tutoring/tutoring program
- 4 Easy preparation
- 5  
A first-year experience program (college expectations, note taking, study skills, mentoring, test taking)
- 6 Review placement tests-change test-potentially Accuplacer
- 7 Mandate course pre-reqs/advisories
- 8 Mandate basic skills courses

**Draft Goal 2: Barriers to Programs & Services**

- 1 Economic barriers
- 2 Significant number of students college ready (college going culture)
- 3 Disconnect between faculty expectation and student readiness
- 4 Professional development for faculty, staff, administrators to connect
- 5 Development of an orientation program

**Draft Goal 3: Quality**

- 1 Invest in faculty, professional development
- 2 Access to resources (financial) to support programs
- 3 Invest and expand programs on campus we know are working
- 4 Invest in research based effective programs
- 5 Stable management--reduce turnover
- 6 Teaching & learning centers (technology resources, videos, peer meeting, adjunct training program)
- 7 Force efficiency-the 525 is not effective

**Draft Goal 4: Partnerships**

- 1 More coordinated work with the Regional Jobs Initiative?
- 2 focus on career pathways that are evolving (green pathways)
- 3 Partnerships with K-12, CSUs, UCs, private universities
- 4 Stay current with or educational programs. Connections are currently with business needs
- 5 Ensure we are promoting green education
- 6 Tap into technological innovations and business partnerships
- 7 Develop an ag program that connects with universities
- 8 Connect with water technology industry and businesses

**Draft Goal 5: Values**

- 1 More activities that integrate different constituent groups

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

2 Create venues consistently for faculty, staff, student dialogue and work

**Draft Goal 6: Communication**

- 1 Internal transparency problematic
- 2 Listen to input from constituent groups
- 3 Transparency on campus safety issues
- 4 Campus work needs to manifest itself into action

**Draft Goal 7: District Alignment**

- 1 There are 23 districtwide task forces and we don't know more than 1/2, how they function, only 2 do with student success--don't understand alignment process
- 2 District behave like an academic institution instead of corporation. We could come back to student success. Chancellor needs to be a chancellor not a CEO
- 3 Fragmentation of committees. We a reacting body as opposed to a proactive attitude-we talk we don't act

**Draft Goal 8: Accountability**

- 1 Management of revenue. Constituent groups get no input
- 2 Management of district resources to ensure we are soliciting maximum input
- 3 Where are decisions coming from
- 4 Eliminate duplication services
- 5 Actively seek out alternative funding sources

**Key Issue: Basic Skills**

- 1 Basic skills courses in their first semester
- 2 Implement a new placement test
- 3 Change to a 16 week semester
- 4 More efficient course scheduling
- 5 Courses more performance based
- 6 Including performance based teaching
- 7 Math and English in the first year

**Table 5 Draft Goal 1: Student Success**

- 1 Explain course sequencing & prerequisites
- 2 Clear onramps to pathways that lead to a career
- 3 Hold students responsible for own success

**Draft Goal 2: Barriers to Programs & Services**

- 1 poverty & language problems
- 2 access to computers & internet
- 3 addiction to immediate gratification & immediate solutions to complex questions

**Draft Goal 3: Quality**

- 1 Staying current in discipline
- 2 attending conferences
- 3 try new approaches & interdisciplinary studies
- 4 less committee involvement, more time in department
- 5 ensure equal quality across the district--a job for the deans

**Draft Goal 4: Partnerships**

- 1 partner with CSU & UC in writing transfer model curriculum & ultimately being involved on a statewide basis
- 2 partner with cultural activities like Juvenile Diabetes Walk

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

3 partner with environmental organizations

**Draft Goal 5: Values**

- 1 Have an honor code for all FCC participants
- 2 Need to spread the "culture of excellence" among all constituencies
- 3 Need a demonstration of these goals from the top

**Draft Goal 6: Communication**

- 1 Make accurate statements initially
- 2 Organize website so information can be found
- 3 Communicate topics in a way where the readers interests are brought to the forefront. So it's like twitter and you can follow certain ideas
- 4 Only communicate what needs to be communicated-need filters

**Draft Goal 7: District Alignment**

- 1 District must inform FCC on its goals & processes
- 2 Need district oversight for activities & needs which are found on all campuses
- 3 More faculty communication (department to department) between campuses--for curriculum & purchasing of supplies
- 4 Ensure equitable distribution of resources & supplies to all campuses

**Draft Goal 8: Accountability**

- 1 Try to keep administrators around for the long term
- 2 Need strong administrators to look out for FCC's interests in the district
- 3 Have proportional representation for resource allocation-not equal representation
- 4 Financial independence from the district

**Key Issue: Basic Skills**

- 1 Hire more math teachers and pay them more
- 2 Hire more English teachers and pay them more
- 3 Develop good placement protocols (tests, etc.) so there is less wasted time & fewer failures
- 4 Communicate to the feeder schools what our requirements are
- 5 Give some feedback to the feeder schools on the level of preparation of their students

**Table 6 Draft Goal 1: Student Success**

- 1 Make sure classes are available to help students meet their ed objectives
- 2  
Entry & exit survey of students @ start & end time @ FCC (what their ed goal, did they accomplish it)
- 3 better access to counseling staff
- 4 mandatory orientation program (online perhaps) for how to be successful in college setting
- 5 offering more short-term classes (9 week)
- 6 bringing back weekend college program
- 7 set/planned/sequential course plan

**Draft Goal 2: Barriers to Programs & Services**

- 1 cost
- 2 understanding the process
- 3 course accessibility/scheduling
- 4 transportation
- 5 family resp & crises
- 6 language
- 7 online access

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 8 more workshops-online, promote FA workshops & scholarship opp
- 9 mandatory orientation offering orientation online mailing orientation info to some students
- 10 access to counselors to tell them about what classes matriculate

**Draft Goal 3: Quality**

- 1 Summer technology program (institute)
- 2 Workshops
- 3 Scheduling access
- 4 Conference Internet
- 5 "Stipend" compensation
- 6 Increase availability or conference monies

**Draft Goal 4: Partnerships**

- 1 Include community members on the FCC advisory committees
- 2 Encourage faculty members to participate on community boards such as Fresno City/County Chamber of Commerce and Fresno County Workforce Investment Board
- 3 Strengthen ties with high schools such as offering college courses on the high school campuses

**Draft Goal 5: Values**

- 1 theatre/music performances
- 2 African American History Month; Cinco de Mayo, etc. (cultural activities)--presenters--classes taken there (ex: to listen to speaker)
- 3 diversity: large diversity in staff, faculty & student population
- 4 define/clarify the values more clearly to constituent groups (ex: what's meant by "excellence")
- 5 teach students that they're accountable/responsible for learning (ex: come to class with pen, paper, etc....with materials need for class)

**Draft Goal 6: Communication**

- 1 Advisory committee-encourage involvement among staff, admin, fac, students
- 2 Committees-more successfully filled spots--all divisions, students, etc.
- 3 Communicate to students about committee spots and opportunities--more faculty involved
- 4 Faculty advisors for clubs-work on liability issues

**Draft Goal 7: District Alignment**

- 1 Assure that district policies are clear & specific guidelines for the colleges
- 2 Improve communications clear & timely
- 3 Mutual representation on FCC & district committees

**Draft Goal 8: Accountability**

- 1 Continue justification and prioritizing fund request
- 2 Faculty and classified have input in the resource allocation process
- 3 Audit and financial reports should be made available to all parties and clearly accessible

**Key Issue: Basic Skills**

- 1 Require 100% mandatory testing of math & English for all students and make the appropriate class placements
- 2 Add more prerequisite classes in the English & math areas

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

OAB 225

**Table 1 Draft Goal 1: Student Success**

1. Require 100% of students to meet with counselor to form educational plan before registering for classes
2. Have a specific follow up meeting with counselor to see if they are on track and if there are any barriers

**Draft Goal 2: Barriers to Programs & Services**

1. Transportation
2. Requiring students to take prerequisites. Removing barriers for future success
3. Basic classes in outlying areas or more night classes
4. Area high schools
5. Person with disabilities - heightened sensitivity to students with disabilities and their needs

**Draft Goal 3: Quality**

1. Printed and online - Publications are clear, timely and concise
2. Up-to-date information and up to date on technology software, hardware and industry standards
3. Utilize live chat as much as possible
4. More mobile applications

**Draft Goal 4: Partnerships**

1. Strengthen advisory council relationships - even non-technical areas could benefit - connect with more groups outside of the college environment. Internships available for our students. Vital industry connection!
2. Fundraising - increased awareness and availability
3. Event awareness - putting community back into the college with greater awareness of events/activities and cultural experience.

**Draft Goal 5: Values**

1. See point previous question!
2. Adjunct - treated differently / no second class citizens - change our culture/ some doors are closed (committees). Students can exhibit this too.

**Draft Goal 6: Communication**

1. Increase communications - email, website, news style page for FCC
2. External - new resources to advertise to specific groups

**Draft Goal 7: District Alignment**

1. Inter campus, division and departments
2. Security issues - lighting - we need to communicate needs of students/faculty
3. Develop a process to address physical campus needs

**Draft Goal 8: Accountability**

1. Be cautious of energy saving issues and technologies
2. Classes relevant to need of community
3. Financial aid operations explained carefully to faculty to limit second signal abuse
4. Does online teaching compensation match up with in-class teaching regarding retention rates?  
Why does online get paid more?

**Key Issue: Basic Skills**

1. Increased departmental tutorial centers staffed by students for students (Funding)
2. Remedial classes in basic skills/math and English. Local high schools and outlying areas

**Table 2 Draft Goal 1: Student Success**

1. Why do students drop out? Should the students have a formal means to statistical share dropped - maybe a computer drop form.

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

2. Social Sciences has benefitted by having social worker available
3. Students will sometimes drop non-required classes (rather than requirements like math/science)
4. Students unclear what college is all about - not prepared. Need to be better motivated
5. For math classes students can benefit from open-labs. This provides more flexibility for students.  
This can be more of a tutorial.

