Strategy Defined by Research & Voices

STRENGTHS   WEAKNESSES   OPPORTUNITIES   THREATS

The CSM Process:

1. External Scan
2. Internal Scan
3. Analysis and the Development of our 5 Strategic Priorities
4. Five in Five
   - Development
   - Refinement
   - Implementation & workplans

1.
Planning at CSM

Aligned with the District

EMP: The Intersection of Strategies & Goals

District Strategic Plan

CSM EMP Strategic Priorities

CSM 5 Year EMP Work Plan

2.

External Scan

Our Student Context

→ Who are our students and what obstacles do they face in our region?

→ Why do they come to CSM?

→ What happens to our students along their educational journey?

3.
Internal Scan

CSM Voices: Students, faculty, staff, and administrators define strengths, weaknesses, opportunities and threats

250+ Voices into Data Diagrams

Students

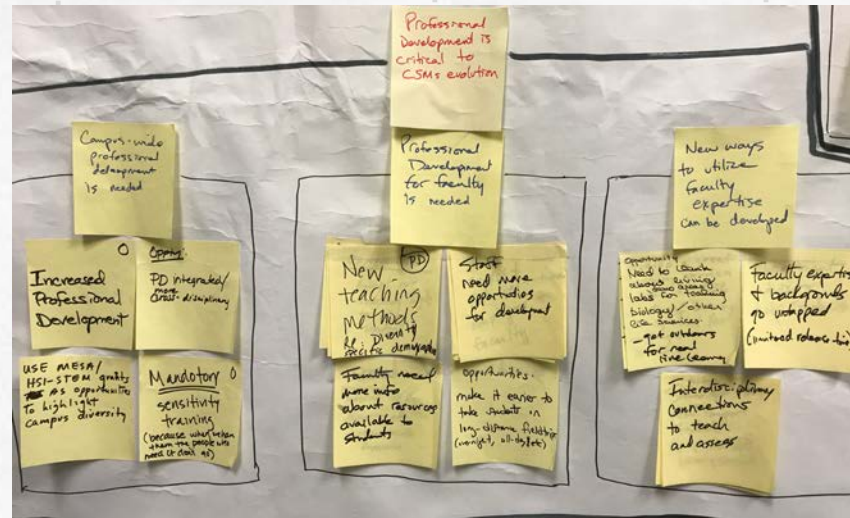Student Senate

Staff

Senate

Flex day focus groups

Faculty

All division meetings

Administrators

Administrator Council

CSM Speaks!

Over 250 CSM Voices

12 EMP Focus Groups with Faculty (FT & PT), Staff, Administration

Student Service Council 2/6
Instructional Admin Council 2/6
Social Science Creative Arts 2/7 & 4/4
Language Arts 3/12
Academic Support and Learning Technologies 3/12
Math & Science 3/9
Business Technology 4/5
Academic Senate 2/27
Student Senate 2/26
Classified Staff (flex Day) 3/8
Classified Senate 2/27
Counseling 5/3

EMP FOCUS GROUP
TOP LEVEL DATA GROUPINGS

4.

Five in Five

The development of our
five strategic priorities in 5 years

CSM Strategic Priorities

1. Supporting Our Student's Aspirations

2. Creating equitable Opportunities for All of Our Students

3. Committing to progressive and Innovative Teaching and Learning

4. Building on a tradition of service to the community

5. Enhancing a Culture of Participation and Communications

EMP Implementation

- External Scan
- Internal Scan
  - IPC Review and validation
    - External Data
    - Internal Data of CSM voices (qualitative) from SWOT analysis
- Subcommittee of IPC drafted strategic priorities based on CSM Voices
- IPC and CSM Leadership inventory Initiatives and programs (May 2019)
- IPC and CSM Leadership define key initiatives to drive strategic priorities (June-September 2019)
- Initiative leads draft implementation plans
- Plans go through college governance process

