Introduction

Compton College created this master Compton College 2024 Action Plan inclusive of all of its major planning documents: the Compton College 2024 Comprehensive Master Plan, the Human Resources Staffing Plan, and the Technology Plan, the Accreditation Action Plans, the Distance Education IEPI plan, the Integrated Planning IEPI plan, the Equity Plan, and the Adult Learner Strategic Enrollment Management Plan. This comprehensive Action Plan will provide a common framework for college leaders and institutional standing committees to track progress toward the action items of the college planning process. The Action Plan has been divided by function and in relation to the Completion by Design Framework that focuses all stakeholders on the student experience. The Compton College 2024 Action Plan sections are: Connection, Entry, Progress/Completion, Professional Development, Staffing, Technology, Research, and General/Facilities. As of March 2023, an Archive section has been added for items that have been completed or the process for implementing the item is fully institutionalized. Items will be moved to this tab as they are completed.

Leaders from across the campus will update this Action Plan quarterly, and institutional standing committees will review the progress and provide feedback about the Action Plan updates each quarter. This is the first submission of the Action Plan to the Board of Trustees for the 2023-2024 academic year.

Over 40 faculty, staff, and administrator leaders from across the campus were identified as the responsible parties for the action items in the Compton College 2024 Action Plan. Leads responded to several prompts in the update, including a status categorization of completed, in progress, or not started. Leads also provided a short summary that includes a description of accomplishments, key participants, timeline, how the college is measuring the success of the item, and any opportunities for improvement ("closing the loop"). Further, if the action item was updated from the last submission, the author left an "updated" note at the bottom of the item with their name and the date.

As users review and use this document, please send any feedback to the Office of Institutional Effectiveness

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
1	Increase efforts to attract students from the community and beyond through better advertisement of course offerings and programs and enhance College branding opportunities, public relations. Develop strategic marketing plan, which aligns with diversity and inclusion plans and focuses on disproportionately impacted student groups and targets messaging around programs of study, including recently unemployed students. DI groups include American Indian, Black or African American, Pacific Islander, White, Disabled, Foster Youth, LGBT, and Veterans. Develop culture-specific information strategies, which include multilingual translations of key college information, including Oliver W. Conner Compton College Promise Program. Increase the number of inquiries for each targeted audience.	1	Tailor degree and certificate programs to meet the needs of our students	Compton College 2024 Comprehensive Master Plan (CC 2024), Human Resources Staffing Plan (HR), Enrollment Management Plan (EMP), Equity	Director of Community Relations	In progress	Increased efforts to attract students include ongoing promotion of College Promise Program to in-District eligible HS seniors; career education marketing & recruitment campaign (completed in August 2022); ESL-related ads; and term-specific marketing and recruitment campaigns. Compton Promise Program agreement revised to include all first-time college students, regardless of age or address (May 16, 2023 Board Agenda). Evening weekend schedule of classes being developed for fall 2023 (Academic Affairs with GP Divisions). Strategic Marketing - 2023-2024 Outreach & Recruitment Activities Plan to be finalized by June 30, 2023; Ferrilli hired to assist with enhanced marketing and advertising for the college (April 18, 2023 Board Agenda). Culture-Specific Information Strategies to be determined. Adult Strategic Enrollment Marketing Plan in progress; not yet implemented.	Educational Partnerships, Outreach & Marketing EM Sub-Committee; Institutional Effectiveness; Workforce Development; faculty and Classified staff	Guided Pathway Divisions, Tartar Success Teams, high school counselors	Ongoing	Increase enrollment of new students based on target audience(s). Compare new applicants to successful registration.	Report on enrollment from 2017-2018 through 2023-2024, compare new applicants to successfully registered students. Research Request to be submitted.	Heather Parnock, 6/2/23
2	Create a database with contact information for Compton College alumni, local business and community leaders, and heads of organizations that serve diverse populations for direct and personal outreach regarding vacancies and potential applicants	1	Strategically recruit diverse candidates through the deployment of digital technologies, social media, and direct personal contacts with candidates	HR	President/CEO, Vice President of Human Resources, and Director of Community Relations	Not completed	Collect graduates' contact info (with Admissions & Records, Student Development, and Institutional Effectiveness) from graduation petitions, National Student Clearing House, online form (to be developed), and other sources (to be determined). Leverage various types of media outlets to communicate recruitment messages to potential employees including but not limited to: website, social media, especially LinkedIn, and traditional and non-traditional advertising Direct-to-candidate recruitment through direct-sourcing (utilize multiple databases), workplace recruiting (employees and students), and employee referrals. Scheduling a meeting with USC Race & Equity Center to discuss this program with a launch of summer 2023. The interim Director of Diversity, Compliance, and Title IX will coordinate the summer program with the USC Race & Equity Center.	Director of Diversity, Equity and Inclusion;	Institutional Effectiveness	Ongoing	Improve the diversity of candidates applying for employment with the Compton CCD.	Implement the recommendation from the USC Race & Equity Center	Keith Curry, October 11, 2023
3	Implement CRM Recruit and obtain additional training and technology/equipment to track disproportionately impacted prospective student groups through the onboarding process. Expand CRM features to include: Streamlining digital processes to reduce manual data entry; Wireless access for off-campus outreach activities via a secure network; Provide access to technology for data management and adhere to Family Educational Rights and Privacy Act regulations. Expand and coordinate CRM Recruit messages.	1	Strategically recruit diverse candidates through the deployment of digital technologies, social media, and direct personal contacts with candidates	EMP	Director of Educational Partnerships; Outreach and Promise Coordinator	In-progress	Dr. Nelly Alvarado worked with CRM Recruit consultants and developed a CRM Recruit process and training with stakeholders. Drafted email communications to build automatic messages to students addressing areas of improvement highlighted by EAB. Additionally, the CRM Advise early alert timeline continues to be reviewed and reassessed. We piloted the usage of text messaging and emails in CRM Recruit for New Student Welcome Day.	Strong Workforce, CTE Career Pathways Coordinator, Admissions & Records, Counselors, Student Services Advisors, Academic Affairs, Institutional Effectiveness, and Ellucian	None	Annual Process	Number of prospective students in CRM Recruit moving from opportunities to applicants. Number of Early Alerts managed.	None at this time.	Nelly Alvarado October 3, 2023 and Cesar Jimenez.
