

Initiative #1 Become the Preferred Transfer Pathway to Cal Poly Humboldt				
Annual Plan #	EMP Key Activity #	EMP Initiative #6	Annual Action	Cabinet Lead
1	1.1 1.2	6.3 6.4	Create a CR/Cal Poly Humboldt transfer team with access to CR and Humboldt student records.	VP of Student Services
2	1.1 1.4	6.6	Articulate CR's new aquaculture program with programs at Cal Poly Humboldt.	VP of Instruction
3	1.2	6.1 6.2	Clarify Associate Degree for Transfer (ADT) Pathways with Cal Poly Humboldt and develop 2 + 2 Pathways where possible.	VP of Instruction
4	1.3 4.4	6.1 6.2 6.3 6.4	Research the development of an Accelerate College Program (ACE) to attract adults who are working, are parents, or have other familial responsibilities by offering compressed courses and structured schedules.	VP of Student Services
5	1.5 4.4	6.1 6.2 6.3	Align admissions and enrollment terminology and technology to support enrollment across CR and Cal Poly Humboldt.	VP of Student Services
6	1.5 4.4	6.1 6.2 6.3 6.4 6.5 6.6	Facilitate a "reimagining counseling and advising" summit through NACADA to assess and evaluate current best practices, identify gaps, support areas of improvement, and strengthen Cal Poly Humboldt transfer counseling partnership	VP of Student Services

Initiative #2 Expand and Prioritize Offerings that Prepare Students for Living-Wage Jobs				
Annual Plan #	EMP Key Activity #	EMP Initiative #6	Annual Action	Cabinet Lead
7	2.0	6.1 6.2 6.3 6.4 6.5 6.6	Explore noncredit/adult education workforce skills that may equate to the American Council on Education (ACE) credit/industry certifications.	VP of Instruction
8	2.0 2.1	6.2 6.3 6.4	Make strategic revisions to streamline existing CIS Networking CA programs: 1) Reduce the time it takes to complete the CA while retaining its intended purpose and value in preparing students with skills required by local employers and needed to gain living-wage employment, 2) Increase content related to “cloud technologies.”	VP of Instruction
9	2.1	6.1 6.2 6.3 6.4 6.5 6.6	Create a Workforce Development Plan supporting pathways to living-wage jobs. Evaluate the most desirable program options and prioritize their development. Ensure seamless transfers to Cal Poly where possible.	VP of Instruction
10	2.1	6.4	Finalize the development of the Certificate of Achievement in Personal Training from the current Certificate of Recognition to help increase pathway options and degrees/certificate for KINS majors.	VP of Instruction
11	2.1		Hire a full-time SWHS tenure-track full-time faculty to support students completing degrees and certificates.	VP of Instruction
12	2.1 5.2	6.3	Increase the size of student cohorts in both RN and LVN programs to better serve community needs.	VP of Instruction
13	2.3	6.1 6.2 6.3 6.4 6.5 6.6	Organize internship opportunities across areas Develop new internship opportunities through the Basic Needs/Wellness Center such as for social work and addiction studies students	VP of Instruction

Initiative #3 Create a More Nimble and Adaptable Institution				
Annual Plan #	EMP Key Activity #	EMP Initiative #6	Annual Action	Cabinet Lead
14	3.1		Investigate administrative options as part of planning how to provide program oversight as the public Safety program continues to develop.	President/ Superintendent
15	3.2	6.3 6.4	Hire third party consultant to conduct technology infrastructure and technology services assessment.	VP of Student Services
16	3.2	6.3 6.4	Research and evaluation possible software solutions to obtain student services specific data.	VP of Student Services
17	3.3	6.1 6.2 6.3 6.4 6.5 6.6	Create integrated coordinated professional development offerings that support the Education Master Planning initiatives	VP of Instruction, VP of Student Services, AVP of HR
18	3.3	6.1 6.2 6.3 6.4 6.5 6.6	Provide Diversity, Equity, and Inclusion related professional development opportunities for all employees by building on current offerings, including learning opportunities for culturally responsive and equitable teaching for faculty.	AVP of HR, VP of Instruction, VP of Student Services
19	3.4	6.3 6.4 6.5	Orient new full-time faculty using a cohort model.	VP of Instruction
20	3.4	6.3 6.4 6.5	Develop a Manager and Staff Orientation/onboarding Program using a cohort model.	AVP of HR, EEO, DEIA
21	3.4	6.3 6.4 6.5	Create an orientation and onboarding program for new and current associate faculty.	VP of Instruction
22	3.4	6.1 6.2 6.3 6.4 6.5	Explore a process for including students in the faculty and staff hiring process.	AVP of HR, EEO, DEIA
23	3.5	6.1 6.2 6.3 6.4 6.5 6.6	Form stronger partnerships with Tribal members through initiatives such as the Promise Neighborhood Grant to implement CTE pathways with the Yurok Tribe and through CR's Outdoor Campus Collaborative	President/ Superintendent

