

Strategic PLAN

2021
24



Cypress College Mission, Vision, and Core Values

Vision Statement

We strive to be a premier, innovative, and equitable learning community recognized for supporting students and enriching society.

Mission Statement

Cypress College transforms lives through lifelong learning with educational opportunities including transfer to four-year institutions, associate degrees, certificates, and a baccalaureate degree. We are dedicated to forging academic and career pathways to support the achievement of our students, enhancing their economic mobility, fostering equity, and enriching society.

Core Values

Equity: Eliminating barriers to educational success and career goals by ensuring fairness and access to resources and support.

Excellence: Quality and high standards in instruction and student services, enhanced by professional growth for faculty and staff.

Integrity: An ethical standard of honesty, fairness, accountability, and trust.

Collegiality: Teamwork, collaboration, communication, courtesy, and respect both on campus and with the surrounding community.

Inclusiveness: A community that embraces diversity, fosters individuality, provides an accessible, supportive climate, and encourages a variety of perspectives and opinions.

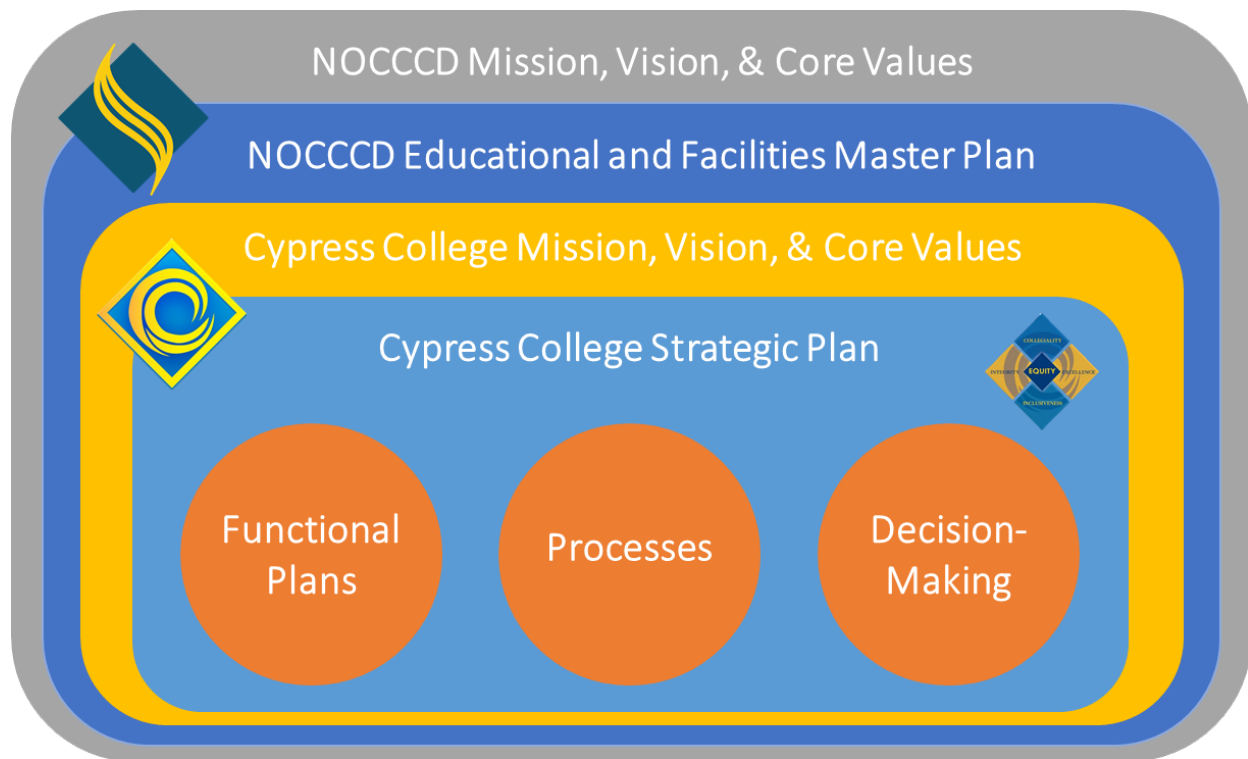


Cypress College Strategic Plan 2021-2024

Overview of Development Process, Evaluation, and Goals

Introduction