4	Develop and implement a plan for social media campaigns to inform and direct interested candidates to apply by targeting high traffic online social media resources (e.g. Facebook, Instagram, Twitter, LinkedIn). Increase targeted marketing efforts and improve communication with prospective students, including advertising, website features, social media, digital and print publication, email and text notifications, and direct mail.	1	Employ numerous recruitment strategies in multiple sites and communication platforms which serve diverse populations	HR, EMP	Director of Community Relations	In-progress	Graduate Communications will continue to assist Compton College with the management of the our social media channels (Facebook, Instagram, Twitter, YouTube, and TikTok) to increase targeted marketing efforts and improve communication with prospective and current students, as well as community members and District partners. (contract expires June 30, 2023) A new full-time web master/social media coordinator position closes June 16, 2023. Goal is to fill the position in summer 2023. (COVID-19 Block Grant funding) Website redesign project completed. New site went live April 21, 2023. A new Future Students webpage is available to direct students to the appropriate steps to enrollment based on what type of student they are, ex. Veteran, reverse-transfer, or ESL.	faculty, staff, counselors, students, Educational Partnerships, Tartar Success Teams, Career and Technical Education (CTE); Strong Workforce; and Outreach & Marketing EM Sub-Committee	community, parents, high school counselors	Ongoing	Increase in followers on social media; diverse social media content; increase in the number of prospective students completing an online interest form	Develop communications and marketing plan to reach prospective students.	Heather Parnock, 6/2/23
5	Collaborate with campus partners (Integrating Outreach into First Year Experience, Extended Opportunity Program and Services/Cooperative Agencies Resources for Education, financial aid, and Guided Pathway activities) on Compton College Promise Program outreach efforts to improve student success.	1	Employ numerous recruitment strategies in multiple sites and communication platforms which serve diverse populations	EMP	Director of Educational Partnerships	In-progress	The Compton College Promise Steps to Enrollment include completion of the FAFSA/CADAA, core services, and the First-Year Program and EOPS applications. Educational Partnerships provides workshops to assist students complete the steps to enrollment and provide information about other support programs on campus. The Promise Program collaborates with the FACH Guided Pathways Counselor to provide initial counseling services to all incoming Promise students and assist with referrals to other services on campus like EOPS/CARE, Financial Aid, and Special Resource Center.	Financial Aid, Counseling and Guided Pathways, EOPS/CARE, SRC, Community Relations, CTE, Academy Affairs	Students, K-12 Districts, Community	On-Going	*Number of Promise students, number of students who completed FAFSA/CADAA, number of students participating in EOPS/CARE, FYE	All programs meet on a bi-weekly basis to review student's core service completion. Moved the Oliver W. Conner College Promise intake form to Qualtrics.	Nelly Alvarado September 3, 2023
6	Implement recruitment for English as a second language (ESL) students for credit and non-credit classes as called for in the Compton College 2024 comprehensive master plan.	1	Employ numerous recruitment strategies in multiple sites and communication platforms which serve diverse populations	EMP	ESL Department Faculty; Dir. Community Relations	In-progress	Materials were translated into Spanish and are being used in our outreach events. Compton staff have been assisting with recruitment and registration for non-credit VESL classes at our adult education partnership sites (Compton Unified Adult School and Paramount Adult School for fall 23).	Dean of Student Success, Heather Parnock	Educational Partnerships, Adult Education and Workforce Development	On-Going	Outreach materials translated into Spanish and available	Gaining an understanding of enrollment of people from households with Spanish as the primary language are a result of these materials.	Sheri Berger, June 5, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
7	Implement the Veterans Center	1 and 2	Improve recruitment, enrollment, retention, and completion rates for our students. Support the success of all students to meet their educational, and career goals	Equity	Director of Financial Aid and Scholarships	Completed	Mr. Kisha attended the Community College Regional 7 meeting on March 16, 2023, via zoom. This meeting is held monthly, and it discusses best practices for the new enrollment management system, mental health resources for veteran students, and any changes to VA benefits and eligibility requirements. Job leads for veteran students and upcoming events are also shared with participants. On March 24, 2023, the FA team participated in the Green Zone training workshop via zoom hosted by Ms. Kisha and Dr. Juan Garcia who is a Marine Cops working at Cypress College as the VRC Faulty Coordinator. The green zone training consists of an understanding about military-affiliated population and their needs, bringing awareness of barriers and issues that veterans are facing transitioning from the military to higher education and resources for military-affiliated students. We had 28 attendees. The VRC plans on making sure faculty members attend the next green zone training, second workshop date TBD. During the month of April, the VRC staff attended Region 7 with Ms. Jessica Peak. The meeting included Veterans advisory committee updates, the changes in the National Guard supplemental orientation, post-secondary Education fee waivers, rein GI Bill benefits defrauded by previous schools Veteran & military-connected intake questions (reflecting on CCC Apply), enrollment best practices, and campus updates. The VRC staff attended the California MAP Initiative Basic Training Articulation on 05/18/2023, The training covered the changes to California MAP, VA work-study employees, the student intake form of academic intuitions ordering JST Transcripts in bulk for the Veterans, how to set up default credit by adding new records for units and the different advantages Community of Colleges C-ID Alignment statewide recommendations. The year end event took place on May 25, 2023. In total, we had eight veteran students and their families participate in the event. The student's got a chance to share their experiences while here at Compton College and how they overcame some of their challenges by using available resources. The Veteran's had a chance to meet with other Veterans and Other Supportive staff members.	Mr. Keith Cobb, Ms. Kisha McThirsty, Ms Marlene Leyva	Current and prospective students, the veteran community	ongoing	Numbers of students served per semester	Increasing awareness of the different services and resources available for the veteran student population.	Xochilt Arauz May 31, 2023
8	Develop and sustain the capacity of feeder middle and high schools to prepare all students for higher education through participation in the Gaining Early Awareness and Readiness for Undergraduate Program (GEAR UP).	3	Employ numerous recruitment strategies in multiple sites and communication platforms which serve diverse populations	EMP	Vice President of Student Services, and Director of Educational Partnerships	In-progress	Compton College is a partner in two Gear Up grants with UCI and one Gear Up grant with CSUDH. Once of the UCI Gear Up grants has the majority of 9th grade students attending Centennial HS enrolled in Dual Enrollment. The CSUDH Gear Up program will begin offering dual enrollment opportunities in summer 2022.	CUSD, Academic Affairs, Director of Community Relations	NA	On-Going	Number of Gear Up students participating in dual enrollment opportunities	Provide Steps to Dual Enrollment training to Gear Up Partners. Invite Gear Up partners to CUSD workgroup meetings to ensure students' registration and academic progress is shared with all stakeholders.	Nicole Jones 6/2/23
8b	The college works with high schools and other feeders to motivate and prepare students to enter college-level coursework in a program of study when they enroll in college.	3	Employ numerous recruitment strategies in multiple sites and communication platforms which serve diverse populations	SOAA 2F	Vice President of Student Services, and Director of Educational Partnerships	In-progress	Compton College hired Dual Enrollment Specialists to help onboard Dual Enrollment students. The office of Educational Partnerships and Counseling and Guided Pathways collaborate to assign counselors who will work with dual enrollment students at the partner high schools to create comprehensive educational plans. CCCMyPath was implemented to help prospective students learn more about academic programs through the career cards and program sheets. Moreover, first-time students are encouraged to complete the steps to enrollment and meet with a counselor to select courses before registration.	Counseling and Guided Pathways, Admissions and Records, Academic Affairs, Institutional Effectiveness, Career Ladders Project	High School Partners, Community, Prospective Students	Ongoing	Number of students who enter college level coursework in a program of study	Need to collaborate with K-12 partner districts to promote academic programs and career opportunities-bring Compton College Tartar Success Teams and faculty to promote programs of study and career opportunities within pathways.	Nelly Alvarado September 3, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
