

North Orange County Community College District 2022-26 District-wide Strategic Plan

Approved by District Consultation Council, May 20, 2024

Approved by NOCCCD Board of Trustees, November 26, 2024

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Introduction

The *North Orange County Community College District Integrated Planning Manual* stipulates a 10-year period for master planning purposes and designates two short-term District-wide strategic plans to be developed within this timeframe. These four-year strategic plans describe how the District Strategic Directions identified in the *2021-2030 Educational and Facilities Master Plan* will be achieved through initiatives requiring collaboration and coordination among District Services and campus administrators, faculty, and staff. The plan objectives represent commonalities from the site-specific plans that describe efforts toward achieving the District Strategic Directions for districtwide implementations. The *2022-2026 District-wide Strategic Plan* is the first of the two short-term plans in the current master planning cycle of 2021-2030.

In spring 2022, the District Consultation Council (DCC) authorized the formation of a Districtwide Workgroup (Design Team) to develop the *2022-2026 Districtwide Strategic Plan*. The Design Team met and worked to develop the *Strategic Plan* using a strategic compass approach in spring 2023. The strategic compass approach shifts the focus from rigid planning to flexible thinking and adaptation guided by a collective set of values, beliefs, and sense of purpose. The resulting *2022-2026 Districtwide Strategic Plan* represents the collective effort of a collaborative group of stakeholders from across the District, and provides a framework for implementing, evaluating, and achieving the District Strategic Directions, which guide NOCCCD's districtwide initiatives.



Strategic Compass

A contemporary approach to strategy development that shifts focus from rigid planning to flexible thinking and adaptation guided by a collective set of values, beliefs, and sense of purpose.

- **Intentional Alignment with Identity and Purpose:** Application of the belief that shared values, beliefs, and purpose should guide strategic efforts.
- **Continuous Adaptation and Learning:** Recognizing the dynamic nature of the environment, the organization commits to continuous adaptation and learning. It embraces agile thinking, scenario planning, and feedback mechanisms to adjust its course and stay responsive to evolving challenges and opportunities.
- **Incorporates Leading Measures of Inputs and Processes:** The ability to be flexible and to be able to adapt within a year is created by using leading measures of the inputs and processes necessary to achieve a specific goal and realize the intended outcome.

Our Purpose

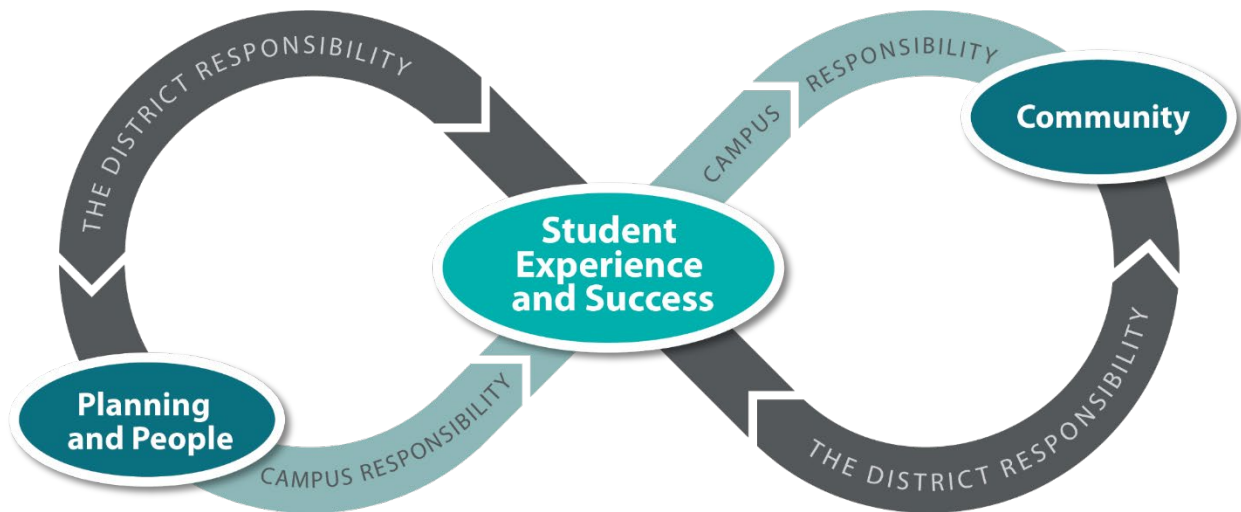
To **uplift** individuals and communities through education, a vehicle for social mobility.

