



Compton College 2035

Areas of Focus, Objectives, and Strategies (Abridged)

Goal: Accelerate completion while advancing equity and success.

Areas of Focus	Objectives	Strategies
Education/Guided Pathways	1. Strengthen onramps	1.A. Partner with organizations to create pipeline. 1.B. Increase successful enrollment through customized support.
	2. Adopt holistic, systemic practices to retain students	2.A. Increase awareness, participation in GP's. 2.B. Increase data analysis and sharing to address students' needs. 2.C. Create definition of "decolonize;" decolonize curriculum. 2.D. Increase support for transfer-level Math and English. 2.E. Provide equitable access to computing technologies, skills, and support. 2.F. Increase student engagement opportunities.
	3. Increase partnerships to provide clear pathways	3.A. Increase partnerships with non-profits and agencies to address basic needs. 3.B. Increase outreach and partnerships with local industries to connect students with occupational and career opportunities.
Student Equity and Achievement	1. Increase successful enrollment of males of color students.	1.A. Fully implement Black and Males of Color Success (BMCS) program through increase outreach and engagement. 1.B. Refine outreach, recruitment materials, strategies, messaging. 1.C. Implement CRM recruit; include Males of Color student lists to BMCS program.
	2. Increase # of Black/African American and Latino/a/x students in transfer-level English and Math	2.A. Guide students to transfer-level English and math in the first year; offer targeted strategies for course completion and persistence to next term. 2.B. Implement retention and completion metric reviews in FACH, STEM, and Counseling w/focus on enrollment and success of Black/African American students. 2.C. Implement academic support in math and English with focus on Black/African American and Latino/a/x students 2.D. Increase professional development re antiracism, informed by OFAR participants.
	3. Increase proportion of males of color students who enroll fall and spring.	3.A. Increase access for males of color students to academic, personal support. 3.B. Fully implement BMCS program for current students.



Strategic Enrollment Management

<p>4. Increase # of males of color students in GP's with support for course completion, persistence and successful transfer.</p>	<p>3.C. Increase faculty participation in antiracism professional development. 3.D. Implement GP activities related to persistence for males of color.</p> <p>4.A. Establish partnership between the BMCS program and the Transfer Center. 4.B. Build partnerships with universities with local coordination and programming. 4.C. Investigate students' educational goals and outcomes; identify promising practices to help clarify students' intentions for transfer or workforce preparation. 4.D. Investigate students' transfer goals and promising practices.</p>
<p>5. Increase completion rate for Black/African American and Latino/a/x students.</p>	<p>5.A. Implement program maps and Degree Works to support completion, auto-awarding certificates. 5.B. Increase outreach to Black/African American and Latino/a/x students across disciplines to build awareness of careers in programs of study. 5.C. Pair cultural events with counseling outreach; inform students of math and English completion, careers, and programs of study.</p>
<p>1. Increase outreach to first-time students (i.e., dual enrollment, adult learners, CR and NC)</p>	<p>1.A. Develop culturally competent outreach materials utilizing a variety of methods and clear information. 1.B. Implement coordinated outreach to promote NC and CR career education opportunities—and related resources (e.g., financial aid, basic needs, enrollment steps). 1.C. Increase participation in GEAR UP Program (Gaining Early Awareness and Readiness for Undergraduate). 1.D. Fully utilize CRM Recruit for multi-touch engagement strategy with potential students. 1.E. Provide prospective student with customized support to complete FAFSA and CA Dream Act applications.</p>
<p>2. Expand partnerships to increase first-time students.</p>	<p>2.A. Increase participation in Compton College Promise program. 2.B. Integrate Career Education and ESL into adult education and highlight pathways to credit courses, living-wage careers, and support resources. 2.C. Expand outreach to working professionals re opportunities to earn degrees, certificates, and transfer for living-wage careers.</p>
<p>3. Expand student-friendly, equity-minded practices, policies, procedures.</p>	<p>3.A. Enhance data collection and sharing to better understand and support adult learners and dual enrollment students. 3.B. Establish consistent course sequences and 1–2-year schedules tailored to diverse student needs. 3.C. Expand flexible options like late-start and accelerated courses to support faster completion. 3.D. Monitor use of CCC MyPath to guide students from application through enrollment with clear resources and support.</p>