8c	Increase outreach for health and technical field programs, including engaging community professionals.	4	Implement a plan to target outreach of working professionals in healthcare and advanced manufacturing.	CC 2024	Director of Adult Education and Workforce Development, and Associate Dean of Nursing	In-progress	The primary strategy for increasing outreach to health and technical field programs centers on directing prospective to our current Allied Health and Technical programs. Spring 2023 brought forward the revamped EMT program and the EMT Faculty Lead is interested in turning the course into a 9 unit certificate of achievement. We are also prioritizing the preparation of ESL and noncredit students from the surrounding adult schools, those within our own ESL and CIS program, collaborating with our local DPSS and EDD constituents, strengthening our Social Services Preapprenticeship with LA County Department of Economic Opportunity, and also through working with Community Career Development Inc. to grow the number of disconnected Youth and Young Adults, as well as non-traditional aged participants, we look to enhance our overall enrollment numbers in CTE programs. The Tri City Adult Education Consortium is slated to unveil its new website and branding campaign to heighten outreach to a broader cross-section of learners throughout the region. The CCLA campaign to market CTE programs regionally is also still underway and the latest strategies can be reviewed here, https://acrobat.adobe.com/link/track?uri=urn:aaid:scds:US:240596eb-b73d-3ab0-8101-dde142121847. Through the CTE Marketing and Communication project we are currently fully engaged in this endeavor with plans for targeted media buys through zip code, professional associations, and community access points of interested individuals. A new allied health based noncredit strong workforce project is currently working with our nursing faculty to build a meaningful program for participants to enter as an additional outlet to health careers. Ongoing outreach partnership with adult schools underway to boost recruitment for late start Apple Swift Coding course (CIS 61). Apple Swift Coding program under way and the Apple Consulting Network entrepreneurship program has continued since Fall 2021. New CIS and Logistics considerations being made for Compton USD dual enrollment. Incremental increases of Apple Coding Initiative; First Lynwood HS cohort started and second cohort of certificate earners in Spring 2022; Department Chair Yahye stated the Apple Consultant Network training to begin in Spring 2023. Sequential CDEV cohorts with LACOE and area childcare center referrals continue through Spring 2022. MTT/aerospace manufacturing collaboration with Fastener Innovation Technology, Inc. (FIT) for Header operation training is planned to continue in 2022-2023.	Outreach, Health and Public Services GPD, and Job Placement Specialist, Guided Pathway Division counselors, Adult Ed, program advisories (esp. for Career and Technical Education programs), America's Job Center of CA-Rancho Dominguez, and the Department of Rehabilitation Services.	Industry partners, Career centers, Local unions, Transfer institutions, community colleges and universities, high schools, health care facilities, counselors, faculty, community-at-large,	2022-2023	Increase in employer partner participation. Completion rate, employment; Increase in enrollment from lead generation. 5% increase in enrollment from lead generation in technical fields, CNA course completers; development of new CTE noncredit entry-points and by offering current noncredit programs in Personal Care, ESL for Childhood Development, Basic Career Training, and the number of CIS Mobile App Development certificate completers.	There is a need to offer additional health science career workshops to off-set the large numbers of students with interest in registered nursing. EMT and CNA programs seeks to be entry points for nursing. Additional health areas that need access to trained individuals should be identified. Technology entry points need to be expanded and more resources should be shifted towards marketing technology programs such as Mobile App Development with Apple Swift Coding. Finalize structure and specialization path with instructor Michael Van Overbeck to properly market the opportunity to future students.	Lynell Wiggins, March 13, 2023
9b	Assistance is provided to students who are unlikely to be accepted into the impacted ADN Program. Students interested in health careers are encouraged to enroll in the CNA Program or culinary arts, to redirect them to another more viable path to credentials and a career	4	Implement a plan to target outreach of working professionals in healthcare and advanced manufacturing.	SOAA 3d CC2024	Associate Dean of Nursing	In-progress	The CNA Program connects with all interested applicants each month to provide ongoing program requirements and updated information. The Counseling Department and Nursing Department hold bi-monthly Zoom ADN Program Information Sessions open to all interested applicants. This Information Session meeting now includes information on the CNA Program. Furthermore, outreach for the CNA Program student recruitment messages on Twitter & Compton Connects. Our hospital affiliates share with us our student employment opportunities for CNA's and for new graduate registered nursing hiring and new graduate training programs.	Industry partners; Guided Pathway Divisions, Associate Dean of Nursing, Health & Public Service TST	Counseling, Faculty, TST, & Community Relations, Nursing Department Staff	On-going	Full enrollment of both the CNA & ADN Programs	Monitoring and analysis of enrollment, attrition and program completion trends for the 2021-2024 academic years .	Dr. Carol DeLilly, September 6, 2022
10	Create a Collaborative Partnership Planning Team to develop and help implement a plan	3 and 4	Create collaborative partnerships with industry leaders in the allied health and technical fields.	CC 2024	Director of Adult Education and Workforce Development	Completed	Initial workgroup vetted and approved the Graduate Communications Marketing and Communications plan for $150,000 to build a new CTE webpages and initiate a marketing overhaul for each program that includes CTE Program Tool-kits and new social media advertisements that will be accessible through electronic and print media. This network of collaborative partners has grown to include Heather Parnock, director of Community Relations; Dr. Carol DeLilly, Associate Dean of Nursing; Rashid Yahye BIS GPD Chair; EOPS representative Monique Anderson; LA Regional Director Shari Herzfeld, Charlotte Augestein (Information-Communications-Technology Regional Director), Dr. Airek Mathews, DE Manager; and faculty members, Brittany Olayele (ESL), and BIS GPD Counselor. Plans are to integrate regional activities as a resource in marketing efforts, stemming from September 21st Advisory Meeting, assisted with vision for career ladder between Community College ADN, VN and CNA nursing programs and their industry partners on the current status of the workforce and education programs. CNA program in Health & Public Services Guided Pathway Division looking to begin in Fall 2021. Assigned by Dr. Curry as a member of the Adult Learner Strategic Enrollment Management (SEM) Committee tasked with identifying our adult learner cohort to effectively communicate and onboard them to success. There is now a Strong Workforce Action Committee (SWAC) to implement the CA Competes recommendations and the REACH and Adult Learner SEM groups have fulfilled this role in the interim. Outreach and Marketing sub-plan established to operationalize targeted sections of CTE and adult learner strategies to stimulate enrollment. Characterized by Careers for a Cause, Commercial Music Technology Apprenticeship, and strengthening of Biomanufacturing program.	Hospital -based affiliates, Industry partners; Guided Pathway Divisions, Health & Public Service, TST, Los Angeles Economic Development Corporation	Human Resources, transfer & career center, students; faculty; budget/planning;	Pre-Pandemic/Post-Pandemic Efforts, 2022-2023 for integrated planned for partnership team.	Soft skills training for our students (prof dev); apprenticeships/internships (need to apply for grants); need for a career and workforce center at Compton College to centralize occupational preparation messaging; lack of a for-profit based accounting system that allows for the transaction of business to meet contract needs (such as LACOE contracts with BIS Division). Increased enrollment and actualization rates from marketing efforts.	EMT program reinitiated and CNA program in 3rd cohort. Registered Nursing Core Curriculum developed in LA RNCC consortium for bachelor's degree skill-leveling. Outreach and Marketing sub-group have published new sub-plan and added content to broader Enrollment Management plan.	Lynell Wiggins, March 13, 2023
12	Implement Community Outreach and other support programs such as Upward Bound and other federally funded TRIO programs	5	Strengthen our focus on the broader needs of the community served by Compton Community College District.	CC 2024, HR	Director of Educational Partnerships	In-progress	Currently in the second year of a 5 year grant with the Department of Education. Received award of $1.4 million dollars over the next 5-years (2022-2027).	K-12 districts, Institutional Effectiveness, Business Services	NA	3-Jun-22	number of grants awarded	Submitted UBMS grant before June 3, 2022 deadline. No action untill next grant cycle in 2027.	Nelly Alvarado September 3, 2023
14	Offer bike friendliness	5	Strengthen our focus on the broader needs of the community served by Compton Community College District.	CC 2024, HR	Chief Facilities Officer	In-progress	After construction is complete, we will re-establish bike paths.	Facilities Committee	campus wide	1 year	more bike paths utilized	we have to finish the bigger projects that have impacted common walkways and bike paths.	Linda Owens Jackson, October 3, 2023
16	Establish a working group (or existing committee) to address how best to strengthen the role of outreach and marketing for CTE programs, e.g., develop a coordinated outreach plan for targeting potential students through various means and expanding educational partners beyond current feeder schools to include continuation high schools, other adult schools, and community-based organizations.	2, 4	Create collaborative partnerships with industry leaders in the allied health and technical fields. Attract and retain traditional students, and focus on retaining nontraditional students.	California Competes, Adult SEM	Dean of Student Learning (BIST); Dir. Educational Partnerships; Dir. of Community Relations	In-progress	2nd District Community College Partnership. ECMC grant for $500,000 funded. Program title: Advancing Career Readiness through Organizational Reform and Intergovernmental Collaboration. Compton College EMC has completed the Outreach and Recruitment plan for 2023-2024. In enhanced activities, we will focus on this expansion in CTE outreach, special programs and outreach related to the implementation of the Adult Learner Strategic Enrollment Management Plan.	Director of Adult Education and Workforce Development; Enrollment Management Committee, Academic Deans; Director of Educational Partnerships	Director of Community Relations, Campus Community	03/01/22 - 2/29/24	Increased enrollment in career and technical education courses	Identifying and marketing flagship programs and targeting potential students along with outreach to the community.	P. Flor, Sept. 28, 2023; Nicole Jones 6/2/23

