Annual Planning at Compton College
2022-2023 Annual Planning Cycle Final Report

August 2022

During the 2021-2022 academic year, the College planned for the 2022-2023 academic and fiscal year presenting recommendations to meet the college goals (presented in the appendix). In this process, annual plans start at the program level, roll up into a unit level, and then roll-up into an area level plan. The college's area plans then roll-up into this final college plan.

This report is a summary of the planning cycle process and outcomes. This report describes how lessons learned from the previous year were integrated to refine the planning process; the 2022-2023 planning cycle; faculty professional development proposals; evaluation findings from the 2021-2022 planning recommendations; and lessons learned from the 2022-2023 planning cycle.

Closing the Loop on Lessons Learned from the 2020-2021 Planning Cycle

During the 2021-2022 planning cycle, Compton College grappled with how to improve the planning process and presented several considerations about the process that were recorded in the Annual Report. Specifically, the college identified ways to improve the process by:

- Integrating major grants into the planning process;
- The new planning and program review structure has been integrated into eLumen for program review and service area outcomes. However, upon review, eLumen does not have the capacity to record all of the information that we collect during our annual planning cycle. Therefore, we will continue to conduct the process offline, using excel and word;
- Timely completion of program reviews, annual plans, and evaluations will be required to be considered for funding through the annual planning process;
- The training of the business office processes should be offered regularly to support the capacity of employees to submit requisitions and process payments quickly and efficiently, especially as the campus transitions from PeopleSoft to the BEST purchasing system;
- The logic model exercise will continue to be required to support participant linking of the recommendation to outcomes. The Office of Institutional Effectiveness will evaluate how the logic model supports this understanding in the 2023-2024 planning cycle; and,
- The planning cycle does not evaluate recommendations that use existing funds. As the college planning process develops it will be essential that departments continue to "pivot" and use existing resources for new ideas. This will require a strong evaluation of current practices so that faculty, staff, and managers can determine which practices are effective and which can be stopped or repurposed for new, emerging ideas. This recommendation will be integrated into the training for the 2023-2024 annual planning cycle.

Implementation of the 2022-2023 Planning Cycle

Compton College's planning calendar is described in [Compton Community College District Academic Regulation 6200 - Budget Calendar](). The annual plan for program and unit-level plans consisted of two items:

    1) the logic model (word document) and
    2) the recommendation excel file.

The logic model maps recommendations to activities to outcomes and supports author understanding of how a recommendation is linked to activities, outcomes, and higher-level institutional set goals. The recommendation excel file requires authors to define the recommendation, its expense category, its link to the college strategic initiatives and Tartar Completion by Design, the amount required, and whether it is an ongoing or one-time request. If a recommendation did not require new funds (i.e., existing budgets would be allocated or there was no expected cost for the recommendation), authors did not have to submit a recommendation excel file. The table below presents the list of the program plans and their completion status for the 2022-2023 planning cycle:

Program Plans	Status	Unit
Air Conditioning & Refrigeration	✓	BIST
Auto Collision Repair/Painting	✓	BIST
Automotive Technology	✓	BIST
Business (incl Administration, Management, Marketing, Accounting)	✓	BIST
Computer Information Systems	✓	BIST
Cosmetology	✓	BIST
Machine Tool Technology	✓	BIST
Welding	✓	BIST
Engineering Technology (CAMS)	X	BIST
Music (includes Choir and Commercial Music)	✓	FACH
Communication Studies	X	FACH
Art	✓	FACH
General Studies	X	FACH
English Lit/Rhetoric & Composition, & Academic Strategies	✓	FACH
Foreign Languages (Spanish, Japanese, Sign Language)	X	FACH
English as a Second Language	✓	FACH
Library Science	X	FACH
Social Media & Film/Video (includes Journalism)	X	FACH
Dance & Theatre	✓	FACH
Kinesiology/PE/General Studies (including Contemporary Health and First Aid)	✓	HEPS
Nursing (including Medical Terminology)	✓	HEPS

	Status	Area Plan
Administration of Justice	X	HEPS
Fire & Emergency Technology	X	HEPS
Human Development	X	HEPS
Child Development	✓	SSCI
Liberal Studies	X	SSCI
Ethnic Studies	✓	SSCI
History	✓	SSCI
Political Science	✓	SSCI
Psychology	X	SSCI
Sociology	✓	SSCI
General Studies (includes Anthropology, Women's Studies, Economics)	X	SSCI
Astronomy/Physics	✓	STEM
Biological Sciences	✓	STEM
Chemistry	✓	STEM
Earth Science	✓	STEM
Mathematics	✓	STEM
General Sciences/ General Studies/ Biological and Physical Sciences	X	STEM

Unit Plan Name	Status	Area Plan
Child Development Center	✓	Academic Affairs
Distance Education	✓	Academic Affairs
Workforce Development	✓	Academic Affairs
Adult Education	✓	Academic Affairs
Student Success Center	✓	Academic Affairs
Library	✓	Academic Affairs
Honors Transfer Program	X	Academic Affairs
Auxiliary Services (incl., Purchasing, Contracts, Events)	X	Administrative Services
Business Services (incl. Accounting, Accounts Payable, Payroll)	X	Administrative Services
Facilities, Planning & Operations	✓	Administrative Services
Information Technology Services (ITS)	X	Administrative Services
Business and Industrial Studies (BIST)	✓	Academic Affairs
Fine Arts, Communication, and Humanities (FACH)	✓	Academic Affairs
FACH Tartar Success Teams (TST)	✓	Guided Pathways
HEPS Tartar Success Teams (TST)	X	Guided Pathways