**Draft Goal 2: Barriers to Programs & Services**

1. Problems with second language. When teaching foreign language beneficial having two tracks
2. Provide FCC computer lab more hours - students may be limited by the time they have access to the lab

**Draft Goal 3: Quality**

1. Staff development inadequate
2. How do SLO's fit into
3. Block of time available for faculty type activities. Maybe call it a "college hour"
4. May be faculty that still not use e-mail
5. Program review needs to provide better follow-up

**Draft Goal 4: Partnerships**

1. Advisory committees not very helpful. People are busy. Hard to recruit members. May be different levels of involvement.
2. Value in having one general meeting each year between FCC and appropriate/representative area businesses/organizations.
3. Each discipline at the community college level should be required to meet with faculty in same discipline at four-year institution.
4. Some very basic employment skills needed across all disciplines - identify them

**Draft Goal 5: Values**

1. Vague to the point of being worthless. Who would disagree with the core values of excellence, collaboration, diversity, professionalism and stewardship? An assumption can be made that theses are incorporated in our classroom teaching.

**Draft Goal 6: Communication**

1. Technology can assist in this area
2. Website needs to be improved: easier to navigate, simplify, organize content to find it easier.  
TAC committee has assessed it and is making recommendations.
3. Value of recent FCC communication plan? Has it improved things?
4. Students appear not to be using SCCCD email addresses - This is unfortunate
5. Has the FCC communication gone anywhere? This is potentially important
6. Too many committees - easy to form these but seldom

**Draft Goal 7: District Alignment**

1. Accreditation committee criticisms has had major impact on improving the college and district relations. Some things are not of concern. For instance what will happen as DO moves to new Clovis site.
2. FCC needs more emphasis in planning process

**Draft Goal 8: Accountability**

1. Dean should be more transparent in sharing budget with faculty
2. FCC department chair meetings could be improved
3. Provide more practical ideas for faculty when it comes to budget concepts - i.e. KISS  
(Keep it Simple, Stupid)

**Key Issue: Basic Skills**

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

1. Do not take that those skills because K-12 system is failing: High School
2. Add more remedial courses / cannot transfer
3. Add math classes with flexible hours so that students can earn 1-5 units per semester at their own pace
4. English requirements done in first year - students take English requirements before taking transfer level courses
5. More library and tutorial time available
6. \$20 Google laptops for students
7. Basic Skills in content classes with staff development/training to help with this process

**Table 3 Draft Goal 1: Student Success**

1. Minimize number of units for each program
2. Model programs after the TMC
3. Find mechanisms to identify students and their goals and educational objectives
4. Find mechanisms to identify the best scheduling to meet student objectives
5. Increase effective communication with students

**Draft Goal 2: Barriers to Programs & Services**

1. Improve the parking situation
2. Improving scheduling of courses to meet the schedule of the majority of students
3. Increase amount of classes that have a "hybrid" model - i.e. a mixture of in-class meetings and

**Draft Goal 3: Quality**

1. Create and endure relationships with industry
2. Funding to attend trade shows to see newest innovations
3. Improving SLO process to make sure all instructors understand their purpose and usefulness
4. Advisory Groups
5. Teacher driven staff development to meet their needs

**Draft Goal 4: Partnerships**

1. Advisory Committees
2. Set-up mechanisms between department and deans to better communication
3. Formalized internship programs
4. Formalized Alumni Association
5. Enhancing student activity groups to increase socialization

**Draft Goal 5: Values**

1. More social groups on campus
2. Formalized training in professionalism
3. More formalized mechanism for community building and celebrating faculty and student achievement
4. Training for teachers about where to send students for help (psychological, counseling, etc.)
5. Identify the resources that help us provide for student needs
6. Administration supports faculty in enforcing core values

**Draft Goal 6: Communication**

1. No mechanism to ensure implementation of communication plan
2. Faculty, staff, and students using the same communication technologies
3. Cultivate responsibility to share information from constituent groups
4. Make sure administrators don't overload emails
5. Find tool or centralized place to look at email communication - to track important messages

**Draft Goal 7: District Alignment**

1. Transparent conversation about program duplication

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

2. Some mechanism in place for oversight of duplicated programs in district
3. Districtwide Curriculum Committee, Academic Senate

**Draft Goal 8: Accountability**

1. Economies of scale - districtwide purchasing
2. Sharing some facilities
3. Look at power usage and water use along with green technology
4. Recycling programs - reduce paper use
5. Unify book buying to reduce prices

**Key Issue: Basic Skills**

1. Tutors and mentors in the classroom
2. Effective assessment and placement - eliminate assessment loopholes
3. More collaboration between college and high school

**Table 4 Draft Goal 1: Student Success**

1. Student Ed Plan
  - a. Career development that initiates road map. (Many students need guidance)
  - b. Explore online resources so students can identify success tracts
  - c. By the halfway point (30) students should identify their individual Ed Plan
2. Financial Aid needs to be effective

**Draft Goal 2: Barriers to Programs & Services**

1. Money
  - a. More class offerings
  - b. Accountability of FA (ex: Bookstore account, Campuswide fee acct, Dispersement 2nd week (%))
2. Financial Aid Educational Plan
  - a. Rules and regulations for students, faculty, and staff
3. Tie in personal financing class/financial aid students

**Draft Goal 3: Quality**

1. Staff Development
  - a. Encourage and support faculty and staff to continue to grow in their field so they can stay "up-to-date" on the latest information in their field
  - b. Allow funding to allow visits to conferences
  - c. Teacher exchanges with other schools to compare information
2. Campus resources and technology
  - a. Bring back Technology Institute
  - b. Match or exceed students current technological skills
3. Update teaching strategies to meet the current students learning profile

**Draft Goal 4: Partnerships**

1. Partnership by discipline
  - a. Hospital Adm., accounting firms, athletics
  - b. Create more TAG programs with other transfer institutions
  - c. Continue partnerships with high schools
2. Use community organization / i.e. Ag-NCAA-Health to help inform our college of the needs that their organization has to make our students hirable
  - a. Develop internships and community service

**Draft Goal 5: Values**

1. Award excellence in faculty so public can see

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

2. Faculty and staff need visible:
  - a. co-curricular activities (ath/perform./concerts)
  - b. Advisors and clubs
3. Promotions and Marketing
  - a. Championing achievements by students/staff
4. Diversity Promotion
  - a. heritage
  - b. speakers and education
  - c. male diverse population feel welcome
5. Donate time to community
  - a. Reinstitute clean-up day
  - b. Recycle bin, etc.
6. Get out into the community!

**Draft Goal 6: Communication**

1. Internal Communication
  - a. Availability of decision makers (VP-Deans-Chair, etc.) to discuss issues of concern
  - b. Keep cultivating those relationships with the students and programs in the forefront
  - c. Have an informal gathering place for departments to get together
2. External
  - a. Marketing the successes of our programs
  - b. Have college theme program to highlight the success of our programs
3. Develop an on-campus broadcasting or radio department (streaming broadcast)
  - a. set up streaming video!

**Draft Goal 7: District Alignment**

1. Identify the difference of college in all areas (curricular, demographic, assessment, programs, co-curricular, physical plant)
2. Collaborate with other faculty on other campuses by discipline before changes occur
3. Fiscally we need to be consistent
4. Flex day: Different campus discipline/division meeting

**Draft Goal 8: Accountability**

1. Budget constraints that we have had has kept our college very fiscally accountable
2. New financial aid rules have aided in the fiscal integrity of our college

**Key Issue: Basic Skills**

1. Use SAT or ACT test scores if available to access
2. If not available take assessment test on college campus
3. Make more tutorial available (peer tutoring)
4. Enhanced remediating

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

**OAB 231**

**Table 1 Draft Goal 1: Student Success**

- 1 Good counseling
- 2 identify objectives & goals
- 3 Update ed. plans
- 4 Survey student ask how we can better serve them
- 5 More efficient class schedule "Master Plan"
- 6 Enrollment management
- 7 Registration--must identify objective
- 8 Require all departments to have completable degrees and certificates
- 9 Tutoring
- 10 Tech. training
- 11 Learning communities, networking
- 12 Orientation & training for first semester students
- 13 Educate teachers on resources available to students & requirements necessary to transfer, grad. & cert.
- 14 Empower teacher re: counseling
- 15 Educate counselors to what departments offer
- 16 Train students on approaching student
- 17 High school outreach

**Draft Goal 2: Barriers to Programs & Services**

- 1 Limited time for students--work, family issues; solution--flexibility
- 2 Flexible time offerings (solution), online classes
- 3 Textbook costs and other financial--reduce textbook costs
- 4 Transportation and parking--carpool incentives
- 5 Motivation--instructors address in class; develop learning communities for at-risk population
- 6 College success skills--training
- 7 Navigating the system--guest speakers, counselors
- 8 DSPS students fearful to give paperwork--instructors need to encourage
- 9 Undocumented students--unable to get assistance

**Draft Goal 3: Quality**

- 1 Less is more--less more effectively
- 2 Provide equipment and technology
- 3 Less administration and more teaching
- 4 Hire well--multiple abilities (tech, etc.)
- 5 More in-services
- 6 Explore more partnerships with industry to increase revenue on campus
- 7 Encourage honest evaluations
- 8 Good advisory committees need to be developed
- 9 Support new teachers and adjunct mentoring
- 10 Share best practices with colleagues
- 11 Require faculty to take a class every two years

**Draft Goal 4: Partnerships**

- 1 Internship programs for our students
- 2 Connections (IRS) with business
- 3 High speed rail--commute to employment and bring in tax revenue; more field trips

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 4 Partnerships with high schools, hospitals, health facilities, along with programs and degrees we offer
- 5 Professional training, on-the-job training
- 6 Vocational education programs  
Partnerships with vocational industries (PG&E), solar & green energy (make campus green), air pollution
- 7 control/air quality
- 8 Electronic recycling
- 9 CSUF

**Draft Goal 5: Values**

- 1 Communication training for all staff
- 2 Use our semi-annual meetings--take one hour bring in someone who can teach new skills/key skills
- 3 Improve relationship between faculty and administrators
- 4 More transparency
- 5 Breakout sessions are great; build networking and communication
- 6 Human resources training--safety issues, all aspects related to core values  
Create new policy where audio is recorded in all meetings (ex. Confidential issues); upload to server for
- 7 anyone to access
- 8 Comprehensive new hire training on all aspects of campus, etc.
- 9 Assembly/meeting on what programs feature--doing.
- 10 Continue featuring faculty successes--acknowledgements

**Draft Goal 6: Communication**

- 1 Administration: checks facts before you send out memo
- 2 Inform students and staff about notices in advance; better to meet deadlines
- 3 Effective and transparent communication is defined for all--common definitions
- 4 Website updated for effective, user-friendly communication
- 5 Use instructor/student teams to maintain website
- 6 Alumni network to return alumni to campuses
- 7 Email news list with letters extended to alumni and community supporters for public relations (bi-annual) with opt-out
- 8 Facebook page updated regularly
- 9 Alert system is great!