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
17	Inventory existing employer relationships, to make recommendations for how to better leverage existing and generate new relationships, to establish clear goals for employer partnerships, and to develop a process for continued engagement with both individual programs and the college as a whole.	4	Create collaborative partnerships with industry leaders in the allied health and technical fields.	California Competes	Director of Workforce Development and Adult Education	In-Action	I. Fastener Innovation Technology (FIT) – focused on training our machining students in "heading" (Hechinger Op-Ed); paid as interns II. LA County Department of Economic Opportunity (get trained and hired); $300 weekly for 8-weeks, complete noncredit Basic Career Certificate III. Establish the Employer Partner Alliance of Compton College (TEPAC2). a. Subscribe to a higher level of involvement and engagement than traditional advisory members. b. A letter will be mailed to interested employer partners asking for membership in the inaugural cohort c. Selection will be based on how many success categories employers are willing to take on through participation. Paid Internships Providing job-site tours Mentorship/networking No-cost training and/or jobs.	Dr. Abiodun Osanyinpeju, Theresa Echeverria-Barragan, Sean Moore, Dr. Cesar Jimenez, Dr. Carol DeLilly	Academic Senate, Counselors, Director of Community Relations	April 2022 - On-going	CTE Faculty need to build enduring partnerships that provide access to equipment/industry innovation, interns and job opportunities. Limited support of CTE faculty based on the number of tasks they're asked to complete; faculty exhibit inconsistent partnership relationships based on multiple responsibilities	Met goal of establishing minimum of 28 employer partners by June 15, 2022; this equates with 2 program partners (providing job-site tours, mentorship/networking, no-cost training, internships, and/or jobs) in each of our 14 broad CTE program areas. Standardizing industry expectations for next step.	Lynell Wiggins, September 6, 2022
18	Fully implement the Black and Males of Color Success program with engagement activities for potential students, outreach, and academic success, cultural awareness, and personal development for current students	2	Minimize equity gaps for access, retention, and graduation rates.	Equity	Director Black and Males of Color Success	In progress	Implementation of the Black and Male of Color Success Initiative is underway. Programming for cultural awareness, outreach, professional development and academic success.	Vice President of Student Services	Campus community, service area	2024-2025	Increases in student count of males of color	Integration with IE and EMC, GPD, and other institutional plans'	Nicole Jones, March 16, 2023
19	Refine outreach and recruitment materials and strategies to attract males of color, including images and messaging in materials	2	Minimize equity gaps for access, retention, and graduation rates.	Equity	Director of Community Relations	Not yet started.	Create a taskforce to discuss the best design and format for recruitment materials for men of color; display multiple student identities.	Director of Black and Males of Color Success; Vice President of Student Services	Campus communi	Fall 2024	Increases in student count of males of color	None at this time.	Heather Parnock, 6/2/23
20	Implement CRM Recruit and include potential Males of Color student lists to the BMCS program	2	Minimize equity gaps for access, retention, and graduation rates.	Equity	Director of Educational Partnerships	Not yet started.	Not yet implemented	Director of Black and Males of Color Success; Vice President of Student Services	Educational Partnerships staff; Street Teams	Spring 2023	Increases in student count of males of color		Lauren Sosenko, March 16, 2023
21	Create and implement marketing materials that target the adult student population	2	Minimize equity gaps for access, retention, and graduation rates.	Adult SEM	Director of Community Relations	Not yet started.	Focus on what is important to them: how long does it take to earn a degree or certificate, how much will it cost, and when are the classes offered. Their goals are different from the traditional college student; their goals include starting a new career or gaining more skills to excel at their current jobs. Showcase the potential return on investment of attaining a college education and what opportunities are available after the completion of a program of their interest. Marketing campaigns should include traditional platforms such as print, direct mail, email, radio and outdoor advertising, as well as digital and social media ads.	Academic Deans, Director of Adult Education and Workforce Development; Director of Educational Partnerships	Campus community	Summer 2023	Increased student enrollment	None at this time.	Heather Parnock, 6/2/23
22	Implement a plan to target outreach of working professionals in healthcare and advanced manufacturing	4	Implement a plan to target outreach of working professionals in healthcare and advanced manufacturing	Adult SEM	Director of Adult Education and Workforce Development	On-Going	This action item cascades through a number of areas and is currently underway through a number of initiatives. The Tri City Adult Education Consortium rebranding effort, the Career Education Outreach and Marketing campaign, and the Community Colleges of Los Angeles strategies all seek to give access to the adult learner population. The Avantus Fastener internship program offered a local manufacturing company the opportunity to offer on-site Fastener training and gave work workers the opportunity to take classes at Compton College. Adult learners that show an interest in health and technical careers are contacted by our career pathways coordinator after completing a short program interest survey at ccla.com.	Dean of Student Learning, Director of Community Relations, Adult Education Counselor, Career Clarity Committee; Director of Educational Partnerships	Campus Community	Spring 2023	New relationships with healthcare and advanced manufacturing	This action item is duplicative and overlaps a number of similar strategies currently being deployed. However, the Job Placement Specialist is currently working on a list of organizations and CEOs that can be contacted to generate a relationship towards raising the educational level of their incumbent workers.	Lynell Wiggins, March 13, 2023
24	Agendize adult learner enrollment and programs during monthly partnership meetings for local adult schools; create enrollment targets	1	Increase efforts to attract adult learner students.	Adult SEM	Vice President of Academic Affairs	In Progress	The Accelerate College Education (ACE) Program will begin in fall 2023. Students will have a path to earn the AA-T in Psychology in two years coming one night a week and one Saturday. Beginning conversation about implementing SB 554 for Adult Dual Enrollment.	Director of Educational Partnerships	Campus community	2023-2024	Establishment of post-secondary transition enrollment targets for adult learners	Process in place for Adult Dual Enrollment	Sheri Berger, October 6, 2023
25	In relation to adult learners, identifying events and partnership events; writing MOUs; data sharing with community-based Organizations (CBO), faith-based organizations, parks and recreation, and other agencies to identify potential adult learner student population.	2	Attract and retain traditional students, and focus on retaining nontraditional students.	Adult SEM	Director of Adult Education and Workforce Development	Not Started	Further discussion needs to occur to assess the expected outcomes of this action item. Key action step intersects a number of areas and results in confusion for lead. In reviewing this action step, it sounds like a task for the Director of Educational Partnerships, not the Director of Adult Ed and Workforce Development. These services are best fulfilled under the direction of one department and should be tied to recruitment and outreach initiatives under Student Services.g	Dean of Student Learning, Education Partnerships, Street Teams, Vice President of Student Services; Director of Educational Partnerships	Campus Community	Fall 2023	Increased student enrollment	Clarify expectations	Lynell Wiggins, March 13, 2023
26	Assess interest in academic and career programs for partners such as the LA County Office of Education (LACOE) and Department of Public Social Services (DPSS), with the focus of enhancing planning for client access to program entry.	2	Attract and retain traditional students, and focus on retaining nontraditional students.	Adult SEM	Dean of Student Learning	In progress	No new conversations with LA County Office of Education (LACOE) and Department of Public Social Services (DPSS) directors have occurred to discuss having Compton College programs on their list of available training opportunities for their clients to attract adult learner students and to strengthen pathways from Adult enrollment to College.	CTE faculty, BIST Division Chair, Adult Education and CTE Counselors, Adult Education and Workforce Development staff	Campus community	2023-2024	Increased adult learner enrollment	Quantify the number of adult learners enrolled in CTE programs.	P. Flor, Sept 28, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