We are passionate about **empowering** students, families and communities and understand the transformative power of education to help individuals engage with their communities in a socially responsive way.

Connection is at the heart of what we do and we strive to connect with our students and colleagues in purposeful and equitable ways, knowing these efforts contribute to our institutions missions and goals.

Building a Strategic Compass

The primary responsibility of NOCCCD is to support Cypress College, Fullerton College, and NOCE in achieving their site-specific strategic plans while supporting all three sites and the district towards addressing the strategic initiatives outlined in the *2021-30 Educational and Facilities Master Plan (EFMP)* and the *2023 EFMP Refresh*. The visual illustrates the desired relationship between the district and sites, including three categories of strategic initiatives: Student Experience and Success, Planning and People, and Community.





Vision 2030 Goals	NOCCCD District-wide Objectives	Input Measures <i>Prioritize and Support Innovation</i>	Process Measures	Outcomes
Goal 1: Equity in Success	Student Experience and Success Support equitable outcomes and achievement through care, compassion, and connection to: <ol style="list-style-type: none"> enhance the student experience through DEIAA approaches develop collaborative, autonomous learners strengthen student support services provide clear pathways to completion use technology to offer flexible learning options 	<ol style="list-style-type: none"> DEIAA approaches implemented (curricular audit, prof learning, process reviews) Enhanced instructional approaches Evaluate, enhance, and expand services supporting the unique needs of students Ed plan development Tech infrastructure to support flexibility and innovation 	<ul style="list-style-type: none"> Belonging/connection/ engagement Measures of aspiration/hope/goal* Use of student services and measure of needs being met Measures of “on-track” to completion Disaggregate measures (range of groups) 	Course Retention Course Completion Fall-to-Fall Persistence Degree/Certificate Completion Transfers/Transfer Degree Disaggregate Measures (range of groups)
Goal 2: Equity in Access Goal 3: Equity in Support	Community Facilitate inclusive partnerships, expand access to programs and services, encourage collaboration, and prioritize DEIAA, supporting: <ol style="list-style-type: none"> academic and career goals basic needs success through seamless pathways within/beyond our institutions 	<ol style="list-style-type: none"> Strengthen and expand partnerships (businesses/community) Create the space and support for cross-collaboration (internal and external) DEIAA focus across all partnerships and collaborations 	<ul style="list-style-type: none"> Increased matriculation from high school pathway programs Cross-collaboration in action (opportunity to participate) Belonging, connection, and engagement Diverse needs being met Professional development applied (6 weeks later) 	Enrollment Apprenticeships/ Internships Course Completion Persistence Climate Survey (Employee)
<Supports Goals 1-3>	Planning and People Promote resource stewardship, employee development, inclusive decision making, and campus accessibility/sustainability to: <ol style="list-style-type: none"> foster a positive experience/support employee development strengthen participatory governance with a DEIAA emphasis improve campus physical space to enhance student and employee well-being align resources through integrated planning 	<ol style="list-style-type: none"> Support professional development, engagement, and community building (connection) Create opportunities for better communication & shared leadership; include employee voice in decisions Facility improvement and sustainability projects Align resources to goals and support innovation 	<ul style="list-style-type: none"> Employee satisfaction measures Diverse (lived experience) participants Improved communication Increased and/or enhanced use of sustainable physical space and technology Resources aligned to goals, innovation to meet unique needs (campus resource requests tied to plans) Professional development applied (6 weeks later) 	Climate Survey (Employee) Employee Exit Interviews Employee / Student Well-being Goal Achievement through fiscal stewardship



Measurement Plan

First Semester

Service Utilization Data

- develop systems to track student use of and access to programs and services

Matriculation Data

- monitor dual enrollment high school student pathways
- review NOCCCD enrollment after dual enrollment participation

Employee Experience Survey

- belonging, connection, engagement
- access to opportunity / actual participation
- professional development application

Collaboration

- variety of employee stakeholders in governance bodies, associations, and workgroups

Second Semester

Service Utilization Data

- review data on student use and access to programs and services by demographics

Student Experience Survey

- belonging, connection, engagement
- needs met based on service utilization

On-Track Data from 1st Semester

- % of program requirements completed
- % of student educational plans developed

Employee Experience Interviews

- belonging, connection, engagement
- access to opportunity / actual participation
- professional development application

Collaboration

- variety of stakeholder participants
- communication strong/improved

End of Year

Course Retention

Course Completion

Fall-to-Spring Persistence

Fall-to-Fall Persistence

Degree/Certificate Completion

Climate Survey (employees)

Employee Exit Interviews

Employee Collaboration in key Decisions