The Cypress College Strategic Plan 2021-2024 serves as a three-year journey and commitment to student and community success. Building upon the achievements and lessons-learned from the previous strategic plan, this iteration focuses on goals that centered on key college initiatives and priorities across five Strategic Directions, 1) Student Experience and Success, 2) Employee Experience, 3) Stewardship of Resources, 4) Collective Impact & Partnerships, and 5) Physical Environment. These goals thematically communicate the priorities and actions that move the college toward fulfilling its Mission, Vision, and upholding Core Values.

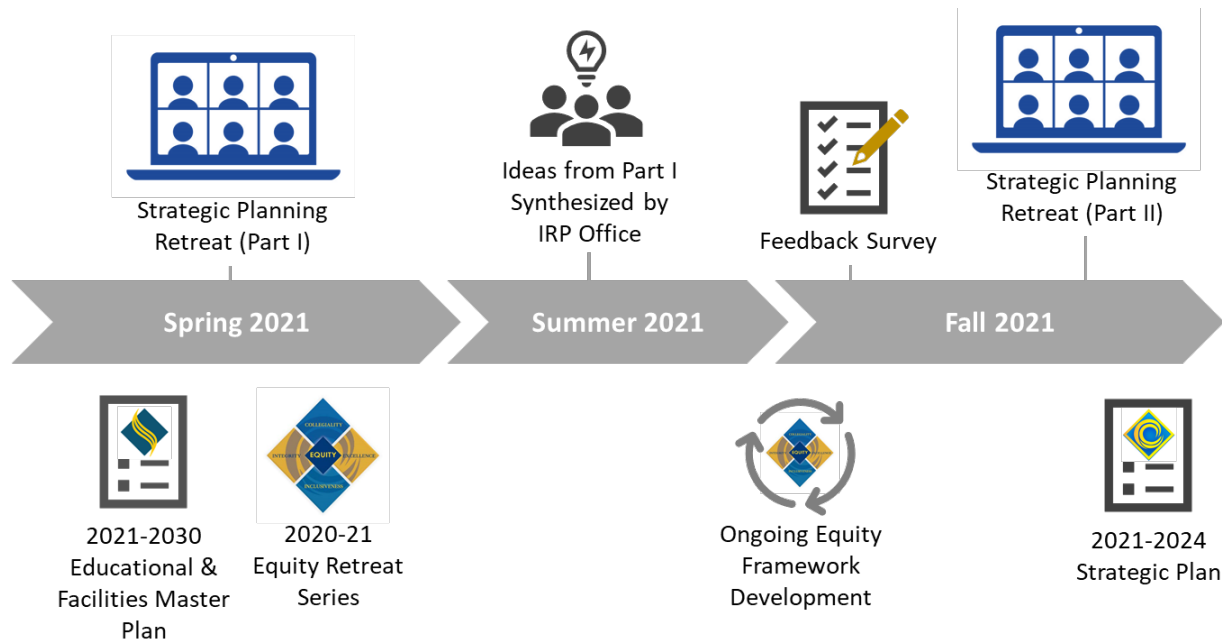


Process

The development of the 2021-2024 Strategic Plan began soon after the sun setting of the 2017-2020 Strategic Plan. However, since the Strategic Plan must align with broader District planning processes, the College delayed the approval of the 2021-2024 Strategic Plan until the North Orange County Community College District (NOCCCD) approved the 2021-2030 Educational and Facilities Master Plan (EFMP). This additional year of planning proved necessary as the COVID-19 pandemic shifted all operations online and required colleges to rethink how they function and serve students. Additionally, it gave the College an opportunity to take a deep, introspective look at how to address racial inequities as a college and uphold the Equity Core Value through the development of an Equity Framework.