1	Move basic skills classes from credit to noncredit, thereby eliminating these classes from the unit limit requirement, and mitigating potential for loss of revenue.	1	Tailor degree and certificate programs to meet the needs of our students 1. Move basic skills classes from credit to noncredit, thereby eliminating these classes from the unit limit requirement, and mitigating potential for loss of revenue.	CC 2024, HR	Dean of Student Success	Completed	As a result of AB 1705, colleges are no longer allowed to use noncredit as a replacement for credit basic skills classes. Noncredit classes may only be used as concurrent support with some exceptions stipulated in AB 1705: students who have not graduated from high school or have a GED, students with a documented disability who do not benefit from general college classes, students in noncredit adult education programs, or dual enrollment students.	English and math faculty, Deans of Academic Affairs	Community Relations, EOPS, ASG, Student Life, Counseling, Library and SSC, Admissions, Outreach, Welcome Center	No longer allowed under AB 1705	Curriculum in English developed and implemented, Reduction of pre-transfer level math offered	Creation of noncredit classes to support English classes shows increased success compared to when student took English RWA	Rebekah Blonshine, October 12, 2023
3	Implement accurate academic program maps to support recruitment strategies. Finalize, assess, and refine	1	Educate students about pathways to graduation	EMP, SOAA 1a, d	Dean of Counseling and Guided Pathways	Completed	We finished and published program mapper on the college website and CCC MyPath. All current program maps have bene uploaded into Degree Works. The maps have been updated for 2022-2023. Recently, we added career development milestones that were created by the Career Center.	Faculty, Counselors, Chairs, Academic Deans, Vice President	Campus, students, high school partners, and community	Completed	Degree completion and program map utilization.	looking at how many students use program mapper and student educational plans in Degree Works. However, since we are SaaS, reporting feature has been a	Cesar Jimenez, June 4, 2023
4	Structure communities around Guided Pathways. Expand Welcome Center services by Guided Pathway Divisions.	1	Educate students about pathways to graduation	EMP	Dean of Counseling and Guided Pathways	In-progress	We have five student services advisors assigned to the Welcome Center. They work with prospective students and current students. They co-lead Student Success Teams and have lead events, I.e. STEM Week, Virtual Paint Night, Cosmetology Kits, etc. They have access to CRM Advise and have been trained on how to send emails and have sent emails to students. Additionally, they have worked with GP Counselors to submit unit plans that are tied to GP communities. We hiring an additional SSA to help with building structure communities. Furthermore, they are active with early alert and check-in with students when they receive them. They offer virtual steps to enrollment and in person steps to enrollment assistance. Last, they have purchased SST Swag for students.	Welcome Center – Student Services Advisors	Academic Affairs, Stude	Ongoing, Student Services Advisors continue to work on building a sense of community for students via virtual steps to enrollment, TST proposals, and CCCMyPath.	Increase student sense of belonging and having higher applicant/enrollee yield rates and retention rates.	Review of applicant/enrollee yield at Compton College and retention rates.	Cesar Jimenez, June 4, 2023
5	Expand Financial Aid Office services and Outreach services, particularly with the partnership school districts	1 and 2	Educate students about pathways to graduation	EMP	Director of Financial Aid and Scholarships	In-progress	During the month of March, April, and May, our office was invited to participate in various presentations and events. On March 9, 2023, the FA outreach team participated in a presentation for LAUSD staff members which	FA Staff with Collaboration other Student Services	Other Student Services Departments, current and prospective	Ongoing	Numbers of Financial Aid applications completed on a year-by-year basis.	Improve Financial Aid Office customer service, tailor customer e-services and in person service to meet student needs. Educate students on verification process,	Xochilt Arauz May 31, 2023
6	Develop a Guided Pathways onboarding process for dual enrolled students and their parents/guardians that includes outreach, application, special programs, career and pathway planning, orientation, registration, summer bridge, and continuous technological support for all processes.	1	Educate students about pathways to graduation	EMP	Director of Educational Partnerships & Dean of Counseling and Guided Pathways	In-progress	Educational Partnerships has implemented Compton College Application and MyCompton Portal Workshops for Early College, CAMS, AB 288 and Afternoon College. Orientation was facilitated for all AB 288 programs in Compton, Lynwood, and Paramount unified school districts. Additionally, Workgroup meetings have been established with the three partner districts, workgroups meet every three weeks to discuss registration, academic progress, grading etc. Moreover, counseling appointments for all AB 288 programs started in winter 2021 and have continued since. Hired 2 additional adjunct counselors to help with Ed. Plans offsite. Furthermore Student Services Advisors are assigned to five Guided Pathway Divisions. They provide in-person and virtual steps to enrollment assistance.	Admissions & Records, Counseling and Guided Pathways, Learning Management System Specialist, Academic Affairs, K-12 Partner Districts	Students, Community	On-Going	Number of Dual Enrollment students	Early planning is critical. Need faculty training on teaching practices, procedures at the high schools, grade reporting etc.	Cesar Jimenez September 3, 2023
7	Provide additional resources for Dream Act students.	2	Attract and retain traditional students and focus on retaining nontraditional students.	CC 2024, HR	Director of Financial Aid and Scholarships, Director of Basic Needs	In-progress	March 13 2023 updates: The undoucally taskforce continues to meet on a bi-weekly basis. Members of the UndocuAlly Taskforce, including Mr. Rafael Salazar attended New Generation Conference on May 10, 2023, at CSUDH. During this event, nearly 33 students attended the	IE, Student Equity, Adult Education Admissions, Financial	The Compton, Paramount, and Lynwood communities	Ongoing, continue to assist Dream Act and students who are	Provide survey to this student population to inquire about any unmet needs they have at Compton College.	Offer personalized appointments to complete Dream Act application and completion of Dream Act verification documents.	Xochilt Arauz May 31, 2023
8	Utilize CRM Advise for communication, including email, text, mobile push notifications, and nudges	2	Attract and retain traditional students and focus on retaining nontraditional students.	EMP	Dean of Counseling and Guided Pathways	In-progress	We continue to leverage CRM Advise for communication. We have sent push notifications via CRM Advise, including text messages and emails. There is a Communication Matrix that has created a timeline on communication and different modalities of communication. Additionally, Student Services Advisors and Success Teams have sent out emails to students. The TSTs have been trained on how to send text messages to students. A group of stakeholders created a CRM Advise Data Dictionary and Manual for the campus to better understand CRM Advise.	Director of Community of Relations and Student Services Division.	Campus, community, and students	Ongoing, messages continue to be sent to students and some of the messaging is targeted. The Communication Matrix helps drives messaging	Increase in student utilization of @compton.edu, mobile app, attendance of events, and completion of emailed applications.	Finalize Communications Matrix; simplify the process to communicate with current students	Cesar Jimenez, June 4, 2023; Heather Parnock, 6/2/23
9	Increase student awareness of Compton College Promise Program benefits and ensure successful completion of the Steps to Enrollment, selection of a Guided Pathway Division, and participation in student support programs	2	Minimize the equity gap for access, retention, and graduation rates.	CC 2024, HR	Director of Educational Partnerships	In-progress	Compton College Promise Program Steps to Enrollment include application to First Year Experience Program (FYE), EOPS/CARE, and Financial Aid. Outreach has provided workshops to assist students complete the steps to enrollment and provide information about other support programs on campus. The Compton College Promise Program currently collaborates with counseling to provide initial counseling services to all incoming Promise students and assist with referrals to other services on campus like EOPS/CARE, Financial Aid, and Special Resource Center. The Oliver W. Conner	Counseling and Guided Pathways, Admissions & Records, Financial Aid, EOPS/CARE	K-12 Partners, Students, Community	On-Going	*Number of Promise Students, FAFSA/CADDA successful application completion, registration in FYE, EOPS	None at this time	Nelly Alvarado September 3, 2023
10	Expand and evaluate Assembly Bill 705, the Seymour- Campbell Student Act of 2012 interventions, and 1705,	2	Minimize the equity gap for access, retention, and graduation rates.	EMP	Vice President of Academic Affairs	In-progress	The Math faculty have were approved for Just in Time Workshops, Community of Practice, and Co-Teaching for 2023-2024. The linking of corequisite classes in fall 2023 was not possible due to a known defect in Banner. We are waiting for Ellucian to provide a fix.	Deans of STEM and FACH, Division Chairs of STEM and	Guided Pathways Committee, Counseling, Student	Began summer 2020, and continuing	Compare success and retention in these classes with sections not in the Community of Practice. Increase	Continuing conversations and new strategies based on state Chancellor's guidance.	Sheri Berger, October 6, 2023
11	Expand the First-Year Experience (FYE) Program: Financial Aid Application Campaign, FYE New Student Orientation, deploy CRM Advise interventions, increase communications with students, and team building and cultural social trips.	2	Minimize the equity gap for access, retention, and graduation rates.	EMP, Equity	Vice President of Academic Affairs and Vice President of Student Services	In-progress	The taskforce chairs are developing 18-month timeline for the rollout of an initial pilot and scaffolded full rollout of a revised FYE program. Faculty will provide input under the establishment of an introductory college course that all FYE students will take in the future that can be taught across the curriculum. Written recommendations were presented to the Academic Senate on May 19, 2022 to gather faculty feedback on the recommendations. A new faculty co-chair for the FYE taskforce has been assigned and the taskforce has been meeting.	Counseling, Financial Aid, Extended Opportunity Programs & Services (EOPS), Dean of Student Success, members of Tartar Success Teams, GP Committee	Academic Affairs, Student Services, students and community.	Ongoing	FYE program re-established	Learned that the previous structure was not as effective as expected, we will re-evaluate after the program is revamped.	Nicole Jones October 6, 2023