**Draft Goal 7: District Alignment**

- 1 Districtwide or department-wide curriculum
- 2 Coordinate district placement testing
- 3 Make SCCCDC one campus
- 4 Trade positions/instructors within district campuses for a semester (or make visits possible), i.e., campus exchange...even for administrators
- 5 Allocate resources proportional to number of students per campus

**Draft Goal 8: Accountability**

- 1 Provide incentive for savings--perhaps by returning % of savings to "suggester"
- 2 More faculty input for cost savings, financial disbursement
- 3 Go solar--sell energy back to PG&E
- 4 Enforce minimum class sizes
- 5 Encourage meetings about financial issues before expenditures
- 6 Use campus to rent facilities to private events

**Key Issue: Basic Skills**

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 1 Partner with high schools to help them do a better job with basic skills
- 2 College: offer parenting skills to encourage local parents to develop basic skills in their children
- 3 Random test banks for students to refresh, evaluate their basic skills--required
- 4 Make MATH important and encourage its use in classrooms
- 5 Stick to the restrictive repeat policy
- 6 Good tutoring
- 7 Long-term mentoring

**Table 2 Draft Goal 1: Student Success**

- 1 Student matrix--identify skills, classes
- 2 Faculty advisors assigned to each student; area (major) specific
- 3 Faculty implement assignments specific to various student majors, i.e., foreign language, bring in topic material for their major
- 4 Prompt in Web Advisor to verify/update student profile
- 5 Student orientation mandatory for new students
- 6 Keep Web Advisor updated
- 7 Need to know what students are majoring in--update ed plan
- 8 Getting 20,000 students to input information

**Draft Goal 2: Barriers to Programs & Services**

- 1 Outreach to high schools
- 2 Make aware the services at college
- 3 Make connection to K-12
- 4 Media TV/radio skills
- 5 Quick reference sheet on Web
- 6 A "problem button" with live chat
- 7 Rotate counselors
- 8 Bus passes to FCC or reduced cost
- 9 Assigned personnel to areas in the community

**Draft Goal 3: Quality**

- 1 Fund sabbatical program
- 2 Training--staff development; identify goal and bring someone in; centralized training; in-house, on-site
- 3 Counselors--go to one and told one thing and another told something different; need consistency
- 4 Interaction between counselors and faculty in areas to discuss the path for students; solid ed plan info from counselors to faculty
- 5 Define "quality" - rubric
- 6 "Teachers teaching teachers" - Friday evening to discuss what they are doing in classrooms (foreign languages); invite high schools
- 7 As a faculty, identify high success rates and go sit in on another faculty; best practices
- 8 Advisory committees--coordinated efforts with K-12, adult schools and college; get input

**Draft Goal 4: Partnerships**

- 1 Advisory boards with rotation memberships
- 2 Coordinate advisory boards to maximize time spent
- 3 Follow through; don't ask if you won't act
- 4 Streamline the process/interaction; academia moves slow
- 5 Feedback to advisory boards; how are we acting on the board's recommendations
- 6 Inventory of partnerships and what status; shared between committees

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 7 On-campus partnerships
- 8 Open house for public
- 9 Official invites to every high school senior in county for them and family for open house/orientation/meet the college

**Draft Goal 5: Values**

- 1 Need to market the programs
- 2 Values to become evident
- 3 Start hiring/bring in people from outside the CSUF graduates to work for FCC
- 4 Willingness to accept change that comes from someone outside
- 5 Recognize the experts and expertise we have on campus
- 6 Encouragement from administration
- 7 District level administration and FCC need to support the pursuit of excellence and/or achievement
- 8 Marketing/branding internally and externally
- 9 Barriers between administration and faculty
- 10 Showing value by restoring sabbatical program and other training programs
- 11 Web page to post what teachers are doing/brag
- 12 Issues: Dean support is there but it is difficult to get support beyond the dean level; administration should visit classrooms; this will demonstrate administration support

**Draft Goal 6: Communication**

- 1 Increase positive communication with media (TV, Fresno Bee)
- 2 Someone in charge of social media
- 3 Recognize opportunities and taking advantage of positive elements
- 4 PIO Office needs to be supportive and transparent in working with faculty and media
- 5 Using Journalism Dept.
- 6 Using someone with media experience in PIO Office
- 7 Concerns: Who is responsible for communicating things to outside entities? What is the process for releasing information to the media?

**Draft Goal 7: District Alignment**

- 1 Coordination of curriculum and course numbering; single curriculum committee; level the classes so outcomes are the same
- 2 Release time for curriculum members to learn about those classes to make educated decisions
- 3 Signature programs--coordination, discussion (Curriculum Committee)
- 4 Realize what goals are--on the same page

**Draft Goal 8: Accountability**

- 1 Open books so everyone knows
- 2 Outside audits
- 3 Compare budgets to like budgets at other colleges
- 4 Review organizational structure
- 5 Grant personnel only for that grant
- 6 Make sure we follow our funds in the manner it should be spent
- 7 Buying of equipment takes too long; has too many forms, even on small order
- 8 Electronic purchase on Datatel
- 9 Timeline for equipment

**Key Issue: Basic Skills**

- 1 Reading apprenticeship (basic skills)

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 2 More elaborate applicable testing/assessment at beginning
- 3 Required basic skills--make them prerequisites and can't just register
- 4 Prerequisites tied to basic skills; demonstrate they have those skills (cc); pass a test to demonstrate
- 5 Ed plans to show basic skills first; not being put in whatever is available but what they need
- 6 Connection with K-12
- 7 Basic skills application of those skills like how to read and retain from a textbook

**Table 3 Draft Goal 1: Student Success**

- 1 Mandatory orientation
- 2 Counselors within specific divisions
- 3 Tutorial services--encourage faculty/students
- 4 Student educational plans required
- 5 Interest inventory and career planning
- 6 Have a major
- 7 Coordinate with high schools; prepare students
- 8 Increase prerequisites
- 9 First year or first semester experience
- 10 Online assessments--self (learn about strengths)
- 11 Common placement tools
- 12 Concerns: Students come unprepared; do not know interests; students give up; don't know options; 1st generation students don't know about college

**Draft Goal 2: Barriers to Programs & Services**

- 1 Access to counselors
- 2 Read Fear Factor
- 3 Transportation--jobs, childcare
- 4 Lack of communication among faculty-students-counseling
- 5 Lack of communication/interaction of faculty-counselors
- 6 Lack of interaction between faculty and faculty
- 7 Lack of "middle class" values/"educational" values
- 8 Limited library and tutorial hours
- 9 Limited library on weekends/evenings
- 10 Computer access of students for online classes
- 11 More faculty parking/student parking
- 12 Bus stations limited
- 13 Language comprehension by students; more English/math basic classes
- 14 Scheduling for student access? Weekends?

**Draft Goal 3: Quality**

- 1 Increase funding for staff development and opportunities
- 2 Staff member to help faculty with emerging technology
- 3 Technology should be relevant to industry needs
- 4 Standard for teaching and learning--workshops
- 5 Better method for tenure tracking
- 6 Reinstate sabbaticals so instructors can learn new technology
- 7 Streamline processes for curriculum changes
- 8 Streamline action plan process
- 9 Budget issues prohibit improving/replacing needed supplies (i.e., physics)

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

10 Restrict constant updating of textbooks purely for the sake of money

**Draft Goal 4: Partnerships**

- 1 More dual enrollment programs as done in CTC to make courses more meaningful
- 2 Make it easier for faculty to bring in outside speakers, such as city planners; make a database of potential speakers
- 3 Better communication between secondary and post-secondary; for example in expectations
- 4 More internships for students but problems such as liability

**Draft Goal 5: Values**

- 1 Lunch dialogues among faculty, administration, staff and students
- 2 Increase student voices in committees, charrettes
- 3 Fewer committees but more active; perhaps larger and more shared goals
- 4 Monthly newsletter/communication about faculty and student achievements
- 5 Increased awareness of student clubs among the college constituents
- 6 Acknowledge "Students of the Month" for their achievements
- 7 Student colloquia to present short papers/work as pertaining to specific core values
- 8 Discussion and defining meaning of the core values

**Draft Goal 6: Communication**

- 1 Better share information amongst departments; a flex day
- 2 Same disciplines in SCCCD meet to discuss
- 3 Better refine/implement Communication Plan

**Draft Goal 7: District Alignment**

- 1 Signature programs--better communication
- 2 Do not "copy" programs that exist
- 3 Need SCCCD "dean" of MSE/Social Science/AT/etc. to monitor best practices, use resources wisely, need to coordinate (discipline specific)
- 4 Example: Faculty teaches class @ RC every 4th semester to address transportation (other barriers) for students; maintenance mechanic @ FCC only (do not compete for students)
- 5 Shuttle bus for students to get from campus to campus

**Draft Goal 8: Accountability**

- 1 Student drops improve FCC finances but increased census numbers help finances--confusion
- 2 Discourage speedies
- 3 change financial aid format to decrease students gaming the system
- 4 Go to more online delivery in some classes
- 5 Allow more accelerated courses for introductory courses--scheduling; the signups? For late-start (2nd 9 week) classes, is the no show rate excessively high for late starters?

