Planning years: 2020-21 through 2022-23
Plan Type: Program Plan

Title: President's Fund for Innovation and Excellence
OPR:
Collaborative Group(s): President's Office, VPI Office, VPSS Office, Achieving the Dream Core Team

Reference documents:

Plan Author: Ginny McReynolds
Date: November, 2019
REVIEW CYCLE: Three year

SECTION I: Overview & Strategic Information

A. PROGRAM DESCRIPTION
Briefly describe your program and state the overall mission of the program and its role(s) across the college.

The primary purpose of the President's Fund for Innovation and Excellence is to reward all constituency groups for demonstrating innovation and excellence. By rewarding these efforts, we hope to promote innovation and excellence in the work of all members of our campus community. A further goal of this program plan is to encourage departments to work together on projects, activities and initiatives—whether from instruction, student services, administration, classified staff and students. This fund helps to support all three college goals: student success, the completion of their educational goals and improving the organizational effectiveness through increased employee engagement with the college community and continuous process improvement.

This year, a prime example of this kind of cross-campus work can be seen in our efforts to implement Guided Pathways in order to promote greater equity and student success. Sacramento City College has joined Achieving the Dream in order to further expand and complete the work we are doing in Guided Pathways and Equity: to simplify the onboarding process into the college for all students; to enhance the first year experience for our students to make it more engaging overall; to clarify academic and career pathways for our students; and to improve our students' experiences in the classroom so that they feel more welcomed and engaged. Much of this requires innovation, creativity, and overall institutional change. It will also require continual work with the Achieving the Dream organization, including attending conferences, workshops, and institutes. The President would like to support this work through the President's Fund for Innovation and Excellence.

B. ENVIRONMENTAL SCAN
Provide an overview of the major factors affecting the work of the Program. (You may choose to describe the internal (within the college) and external (e.g. outside of the college) environment as they affect the program. Alternatively, you may organize the information by discussing the Program's strengths, weaknesses, opportunities, and challenges. Other formats may also be appropriate.)

Sacramento City College is focused on developing and implementing better ways to help our students succeed, from the day they first think about community college to the day they graduate and move on to a four-year college or degree. We are deeply engaged in creating innovative ways for them to do that. We are re-examining everything, from our onboarding process, to the pathways students can study, to the student's first year experience, to what happens in the classroom, and finally to the ways we provide connections for the next step for students. The President's Fund for Innovation and Excellence strives to support this work by contributing to professional development opportunities for all involved.

C. MULTI-YEAR DIRECTIONS AND STATEGIES
Describe the general directions in which you see the Program moving over the next 3 years. Include any multi-year initiatives in your Program Plans. Describe how these directions and initiatives align with the College Goals. This information will be considered by the CSPC when they review the College Goals & Strategies each year and may lead to the development of new or revised college strategies.

Between November 2019 and November 2022, our programs, services and overall approach to students will be different. In this first year, we are focused on restructuring and strengthening onboarding, course mapping, first-year experience, and basic classroom procedures to help students feel more engaged and more welcomed. The initial changes will be in place for fall 2020. In the two years after that, we will engage in fine-tuning the work we've done in the first year and then focusing on professional development for faculty, staff, and classified professionals.

SECTION II: Review and Plan

Required update every three years. Next required update: 2020-23 Program Plans note that those are submitted in 2019-20).

A: REVIEW OF ACCOMPLISHMENT OVERTHE PREVIOUS PLANNING CYCLE

Briefly state the objectives you worked on last year and the progress you have made on those objectives since the last time the plan was updated.

This fund has supported student travel and initial involvement for faculty, staff and managers in the beginning of is work on Guided Pathways and Achieving the Dream.

UNIT OUTCOMES: ADMINISTRATIVE UNIT OUTCOMES (AUOs) or STUDENT LEARNING OUTCOMES (SLOs) FOR THE PLANNING CURRENT CYCLE

List the AUOs and/or SLOs that will result from the work of the program in the planning year. These outcomes should align with and support the College Goals. Most Program Plans will have only AUOs. Others will have a mix of AUOs and SLOs.

Outcome (AUO/SLO) *(formerly called objectives)*	Expected results	Progress to date
Increase overall student success	Increase course success to 70% and beyond; fall to fall persistence to at least 48%; transfers to UC and CSU to more than 1,000; and degrees awarded to 1,800-2,000	In process

SECTION III: ANNUAL PROCEDURES AND RESOURCE REQUESTS FOR THE PLANNING YEAR:
Required annually

Procedures: Explain the overall procedures that the program uses to fill its purpose and implement its objectives. List the timeline and responsible persons for procedures.

Review of last year's resource use: Briefly explain how resources were used last year to support the work of the plan.

Resource needs for the coming planning year: State the resources (human, financial, facilities, and IT) needed to implement program objectives.

Funding sources: State the sources of funds that are applicable to your program. If your program is externally funded (by grants, categorical funds, CCCCO allocations, etc.) include information on how your program can be institutionalized if the external funding source ends. If your program is internally funded by district or college funding, include information on any plans to seek external funding in the future. The format of this section is up to the plan writer; you may wish to use a table like that below:

Procedure	Timeline	Responsible persons	Resource Requirements	Funding Source(s)
Procedure 1 Promote professional development by supporting involvement in Achieving the Dream workshops, conferences, and events.	2020-21	Achieving the Dream Core Team	$15,000	Guided Pathways and President's Fund for Innovation and Excellence
Procedure 2 (AUO 1)				
Procedure 3 (SLOs 2 and 3)				
Procedure 4 (AUOs 1 and 4)				
			Total Cost: $15,000	

APPENDICES:
Include appendices as needed. Some possible appendices are suggested below:

- Detailed Program Data
- Details of External Requirements Affecting the Program
- Details of Funding Sources
- Measurement Tools/Procedures to Assess Objectives

Notes on terms:

The <u>planning year</u> is the year you are currently planning for (i.e. the coming academic year).

<u>Administrative Unit Outcomes (AUOs)</u> are the main objectives of the unit. The AUOs indirectly affect the experiences of the students at SCC. AUOs describe how the work of the program will support institutional effectiveness and student achievement. Examples are shown below:

- Online tutoring will be available through various tutoring programs in the college. (Tutoring Program Plan)
- Students will have adequate wireless access to Internet resources. (IT Program Plan)
- The PIO office will help improve and enhance internal communication to support institutional effectiveness using an integrated approach to marketing in alignment with department marketing activities. (Marketing Program Plan)
- The DE staff will provide training opportunities for faculty teaching online courses. (DE Program Plan)

<u>Student Learning Outcomes (SLOs)</u> are objectives of the unit that state the major skills and abilities that students will gain as a result of their work with the program. They complete the sentence: "As the result of the work of the unit, the student will be able to…". Examples are shown below:

- Students will be able to access and utilize online tutoring (Tutoring Program Plan)
- The students in BSI-related learning communities and DWAP will have higher course retention and success rates than the average for students in the same class.. (BSI Program Plan)

<u>Procedures</u> are the tasks that are conducted as part of achieving the unit's outcomes.