12	Implement the equity plan activities for persistence, with key target groups of African American or Black, First Generation, and Foster Youth-	2	Minimize the equity gap for access, retention, and graduation rates.	Equity	Director of Basic Needs and Success	In-progress	The Compton College Student Equity Plan has been completed and submitted to the Chancellors Office for approval. Compton will be focusing on improving outcomes for Men of Color, Latinx students, and African American students in the next 3 years. A copy of the SEA plan will be available online in January 2023. Waiting for wen redesign to upload new plan on the website.	Gensler Institute, Institutional Effectiveness	Campus stakeholders	23-Jan	Completion of Equity Plan	SEA Plan is complete, campus needs to check on progress of institutional set goals.	Nicole Jones October 6, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
13	Implement childcare services to potential students on campus as identified at the Tartar Success	2	Minimize the equity gap for access, retention, and graduation rates.	EMP	Director of Child Development Center	In-progress	July 1, 2021, the CDC has fully transitioned to on-site learning for the children of Compton College students and Compton College employees. Child care for ages 12 to 48 months is provided Monday - Friday from 7:45 am - 4:45 pm. The center can enroll thirty-two (32)	Teaching Staff, CDE Early Learning and Care Division,	Campus Community, Compton Community	On-going	Enrollment is increasing. The budget deficit is decreasing.	The CDC is fully staffed. Enrollment is to capacity and each class has a waitlist.	Dr. Melita E. Ferguson, June 1, 2023
14	Develop partnerships with community-based organizations, Los Angeles County departments, and K-12 partner districts, particularly middle schools, to design a parent, family	2	Minimize the equity gap for access, retention, and graduation rates.	EMP	Director of Educational Partnerships	In-progress	Updated the list of Community Based Organizations and Faith Based organizations in spring 2022 for targeted outreach activities. Working with three Gear Up grants to outreach to middle school students and their parents. Promote a Compton College Dual Enrollment to Promise pipeline early in students' educational trajectory to promote college and career readiness.	K-12 Partners, Gear Up Partners, Community	Student, parents, and the community	On-Going	Participation in Dual Enrollment	Track participation in outreach activities	Nelly Alvarado September 3, 2023
15	Establish partnerships with community-based organizations, K-12, and Los Angeles county departments to support basic needs of	2	Minimize the equity gap for access, retention, and graduation rates.	EMP	Director of Basic Needs and Success	In-progress	We continue to partner with SEA-LA on the Farmers Market and have distributed over 275K worth ov vouchers to students. The next project is to host a "basic needs" fair in the spring to bring community connections to students.	Tartar Support, Basic Needs, EOPS	Campus stakeholders	On-Going	Creating strategic partnerships that bring services to Compton College students.	None at this time	L. Willis 10/10/23
17	Fully implement Compton College Welcome Week activities in the fall and spring semesters.		Enhance student preparation for academic success and completion	EMP	Director of Student Development and Athletics	Completed	Welcome Week events were successfully held in-person for Spring 2023. We did experience a decrease in attendance compared to Fall 2022 Welcome Week Events.	All student services departments	N/A	On-going	Number of students in attendance of events and reached through tabling	Increase efforts to continue in-person events through the semester and zoom as appropriate.	Mercedes Luna, March 15, 2023
18	Fully implement a College ambassador program.	3	Strengthen our focus on the broader needs of the community served by Compton Community College District.	CC 2024	Director of Educational Partnerships	In-progress	Hired seven Student Ambassadors through SEA. Will continue outreach to meet the goal of 20 Student Ambassadors. Will require additional funding to sustain program annually.	Financial Aid, Student Equity, CalWORKs	Departments who can refer students who can represent Compton College	On-Going	Number of Student Ambassadors hired	Will need budget augmentation for 2023-2024	Nelly Alvarado September 3, 2023
19	Update memorandums of agreement and maintain partnerships with Compton College Promise Program partnership districts.	3	Strengthen our focus on the broader needs of the community served by Compton Community College District.	EMP	Director of Educational Partnerships & VP of Student Services	In-progress	Memorandums of Agreement are updated annually.	President/CEO, VP of Student Services, K-12 District Superintendents,	Board of Trustees	On-Going	Number of signed agreements	Change structure to include what Compton College will provide and what the K-12 Districts will provide as partners	Nelly Alvarado 3/13/22
21	Establish partnerships with K-12 districts to financially support dual enrollment specialists.	3	Strengthen our focus on the broader needs of the community served by Compton Community College District.	EMP	Director of Educational Partnerships, and Dean of Counseling and Guided Pathways	Completed	Compton Unified School District currently pays for 2.5 Dual Enrollment Specialists. The other .5 is funded by the Pritzker foundation. And the 4th Specialist is funded by the College Futures Foundation. Will fill 4th position as soon other interim assignments end.	President/CEO, VP of Student Services, K-12 Partners, Pritzker Foundation, Director of Student Equity and Achievement, College Futures Foundation,	NA	On-Going	Number of funded Dual Enrollment Specialists	Communication with funders regarding outcomes for students	Nelly Alvarado September 3, 2023
22	Assign dual enrollment specialists to serve as liaisons between the College and Compton Unified School District, Lynwood Unified School District, and	3	Strengthen our focus on the broader needs of the community served by Compton Community College District.	EMP	Director of Educational Partnerships	Completed	Dual Enrollment Specialist #1 charged 100% to Compton Unified School District (CUSD) Assigned to Compton Early College Position vacant as of September 5, 2023 as the individual is serving a limited term assignment with the Special Resource Center. Dual Enrollment Specialist #2- charged 50% to Compton Unified School District (CUSD) and	Director of Student Equity and Dean of Counseling and Guided Pathways	NA	On-Going	Number of MyCompton Portal Workshops offered, Early Alerts managed, Dual Enrollment Edquity grants awarded.	Need on-going communication with all budget managers and Business Services to ensure corrective measures are in place early, not after the fiscal year closes.	Nelly Alvarado August 29, 2022
23	Develop dual enrollment policies and procedures, which are published in a manual that serves as a practical guide to key components, characteristics, practices, and processes associated with dual enrollment.	3	Strengthen our focus on the broader needs of the community served by Compton Community College District.	EMP	Director of Educational Partnerships, and Dean of Counseling and Guided Pathways	In-progress	Dual Enrollment Important Dates & Deadlines is complete. Policies and Procedures Manual for Students/Parents is also completed. We hired the Careers Ladders Project to help us and provide technical assistance with the development of the DE policies and procedures and manual, completed December 2021. Handbook is updated annually. Last, the district hosted a Dual Enrollment Summit on October 6, 2023 for key stakeholders.	Admissions & Records, Counseling and Guided Pathways, Career Ladders Project	students, parents, and the community	On-Going	Completion of the Dual Enrollment Handbook	Need to have Dual Enrollment Handbook translated in other languages	Nelly Alvarado October 3, 2023 and Cesar Jimenez October 3, 2023
25	Implement STEM Internships	3	Strengthen our focus on the broader needs of the community served by Compton Community College District.	Equity, SOAA 4c	MESA Program Manager	In-progress	We are working on developing some connections with industry partners and universities to have our students participate in internships and research opportunities. Currently, we have a relationship with Caltech for their Caltech Connection program. For 2022-2023, we had one student participate in Caltech Connection. We are also working on developing internship/research opportunities at Compton College for our students; for 2022-2023, we had nine students who participated in the STEM Student Research Assistant program through the Learning-Aligned	STEM Center, STEM Pathways	Campus Community	On-Going	Increase the number of STEM students who complete internships while at Compton College.	Getting students into the LAEP program has been challenging, and we need to work on developing a relationship with the financial aid office to make this process more streamlined.	L. Fonseca, October 9, 2023
26	Implement retention and completion metric review in guided pathway division meetings for Fine Arts, Communications and Humanities (FACH) and Science, Technology, Engineering, and Mathematics (STEM), and Counseling with a focus on black or African American enrollment and success in English and math	2	Minimize the equity gap for access, retention, and graduation rates.	Equity	Academic Deans, Dean of Counseling and Guided Pathways	In-progress	Faculty encouraged to use success and retention data to plan lessons with equity. Lots of professional development activities are also recommended for English and Math faculty. Students are supported with extra academic support services like embedded tutors and JIT workshops. Faculty will participate in communities of practice to improve intruction.	Division Chairs, Director of Institutional Effectiveness, Vice President of Academic Affairs	Faculty from FACH and STEM	Spring 2023	Increase in faculty awareness of black or African American completion of transfer-level math and English; increase enrollment of black or African American students in transfer-level math and English in the first year	Continue to promote the availability and use of the support provided by the Student Success Center to African American English and Math students.	Osanyinpeju, June 2, 2023