**Key Issue: Basic Skills**

- 1 Communicate with K-12 personnel
- 2 Change CAHSEE exam (raise standards)
- 3 CAHSEE has no writing component!
- 4 Institutionalize basic skills at FCC

**Table 4 Draft Goal 1: Student Success**

- 1 Identify student's educational goal
- 2 Have a student prepare a student objective form
- 3 Identify students in high schools; they need to start goals
- 4 Students carry their own student ed plan

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 5 Need to identify their career major/goal
- 6 If they don't know their goals, have them get career counseling
- 7 Students can create their goals on their own via online sources
- 8 Report grades to students on a monthly/constant basis
- 9 Identify how students can best learn in the classroom
- 10 Create a summer bridge readiness program to success in a college environment

**Draft Goal 2: Barriers to Programs & Services**

- 1 Identify standard learning and disability issues
- 2 Prepared high school students from all feeder schools register first
- 3 Educate culture of society that college is good
- 4 Help students to find support by expanding awareness of individuals to encourage
- 5 Barrier--not all successful people go to college; need to provide support for entrepreneur
- 6 Barrier--English and math placement
- 7 Change culture of learning, e.g., reading, writing, communicating/language

**Draft Goal 3: Quality**

- 1 Identify best practices in the classroom
- 2 Don't disregard old practices but evaluate them
- 3 Understand who our population is
- 4 Definition of quality of level of education
- 5 Basic equipment must be adequate
- 6 Technology across campus must be the same
- 7 Support model--roles of admin, staff and faculty are known
- 8 Maintain expertise in field/subject knowledge
- 9 Use current resources

**Draft Goal 4: Partnerships**

- 1 Applied Technology has advisory committees; also does field trips to "Westec" Business law and many others; there is no application; maybe having attorney come in to speak
- 2 Field trips to outside
- 3 When do outsiders have the "time" to come in talk; outsiders must have the commitment
- 4 Students need to see successful people in their areas
- 5  
Develop funds to bring in outsiders to the classroom in a similar model to staff development "stipends"
- 6 More funds for field trips for students from museums to job fairs

**Draft Goal 5: Values**

- 1 Excellence, collaborative, diversity, proficiency, stewardship
- 2 Active faculty involvement in committees
- 3 Professionalism/excellence require students to use publicity appropriate language, quality assignment, peer respect
- 4 Model/live by example as faculty/staff/administration
- 5 Collaborative projects
- 6 Cultural research assignments
- 7 Attend on-campus cultural events
- 8 Recycle
- 9 Not being wasteful of food, paper resources, more online resources
- 10 Expanding declaration of diversity beyond ethnicity

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

**Draft Goal 6: Communication**

- 1 Information must trickle down from top to bottom
- 2 Faculty must buy in to the process
- 3 A weekly bulletin created to send out information online
- 4 Find balances to information sent out--identify what the subject of a message is

**Draft Goal 7: District Alignment**

- 1 Consistent tech plan across the district
- 2 A better top down structure
- 3 Better communication between planning effective parties; identify effective parties and involvement in dialogue
- 4 A hearing-based process for planning; Notice of the hearing; solicit effective parties to speak
- 5 Streamline the committee process; there are a number of committees on campus that do the same thing

**Draft Goal 8: Accountability**

- 1 Report no shows/drops in timely manner
- 2 Become more paperless when appropriate
- 3 Eliminate handouts in class; have them go to the Internet
- 4 Clean entire campus on spring break, etc.
- 5 Retirement incentives
- 6 Follow through on all money saving ideas
- 7 Close certain buildings down (summertime) and transfer classes to other buildings; consolidate

**Key Issue: Basic Skills**

- 1 Expand the number of English/ESL classes
- 2 Create a standard of discipline for all classes, e.g., rubric, MLA, APA in writing, etc.
- 3 Make English 1A a requirement for certain disciplines, e.g., social sciences and BA18, etc.
- 4 Require students attend writing center or tutorial

**Table 5 Draft Goal 1: Student Success**

- 1 Identify students' educational objectives
- 2 Instructors counseling of students in objectives
- 3 Career counseling with counselors (especially with freshmen)
- 4 Student referrals to assessments and counseling
- 5 See dept. chair, faculty, job-shadowing
- 6 Job shadowing in community
- 7 Resources on campus available for students awareness
- 8 Mandate that students should declare majors
- 9 Get word out on new workshops to get to completion; pertains to CSUs too
- 10 If student in student success program, athletics, others, get them on track; AVID-type program for everyone; all students need engagement

**Draft Goal 2: Barriers to Programs & Services**

- 1 Online courses: faculty training required but no incentives
- 2 Faculty mentoring? Release time?
- 3 Fewer course offerings a problem
- 4 Lack of connection to programs/activities/projects for community sense
- 5 Invite students (prospective to campus); more campus outreach by FCC

**Draft Goal 3: Quality**

- 1 How can FCC administration, staff and faculty ensure they are providing?

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 2 Providing continuing education
- 3 Bring experts onto campus to share information; cater to specific divisions/departments instead of "broad" training
- 4 Divisions/programs: track and make public students'
- 5 Provide institutional research results
- 6 Survey students
- 7 Department/divisions should take the research stats and as a 'break out' groups discuss what the numbers mean and what can be done about the students realistically

**Draft Goal 4: Partnerships**

- 1 Strengthen partnerships with high schools
- 2 Bring in community people of various occupations to discuss "specifics" of each career
- 3 Mentorship programs should be established and supported
- 4 Build better partnerships with high schools
- 5 Field trips to various job "sites" or to places of interest to groups of students

**Draft Goal 5: Values**

- 1 Provide leadership workshops throughout the district, engage students in these workshops
- 2 Create a clean and safe campus
- 3 Make community aware of faculty and students accomplishments, success and excellence
- 4 Highlight student success
- 5 Combine the goals and use them to create a campus wide community
- 6 Public relationship should connect with faculty, staff and students to determine success in each of the core values
- 7 Follow cross division rally

**Draft Goal 6: Communication**

- 1 Cross reference with different divisions
- 2 Increase inter-faculty communication by scheduling meetings
- 3 Improve communication with high school counselors
- 4 Designate a day and a time each week where all department members would be available
- 5 No classes on Friday after 2 p.m.
- 6 Need better communication between campuses
- 7 Improve communication between faculty and administration, including Student Services

**Draft Goal 7: District Alignment**

- 1 What are the district processes??
- 2 Required visits to other campuses, meetings, divisions
- 3 All faculty teaching courses throughout district meet at least once a semester (flex day)
- 4 District department chair meetings
- 5 District communication with other campuses

**Draft Goal 8: Accountability**

- 1 turn off lights and computers
- 2 Encourage and reward efficiency instead of "use all your budget or lose it the next year"
- 3 Carefully select programs we participate in and fund
- 4 Communicate who benefits from funds raised; should primarily be students
- 5 Better maintenance and quicker response to MSRs instead of waiting semester for items to be addressed
- 6 Maintenance/cleanliness of campus; student involvement for campus cleanup
- 7 Greater recycling effort

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

**Key Issue: Basic Skills**

- 1 Improve testing in high schools
- 2 Remove college-level classes in high school; failure eminent in college
- 3 Instructors assess student capability (college)
- 4 Work with college faculty instructors (high school instructors) in diagnostics
- 5 Don't allow enrollment in college without college-level math and English skills
- 6 Improve communication between high school English teachers, college instructors, student services
- 7 Improvement of communication between college English instructors and Student Services; interpretation of placement tests an issue
- 8 More developmental reading and writing classes

**Table 6 Draft Goal 1: Student Success**

- 1 Survey the student's educational objectives
- 2 Student database of student objectives by major
- 3 Activity directly related to real world situations

**Draft Goal 2: Barriers to Programs & Services**

- 1 Barrier: Transportation infrastructure; parking also included  
Solution: Install parking garage
- 2 Barrier: Non-traditional class hours (night courses, weekend courses, distance education, inter-session courses--winter session)  
Solution: Off-campus locations for instruction
- 3 Barrier: Friendly user staff campus wide  
Solution: Staff orientation on proper communication within academic community
- 4 Barrier: Communication with local high schools  
Solution: Constant communication with high schools regarding updates/changes occurring at FCC

**Draft Goal 3: Quality**

- 1 Use of advisory committees for programs; helps to get input from the community
- 2 Use of best practices within profession
- 3 Scheduled faculty support groups for input and sharing
- 4 Intercommunication between FCC faculty, high school teachers and state university faculty
- 5 Monies for professional development
- 6 Create a local venue for professional development to decrease expenses

**Draft Goal 4: Partnerships**

- 1 Exposure of students to expert speakers
- 2 Continue to provide opportunities/activities for students to construct low income housing
- 3 Encourage off-campus work experience
- 4 Provide service learning experience
- 5 Explore legal issues related to students volunteering

**Draft Goal 5: Values**

- 1 Why doesn't FCC have an audio-visual program in our community, i.e., radio (host own talk show), TV, bulletin board
- 2 We should advertise FCC!!
- 3 Advertise former students' success stories
- 4 Addressing values to students
- 5 Faculty could promote campus activities, ex. Transfer Day

**Draft Goal 6: Communication**

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 1 Requests for services must be uniform between all campuses, ex. transportation, buildings, equipment purchase orders
- 2 Requests for services should be computerized
- 3 Lack of administrative support in making our facilities available to the community

**Draft Goal 7: District Alignment**

- 1 Consistent technology plan
- 2 Uniformity with requests: facilities/transportation/reimbursements/purchase orders
- 3 District needs to forward information of importance on needed basis; example: safety updates. Instructors should not have to access things online periodically

**Draft Goal 8: Accountability**

- 1 Drop no shows quickly!
- 2 All faculty should follow district policy for adds and drops!!!
- 3 Computerize all forms
- 4 For LGIs, develop a systematic way for attendance, e.g., ID swipes, built into desk the clicker system which then can be used for attendance

**Key Issue: Basic Skills**

- 1 Assessment test should be standardized; prerequisite for all classes, ex. cultural thinking

**Table 7 Draft Goal 1: Student Success: Successful completion of educational objectives**

- 1 Increased access to counseling
- 2 Advising sessions on ed plans
- 3 Guidance counseling for incoming freshmen
- 4 Identification of major (declared)
- 5 Instructor and counselor approved S.E.P.
- 6 Counseling on electives (what students should/shouldn't take to graduate)
- 7  
Web Advisor--more user friendly and more access for instructors; access more user friendly earlier in progress
- 8 Redesign website
- 9 Access to network (CTC and off-campus courses)
- 10 Ed Plan should be a requirement at the start of enrollment

**Draft Goal 2: Barriers to Programs & Services**

- 1 Make sure all programs have access to SCCCD infrastructure (Web Advisor, Datatel) for CTC students
- 2 Transportation for students in outlying communities (Fowler, Mendota)
- 3 More distance ed classes in all areas
- 4 Block scheduling of classes (a.m. block, p.m. block, evening block) to alleviate traffic congestion
- 5 Evening office hours (Business Office, virtual office hours)
- 6 Later hours for bookstore, library
- 7 Parking!!!