SSCI Tartar Success Teams (TST)	X	Guided Pathways
STEM Tartar Success Teams (TST)	✓	Guided Pathways
BIST Tartar Success Teams (TST)	✓	Guided Pathways
Health and Public Service Guided Pathway Division (HEPS)	✓	Academic Affairs
EEO & Title IX	X	Human Resources
Professional Development	✓	Human Resources
Community Relations	✓	President's Office
Institutional Effectiveness	✓	President's Office
Social Science Guided Pathway Division (SSCI)	✓	Academic Affairs
Science, Technology, Engineering, and Math (STEM)	✓	Academic Affairs
Black and Male of Color Student Success	NA	Student Services
Educational Partnerships	✓	Student Services
First Year Experience (FYE)	X	Student Services
Foster & Kinship Programs	✓	Student Services
Transfer/Career Center	✓	Student Services
Upward Bound Math/Science	X	Student Services
Veteran's Resource Center	X	Student Services
Financial Aid	X	Student Services
Admissions & Records	✓	Student Services
Athletics	✓	Student Services
CalWORKs	✓	Student Services
Campus Police	✓	Student Services
Counseling (incl. Call Center and Welcome Center)	✓	Student Services
EOPS/CARE	✓	Student Services
Special Resource Center (SRC)	X	Student Services
Student Development	X	Student Services
Equity	✓	Student Services
STEM Center	✓	Student Services

Area Plan Name	Status	College Plan
Academic Affairs	✓	College
Guided Pathways	✓	College
Human Resources	✓	College
Academic Senate	✓	College
President's Office	✓	College
Student Services	✓	College
Administrative Services	✓	College

All recommendations were collated and captured in a Qualtrics online survey for the voting process described below.

Voting Roll-up Process

Compton College implements a voting system where respondents rank the recommendations by expense category (e.g., furniture, facilities, instructional equipment, non-instructional

equipment, software/hardware, staffing, and other). For each unit that has program annual plans rolling up into it, the Office of Institutional Effectiveness recommended that respondents include at least the following make-up to ensure representation of faculty, staff, or managers knowledgeable about the unit/area functions in the voting process:

Unit/Area Plan	Status	Voting Groups/Individuals
College	✓	• Cabinet
Academic Affairs	✓	• Faculty from each Guided Pathway Division • Managers who work with Academic Affairs • Staff who work with Academic Affairs
Administrative Services	✓	• All administrative services managers
Student Services	✓	• All student services managers
Human Resources	✓	• Managers who work in Human Resources
President's Office	✓	• Cabinet members
Guided Pathways	✓	• Guided Pathways Committee members
BIST	✓	• one faculty member in each program (8 total); • up to 5 staff who work with the BIST Guided Pathway Division; • the Tartar Success Team members for BIST; and, • any managers who work in the BIST division.
FACH	✓	• one faculty member in each program (10 total); • up to 5 staff who work with the FACH Guided Pathway Division; • the Tartar Success Team members for FACH; and, • any managers who work in the FACH division.
HPS	✓	• one faculty member in each program (5 total); • up to 5 staff who work with the HPS Guided Pathway Division; • the Tartar Success Team members for HPS; and, • any managers who work in the HPS division.
STEM	✓	• one faculty member in each program (6 total); • up to 5 staff who work with the STEM Guided Pathway Division; • the Tartar Success Team members for STEM; and, • any managers who work in the STEM division.
SSCI	✓	• one faculty member in each program (7 total); • up to 5 staff who work with the SSCI Guided Pathway Division; • the Tartar Success Team members for SSCI; and, • any managers who work in the SSCI division.

Note: The Academic Senate President completed the prioritization of the Academic Senate plan.

The Office of Institutional Effectiveness returned the voting results to the Dean, Director, or Vice President responsible for the unit or area plan for consideration. This manager then considered the voting results and provided a final recommendation to move the plan forward. The manager was also instructed to provide a reason if they did forward a specific recommendation,

which was captured and published in the feedback report.

Managers, directors, deans, and vice presidents who were responsible for prioritizing unit and area plans created the feedback report that is posted publicly on the Institutional Effectiveness Planning webpage for stakeholders to review. The report authors show all recommendations considered and provide justification narrative for the recommendations that were elevated into the unit/area plan, as well as for those recommendations that were eliminated from consideration, revamped, or funded in a different way.

The 2022-2023 planning process included 340 recommendations from across the campus. Two hundred thirty-eight (238) recommendations were not identified for funding. These recommendations may need additional information about the request, may use existing resources, or may not be prioritized at this time or approved. Users should reference the "College Plan Rank" for a zero (0) and then the "Area Justification/Notes" field of the 2022-2023 College Plan Feedback Report for more information. These recommendations will not be a part of the annual planning evaluation, rather the areas, units, and programs should follow up and address them with existing resources, more information, or consider new ideas next year.

Seventy recommendations (70) were approved outside of the general fund, totaling $1,197,905. These recommendations are:

	2022-2023 Recommendation	**Amount Funded**	**President/CEO Recommendation**
	State Outreach & Retention Fund		
1	PRES6 -ComRel5: Hire full-time web designer- *Ongoing*	$75,000	Approved for a provisional position. Amount reduced.
2	SS5: EdPart3: Secure 20-25 Wi-Fi Hot Spots and tablets to conduct outreach activities off campus- *One-time*	$15,000	Approved for reduced amount.
3	AA8: SSC2: A uniform student tracking system for the SSC and the SSC Computer Lab.- *Ongoing*	$25,000	Approved
4	PRES14- IE10: SENSE or CCSSE Survey Funding (administered every 4 years)- *One-time*	$10,000	Approved
5	GP Various: Each TST will get an additional $5,000 to conduct planned activities- *One-time* (with evaluations)	$25,000	Approved
	State Recruitment & Outreach Fund Total	**$150,000**	
	American Rescue Fund		
6	AA7: DE3: Software that allows the use of text files to upload exams to Canvas-$6,200 (originally asked for $2,100 for one year)- *Ongoing*	$6,200	Approved; Ask for a multi-year contract.
7	AA17: SSC9: ~~Purchase change machine for SSC Computer Lab~~- $2,500- *One-time*	$2,500	Approved to pay for printing for all students.