Technology

	<p>3.E. Increase cross-functional meetings with faculty, counselors, and industry partners to align curriculum and support college readiness.</p> <p>3.F. Provide targeted support to ensure students can easily access academic and basic needs services.</p> <p>3.G. Promote Degree Works through student-friendly tools to support academic planning and program completion.</p> <p>3.H. Achieve 85–100% adoption of OER and Zero-Textbook-Cost materials by 2035.</p>
4. Set enrollment management goals that support VFS and maximize SCFF allocation.	<p>4.A. Use equity-based course data to improve scheduling, instruction, and student support for better outcomes.</p> <p>4.B. Analyze and monitor two-year scheduling patterns to remove barriers to timely program completion.</p> <p>4.C. Reduce course withdrawals through surveys, early alerts, and prompt faculty notifications.</p>
1. Close digital equity gaps.	<p>1.A. Expand student access to laptop loans and hotspots.</p> <p>1.B. Provide students with easily accessible, culturally competent technology training and support (in-person and online).</p> <p>1.C. Collaborate with adult education partners and community-based organizations to provide digital literacy support.</p> <p>1.D. Audit technology systems, tools, and spaces to implement Universal Design Principles to support individual learning differences, enhance assistive technology, and adaptive tutoring systems and tools.</p> <p>1.E. Assess technology based upon version 2.2 of the Web Content Accessibility Guidelines (WCAG) for measuring digital accessibility.</p> <p>1.F. Increase information to current students and the community regarding the availability and access to technology resources and support.</p>
2. Update technology infrastructure and equipment to support equity-minded, collaborative, and innovative learning, boost student engagement and outcomes, and improve institutional efficiency.	<p>2.A. Develop classroom technology standards that support diverse learning modalities and instructional methods.</p> <p>2.B. Establish standards for reviewing, purchasing, and maintaining instructional software, including grant-funded tools.</p> <p>2.C. Prioritize and maintain technologies that enhance efficiency, automate processes, support collaboration, and improve student communication and support.</p> <p>2.D. Provide community engagement technologies to foster student connection, communication, and collaboration.</p> <p>2.E. Leverage AI to automate tasks, optimize resources, and improve communication through tools like virtual assistants and predictive maintenance.</p>
3. Regularly update technology policies and practices to protect data, enhance	<p>3.A. Establish policies and practices on privacy, security, user rights, and AI use.</p>



Human Resources Staffing

<p>cybersecurity, ensure privacy and safety, and manage risk using industry standards like those from NIST.</p>	<p>3.B. Implement security training and regular communications on data privacy, policies, and best practices. 3.C. Continuously update technical strategies to ensure business continuity during emergencies or disruptions. 3.D. Develop and apply a Total Cost of Ownership model to guide annual technology planning and budgeting.</p>
<p>1. Recruit diverse candidates using digital technologies, social media, and direct personal contacts with candidates.</p>	<p>1.A. Annually assess recruitment team effectiveness and revise outreach strategies to expand candidate reach through diverse community and professional networks. 1.B. Evaluate and refine recruitment and retention incentives annually to grow and diversify applicant pools and retain diverse employees. 1.C. Update and use a contact database of alumni and community leaders for personalized outreach on job opportunities. 1.D. Pursue funding and assess a USC Race and Equity Center partnership to prepare former students for teaching roles through the Faculty Preparation Academy. 1.E. Expand and assess social media and targeted advertising campaigns to attract diverse applicants; adjust strategies based on results. 1.F. Evaluate and revise mock session protocols annually to better assess candidates' teaching, mentoring, and service skills.</p>
<p>2. Prioritize professional development to support Completion By Design, <i>Compton College 2035</i>, and in alignment with Achieving the Dream, Inc. partnership.</p>	<p>2.A. Conduct annual needs assessments for faculty and staff professional development focused on teaching excellence, emerging technologies, customer service, and equity-minded support for marginalized groups. 2.B. Expand and annually evaluate ongoing faculty development on data analysis, decolonizing curriculum, noncredit-to-credit pathways, and equity-minded, culturally affirming practices.</p>
<p>3. Prioritize stronger inclusion, belonging, and connection among employees, students, College, and community.</p>	<p>3.A. Annually assess DEIA activities, including the Chancellor's Call to Action response, and adjust strategies accordingly. 3.B. Evaluate and refine the communications plan aligned with the Achieving the Dream Partnership each year. 3.C. Annually review cultural events and professional development promoting diverse representation and adjusting strategies based on impact. 3.D. Assess and update the succession plan focused on building equity-minded leadership skills and key position traits annually.</p>