Initiative #4 Establish Stronger Wraparound Experiences for Students' Total Connection				
Annual Plan #	EMP Key Activity #	EMP Initiative #6	Annual Action	Cabinet Lead
24	4.1	6.1 6.2 6.3 6.4 6.5 6.6	Collaborate with ASCR to establish paid student representative program vis ASCR for student representation to committees, task forces, and working groups.	VP of Student Services
25	4.1, 4.2	6.1 6.2 6.3 6.4 6.5 6.6	Coordinate student surveys (administration and sharing of results) and explore ways to increase input from student to reduce barriers and enhance the student experience.	Director of Institutional Effectiveness/IR
26	4.2	6.1 6.2 6.3 6.4 6.5 6.6	Evaluate the existing curricular, co-curricular and extra-curricular supports and centralize information for students, faculty, faculty counselors, and advisors. Once centralized, explore how this information could also be added to a case-management system.	VP of Student Services
27	4.2, 4.3	6.2 6.3 6.4	Redesign Welcome Center to include admissions and financial aid for a 'one-stop-shop' for enrollment needs.	VP of Student Services
28	4.2, 4.3	6.1 6.2 6.3 6.4	Hold an Open House for parents to bring prospective students who are currently in high school to meet with support staff after the workday.	VP of Student Services
29	4.2, 4.3, 4.6	6.2 6.3 6.4	Hold Counselor Day for High School Counselors throughout the District.	VP of Student Services
30	4.3	6.1 6.2 6.3 6.4 6.5 6.6	Develop a Wellness Center that centralizes support for students' basic needs and mental health services.	VP of Student Services
31	4.3, 4.5	6.1 6.2 6.3 6.4	Fully implement the mobile CR phone App and explore its value to help students explore programs.	VP of Student Services
32	4.3, 4.4	6.1 6.2 6.3 6.4 6.5 6.6	Offer targeted advising workshops and expand advising resources to increase the number of students who have developed and follow a comprehensive student education plan.	VP of Student Services
33	4.5, 4.6	6.1 6.2 6.3 6.4 6.5 6.6	Implement software support to facilitate more effective wraparound student services across the District.	VP of Student Services

Initiative #5 Pursue the Future of Learning				
Annual Plan #	EMP Key Activity #	EMP Initiative #6	Annual Action	Cabinet Lead
34	5.0	6.1 6.2 6.3 6.4 6.5 6.6	Support the Outdoor Campus Collaborative to provide outdoor learning space, public recreation, and health and wellbeing opportunities through campus and community collaborations.	VP of Instruction
35	5.1	6.3 6.4	Continue to develop simulation curriculum across the Nursing Program courses and potentially expand the use of simulation across all Health Occupations programs by Fall 2023	VP of Instruction
36	5.1	6.1 6.2 6.3 6.4 6.5 6.6	Hire a “pathways advisor” to support Rising Scholar Juvenile Justice students and dual enrollment students.	VP of Student Services
37	5.2	6.1 6.2 6.3 6.4 6.5	Work towards the requirements to be a teaching college in the California Virtual Campus Online Education Initiative (CVC-OEI) course Exchange.	VP of Instruction, VP of Student Services
38	5.1	6.1 6.2 6.3 6.4 6.5 6.6	Establish ongoing community of practice with regional partners for work-based learning, student internships, and credit for prior learning (CPL).	VP of Student Services
39	5.2		Establish and support a Peer Online Course Review (POCR) process to facilitate robust peer review of online resources.	VP of Instruction
40	5.4		Explore the classroom technology, professional development, and administrative help to best support the various instructional modalities.	VP of Instruction
41	5.4, 5.2	6.1 6.3	Identify student demand for courses through California by exploring registration and search data from the CVC-OEI Course finder and prioritize the development of those courses for online delivery.	VP of Instruction
42	5.5	6.1 6.2 6.3 6.4 6.5 6.6	Provide innovative, safe and equitable access to learning opportunities for students in the FNR program.	VP of Instruction
43	5.5	6.1 6.2 6.3 6.4	Expand the use of portfolios in liberal arts and STEM by providing professional development and identifying a portfolio platform for all faculty to use.	VP of Instruction
44	5.5	6.1 6.2 6.3 6.4 6.5 6.6	Provide credit for prior learning (CPL) by providing military credit for prior learning (MilCPL) for service members and veterans.	VP of Student Services

Initiative #6 Increase Commitment to Diversity, Equity, and Inclusion				
Annual Plan #	EMP Key Activity #	--	Annual Action	Cabinet Lead
45	6.4	6.4	Continue to review policies, procedures, goals, and resource allocations to identify and eliminate biases or inequalities and integrate the values of diversity, equity, and inclusion throughout all institutional practices.	President/ Superintendent