8	AA25: DE7: Software that allows users to search for specific content or key phrases contained in Canvas courses. - $2,350- *Ongoing*	$7,000	Approved; Ask for a multi-year contract.
9	AA3: DE1: Software that will assist with the development and management of accessible documents for students.- $7,000- *Ongoing*	$35,000	Approved
10	SS9: CEPCCWC-16: Hire a full-time student services advisor for the transfer center. – *One-time*	$30,000	Approved for provisional position.
	American Rescue Fund Total	**$80,700**	

Capital Outlay

11	AA9: FACH3-Lib3: Acquire webcams for desktop computers- *One-time*	$10,000	Approved
12	AA21: FACH22-Lib5: ~~Book drop removal~~ *One-time.*	$10,000	Approved to fix the book drops and implement us.
13	AA11: SSC11: Upgrade Wi-Fi and Ethernet- *Ongoing*	$5,000	Approved
	Capital Outlay Total	**$25,000**	

Scheduled Maintenance

14	AA26: FACH23-Lib5: Soundproofing study room- *One-time*	$10,000	Approved
15	AA1: SSC8: Remove carpet on the 2nd floor of SSC (tutorial services and computer lab) or contract with an outside company. - *One-time*	$20,000	Approved
16	AA2: ChildDev1: To remove the soiled and damaged carpets from the classrooms. - *One-time*	$30,500	Approved
17	SS3: Police8: Continue to build out campus camera system- *Ongoing*	$32,000	Approved
	Scheduled Maintenance Total	**$92,500**	

Indirect Funds

18	PRES- IE12: Grant writing support- $50,000- *Ongoing*	$50,000	Approved
	Indirect Funds Total	**$50,000**	

Student Equity and Achievement (SEA)

19	SS45-STEM_Center_Funding to incentivize students' participation in tutoring and workshops - $10,000- *Ongoing*	$10,000	Approved
	Student Equity and Achievement (SEA) Total	**$10,000**	

Statewide Association of Community Colleges (SWACC)

20	SS50-Police6: Increase the number of shuttles in operation- $10,000- *One-time*	$10,000	Approved
	SWACC Fund Total	**$10,000**	

Perkins

21	BIST30-Weld5: Student Lockers- *One-time*	$40,000	Approved
	Perkins Total	**$40,000**	

Fund 1.9

22	SS2: Police4: Complete installation and fully implement of the police department communications system- $49,424- *Ongoing*	$32,919	Approved; Partial payment, remainder is in general fund recommendations.
	Fund 1.9 Total	**$32,919**	

Instructional Equipment

23	STEM2- BioScience1: Purchase 8 Fisherbrand accumet AF150 Benchtop pH meters. - $4,100- *One-time*	$4,100	Approved
24	STEM3- BioScience2: Purchase 4 Fisher Science Education Accumet Precision Balance with Draftshield- $5,760- *One-time*	$5,760	Approved
25	STEM4- BioScience3: Purchase ECG machine, EEG machine, and Spirometer- $7,000- *One-time*	$7,000	Approved
26	FACH11- Dance/Theater2: Portable sound system and Video Camera. $3,000.00- *One-time*	$3,000	Approved
27	STEM9-GEOG/L2: Rocks & Minerals for student character and identification skills - $3,000- *One-Time*	$3,000	Approved
28	STEM12- BioScience4: Automatic liquid or fluid dispenser with foot pad control- $575- *One-time*	$575	Approved
29	STEM11-GEOGL4: Ice-age Fossils- $1,000- *One-time*	$1,000	Approved
30	BIST25-MTT_02: 5x Prusa 3d printers - $7,000 - *One-time*	$7,000	Approved
31	BIST26-MTT_07: 2 Pierson Pro Pallet System with 10"x16" PPS pallet - $6,500 - *One-time*	$6,500	Approved
32	BIST27-MTT_05: Probe system for Haas TM1P - $12,000 - *One-time*	$12,000	Approved
33	BIST43-MTT_01: Haas ST-20Y CNC Lathe with tooling and installation - $135,000 - Previously approved to be funded with past lottery money- $135,000- *One-time*	$135,000	Approved
34	BIST3- ACR4: Acquire a Mobile Table-Top Air Conditioning & Refrigeration Trainer (TU-805)- $8,858- *One-time*	$8,858	Approved

35	BIST44-MTT_10: Haas 5-axis CNC mill - $200,000 - *One-time*	$200,000	Approved
36	BIST31-Weld1: FCAW Welding Machines- $27,000+- *Ongoing*	$27,000	Approved
37	BIST32- Weld3: AWS LADBS Certified Testing Lab- $30,000-*One-time*	$30,000	Approved
	Instructional Equipment Total	**$450,793**	

Lottery

38	AA19: FACH18- Music2: Music Scores for Class & Performance- Unknown- Unknown	$1,000	Approved
39	FACH5: Lib1: Acquire additional e-textbooks to expand reserves collection. - $15,000- *Ongoing*	$15,000	Approved
40	FACH7-ENGL2ndLng4: Purchase classroom charts and posters that support language acquisition- $100- *One-time*	$100	Approved
41	STEM17-CHEM7: Funding to purchase the subscription for Top Hat Pro for students and faculty for chem 150- $2000- *Ongoing*	$2,000	Approved
42	FACH19- Art3: Add a ceramic course to course offerings and purchase ceramic glazes. - $6,500- *Ongoing*	$6,500	Approved
43	STEM10-GEOG/L3: Topographic Maps- $500- *One-time*	$500	Approved
	Lottery Total	**$25,100**	

2020-2021 Strong Workforce Funding

44	BIST33-Weld2: Multi Process Welding Machines- $60,000- *One-time*	$60,000	Approved
45	BIST11- ACR3: Acquire an Icemaker Training Unit- $21,143- *One-time*	$21,143	Approved
	2020-2021 Strong Workforce Funding	**$81,143**	