CSM Strategic Priorities

Key Initiatives

Programs contribute to key initiatives

Key Initiatives That Will Drive our Strategic Priorities

1. Equity
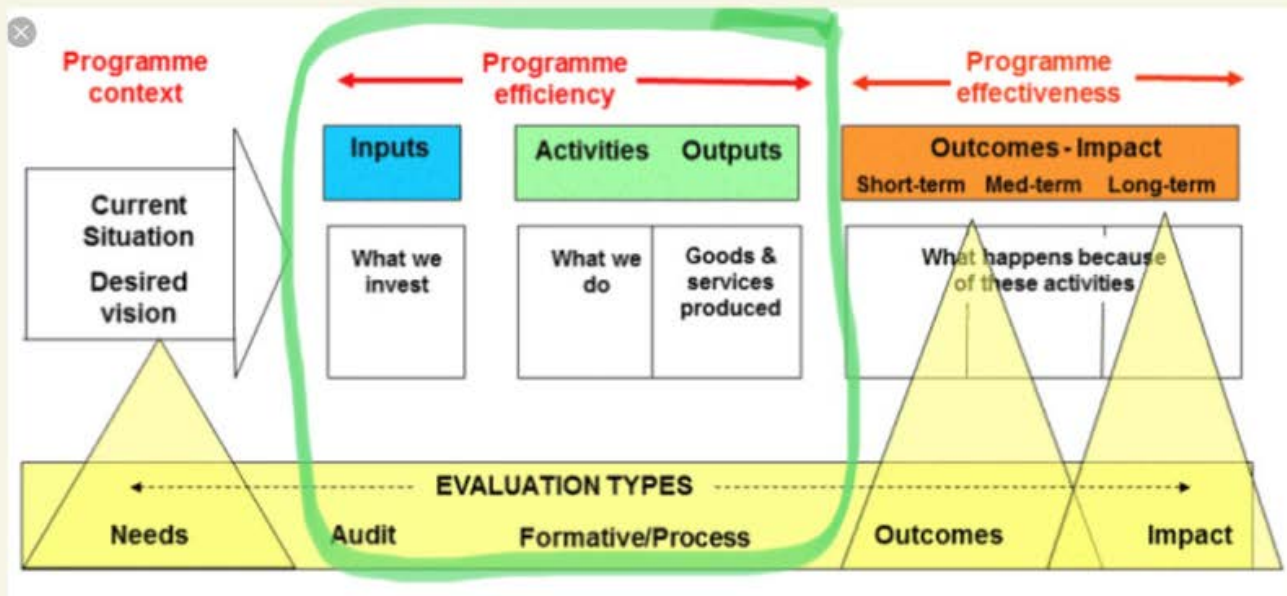2. Stronger Workforce/Career Education
3. Guided Pathways

All CSM programs will identify efforts that strengthen the initiatives and drive our 5 in 5 Strategic priorities

5.

Strategy in Action

PROGRAM CHANGE

Meaningful data for your program is in in the middle

Implementation for Impact

1. Provide access
2. Provide environmental opportunities for cultural validation
3. Provide holistic support
4. Engage faculty and staff
5. Engage the community

What we will do to create impact

1. Provide access

- Outreach and Bridge Programs (1.3)
- Predictive scheduling (1.3)
- Staff and faculty diversity (2.2)

2. Provide environmental opportunities for cultural validation

- Adoption of equity statement in syllabus (1.2, 2.3)
- Culturally relevant practices in courses (1.2, 2.3)
- Critical thinking/cultural engagement (2.3 and in ILO/PLO)

What we will do to create impact

3. Provide holistic support

- Student professional development (1.1, 3.3, 5.2)
- Soft skills/Emotional Intelligence (1.1, 3.1, 3.3, 5.2)
- Ensure that the program level outcomes are robust to transfer or employment needs (3.3)
- Wrap around student support services (1.3, 3.3)
- Self-advocacy (1.1)
- Relevant curriculum (1.3, 3.1, 3.2, 3.3)
- What's Your Why? (1.1, 3.1, 5.2)
- Prepare students for next steps (1.1, 2.2, 3.2, 3.3)
- Engage students in learning communities (1.1, 3.1)\
- Interviewing skills (1.1)

4. Engage faculty and staff

- Monitor student progress (1.3, 3.2, 3.3, 4.2)
- Support faculty innovation (3.1, 3.2)
- Adjunct professional development (3.2)

What we will do to create impact

5. Engage the Community

- Employers, government, and CBOs (5.1, 5.3)
- President's Council (5.1, 5.3)
- High Schools (5.1, 5.3)
- Inventory faculty and staff participation on regional boards (5.1, 5.3)

Process Improvement
that Supports Implementation

- Student progress measured through CRM (1.1, 1.3, 3.1, 3.3)
- Strategic Enrollment Management Plan (1.1, 1.3, 3.1, 3.3)
- Program Mapper for Guided Pathways (1.1, 1.3, 3.1, 3.3, 4.1)
- Curriculum approval process (1.3, 3.1)
- New course development (3.1, 3.2, 3.3)
- Synergy between instruction and student services (3.3)
- Hiring process for short-term temps and contractors (2.2)
- Hiring processes for diversity (2.2)
- Communication (4.1, 4.2)

Measuring Impact

Completion
- Math and ENGL completion in the first year
- Credits earned in the first year
- 3 year degree completion rate
- Avg time to degree completion

Skill Builder
- Students building or refreshing skills who take 1 to 2 classes
- Reason for course enrollment
- Satisfaction rate

Transfer
- Transfer to UC, CSU
- College-level course completion rates in the first year
- 3 year transfer rate
- Average time to transfer

Employment Outcomes
- # of students employed
- Wage increase as a result of education by quarter
- # of students working in the field

Academic and Social Self Concept
- ILOs
- Self-advocacy
- Campus climate survey/Focus groups

Implementation Dashboard

CSM Education Master Plan (EMP) Implementation	College of San Mateo

Work Plan Links

CSM Strategic Priorities 5-Year Overview

🔗 CSM Strategic Priorities 5-Year Overview

GP Initiative Strategic Priorities

🔗 GP Initiative Strategic Priorities

SWP Initiative Strategic Priorities

🔗 SWP Initiative Strategic Priorities

Equity Initiative Strategic Priorities

🔗 Equity Initiative Strategic Priorities

Link to Education Master Plan

Education Master Plan
2018-2023

CSM Initiatives & Programs Draft

🔗 CSM Initiatives & Programs Draft

CSM Strategic Priorities

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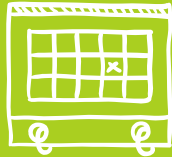# Implementation Next Steps

IPC Review

- 2/5 IPC Draft Review
- Campus constituencies review and provide feedback
- 3/18 Final IPC Review
- Formation of cross campus task forces for implementation

Ongoing IPC Monitoring & Improvement

- Monitor progress
- Measure improvements
- Reflect
- Improve