27	Implement student academic support in math and English through Just-in-Time workshops, tutoring with a warm handoff from teaching faculty or the use of CRM Advise alerts with a focus on Black or African American students	2	Minimize the equity gap for access, retention, and graduation rates.	Equity	English and Math Faculty Coordinators	Ongoing	Math Just-In-Time workshops: Math faculty facilitate one-hour workshops on various Math topics during different days and time to help students understands the concept better. We offer 50 JIT workshops during Fall and Spring semester each and 25 Workshops during summer and 10 workshops during winter. For the summer 2023 intersession, we are offering 10 workshops in-person and 15 workshops on zoom.	Deans, Student Success Coordinator, Dean of Counseling and Guided Pathways	Campus community, students	Fall 2024	Increase in transfer-level math and English success rates for black or African-American students; Increase in completion of transfer-level math and English in first year	We will be offering only transfer level course due to AB1705 and we will continue to offer Math JIT workshops to support our students to close the equity gap on the success rate.	Gayathri Manikandan, June 5, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
29	Implement retention and completion metric review in guided pathway division meetings for Fine Arts, Communications, and Humanities (FACH) and Science, Technology, Engineering, and Math (STEM), and Counseling with a focus on Latino/a/x enrollment in and achievement in English and math	2	Minimize the equity gap for access, retention, and graduation rates.	Equity	Academic Deans, Dean of Counseling and Guided Pathways	In-progress	Faculty encouraged to use success and retention data to plan lessons with equity. Lots of professional development activities are also recommended for English and Math faculty. Students are supported with extra academic support services like embedded tutors and JIT workshops. Faculty will participate in communities of practice to improve intruction.	Division Chairs, Director of Institutional Effectiveness, Vice President of Academic Affairs	Faculty from FACH and STEM	Spring 2023	Increase in faculty awareness of Latino/a/x completion of transfer-level math and English; increase enrollment of Latino/a/x students in transfer-level math and English in the first year	Continue to promote the availability and use of the support provided by the Student Success Center to Latino/a/x English and Math students.	Osanyinpeju, June 2, 2023
30	Implement student academic support in math and English through Just-in-Time workshops, tutoring with a warm handoff from teaching faculty or use of CRM Advise alerts, cultural events and field trips, and career exploration with a focus on Latino/a/x students	2	Minimize the equity gap for access, retention, and graduation rates.	Equity	English and Math Faculty Coordinators	Ongoing	Math Just-In-Time workshops: Math faculty facilitate one-hour workshops on various Math topics during different days and time to help students understands the concept better. We offer 50 JIT workshops during Fall and Spring semester each and 25 Workshops during summer and 10 workshops during winter. For the summer 2023 intersession, we are offering 10 workshops in-person and 15 workshops on zoom.	Deans, Student Success Coordinator, Dean of Counseling and Guided Pathways	Campus community, students	Fall 2024	Increase in transfer-level math and English success rates for Latino/a/x students; Increase in completion of transfer-level math and English in the first year	We will be offering only transfer level course due to AB1705 and we will continue to offer Math JIT workshops to support to our students to close the equity gap on the success rate.	Gayathri Manikandan, June 5, 2023
31	Fully implement the Black and Males of Color Success program with academic success, cultural awareness, and personal development for current students		Minimize equity gaps for access, retention, and graduation rates.	Equity	Director Black and Males of Color Success	In progress	Implementation of the Black and Male of Color Success Initiative is underway. Programming for cultural awareness, outreach, professional development and academic success.	Vice President of Student Services	Campus community	2024-2025	Increase applicant yield of Black and Males of Color Students	Integration with IE and EMC, GPD, and other institutional plans	Nicole Jones, March 16, 2023
32	Select a minimum of 2 (no more than 8) high-value pathways and take the existing GP program maps to the next level by creating pathway maps that show a path from noncredit to associates degree (and beyond), embed holistic student supports, workplace value of each credential, and culturally sustaining practices to meet needs of adult learners			Adult SEM	Dean of Counseling and Guided Pathways	In Progress	This work has taken place with support from Professor Richardson, Professor Yahye, Dr. Blonshine, Dr. Flor, and Dr. Alvarado. We are focusing on CIS and Welding. The student support exercise is complete and the schedule mock ups for evening, hybrid, online, and weekend students is in progress. Next steps is to finalize this, submit to REACH, and work on Welding and CIS Recruitment videos. The work will continue in summer 2023 to finalize the maps and initiative onboarding marketing videos and brochures.	REACH Work Group; Director of Educational Partnerships	Academic Deans and faculty	Spring 2023	Refined pathways maps that are available to students	Need to complete REACH Grant outcomes.	Cesar Jimenez, June 4, 2023; Heather Parnock, 6/2/23
33	Expand Oliver W. Conner Compton College Promise program to all first-time students from the service area, regardless of age.		Attract and retain traditional students and focus on retaining nontraditional students.	Adult SEM	Vice President of Student Services, Director of Educational Partnerships	In progress	Completed. Resolution approved by BOT at May board meeting.	President/CEO, Board of Trustees; Director of Educational Partnerships	Campus	Spring 2023	Increased enrollment in career and technical education courses	None at this time	Nicole Jones, 6/2/23
34	Explore an adult learner cohort program (e.g., Career Advancement Academy)			Adult SEM	Career Pathways Coordinator	Not Started	The revised program components as outlined in the forthcoming resolution will expand the promise program to all students. This is currently under development	Director of Adult Education and Workforce Development, Adult Education Counselor, Career and Technical Education Counselor, English as a Second Language (ESL) Faculty (for ESL student considerations); Director of Educational Partnerships	Deans and Division Chairs, Student Success Coordinator, Faculty Instructional Specialists	Fall 2024	Determine modality of development for adult learner cohort program (e.g., integrated educational training structural model)	None at this time	Lauren Sosenko, March 16, 2023
35	Marketing and packaging our programs of study so they are attractive to continuing adult learner population to complete the program of study (e.g., you can finish in X months; you can take class online or during non-work hours; stackable credentials; competency-based education; credit for prior learning).	1	Increase efforts to attract adult learner students.	Adult SEM	Vice President of Academic Affairs	In-progress	The Accelerate College Education (ACE) Program will begin in fall 2023. Students will have a path to earn the AA-T in Psychology in two years coming one night a week and one Saturday. The assignment of an adjunct counselor and SSA to assist in putting materials together was done late, but we now have them and are working for them to encourage students into the program.	Academic Affairs Deans, Division Chairs, Director of Community Relations, Dean of Counseling and Guided Pathways; Director of Educational Partnerships	Campus community	Fall 2024	Increased enrollment by adult learners in all programs of study	Program is offered and students are coded into the cohort.	Sheri Berger, October 6, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
36	Create a schedule that reflects the adult learner class and schedule needs	1	Increase efforts to attract adult learner students.	Adult SEM	Vice President of Academic Affairs	In Progress	The Accelerate College Education (ACE) Program will begin in fall 2023. Students will have a path to earn the AA-T in Psychology in two years coming one night a week and one Saturday.	Academic Deans; Director of Educational Partnerships	Faculty, Campus community	Fall 2023	Increased adult learner persistence and degree/certificate completion	ACE program launched and seeing increase in adult learners.	Sheri Berger, October 6, 2023
37	Develop credit-for-prior learning through the Military Articulation Platform and explore other credit-for-prior learning opportunities (e.g., art portfolios)	1	Minimize the time to completion for veteran students.	Adult SEM	Vice President of Academic Affairs	In Progress	In spring and fall 2022, the MAP Faculty Lead worked with discipline faculty to establish military articulations in MAP. In spring 2023, the Director of Financial Aid and Veterans Certifying Official received training on how student JSTs can be uploaded and began uploading JSTs by the end of March 2023. However, the MAP program was updated and new training took place in summer. JSTs are continuing to be uploaded and a process should be in place for spring 2024 for new veteran students to request CPL through the platform.	Faculty, Academic Deans; Director of Educational Partnerships	Campus Community	Fall 2023	Implemented credit-for-prior learning practices	New students with military training/experience are able to request CPL through MAP.	Sheri Berger, October 6 2023