2021-2022 Strong Workforce Funding

46	HPS1-Nursing4: Existing: Replace old blood pressure simulators- $5,000- *One-time*	$5,000	Approved
47	BIST14- ACR9: Additional lab bench tables in laboratory- $6,500- *One-time*	$6,500	Approved
48	BIST15- ACR8: Replace bulky & non-functional desks in classroom- $8,000- *One-time*	$8,000	Approved
49	HPS2-Nursing5: Existing: Replace old defective IV Training arm simulators- $2,800- *One-time*	$2,800	Approved
50	HPS3- Nursing6: Existing: Replace 3 broken unsafe Patient Care Simulators- $3,000- *One-time*	$3,000	Approved

51	SSCI4- ChildEd3: Initiate a stipend for child development center mentor teachers at Compton College CDC and/or community preschools, who demonstrate quality teaching and maintain a model environment, to serve as mentors for Practicum students. - $3,000- *Ongoing*	$3,000	Approved
52	BIST1- ACR12: Acquire portable (on wheels) smart board that can be utilized in lab, and classroom. - $4,000- *One-time*	$4,000	Approved
53	BIST4-COSM1: Wig Making- $5,000- *Ongoing*	$5,000	Approved
54	BIST5-COSM2: Hair Shows- $1,500- *Ongoing*	$1,500	Approved
55	BIST18- ACR13: Acquire a centralized printer & copier for CTE department use- $4,000- *One-time*	$4,000	Approved
56	BIST8-ATEC 5: Delco ABS/TCS Brake System Training Module - $12,800- *One-time*	$12,800	Approved
57	SSCI9-ChildEd8: Secure funding to support the mandatory Child Development Advisory Committee meetings required by third party funders and CTE fields, to align Compton College Child Development program with local labor market needs. - $500- *Ongoing*	$500	Approved
58	FACH4- Music1: Music Audio Design Software, 16 new iMac's or Mac Mini's, for the Audio Engineering lab- $25,000.00 - *One-time*	$25,000	Approved
59	BIST19-ATEC 7: Laptop Computers, Cart, and wireless laser printer- $1000- *One-time*	$1,000	Approved
60	BIST9-ATEC 6: Disk/Drum Brake Training Modules (2 units)- $18,000- *One-time*	$18,000	Approved
61	HPS12- Nursing7: Existing: Replace defective/broken and over-the-bed medical tray tables for the skills lab. -$350-*One-time*	$350	Approved
62	BIST12-ATEC 1: New OBD2 Autel MaxiSYS Ultra Scan Tool with J2534 Programming Module- $6,000- *One-time*	$6,000	Approved
63	BIST13-ATEC 2: New Coolant Exchange Machine- $3,800- *One-time*	$3,800	Approved
64	BIST17-ATEC 4: Emissions 5-Gas Analyzer- $6,500- *One-time*	$6,500	Approved
65	BIST16-ATEC 3: New Automatic Transmission Fluid Exchanger Machine- $6,000- *One-time*	$6,000	Approved
66	BIST21-MTT_03: COLD SAW, 14″, VARIABLE SPEED - $6,500 - *One-time*	$6,500	Approved
67	BIST22-MTT_06: TW90 Vertical/Horizontal Grinder with stand and attachments - $7000 - *One-time*	$7,000	Approved

68	BIST23-MTT_09: Precision 12"x28" Lathe with stand and tools- $6,500 - *One-time*	$6,500	Approved
69	BIST24-MTT_08: Vertical Band Saw - $6,500 - *One-time*	$6,500	Approved
70	SSCI2- ChildEd2: Acquire monies to purchase peripherals (tripods, hard drive, screen protectors) that are necessary to accompany current iPods procured in spring 2021- $500- *One-time*	$500	Approved
	2021-2022 Strong Workforce Total	**$149,750**	

Additionally, 3 recommendations totaling $99,400 were identified for Enrollment Management funds, and the governance body managing the funds needs to review the requests (e.g., Enrollment Management Committee) before funding is finalized. These include:

2022-2023 Recommendation	**Amount Funded**	**President/CEO Recommendation**
Enrollment Management Funding		
1 SS10: EdPart2: Hire 15-20 Student Ambassadors- $80,000- *Ongoing*	$80,000	Review by Enrollment Management Committee for Funding
2 AA18: FACH6-ENGL2ndLng3: Purchase 5 A-Frame signs to display around campus to create a presence for the ESL department. - $1,400- *One-time*	$1,400	Review by Enrollment Management Committee for Funding
3 AA10: FACH10-ENGL2ndLng1: Continue implementing a campaign of emails, ads, and text messages to ESL students for the 2022-2023 school year and summer 2022. - $18,000- *Ongoing*	$18,000	Review by Enrollment Management Committee for Funding
EMP Total	**$99,400**	

Eighteen (18) recommendations were approved for the general fund, totaling $338,024.

General Fund

	2022-2023 Recommendation	**Amount Funded**	**President/CEO Recommendation**
1	SS1: Evaluator (Provisional)- *One-time*	$60,000	Approved as a provisional position.
2	PRES2 - IE3: eLumen annual funding for SLOs and planning - $35,000- *Ongoing*	$35,000	Approved

3	SS2: Police4: Complete installation and fully implement of the police department communications system- $49,424- *Ongoing*	$16,924	Approved
4	PRES5 - IE2: Additional funding to assist with database management. *One-time*	$50,000	Approved
5	AA4: FACH14- Lib3: Acquire EZ Proxy via OCLC. - $4,000- *Ongoing*	$4,000	Approved
6	SS6: Police2: Bike patrol equipment and uniforms and training- $10,177- *Ongoing*	$5,800	Approved
7	PRES11 - IE5: Argos professional development for IE staff- $8,000- *One-time*	$8,000	Approved
8	AA12: ChildDev2: To install a Ring Security system- $1,000- *One-time*	$1,000	Approved
9	AA15: STEM20-CHEM9: Purchase first aid kits in case of an emergency- $300- *One-time*	$300	Approved
10	PRES13- IE6: Tableau Upgrades- $36,000- *Ongoing*	$36,000	Approved
11	AA14: STEM15-CHEM8: Purchase new spill kits in case of an emergency- $1000- *One-time*	$1,000	Approved
12	SS16: Police3: Retrofitting ~~Jail area~~- $16,104- *One-time*	$2,000	Approved; changed to retrofitting jail bench.
13	AA24: FACH9- Art1: Bring in a local artist to paint a mural on campus- $7,000- *One-time*	$7,000	Approved
14	AA27: STEM18-CHEM5: Purchase home lab-kits from Science Interactive for two sections of Chem 102; $8000 - *One-time*	$8,000	Approved
15	AA28: SSCI13- ChildEd10: Establish a stipend for the CDTC Administrator to fulfill all the requirements of the Instructional Contract- $2,000- *Ongoing*	$2,000	Approved
16	SS35: Police1: Add one new police vehicles with emergency lighting and computer equipment installed- $56,000- *Ongoing*	$56,000	Approved
17	AS1: Purchase two mowers- $30,000- *One-time*	$30,000	Approved
18	AS3: Purchase scissor lift- $15,000- *One-time*	$15,000	Approved
	General Fund Total	**$338,024**	