**Draft Goal 3: Quality: Current/Emerging Methodologies, Pedagogy & Technologies**

- 1 Updated computers for computer labs
- 2 Funding for travel and conference to stay current (more funding); faculty should not incur costs to bring new/emerging information to institution to enrich students
- 3 Updating lab facilities to stay current
- 4 Facility maintenance (lights, desks)
- 5 Community mentoring support in lectures and presentations
- 6 field trips around the community

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

7 Industry supported advisory committees

**Draft Goal 4: Partnerships**

1 Industry (local) advisory committees

2 Facility request system that is easy to navigate (facility department); online system, Intranet forms, room reservation

3 Why does CTC have to pay facility fees to provide student workshops?

4 Avoid charging facility fees for student-focused presentations (workshops, seminars)

**Draft Goal 5: Values: Excellence, Collaborative, Diversity, Professionalism, Stewardship**

1 Student activity club interaction within the community

2 Community service components to courses

3 Build up and promote alumni (maybe start a foundation)

4 Lecture series by faculty

5 More faculty participation in sporting events

6 Student club recognition

7 Recognition from administration to faculty

8 Inter-department cultural activities

**Draft Goal 6: Communication - On campus/community**

1 Dedicated team to keep website current; more interactive and more social media

2 More feedback between all groups (beyond initial contact)

3 Instituting a "college hour" with block of time scheduled with no class time to promote committee participation

4 Faculty mixers; districtwide mixers

5 Interdistrict communication

6 Personal communication (not all electronic)

7 "Coffee time" meetings (weekly/bi-weekly)

**Draft Goal 7: District Alignment**

1 Recognition of faculty expertise on documents/requests sent to district office; if approved by division, campus administration should move more quickly through district approval

2 District needs to do better job of NOT duplicating programs, e.g., Auto 10 (Reedley), Auto 9 (FCC), but it is the same class; consistent course numbers throughout the district; program prerequisites should be consistent

3 Facilities committees should have more authority in choosing how campus facilities can be utilized, not just the district

4 More validation of campus needs irrespective of district agenda

5 More equitable distribution of funds based on STUDENT POPULATION

**Draft Goal 8: Accountability - Prudent stewardship of resources**

1 Opening of options for purchasing/more vendors

2 Provide department head with pre-loaded debit/credit card to eliminate purchase delays (5-7 days from req. to P.O.)

3 Book vouchers instead of cash prior to classes

4 A culture of accountability throughout the district (transparency, integrity, open communication)

5 District use of credit card for faculty purchases; checks are outdated

**Key Issue: Basic Skills**

1 Change "advisory" to "pre-req" to get students ready for college-level writing earlier

2 Keep remedial courses because we are a community-oriented institution

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 3 Reading and writing assignments in all courses
- 4 Certificates must have basic reading/writing & math skills
- 5 Summer bridge programs/workshops and speed reading/basic finance/study skills/time organization
- 6 English and math need to be earlier in Ed Plan
- 7 English and math should be contextual to Ed Plan

**Table 8 Draft Goal 1: Student Success**

- 1 More students meeting with counselors
- 2 Faculty advisors
- 3 Flex day with counselors training faculty
- 4 Required placement testing or more careful screening of multiple measures
- 5 Fund tutorial at a higher level
- 6 Fund reading/writing at higher level
- 7 Satellite tutorial labs in divisions
- 8 Give students credit for accessing tutorial
- 9 More areas for group study
- 10 More non-credit courses
- 11 Consistent access to instructional tech
- 12 Consistent Blackboard use

Obstacles

- 1 Making IR regarding student objectives easier to access/understand
- 2 Lack of counselors
- 3 Incorrect placements and not having taken placement tests
- 4 Students don't access tutorial

**Draft Goal 2: Barriers to Programs & Services**

- 1 Increase hybrid offerings
- 2 Free bus passes for full-time students
- 3 Collaborate with high schools to align reading and writing
- 4 Increase basic skills offerings
- 5 Common course name and numbering
- 6 Offering less often offered classes throughout district (coordinated scheduling) including skill-based, non-credit courses
- 7 Improved communication with students via website and Blackboard
- 8 More staff computer labs; maybe satellite labs in community, e.g., libraries, etc., "homework centers"
- 9 More flexible student hiring (to staff labs)

Barriers

- 1  
Reduction in course offerings--childcare issues, parking, transportation, money, language, lack of basic skills

**Draft Goal 3: Quality**

- 1 Bring TLC coordinator back!
- 2 DE administrative structure implemented
- 3 More focused flex days
- 4 More money for travel & conference
- 5 More defined staff development with accountability
- 6 Adjunct training
- 7 Communication between departments

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 8 Customer service training for classified
- 9 Improving in-class evaluation of instructors (maybe including a review of course materials)
- 10 Fill administrative positions in a more timely manner (within 6 months)
- 11 Consistent instructional technology

Barrier

- 1 Faculty/classified don't have opportunities to communicate

**Draft Goal 4: Partnerships**

- 1 Improved connection with K-12
- 2 More outreach to high schools (instructors and counselors)
- 3 Better connection with sister colleges rather than spirit of competition
- 4 Cross campus flex days "conference like"
- 5 Reinstate summer institute with a variety of themes
- 6 Bring business institutions into flex day; what are employees looking for?
- 7 Include "soft skills/academic skills" faculty in business charrettes
- 8 Offering programs based on community needs; bring business into more discussions; a line item to fund bringing people onto campus
- 9 Internship programs!!

**Draft Goal 5: Values**

- 1 COMMUNICATION!!!
- 2 Mentoring programs
- 3 Have administrators provide a workshop on function of their office
- 4 Collaborative morale building activities, i.e., "core value of the month"
- 5 Commendations in program review
- 6 Recognition of outstanding work
- 7 Monthly newsletter "Innovation at FCC"
- 8 More connection with ASG
- 9 Provide forums for employees to offer solutions
- 10 More feedback on input
- 11 Consistent means of accessing information

Barriers

- 1 Too much info gathered and not shared

**Draft Goal 6: Communication**

- 1 Systematic sharing
- 2 Blackboard standardization for committees/organization
- 3 Follow-up on faculty/staff input
- 4 Timely emails from PIO
- 5 Website needs to be current--dedicated web person
- 6 Implement communication plan
- 7 Consistent/timely committee reporting
- 8 Decide on primary communication--website or Blackboard
- 9 More release time for committee chairs
- 10 Consistent communication from administrators; standard email summaries

**Draft Goal 7: District Alignment**

- 1 District needs to better understand campus calendar
- 2 Clarify district support and function of campuses; how does district directly support campuses?

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 3 District reps on campus committees, particular working committees
- 4 A district permanent accreditation committee; more of a district ALO presence
- 5 District more proactive in services offered to campuses
- 6 Effectively communicate what CITD has to offer

**Draft Goal 8: Accountability**

- 1 Offer non-credit continuing ed for a community focus; for example, cooking classes, focused field trips
- 2 Bring food franchises onto campus
- 3 Bring solar panels to lower energy costs
- 4 Increase access to technology to lower use of consumables
- 5 Use facilities more effectively
- 6 Rent facilities for weddings, etc.
- 7 Use Clovis Center
- 8 Define use of reserve; we're not saying "spend it" but define structure of it; how low can it go? In what case is it dipped into?
- 9 Invest reserves on programs that generate income
- 10 Make parking available and charge for it

**Key Issue: Basic Skills**

- 1 Enforce prerequisites
- 2 Communication between counseling and basic skills faculty
- 3 More basic skills presentations at counseling meetings
- 4 Stop use of multiple measures
- 5 Placement test mandatory with common cut scores throughout district
- 6 Common assessment tools in district
- 7 More 2+2
- 8 More basic skills instructors
- 9 Lowest level students should go to adult school first
- 10 Mandatory one-half unit of tutorial in math or English until you place in freshman level English or math--skills labs
- 11 More learning communities
- 12 Writing across the curriculum
- 13 Pilot ETC for all sections of one course and assess improvements
- 14 Evaluate how high students are selected to take ESL exam

**Table 9 Draft Goal 1: Student Success**

- 1 Assist organization
  - 2 Pathways
  - 3 Funding?
  - 4 Division counseling
- What is success?
- 1 Useful SLOs
  - 2 Prerequisites for classes
  - 3 Competitive academic activities
  - 4 Better communication between divisions and counseling
  - 5 More distance ed classes
  - 6 Quality instruction
  - 7 Better food

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

- 8 Parking
- 9 Health services
- 10 Security
- 11 More secure bike parking
- 12 Better coordination of course offerings

**Draft Goal 2: Barriers to Programs & Services**

- 1 Not enough class offerings--more funding
- 2 Time scheduling
- 3 Child care
- 4 Child care cost \$\$
- 5 Academic underprepared
- 6 Enough parking--prime time--scheduling
- 7 More hours of Student Services, library, tutorial
- 8 Adjunct office hours
- 9 More places for computers
- 10 Tech equipped study centers
- 11 Prerequisites class appropriate

**Draft Goal 3: Quality**

- 1 Identify best practices
- 2 Provide technology-equipped classrooms (some classrooms designed as SMART but not)
- 3 Provide technology training
- 4 Room assignments determined by course needs
- 5 Evaluation process improved--student focus groups
- 6 Make sure instructors teach to COR part of the evaluation process
- 7 Post evaluation--tracking of employment, success in 4-year institutions part of program review
- 8 Evaluation of instructional priorities, coaching vs. PE instruction
- 9 Sabbaticals

**Draft Goal 4: Partnerships**

- 1 STEM partnerships
- 2 PGE program
- 3 Training for instructors on ERC
- 4 High speed rail training--who are they partnering with
- 5 High school partnerships by department; work with other campuses in the district
- 6 Communication needs with 4-year institutions
- 7 Health insurance companies, partnership health instruction and insurance agencies to make our students healthier
- 8 KIDmunity type programs
- 9 Showcase, etc.