The Spring 2021 Strategic Planning retreat was the first in a series of activities designed to gather campus wide perspectives on strategic goals and priorities. The Office of Institutional Research and Planning then distilled the goal and priorities ideas into a comprehensive list of goals and administered a survey to identify priorities. A second retreat was held in Fall 2021 to gather more detailed information on prioritized goals, specifically related to current efforts, future actions, and measures of success.

The following timeline provides a detailed and summative overview of the major planning and development processes:



Approach

During the development of the 2021-2024 Strategic Plan, it became necessary that the College prioritize and focus on a narrower subset of 20 strategic planning goals. This was intended to provide an in-depth look and ensure adequate progress in particular areas while implementing the broader plan. A Feedback Survey was administered in early Fall 2021 in order to identify first-year priorities. As the College continues to implement the plan and make progress toward achieving the goals, the process of prioritization and evaluation will continue as annual implementation activity.

Evaluation Plan

The Office of Institutional Research and Planning (IRP) will lead the evaluation efforts for the 2021-2024 Strategic Plan. Evaluation activities will take place on an annual basis and involve a process of gathering information on actions or achievements related to goal progress. Goal progress and priorities will be updated based on an assessment of information, either by committee or workgroup. All Strategic Plan goals will be evaluated within the context of broader student success measures, including the institution-set standards, learning assessment, Vision for Success Goals, and Guided Pathways implementation measures.

2021-2024 Strategic Plan: Goals by Strategic Direction

Strategic Direction 1: Student Experience and Success

Goal 1: Facilitate the success of all students through enhanced teaching and pedagogy.

Examples: Equity curriculum audits, open educational resources (OER), distance education

Goal 2: Improve communication and information available to students on processes, programs, and services.

Examples: Website, mobile app, virtual helpdesk

Goal 3: Expand the continuum of student support services and programs.

Examples: Access, remote services, student engagement

Goal 4: Provide students with clear and equitable pathways to completion.

Examples: Enrollment management, program mapping, guiding non-traditional students

Goal 5: Expand access to mental health and wellness resources for students.

Strategic Direction 2: Employee Experience

Goal 1: Increase professional development and training opportunities and engagement.

Examples: Opportunities for adjunct faculty and classified staff, onboarding, cross-training, equity training, remote instruction

Goal 2: Foster a sense of community and connectedness among all employees.

Examples: College hour, recognition of employee efforts and accomplishments, campus calendar

Goal 3: Enhance avenues and opportunities for employee voices to be heard.

Examples: Representation on committees, channels to voice concerns

Goal 4: Expand access to mental health and wellness resources for employees.

Strategic Direction 3: Stewardship of Resources

Goal 1: Improve understanding of the budget and resource allocation processes.

Examples: Student-Centered Funding Formula (SCFF), division and department budgets, funding sources

Goal 2: Improve understanding of shared governance responsibilities and processes.

Examples: Committee reporting structure, committee memberships, roles and responsibilities

Goal 3: Improve communication of shared governance and budget decisions for transparency and accountability.

Examples: Robust minutes, broad communication of decisions

Goal 4: Ensure resource allocation is guided by and aligned with integrated planning efforts.

Examples: Linkages to program review, equity

Strategic Direction 4: Collective Impact and Partnerships

Goal 1: Expand partnerships with high schools and universities to support students' academic goals.

Examples: Dual enrollment, articulation agreements

Goal 2: Expand industry-specific partnerships to support students' career goals.

Examples: Internships, employment

Goal 3: Expand community partnerships to address students' basic needs.

Examples: Housing, food, childcare, transportation, mental health

Strategic Direction 5: Physical Environment

Goal 1: Improve the technology infrastructure to support innovation in remote and in-person environments.

Examples: WiFi, HyFlex classrooms

Goal 2: Create spaces that facilitate student and employee engagement.

Examples: Outdoor spaces, flex spaces

Goal 3: Improve campus accessibility for students and employees.

Examples: ADA, signage

Goal 4: Increase campus sustainability efforts to reduce environmental impact.

Examples: Solar energy, green energy, recycle bins, gardens