Evaluation of 2021-2022 Annual Planning Process

In the 2021-2022 planning cycle, the college identified 34 recommendations for funding. At the end of the fiscal year, the Office of Institutional Effectiveness evaluated how the recommendations were implemented. This evaluation strived to answer two questions:

1. Was the recommendation implemented and the funds spent?

2. What were any challenges to implementing the recommendations?

The table below presents the results of which items were completed, partially completed, or not completed. Ongoing requests should already be captured in department budget allocations for 2022-2023. In addition, items 18, 21, 27, and 31 that had difficulty with implementation in 2021-2022 will be considered for funding in the 2022-2023 year.

	2021-2022 Funding Request	**Amount Funded**	**Implemented**
1	AA6: SSC 4: Continue NetTutor online tutoring services. – *Ongoing*	$10,800	The state paid for it in 2021-2022, but they will not pay for it in 2022-2023. We have credit from the company for 2022-2023 but will need funding in the future.
2	SS3: Counseling 5: Import Banner information into CRM Advise. – *One-time*	$20,000	Partially implemented; Spent entire allotment. New student orientation, SEPs, Financial Aid information, and probation workshop information will now be in CRM Advise. This will help with case management and proactive in-reach.
3	AA2: Distance Ed 1: Blackboard Ally: Software that will assist with the development and management of accessible documents for students. – *Ongoing*	$8,000	Yes, completely; Spent entire allotment
4	AS7: ITS 4: Hire an Americans with Disabilities Act (ADA) Compliance Position. – *Ongoing*	TBD	Partially implemented; Did not spend money. When the position was announced, we had a Director of Diversity, Compliance, and Title IX but before the position closed, that position became vacant. Since this is an important position to that individual the decision was made to postpone moving forward until the Director's position was filled. This was an unforeseen challenge impacting the success of this activity.
5	AA9: STEM:3 - Bio5: Purchase 6 microscopes with camera and connection to the AV system. – *One-time*	$5,400	Partially implemented; Spent entire allotment. The item was one-time, but additional funds are needed to implement the recommendation. There are various parts to the item. Matching all components was an issue.
6	AA18: STEM:4 - Bio7: Purchase 8 Fisherband Bact- loop micro sterilizers. – *One-time*	$3,200	Yes, completely; Spent entire allotment.

7	AA29: STEM:6 - Phys4: Obtain six (6) 6" Schmitt-Cassegrain GoTo telescopes +accessories. – *One-time*	$5,200	Yes, completely; Spent entire allotment. Waiting for the order to arrive.
8	AS4: Facilities 1- Purchase new mowers for grounds. – *One-time*	$30,000	Partially implemented; Spent part of allotment. Unable to complete purchase due to mower being on backorder. They are also adding a surcharge to complete the order. Waiting for feedback. Rented mowers.
9	AS5: Facilities 2- Purchase custodial floor equipment (i.e., vacuums, buffers, scrubbers, burnishers, extractors). – *One-time*	$15,000	Yes, completely; Spent entire allotment
10	IE3: CITI Human Subjects Protection Training. – *Ongoing*	$3,500	Yes, completely; Spent entire allotment
11	HR1: PD 3- Event comprised of a variety of activities that include: team building (e.g., manager's retreat), technical and soft skill knowledge sharing, and featured speakers. – *Ongoing*	$10,000	Yes, completely; Spent entire allotment
12	IE5: Student Tracker Costs. – *Ongoing*	$1,200	Completely implemented; Spent entire allotment
13	GP1: FACH_TST1: New Student Survival Kits. – *Ongoing*	$15,000	Yes, completely; Spend entire allotment
14	Acad Sen4: Fund the purchase of books for the Book Club. – *Ongoing*	$3,000	Yes, completely; Spent part of allotment
15	AA8: Distance Ed 2: Test Proctoring Service: Software that	$14,200	Yes, completely; Spent entire allotment.

	will perform Automated test proctoring in the Canvas Learning Management System. – *Ongoing*		
16	AA12: STEM:5 - Bio8: Purchase 171 L Corning LSE Shaking incubator. – *One-time*	$6,400	Partially implemented; Spent entire allotment. Waiting to receive order.
17	AA23: FACH4 - Comm2: Funding for intramural speech competition. – *Ongoing*	$500	Not implemented; In-person competition was not possible during COVID.
18	AA36: STEM:8 - Phys6- Obtain six (6) silicon PMT assemblies. – *One-time*	$1,000	Not implemented; Did not spend allotment. Several vendors did not have the specific items. Would like to order in 2022-2023.
19	AA38: STEM:10 - Bio2: Purchase 6 Electric Micro-sterilizers. – *One-time*	$2,300	Completely implemented; Spent entire allotment
20	AS8: Facilities 3 - Purchase new painting equipment. – *One-time*	$15,000	Completely implemented; Spent entire allotment
21	SS1: Student Development 1: Student Development Office Renovation. – *One-time*	$20,000	Not implemented; Did not spend allotment. Our Chief Facilities Officer notified us that their division is understaffed and as a result could not accommodate our planned renovation. We are asking to retain this funding for 2022-2023 to allow time for Facilities to prioritize our work order.
22	AA14: FACH11 - Art6: Purchase and install a gallery hanging system for the art gallery. – *One- time*	$1,200	This was not implemented, because a gallery installer who reviewed the request, said it would be easier to maintain the space without a hanging system.
23	AA34: FACH3 - Comm1: Funding for debate tournaments. – *Ongoing*	$3,000	Not implemented; In-person competition was not possible during COVID.