**Draft Goal 5: Values**

- 1 Mandatory orientation for all students traveling under the FCC name
- 2 Internal motivation for self-improvement
- 3 Student awareness of values
- 4 Personal accountability
- 5 Communication
- 6 Training

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

**Draft Goal 6: Communication**

- 1 Charrettes, as appropriate
- 2 Flex days--more flexible, encouraged, more hours flex
- 3 Webmaster for updates for "better website"
- 4 Weekly Police report emailed
- 5 Staff lounges open, available, faculty awareness

**Draft Goal 7: District Alignment**

- 1 Very few people find the process of aligning course-program-institutional-district outcomes
- 2 Provide valid motivation for aligning and planning processes
- 3 District webmaster to provide access to all campus forms, SLO results
- 4 One area which provides a list of all committees and open seats
- 5 Weighted representation for district committees (weighted by FTES)

**Draft Goal 8: Accountability - Fiscal Integrity**

- 1 Increase tuition for repeats
- 2 Decrease number of administrators, coordinators and directors
- 3 Outsource campus services, such as custodial (save \$10-15 million/year)
- 4 Efficient course offerings and building utilization
- 5 Hybrid courses
- 6 Designate technology classroom
- 7 Eliminate mandatory on-campus contact (access)

**Key Issue: Basic Skills**

- 1 Pathways
- 2 Fast tracking
- 3 Eliminate repetitive SLO between classes
- 4 Redirect students to adult school
- 5 Benchmarks
- 6 Prerequisites
- 7 Common assessments

**FCC Opening Day  
January 3, 2013  
2013-2017 Strategic Plan Charrette Comments**

**OAB 251**

**Table 1 Draft Goal 1: Student Success**

1. Workshops
  - a. major planning
  - b. inventory/self-assessment
  - c. career
2. High-Risk
  - a. Preparation/counseling
  - b. tools/support
3. Online Resources
  - a. You Tube
  - b. Video
  - c. Online tutoring
4. Field trips to campuses the student may transfer to
5. Educate about the resources that are there already!
6. Websites are very difficult to use - improve!
7. Tell students/remind of faculty office hours and encourage to use
8. Peer help/mentor-mentee relationships

**Draft Goal 2: Barriers to Programs & Services**

1. Some faculty are barriers - accountability for best practice
2. Bring back summer institute
3. Sharing experience and continuing ed among instructors
4. Students are changing, we must change
5. Enhance the feeling of "community"
6. Finances (students) - demystify financial aid
7. Parking - stadium parking and busses....all semester
8. Library hours

**Draft Goal 3: Quality**

1. Accountability for all
2. Tracking and auditing of classes
3. Program review - (Review)
4. Require continuing ed
5. Providing more continuing ed
6. Faculty discussion sessions - brown bag lunches
7. Employment placement

**Draft Goal 4: Partnerships**

1. Partnerships that support the Central Valley resources
2. By department or program
3. College or district liaison person to facilitate these partnerships
4. Workforce Connection - strategic partnerships with large entities / reciprocal relationship
5. Internships (vocational)
6. Contractual memorandums of understanding (to persist over time as people come and go)
7. Community events (participation by FCC faculty and students)

**Draft Goal 5: Values**

1. Discussion!! Faculty Interaction!

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

2. Activities for all to interact.
3. Picnic/BBQ where administrators served us!
4. Include extra curricular activities in syllabus.
5. Volunteering/service learning
6. Common office hours (Grasp)

**Draft Goal 6: Communication**

1. Increase the capacity of email inbox
2. Choose one platform and shut up
3. Reporting back/accountability for all - faculty, administrators, etc.
4. Read and implement communication plan
5. Everyone needs to get a copy of the communication plan
6. Faculty newspaper
7. Technology plan....unknown to most of us

**Draft Goal 7: District Alignment**

1. Let us do what we want and they should do what we want
2. Job shadowing - district people shadow not just deans, but faculty and maybe students
3. Workshops for district folks - given by us
4. Workshops for faculty by district on important things

**Draft Goal 8: Accountability**

1. Refer to other goals
2. Play by the same rules
3. Acting in a timely manner to save money
4. Enrollment management/mark analysis
5. Maximize the use of the rooms and the scheduling of class times
6. Teaching four days and 1 day of meeting/week
7. Attach an assignment to a sick day when you have no substitute
8. Campuswide best practices

**Key Issue: Basic Skills**

1. We discussed this in #1.
2. Connecting real life to assignments
3. One-on-one
4. Work with high schools to make sure students take math every year!
5. Peer groups interaction focused on the class material
6. Facilitate discussion as opposed to all lecture

**Table 2 Draft Goal 1: Student Success**

1. English classes for deaf students - English teacher and/or ASL
2. Availability of counselors - meet with counselors and DSP&S counselors
3. Marilyn Glenn is in the Business Division twice a week to meet with students
4. DSP&S vocational programs available to students
5. Interpreter coordinator has been in the classroom - She needs to be the coordinator not in the classroom
6. Need more interpreters in the classroom - 2 full-time interpreters are needed

**Draft Goal 2: Barriers to Programs & Services**

1. Lack of parking for both staff and students
2. Lack of interpreters. Having a full-time interpreter (maybe two)

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

3. The way the OAB rooms are laid out is hard for students to see someone signing. Small group dialogue and moving furniture so they can see signing teacher.
4. Add more classes
5. Lack of office space for some faculty
6. More video captions
7. Better lighting so students can see instructor
8. DSP&S students have priority registration. Not fair to other students. Maybe a limit to how many get priority registration. Should be an audit of this process.
9. Training for faculty regarding diversity and interpreters (disability)
10. A user-friendly website
11. Training for using the emergency phone in the classroom

**Draft Goal 3: Quality**

1. Flex Day faculty training (Outlook, Blackboard, PowerPoint)
2. Summer Institute reinstatement
3. Online training classes here at FCC (used to be offered). Now need to go outside to get training
4. Smart panel or equipment training for instructors
5. With new technology, difficult to keep up-to-date with new technologies with budget constrictions. Offer classes and they are canceled due to advertising classes.
6. More video phone installations for hearing impaired students to use throughout campus
7. Interpreter on computer screen to interpret for student (application on computer/icon available)

**Draft Goal 4: Partnerships**

1. Advisory Boards - IT people in community, BT Department uses Board to assure they are teaching employable skills.
2. Internships
3. Partnering with community to train people to get jobs. (Anne Watts Grant) Grant to develop programs for training people in the community.
4. DSP&S and Applied Photographer have Advisory Boards
5. Partnering with high schools (Articulation)
6. Online course offered for high school students (CIT- Bonnie Smith)
7. Real-world speakers for students

**Draft Goal 5: Values**

1. Showcase Day - change "Disability Awareness" to a different term
2. Recognizing diversity (both cultural and disability)
3. Flex Day activity offered in the past of going to various ethnic businesses in the community and learning about their culture, tasting their food, seeing their clothes, etc.
4. BBQ with administrators was a good idea (Fall semester)

**Draft Goal 6: Communication**

1. Department Chair manual/handbook
2. Faculty manual update
3. Pictorial directory for faculty
4. Name/picture tags for faculty
5. Guidelines for Program Review or other processes - it's a uniform process. Should be guidelines to streamline the process.
6. Communication Task Force unifying the website so that faculty can find information
7. Communication between District-Admin-Faculty

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

8. Better FCC website - very old - hard to navigate to where you need to go
9. Info (up-to-date) regarding each Division/Dept. brief description
10. Inform faculty about campus happenings such as thefts, student crimes, parking lot muggings, etc.
11. How can a hearing impaired instructor use the emergency phone in the classroom?

**Draft Goal 7: District Alignment**

1. Isn't it the other way around? The District should be communicating with us
2. Alignment/communication with other campuses
3. More formal communication regarding what happens on campus
4. What is the District's organizational process?

**Draft Goal 8: Accountability**

1. Not wasting money by hiring new District Administrators
2. Hiring part-timers - maybe hire more full-time people
3. Communicate with faculty on how we can save money such as dropping no shows quickly and how that affects Financial Aid.
4. Audit of Financial Aid - who qualifies, how it's paid out and when
5. Swipe card for Financial Aid where they can only use it on campus - not anywhere else. (when students complete a class, they get majority of money).

**Key Issue: Basic Skills**

1. Placement tests - look at how it's applied to everyone uniformly
2. Stronger vocational programs
3. English class specifically for having impaired students
4. More money for Basic Skills
5. Bilingual/Bicultural approach to teaching these classes
6. Expand tutoring hours for students
7. The "Network" cohort with students with lower level math and English skills. Teachers can coordinate with each other regarding curriculum.

**Table 3 Draft Goal 1: Student Success**

1. Faculty trained tutors
2. Set aside time by faculty to tutor students
3. Dedicated success strategy time set aside for students
4. Have a campuswide reserved day for student education and faculty to improve success
5. Cohesive campuswide schedule
6. Have students identify their own objectives during an orientation session
7. Have a M-TH class schedule and leave Friday for meeting time and tutoring sessions

**Draft Goal 2: Barriers to Programs & Services**

1. Access to parking
2. Internet access
3. Access to computer labs
4. Fiscal limitations of our students
5. Calendars must align with the local school calendars
6. Child care
7. English and math lack of proficiency
8. Incorporating math and English instructor at the level where students are struggling
  - a. i.e. - How to read medical calculations
9. Collaborate teaching with math and English instructors to teach the content

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

10. Late night hours for computer labs access
11. Overlapping classes
12. Allow low enrollment classes

**Draft Goal 3: Quality**

1. There must be an equitable distribution of resources among divisions and departments
2. Dedicated technology budget
3. Try to decide on a campuswide clicker
4. Giving more clerical duties to faculty takes away from the instructional time
5. Have a way to look at the quality of testing
6. Have one instructional designer for each division
7. Have all basic needs sufficed (like boards and projectors)
8. Reform the decision package process
9. Better professional development opportunities
10. Reform Flex Day to be driven by each division

**Draft Goal 4: Partnerships**

1. Have advisory committees from the community to bring in the different health entities
2. Have other divisions follow the health and business customs to strengthen partnerships with community entities, including the chamber of commerce.
3. Networking with other groups or entities
4. A designated day - i.e. Flex Day to have community members meet with the various departments
5. Administration needs to embrace the recommendations of national organizations
6. Balance the emphasis on efficiency

**Draft Goal 5: Values**

1. Collaboration between disciplines
2. Hour set aside weekly for campuswide meetings
3. More respect for the professionalism of our faculty
4. Embracing student voices and facilitate for them and help them facilitate for each other
5. Administration asks faculty opinions and should embrace their work
6. Respect faculty contributions through shared governance process
7. Change our goals to focus on education. (Most of them do not reflect education in our classrooms)

**Draft Goal 6: Communication**

1. Campus internet portal with single sign on.
2. Centralized communication place
3. Teachers must be aware of what safety issues concerning individual students may arise
4. Timely communication especially for today's activity
5. Standardized bulletin with safety and crime information
6. Consistent and often meeting with external groups
7. Hire a webmaster/social media guru
8. Events, such as "ask the mayor" - participation to know what is happening in our community and the direction of the plans.
9. Work with our local politicians

**Draft Goal 7: District Alignment**

1. Have a standardized way to buy for districtwide equipment and/or materials
2. The district should align to what colleges are doing, and not the other way around
3. FCC needs to articulate what the needs are and the district should provide for those needs

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

**Draft Goal 8: Accountability**

1. Revamp the entire purchasing process (make it electronic)
2. Detailed budget transparency
3. Administration needs to follow through on the recommendations made by the departments
4. Not a clear process on how to ensure funds for department needs
5. Allowing fast food restaurants into campus to bring money into our school
6. Parking assignment for administrators and not enough parking spaces for instructors/staff/students

**Key Issue: Basic Skills**

1. Math and English should be integrated into the various contents
2. Have courses that provide quick reviews to help remediate basic skills students
3. Do not make technology a requirement rather help students understand basic concepts first
4. Stop classes that need repeat and repeat rather look at the success rate of the sequence structure
5. Emphasize thinking skills and learning how to learn

**Table 4 Draft Goal 1: Student Success**

1. Program/Division counseling and orientations
2. Assist students identify careers
3. Liaison counselors ineffective
4. Need program/division counselors
5. Counselors need to collaborate and work more closely with faculty
6. Have counselors at division offices
7. Improve Early Alert system
8. Need student educational plans
9. Assist with identification of student goals
10. Need follow-up from application to confirm student goal
11. Valencia College Orientation - extensive college life program requires program mapping

**Draft Goal 2: Barriers to Programs & Services**

1. First generation students need more support
2. Need more on-line courses to reach broader population
3. More courses, more offerings of impacted courses
4. Transportation and Parking
5. Need full-time social workers to help with student life issues (i.e. child care, transportation)
6. Security
7. Dual enrollment programs - need more

**Draft Goal 3: Quality**

1. More professional development
2. Need budget for professional development
3. Advocate for resources
4. Need professional development in pedagogy
5. Need to be forced/encouraged to stay current in area teaching
6. Need better measures of quality teaching
7. Tie outcomes and assessments to program reviews

**Draft Goal 4: Partnerships**

1. Liability issues with internships need resolution
2. Apprenticeship programs to maintain, grow, and develop programs
3. Need advisory committee operating agreements

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

4. Simplify legal requirements, have generalized operating agreements (i.e. template)
5. Need tools to identify partnerships (i.e. book of lists) and community players
6. Linkage with training institute

**Draft Goal 5: Values**

1. More training on culture and activities
2. Culture comes from the top down
3. Expectations tied to culture and values
4. Percentage of paycheck tied to professional development (i.e. 20 hours)
5. Values need to be tied to individual performance appraisal, discipline
6. Market and communicate the culture

**Draft Goal 6: Communication**

1. Communication needs to be connected with performance appraisals
2. Organize areas of communication
3. Can't just use email
4. Implement communication methods/protocol to ensure info gets to right staff
5. Better reports and summaries on meetings and important information
6. Need monthly reports or summaries

**Draft Goal 7: District Alignment**

1. District needs to inform us of strategic plans
2. Need - District level program committee to tie to resource allocations
3. Need feedback and response to action plans, decision package
4. District needs to promote and create communication between other campuses

**Draft Goal 8: Accountability**

1. Need reminders of actions that will reduce costs and waste (i.e. turn off lights, save paper)
2. Need to capitalize on generating revenue
3. Better access impact on student success, evaluate return on investment
4. Fiscal records are not correct in Datatel, improve record keeping
5. Need data integrity

**Key Issue: Basic Skills**

1. Improve placement testing, move to statewide measure
2. More professional development on English basic skills (i.e. common mistakes)
3. Better align with high schools
4. Align exit skills and standards align to next level
5. Move remedial classes to other educational institution
6. Require more prerequisites instead of advisory
7. Offer refresher English classes to faculty

**Table 5 Draft Goal 1: Student Success**

1. Keep library open 'til 11:00 pm until/through finals week
2. Student educational plan for each student - make GE patterns more accessible
3. Require all students to attend orientation
4. Provide various ways for students to understand requirements to obtain educational goal
5. Help students become more independent in understanding their option and become more self-reliant

**Draft Goal 2: Barriers to Programs & Services**

1. English and math placement tests
2. Different cut scores at different campuses

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

3. Students coming to our doors with mental health issues
4. Students lack the basic needs to be successful such as transportation, shelter, child care, health care
5. Our structure is a barrier (18-week semester) is too long for our students: students disappear around the 15th week point. (Solution = shorter semester)
6. Students just don't understand the college expectations: Need to work with students so much earlier in high school (Sophomore)
7. Solutions - have experienced faculty work at summer bridge programs with students - panel of experienced faculty
8. Presentations to high school classes

**Draft Goal 3: Quality**

1. Provide professional development and money/resources to send faculty
2. Give faculty opportunities to participate in professional development outside of office/classroom and in other settings; remove barriers
  - a. reduce travel/conference paperwork bureaucracy; it discourages participation and reduces morale
  - b. administration needs to be more transparent with monies available for professional development
3. Highlight more faculty achievement in the academic venues

**Draft Goal 4: Partnerships**

1. Partnerships with high schools, faculty, counseling
2. Better PIO outreach
3. Alumni outreach/database
4. Sense of pride through outreach - celebrate and tie in with businesses
5. President's receptions bringing in community

**Draft Goal 5: Values**

1. Tie more of what we do to the five core values
2. Speakers address the values
3. Make visible campus authors - regular, permanent displays in bookstore

**Draft Goal 6: Communication**

1. Info on crime to everyone, adjuncts
2. Better alert system
3. Training days for active shooter incident
4. Communicating outside of City College about our events, concerns, speakers
5. Website improvements!

**Draft Goal 7: District Alignment**

1. Better reporting back from District on all work; accountability - i.,e. "Dollars and Sense" document

**Draft Goal 8: Accountability**

1. Shut down on Dec. 24!
2. Make financial spending and cuts more transparent

**Key Issue: Basic Skills**

1. More faculty in those areas
2. Tutorial and library
3. More sections
4. More supplemental instruction
5. More accelerated sections

**Table 6 Draft Goal 1: Student Success**

1. Writing

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

2. Basic reviews - math, English
3. Students should be assigned to begin with math/English (Basic Skills) when arriving
4. Offer summer review classes
5. Complete Basic Skills courses first
6. The student has no knowledge of the college "process" on arrival (i.e. How to choose major/  
How to devise an educational plan
7. They are "counseling themselves"
8. Include face-to-face tour of facilities in the library
9. Discussion regarding having counselors assigned to specific areas (Soc. Sci, Math/Science, Health Science)
10. Communication is needed with counselors
11. Students need to meet counselors before school
12. Attendance - how to make them know the importance of presence
13. Speech should be taken first

**Draft Goal 2: Barriers to Programs & Services**

1. Need more flexible class planning (use needs determined by long waitlists)
2. Parking and transportation issues (bussed students can't take night classes)
3. Districtwide coordination of classes so Willow, RCC and FCC don't offer same classes at same time
4. Shorter term classes have better retention and success rate
5. Textbook costs are prohibitive
6. We need to consider 16 week semester
7. All prefer shorter term classes
8. Careful with allowing students to take too many units

**Draft Goal 3: Quality**

1. Make all campus wireless - classrooms, gym, etc.
2. Subject specific workshop attendance
3. Instructors need "portable" technology (iPads, laptops, etc.)
4. Accessing grant monies to get this here
5. Staff development funds need to be a priority
6. Expanded lab hours and student tutorials for library
7. Instructor training on how to make online resources available to students. Editable PDF programs
8. Financial resources
9. Adjunct training availability
10. "Adjunct Office" with resources - Students need access to adjunct.

**Draft Goal 4: Partnerships**

1. Arts community does this already
2. Need to expand partnerships with local businesses
3. KIDmunity - students have an opportunity to teach
4. Bring local professionals to classes in specific areas and they say which skills are needed
5. Each division needs to establish relationships
6. Chem - advisory panels and invited local lab folks to come and share their needs of future employees
7. Certificates in these areas
8. Help establish internships - part-time work and volunteer to see the potential (desire) of a future  
in this area
9. This area is important to assist students in selecting a career path
10. Division work experience classes....

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

11. Need summer workshops etc. to be available

**Draft Goal 5: Values**

1. RAM Camp skills clinics in PE
2. KIDmunity music program
  - a. both offered services to children that may not otherwise have access to this
  - b. also our students in working with the children
3. Campus - buildings are not being maintained (other than OAB) - it is a bad message to students when buildings are a mess!
4. Focus on learning communities, cohorts needs to be fostered cross-curricular
5. Making collaboration with student groups a priority
6. Faculty provide a "tutorial" where instructors are accessible
7. Offer clubs in your area
8. Districtwide meetings in area

**Draft Goal 6: Communication**

1. Districtwide meetings in academic areas
2. The FCC website needs to be improved! Need a webmaster-it is inferior in every way to many other sites
3. Need a webmaster
4. PIO doesn't effectively provide a positive message to local community about FCC events
5. Someone should view other sites and find the most easily used sites
6. Website must be "user friendly"
7. City at a Glance - is not read
8. Website is a mess
9. Where is the webmaster?