24	AA56: STEM:15 - Chem7- Funding for sufficient equipment for each student in Chem 120 to have their own equipment set without sharing. – *One-time*	$10,000	Partially implemented; Spent part of allotment
25	AA57: FACH29 - Choir2: Purchase choral risers and acoustical performance shells. – *Ongoing*	$10,000	Completely implemented; Spent entire allotment
26	IE4: Qualtrics Upgrades: Connection to Banner, texting, Stats iQ, TextiQ, and report writing professional development. – *Ongoing*	$6,000	Completely implemented; Spent entire allotment
27	SS10: Ed Partner 4: Increase funding for non- instructional supplies & promotional materials. – *Ongoing*	$20,000	Not implemented; Did not spend allotment. Said it was never added to budget.
28	A15: Distance Ed 3: Respondus 4.0: Software that allows the use of text files to upload exams to Canvas. – *Ongoing*	$2,300	Completely implemented; Spent entire allotment.
29	GP7: FACH_TST2: Student Academic Conferences. – *Ongoing*	$15,000	Partially implemented; Did not spend allotment. Created a process for students to submit requests to attend conferences using a Qualtrics survey; would like to implement in 2022-2023.
30	SS17: Transfer_Center3: Fund Northern California University Tour. – *Ongoing*	$15,000	Partially implemented; Spend part of the allotment. We took 10 students to the spring break university tour 2022 to CSUN, UC Santa Barbara, and CSUCI.
31	SS49: Ed Partner 3: Additional funding for Outreach publications and media to promote	$10,000	Not implemented; Did not spend allotment. Said it was never added to budget.

	Compton College and the Promise program. – *Ongoing*		
32	AA51: STEM:7 - Phys5- Obtain four (4) Solar telescopes + accessories. – *One-time*	$2,200	Unknown
33	AA52: FACH15 - Lib1: Acquire additional e-textbooks to expand reserves collection. – *Ongoing*	$10,600	Unknown
34	UndocuAlly Taskforce Recommendation	$4,000	Completely implemented; Spent entire allotment. Funding allocation was approved through June 2023. The committee will continue to spend down the allocation over the next fiscal year. We learned we need more visibility in the community. This is a very sensitive topic. We are focusing on being more targeted and welcoming to undocumented students. We have learned that there is a mental impact on being undocumented or a part of a mixed-status family. Students need assistance navigating that.

Teaching and Learning Professional Development Proposals 2022-2023

Cabinet reviewed 11 teaching and learning proposals totaling $183,843. The project description and cabinet recommendations are presented in the table below.

	Project	Submitted by	Cabinet Recommendation
1.	Asian American Faculty Training: Immigration history of Asian Americans to the United States and the contributions they have made to American society. Increasing understanding of our Asian American students among faculty may lead to an increase in student success and retention. Request: $13,000	Eunice Kang	Approved for $1000 total for outside speaker - one or two sessions
2.	Implementation of Successful teaching strategies we learned from the recent Evidence-Based Teaching Strategies Series Workshop. Request: $26,044	Gayathri Manikandan and Eunice Kang	Hold- Last year's evaluation of activities needs to be completed before we consider continuing this. We need to know if faculty from 21/22 are implementing and if it made a difference in outcomes. Inconsistency in proposal - workshop prep and meetings for faculty to present
3.	English Community of Practice. Request: $11,000	Valerie Woodward	Approved for $6,720, but must have a finalize evaluation plan with IE before they can start meeting
4.	Counseling Faculty will engage in suicide prevention training to ensure we conduct holistic counseling to increase student success. Request: $600	Cesar Jimenez	Approved

5.	Counseling Faculty will learn new strategies for advising students to increase degree completion. Request: $40,000	Cesar Jimenez	Hold- Need an evaluation of how the training impacted their work, and how many participated in last year's training.
6.	Myers-Briggs Assessment Training: Counseling faculty will utilize career counseling assessment tools to increase degree completion. Request: $47,000	Cesar Jimenez	Approved, for adjuncts and new FT hires only. The evaluation needs to be about how last year's trainees are using MBTI and what impact it has had on students.
7.	Counseling Faculty will utilize Motivational Interviewing (MI) training to increase degree completion. Request: $5,500	Cesar Jimenez	Approved, but the evaluation needs to include the impact the training had on degree completion.
8.	Hands-on Workshop Series on MyOpenMath (MOM). Request: $24,599	Gayathri Manikandan	Hold- Clarify how scope of work is different from instructional specialist duties to assist faculty.
9.	Milady Training: By participating in the continuing education series provided by Milady for cosmetology instructors, the live event Leading & Teaching Through Change will assist faculty in developing the skillset to remain flexible and adapt to change while activating learning and increasing course retention and completion for students. Request: $6,300	Lynda Wilkerson	Approved; Stipends for adjunct faculty only

10.	To increase LGBTQ+ visibility and awareness at our college and foster a better understanding of the student minority group. Broadening our knowledge of the LGBTQ+ community will enrich teaching practices, curriculum design, and campus-wide interactions that exemplify our LGBTQ+ students. Request: $9,800	Sean Moore	Approved
11.	Forum for faculty to share teaching strategies. Request: $0	Don Roach	Approved

Teaching and Learning Professional Development Evaluations for 2021-2022

The President/CEO approved 18 proposals totaling $210,780. This table presents the teaching and learning projects and the status if the project was completed, not implemented, or unknown status.

	Teaching and Learning Professional Development Proposals	Amount Funded	Status
1.	Social Sciences 1: Learning and Understanding How to Apply the Eight Equity Minded Precepts in your Course Syllabus- Unknown	$0	Did not implement
2.	Social Sciences 3: Life Post Pandemic: Navigating Trauma and Education in the Classroom	$5,000	Did not implement
3.	FACH 4: Anti-Racist, Culturally Relevant Pedagogies	$2,000	Did not implement
4.	Social Sciences 2: Supporting and Understanding the African American Male in Education	$5,000	Did not implement
5.	STEM 1: Compton College Successful Teaching Strategies	$0	Complete
6.	Counseling 1: Counseling Faculty will learn new strategies for advising students to increase degree completion.	$40,000	Complete
7.	STEM 4: Four standardized, project-based, student-centered, and equitable course shells for Math 65, 150, 170, and 180.	$14,400	Unknown
8.	STEM 7: OER training	$6,000	Complete
9.	Counseling 3: Motivational Interviewing Training	$5,500	Did not implement
10.	STEM 3: Implement an Evidence-based Teaching Workshop Series	$28,640	Complete
11.	FACH 5: English Community of Practice	$18,540	Complete
12.	STEM 5: Training for math faculty about new course shells	$7,200	Did not implement
13.	Counseling 2: Myer-Briggs Type Indicator Certification	$47,000	Complete
14.	Counseling 4: Skill Scan Training	$20,000	Complete
15.	College 1: Interview and CV Writing Workshops for Adjunct Faculty	$5,000	Complete

16.	FACH 2: On Course Training for Classroom Integration	$4,000	Did not implement
17.	FACH 8: Building and Using Rubrics	$500	
18.	College 2: Grant finding and grant writing workshops	$2,000	Complete

Evaluation information was solicited in a template form (see Appendix) and IE staff provided training in September 2021. Although the college requested that the teaching and learning projects include an evaluation to assess process and outcome findings, no teaching and learning projects submitted a complete evaluation report. Evaluation data was limited to process and satisfaction information. In 2022-2023, projects requesting ongoing funding, were required to present evaluation data.

Process and Satisfaction Findings:

Process issues included challenges having a registration system, creating approved flyers, having an empty position that would coordinate the project (e.g., Counseling professional development faculty coordinator). For Counseling, it was challenging to fit all of the activities in the year, and still be able to meet students' needs, "We have three more projects to complete so I just have to plan accordingly so we don't have too many counselors unavailable to meet with students." In another project, faculty stipends were used for the Evidence-based Teaching Workshop Series. The project requested additional stipend monies as more faculty were interested in participating but it was not approved. Finally, in the Meyers-Briggs training 4 participants completed the survey:

> I provided a survey for the Counselors and two instructional HDEV faculty who participated in the training. 100% of the attendees said they agreed/strongly agreed that the training provided critical knowledge for their job, the training helped them connect with their Compton College colleagues, that they enjoyed the training, that they would recommend the training to their colleagues, that they learned a strategy that they want to use in a counseling session and/or in classroom, and that the presenter(s) provided compelling evidence on why MBTI is one of the most respected personality type tools.

Lessons Learned in 2022-2023 for the 2023-2024 Planning Process

Through the 2022-2023 Planning Process, Compton College Institutional Effectiveness staff continuously evaluated the process. This section identifies lessons learned from the current planning cycle that will be addressed in the 2023-2024 Planning Process that will begin in August 2022.

- Limitations to the eLumen platform do not allow for data collection of the information that is currently collected through the annual plan. The Office of Institutional Effectiveness recommends completing the planning process through Excel, Word, and using the Sharepoint submission system.
- Timing may be challenging to complete this report and be inclusive of all budget/planning decision-making. For example, the Teaching and Learning proposals timeline was extended this year to allow for more proposals and some state budgets were not known in early June (e.g., Guided Pathways). Future timelines may need to be adjusted to include all aspects of the planning report.
- Evaluation activities for the teaching and learning projects must be strengthened and include both process and outcome assessments. Cabinet members reviewed the application and added stronger evaluation questions to the application. Further, IE staff will work with the Manager of Professional Development to ensure all approved projects in 2022-2023 have a strong evaluation plan, and that project leaders know how to collect data to support learning about their project outcomes.
- All budget managers must review their budget and ensure approved items are allocated or work with the budget manager of the approved fund.
- Budget managers across the campus must evaluate all efforts to ensure that recommendations are implemented and having the intended impact. With the large number of funded recommendations this year, budget managers may need to show impact for all future ongoing funding.

2022-2023 COMPTON COLLEGE GOALS

1. **Implement Tartar Completion by Design to ensure all students complete more quickly with fewer units, transfer, or are employed in their field of study[1].**

   a. Partner with Achieving the Dream, Inc. to support improved teaching and learning through professional development and improved data use, including disaggregated data used to inform equity-minded practices campuswide.

   b. Increase capacity and skill level among all faculty for online/remote instruction; strengthen and evaluate the Distance Education program at Compton College.

   c. Enhance online student support services for Compton College students.

   d. Monitor 504/508 concerns and implement Universal Design across all institutional services campuswide.

   e. Support the AB-705 Seymour-Campbell Student Success Act of 2012: matriculation: assessment at Compton College. Continue innovation in supporting student success in English and math while evaluating and refining current programs.

   f. Implement and evaluate Guided Pathways.

   g. Coordinate and evaluate student success activities as they relate to the Student-Centered Funding Formula.

   h. Sustain basic needs resources (e.g., housing, food, mental health, technology, and transportation) for Compton College students through the Tartar Support Network.

   i. Implement a Cooperative Work Experience Plan for Compton College.

   j. Support eLumen as the learning outcome and planning repository for the college. Disaggregate learning outcomes.