**Draft Goal 7: District Alignment**

1. The classes at FCC are named differently at other sites
2. Students needed to alleviate courses taken in the past (5-10 yrs.) - It doesn't happen at RCC. Students have to re-take these classes
3. If FCC is the "Flagship", why is our technology inferior?
4. We need "Accuplacer" at FCC. It is at Willow and RCC because they are smaller - this needs to be district driven with placement
5. FCC/RCC /Willow may have same degrees - but different course degree requirements
6. We should work together (campuses) on strategic plan and then the District should model theirs

**Draft Goal 8: Accountability**

1. Financial aid is a problem - good students are losing spots to students who are "collecting their checks" only
2. Priority needs to be given to students who show a serious drive toward academic goals
3. Census and drop dates - must be revisited and revised as they relate to financial aid
4. Need an apprentice program - our students need to be given the opportunity to work in their areas of strength...i.e. web design, graphic design
5. We need a longer budget cycle (longer than a year)

**Key Issue: Basic Skills**

1. See #1
2. Accurate placement testing - Accuplacer /web based placement
3. Require these classes in the first two semesters of attendance at FCC

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

4. Students aren't aware of "why" they are taking the placement exams and therefore they don't take it seriously
5. Counselors in "Reg-to-Go" need to make sure they are signing up for basic courses first
6. Limit freshman unit enrollment, so they know how to be a "college student" first
7. Make advisory to pre req for classes that require writing

**Table 7 Draft Goal 1: Student Success**

1. Small class sizes
2. Mentoring
3. Enhanced counseling
4. Counseling - appropriate classes for students
5. Give students the opportunity to broaden their world - eg. Cultural and national/international enhancement
6. Encourage student collaboration and creation of cohorts
7. In course counseling - program specific counseling in division
8. Prereqs - More

**Draft Goal 2: Barriers to Programs & Services**

Barriers

1. Parking
2. Poverty
3. Lack of parental/family support

Solutions

1. Instruction on how to be a student
2. Creative scheduling of classes
3. Facilitate child care
4. Non-cognitive assessment
5. Study areas
6. Student centers - eg. Health Science
7. Stricter advisories/pre reqs

**Draft Goal 3: Quality**

1. Integration of discipline specific experts and specialists
2. In class time for practical experience
3. Facility enrichment programs
4. Professional development
5. Sabbaticals

**Draft Goal 4: Partnerships**

1. Outreach between FCC and local businesses
2. K-12 (well focused conversations between K-12 teachers and FCC faculty)
3. 2+2+2 Programs/conversations
4. Teacher exchange (high school and FCC faculty)
5. Future Nurses of America - more programs like this

**Draft Goal 5: Values**

1. Recognition of excellence
2. Required diversity education
3. Department retreats
4. Learning communities/team teaching

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

5. Stop putting up roadblocks - facilities, endless paperwork, etc. when faculty are trying to create meaningful and innovative experiences/programs for students

**Draft Goal 6: Communication**

1. Work on listening skills
2. Earlier communication about events
3. Paperwork - stop creating needless/redundant paperwork
4. More communication between counseling and faculty
5. More communication between basic skills faculty and content area faculty
6. More relationships/outreach with universities
7. Support faculty who pursue higher degrees

**Draft Goal 7: District Alignment**

1. Integrate partners with regard to strategic planning
2. Administrators participate in faculty discussions (For example, why are there no admin at this table?)
3. When there are contradictory messages because of unknowns/mistakes, etc., responsible parties need to acknowledge that and explain

**Draft Goal 8: Accountability**

1. Use standard business practices (Appropriate allocation of resources)
2. Stop financial agreements (i.e. - \$5,000 laptops from Dell) that don't make financial sense
3. Revisit salaries involved in recouping money from students who stop attending
4. A comprehensive purchasing policy for depreciating equipment
5. Better temp control in classroom (so, for example, the AC isn't blasting while students shiver and bring sweater, etc.)

**Key Issue: Basic Skills**

1. Pre-reqs/Advisories
2. Placement assessment
3. First year experience - math/English study skills
4. Remediation within the basic skills classes
5. Accelerated programs
6. Consider programs like Write Point
7. Early Alert - better implementation
8. Support Reading/Writing center
9. Support library staff

**Table 8 Draft Goal 1: Student Success**

1. Regular meeting with students - extra credit
2. Ed Plan - with updates
3. Mandatory study hall
4. Required lab hours
5. Aptitude testing - TEAS
6. Library Class for usage
7. Reading - learn how
8. Mentor program - direct guidance (student to student/faculty to student)
9. Set programming for academic goals
10. Career evening with specific guidance
11. Tools to focus academic goals

**Draft Goal 2: Barriers to Programs & Services**

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

1. Poverty (nail health plan)
2. Child care (program/access)
3. Academic opportunity - exposure (TRIO/Field trips)
4. High School dropouts (remedial classes - Eng./Math) (Get them going -on track)
5. Literacy (Basic Skills)
6. Attendance (Participation/Real life impact/Family support)
7. Geographical (Easy "Physical" access)

**Draft Goal 3: Quality**

1. Professional Development (Peer to Peer improvement)
2. Recruitment
3. Conferences (sabbatical created)
4. Writing across curriculum (faculty focused)
5. Learning Communities (Extending the Classroom)
6. Money to help teach current technology (equipment, text, exposure)
7. Journal clubs (faculty get together to share current ideas/changes in field/teaching) (chair-vice position)
8. Faculty Development - skills (mentoring, formal training, less adjunct/more full-time)

**Draft Goal 4: Partnerships**

1. American Red Cross volunteers
2. Gerontology classes (certificates)
3. Better support of cultural festivities (on campus-weekends)
4. High School partnerships (make a better appearance)
5. Chamber of Commerce (awareness of FCC)
6. Partnerships (UC, CSU faculty to faculty conversations about programs)
7. FCC faculty to faculty program development
8. Connect with local business owners/companies for feedback

**Draft Goal 5: Values**

1. Faculty to be a part of community groups (rotary, city council, churches)
2. Cultural festivities (faculty participation in events - community oriented)
3. Spending awareness (turn off lights, motion control lights, budgetary awareness)
4. Activity (interacting with state and administrators, potlucks, communal faculty areas)

**Draft Goal 6: Communication**

1. Web page design - FCC
2. Email - "Summarized" from all committees - Sent directly, more personal / Feedback to all faculty in each division/program involved
3. Dean should send out reports of department programs (encourage fluid access to programs information/re-emphasize chain of command for information)
4. Webmaster

**Draft Goal 7: District Alignment**

1. What are those processes? "Following or Leading"
2. Campus expectations need to be clearly defined on curriculum, programs, development
3. It is easier if District sets the standard by which all campuses are to follow
4. Direct competition of programs within the district (restrain dilution of the enrollment/we as faculty should have a say)
5. Create vs. Align

**Draft Goal 8: Accountability**

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

1. Don't duplicate programs/services
2. Resource Allocation Model (balanced representation, controlled audit, proportional representation based on DRAMT)
3. Stewardship is prudent

**Key Issue: Basic Skills**

English 1A/Math

1. Strong standards
2. Elevate expectations
3. Advisory compliance when student fails the course
4. Review grade inflation
5. Personal accountability
6. Cost of advisory
7. Hold to class expectations
8. Expectations of level(s) of student(s) competence need to be held

**Table 9 Draft Goal 1: Student Success**

1. Student resources (income from employment, job placement, job fairs)
2. Federal work study
3. Appropriate counseling
4. Basic skill remediation
5. Job shadowing
6. Catalog counseling session (simple scheduling sessions) /avoid taking courses you shouldn't
7. Expanded access to tutoring
8. Information that identifies students majors so that instructors can streamline student coursework
9. Identification on rosters
10. Increase internships

**Draft Goal 2: Barriers to Programs & Services**

1. Diversification of faculty
2. Underprepared students taking available space from those students that are prepared
3. Better basic skills assessment
4. Improved prereqs
5. Class size
  - a. increase in student number in class changes instructor curriculum
  - b. provide student assistants to aid instructors
6. Family, jobs, children

**Draft Goal 3: Quality**

1. Increase professional development
2. Improve process for getting tech support
3. Streamline process for getting technology
4. Parity across campus for getting computer upgrades and technology
5. Smaller class sizes in numerous disciplines to improve instruction
6. Increased faculty discussions to collaborate on methodology and pedagogy
7. Increase sabbatical time for instructors to learn, study, and experience new methods

**Draft Goal 4: Partnerships**

1. Increase the number of advisory boards for each department (career specific boards in the community)
2. Increase partnerships with CSUF

**FCC Opening Day**  
**January 3, 2013**  
**2013-2017 Strategic Plan Charrette Comments**

3. Increase partnerships with local high schools
4. Continued study abroad access
5. Expand connections with local businesses, corporations, and community projects
  - a. asking the community for donations in various areas

**Draft Goal 5: Values**

1. Establish defined guidelines as to how we should conduct ourselves
2. Get everyone to buy an FCC Rams shirt
3. Develop a culture of unity with the faculty by increasing the number of events faculty are involved in
4. Increase relationship with local media (increase coverage of theatre arts at FCC rather than sports)
5. Find ways to improve donations to the foundation
6. Increase administration attendance at campus events and off campus events

**Draft Goal 6: Communication**

1. Streamline communication/request process
  - a. increase digital paperwork trail so that all parties are aware of discussions going on
2. Ensure that all parties involved are aware of dialogue and are invited to participate in the discussions
3. Increase communication about committees so that those that want to communicate can
4. The PIO should have some accountability to the faculty to insure tasks are being taken care of
5. Improved FCC webpage (difficult for students and faculty to navigate)
6. Make sure people answer phones rather than recordings

**Draft Goal 7: District Alignment**

1. Participate in district brainstorming sessions
2. Insure that district budget allocations are evenly distributed throughout the district
3. Updates from the Dean (weekly or monthly updates)
4. Follow-up feedback on input given
5. Improved surveys

**Draft Goal 8: Accountability**

1. Transparency of what our resources are and what they are used for
2. Contract out operations
3. Establish a reasonable level for a reserve fund and spend money when student access is diminished
4. Streamline communication requests to an all digital format
5. Streamline logistics (mail, ordering supplies, etc.)

**Key Issue: Basic Skills**

1. Limit open access
2. Make it easier to establish prereqs for courses
3. Improved counseling efforts to steer students into basic skills courses when they are not prepared