   Outcomes: Implement a plan for accessibility; More faculty certified to teach Distance Education; More course reports show that SLO findings result in changes in teaching practice; Employees report reduced silos (climate survey); Increase in count of students who complete math and English in one year, earn Associate Degrees for Transfer (ADTs), associate degrees, certificates, or 9+ Career Technical Education (CTE) units, transfer, or enter employment in their field of study

2. **Grow enrollment to 3,750 Full-Time Equivalent Students (FTES) for the 2022-2023 year.**

   a. Grow enrollment through the implementation of the Compton College 2024 Enrollment Management Plan.

   b. Implement the 2022-2023 Outreach and Recruitment Plan.

  c. Complete the Adult Strategic Enrollment Plan that is aligned with the Compton College 2024 Enrollment Management Plan and the 2022-2023 Outreach and Recruitment Plan.

  d. Offer 1,431 course sections during the 2022-2023 year, with a 65% fill rate of all sections offered.

Outcome: Achieve 3,750 FTES

3. Complete all Compton College Accreditation efforts.

  a. Implement the Institutional Self-Evaluation Report (ISER) timeline, and complete the ISER draft for vetting by all constituent bodies to ensure on-time submittal to ACCJC by August 1, 2023.

  b. Create an intentional link between institutional standing committees and the accreditation standards.

Outcome: Compton College maintains accreditation

4. **Continue to improve facilities to support student learning and success.**

  a. Prioritize scheduled maintenance/site improvements for Compton College to ensure the health and safety of students and employees.

  b. Complete capital outlay construction projects: Instructional Building 2 and the Student Services Building.

  c. Monitor the planning for the Vocational Technology Building Renovation, the Math/Science Building Renovation, and the new Performing Arts Complex.

  d. Begin construction on the new Physical Education Complex.

  e. Continue to explore potential student residential housing options on the Compton College campus.

  f. Establish a published daily cleaning schedule.

Outcomes: Completion of Instructional Building 2 and the Student Services Building projects; Employees and students report satisfaction with the learning environment; Employees and students report feeling safe on campus

5. Continue to develop and enhance partnerships with schools, colleges, universities, businesses, and community-based organizations to respond to the educational, workforce training, and economic development need.

  a. Establish partnerships with businesses and community partners to support Compton College program development in high-demand areas.

  b. Continue to implement the College Futures Foundation funding that supports guided pathways, dual enrollment, opt-out scheduling, block scheduling, and aligned associate degree for transfer pathways at Compton College.

c. Have a fully operational Foundation for the Compton Community College District that meets the needs of Compton College and Compton College students.

d. Increase participation among the College Promise programs with Lynwood, Paramount, and Compton unified school districts.

e. Increase faculty voice in communication with dual enrollment partners, including faculty-to-faculty dialogues.

f. Implement the California Volunteer Grant with the Californians for All College Corps Program

g. Establish and/or enhance partnerships with four-year colleges/universities, including University of California, California State Universities, historically black colleges and universities (HBCUs), Hispanic-serving institutions (HSIs), and private colleges/universities.

h. Establish the Community College Center for Educational Justice and Transformation.

i. Maintain active participation in the California Virtual Campus Online Education Initiative (CVC-OEI).

Outcomes: Maintain dual enrollment student count; Increase in count of students transferring to university partners (e.g., UCI, CSUDH, CSULB); Establish the Community College Center for Educational Justice and Transformation

6. **Create a stronger sense of connection among employees, students, college, and the community.**

a. Develop and implement new action items related to the "new normal" within the context of COVID-19, student success, and employee well-being.

b. Enhance stakeholder engagement in decision-making; further refine how to operationalize collaborative governance at Compton College.

c. Implement and evaluate Diversity, Equity, Inclusion, and Accessibility (DEIA) activities, including the Compton College Response to the Chancellor's Call to Action.

d. Support and champion equity-minded practices designed to engage traditionally marginalized groups, including but not limited to, men of color, LGBTQ+, persons with disabilities, and foster youth.

e. Increase student engagement in campus events and programs among all students.

f. Continue to enhance communication with students, employees, and the community in alignment with the Achieving the Dream, Inc. partnership.

g. Focus Professional Development Days on activities designed to increase community engagement and camaraderie, inclusive of staff, faculty, and administration.

h. Conduct annual needs assessment about faculty and staff professional development, including technology needs.

i. Continue to develop and be responsive to the Compton College employees' professional development needs in alignment with the Achieving the Dream, Inc. partnership.

Outcomes: Increase response rate on school climate survey; Increase in positive responses by employees and students who report being connected to the college; Increase in student use of college services; Establish baseline measures from the National Assessment of Collegiate Campus Climates (NACCC)

7. No audit findings.

a. Create and implement an action plan to improve fiscal business processes that reduce audit findings.

b. Complete the annual audit in a timely manner.

Outcomes: No audit findings for 2021-2022 and 2022-2023

8. Implement recommendations from the Fiscal Crisis and Management Assistance Team (FCMAT) 2022 Report.

a. Implement action plan activities to ensure the fiscal health of the institution.

Outcomes: Reduced cost to deliver instruction; Implementation of the district-approved fiscal management plan

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[1] Outcomes are aligned with the Vision for Success goals from the California Community Colleges Chancellor's Office.

Teaching and Learning Evaluation Template – Example from Katherine Marsh
Teaching and Learning Evaluation Plan/Report Template
STEM 3: Implement an Evidence-based Teaching Workshop Series

Evaluation Question:	**What have faculty participants learned from the workshops and how has it changed their teaching?**		
What data answer this question? How do you operationalize it?	We will include an anonymous survey at the end of each workshop asking participants to supply the three most important things they're taking away. We will also ask participants to type some thoughts into an anonymous survey at the beginning of each workshop, starting at Workshop 2, to discuss some of what they've tried since the last workshop and how that went.		
How will you measure this data?	The responses can provide rich data that will be analyzed for themes.		
	Method	**Who is responsible?**	**When?**
Data collection:	Anonymous survey	Katherine Marsh	2021-2022
Data analysis:	Thematic data/qualitative	Katherine Marsh	2021-2022
Findings:	*TBD*		
Recommendations:	*TBD*		
Who participated in interpreting the data:	*TBD*		