38	Build partnership and coordination of services with the Department of Public Social Services (DPSS)	2	Minimize the equity gap for access, retention, and graduation rates.	Adult SEM	Director of Institutional Effectiveness	In Progress	Compton College has established a data-sharing project and partnership with DPSS since 2021. At the beginning of the project, 10% of students had accessed CalFresh, and now 30% of those students who participated in the project have CalFresh. Compton College uses the report provided back to the college from DPSS to ensure that all CalWORKs students have access to the CalFresh benefit. The College will continue to refine the partnership and look for new ways to increase student access.	Student Services Advisor, Vice President of Student Services; Director of Educational Partnerships	Campus community	Fall 2023	Increased student use of CalFresh	None at this time	Lauren Sosenko, March 16, 2023
39	Increase basic need supports (e.g., technology, food, emergency grants, housing referrals, childcare)	2	Minimize the equity gap for access, retention, and graduation rates.	Adult SEM	Director of Basic Needs and Student Success	In Progress	The department continues to improve basic needs services to students. We need to continue to educate classified staff and faculty on how to guide students to access the services. There also needs to be planning on how continue to fund all the services that we offer to students.	Vice President of Student Services, Institutional Effectiveness; Director of Educational Partnerships	Campus community	Spring 2024	Increased adult learner use of basic need supports	Create data measurement tools to study adult learners access to services.	Lydell K. Willis 10/10/23
40	Explore how the Success Team case management and toolkit provide needed support for adult students	2	Attract and retain traditional students, and focus on retaining nontraditional students.	Adult SEM	Dean of Counseling and Guided Pathways	In Progress	The SSAs and a Counselor meet to discuss how to include CRM Advise early alerts into meetings, including information on students on probation and who are missing SEPs. Further discussion will be had with the Toolkit team to operationalize case management and continue with proactive in reach, including student milestones. Initial conversations were had with the GP Adult Education Counselor to strenthen inreach with adult learners.	Adult Education Guided Pathways Counselor, other Guided Pathways counselors, Student Services Advisors; Director of Educational Partnerships	Adult Education and Workforce Development; Black and Males of Color (BMOC); Student Service program directors (e.g., EOPS/CARE, CalWORKs); Guided Pathway Division Deans and Division Chairs	Fall 2023	Increased fall-to-spring persistence rate; Fully operationalized and implemented case management system	Finalize Success Team manuals.	Cesar Jimenez, June 4, 2023
41	Identifying Local Programs that Increase Employability (LPIE) for CalFresh exemption	2	Attract and retain traditional students, and focus on retaining nontraditional students.	Adult SEM	Vice President of Student Services	In progress	EOPS has submitted for inclusion on the LPIE list for CalFresh exemption.	Vice President of Academic Affairs, Dean of Student Learning, Directors of student services programs; Director of Educational Partnerships	Campus community	Spring 2023	Increased number of programs on the state's LPIE list	None at this time	Nicole Jones, 6/2/23
42	Intentional invitations to adult learners to Black and Males of Color (BMOC) events and services	2	Attract and retain traditional students, and focus on retaining nontraditional students.	Adult SEM	Director of Black and Males of Color Success		General invitations to Black and Males of Color success events have been implemented. Will consider age-targeted marketing for future events.	Director of Adult Education and Workforce Development; Academic Deans; Director of Educational Partnerships	Faculty and staff	Spring 2023	Count of male adult learner students who participate in BMOC events and services	None at this time	Lauren Sosenko, March 16, 2023
43	Identify adult learner male populations for targeted services (e.g., athletics, programs of study, student leadership)	2	Attract and retain traditional students, and focus on retaining nontraditional students.	Adult SEM	Dean of Counseling and Guided Pathways; Director of Black and Males of Color Success	Not Started	We had a preliminary discussion with GP Adult Education Counselor around strategies for these efforts. These strategies are outlined in the Adult SEM.	Student Service Advisors; Guided Pathway Success Teams; Director of Educational Partnerships	Campus Community	Spring 2023	Increased adult learner persistence	None at this time	Cesar Jimenez, June 4, 2023; Heather Parnock, 6/2/23

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
1	Implement Degree Works degree audit. Maximize the utilization of Degree Works to further student completion and transition through student driven videos explaining Degree Works and how to use it, and student utilization of "what if" scenarios to assess degree options and self-assessment features to determine whether they are on track in their program.	1	Educate students about pathways to graduation	Tech, EMP, SOAA 3b, 3c	Dean of Counseling and Guided Pathways	Complete	We have implemented Degree Works. We piloted in fall 2019 and scaled in spring 2020. We met with DW users, from Texas, and they shared their scripts for DW and Argos. We uploaded scripts, with help from CTO, but we had difficulty obtaining data and interpreting the current results. I have met with Jihoon to create our own Argos data for DW. Additionally, I meet with the AO every Friday to troubleshoot issues. All current program maps from Program Mapper are now in DW. The dean of counseling and guided pathways meets regularly with the AO to troubleshoot issues. The Dean of Counseling had a discussion with another CCC about auto awarding and will have a meeting with a different CCC with Counselor on autoawarding.	Faculty, counseling, categorical programs, classified staff, ITS, Academic Affairs, Admissions & Records, Ellucian.	students, financial aid, admissions and records, student equity, institutional effectiveness, academic affairs, community members	Degree Works was piloted in fall 2019 and scaled in spring 2020. We hope to upload program maps into Degree Works.	Degree completion, student progress monitoring.	Look at the number of SEPs created, use SEPs to help course enrollment – so look at classes in SEP and pull query.	Cesar Jimenez June 4, 2023
2	Implement Academic Program Maps of all Compton College degrees and certificates, and link to California State University campuses, including CSU Dominguez Hills Bachelor degrees.	1	strengthen our focus on the broader needs of the community served by Compton Community College District.	Tech, EMP, SOAA 1a,b	Dean of Counseling and Guided Pathways	Complete	We have met with the CSUDH team in summer 2020, fall 2020, and spring 2021. We have implemented program mapper with them, including 10 ADTs. Additionally, we had a convening in May 2021. We will work with the planning committee to host another convening. Additionally, all program maps in program mapper are now in Degree Works. We are working with UC Merced and CSUDH to have more program maps implemented.	Deans, Chairs, Counselors, Vice President of Academic Affairs, IE, and Vice President of Student Services.	Student Services Advisors; Students; Academic Senate; California State University, Dominguez Hills (CSUDH), students, campus and community.	Annual process	Increase degree completion and transfer rates.	None at this time	Cesar Jimenez June 4, 2023
3	Implement web applications to allow exploration of career pathways, which integrate with Guided Pathway Divisions.	1	Educate students about pathways to graduation	Tech, SOAA 1b,c,d, SOAA 2a	Dean of Counseling and Guided Pathway	In-progress	We have implemented CCCMyPath, Eureka, and other career inventories that help with exploration of career pathways. The Transfer & Career Center hosts career related workshops, every semester. FT Counselors were trained on STRONG inventory and on MBTI. They will also receive training on Skill Scan in spring 2022. The counselors will get a refresher training and will begin having more career exploration student appointments. The Career Center has created a new intake form for student appointments. Additionally, the college purchased Career Central Network which offers job information and job placement specialist is located in Transfer & Career Center webpage. Recently, there was a Career Center retreat. We created career development milestones, career workshops, and innovative ways to strengthen career with onboarding. The Career Center is exploring how to fold in career to Professional Development Day.	Career Center, Strong workforce, Career Clarity Committee, Information Technology Services (ITS), Instructional Faculty, Communications Committee, Director of Community Relations, counseling, chairs, and deans.	All counselors, Student Services Advisors, Categorical programs, rest of campus and community.	On-going	Reviewing data and looking at how many students are in the right programs of study, change of majors, and usage of career inventories.	Review the number of students who use career inventories and program mapper.	Cesar Jimenez June 4, 2023
4	Support for student clubs and activities, and advising will require additional staff (e.g., marketing personnel, peer mentors, student ambassadors, and Student Services Advisors) to improve retention and, increase the number of degrees and certificates awarded, will require staff to serve as peer mentors, tutors, and Student Services Advisors for programs and initiatives, including First Year Experience, tutoring, and the Men of Color Initiative.	1	Educate students about pathways to graduation	CC 2024, HR, Equity	Vice President of Student Services, and Director of Student Development and Athletics	In-progress	No additional classified staff have been added as of Spring 2023. We do have two student workers assisting in the Student Development department	N/A	N/A	On-going	N/A	The college announced a hiring freeze and as such we can no longer pursue additional staffing needs at this time	Mercedes Luna, March 15, 2023
5	Align degree and certificate programs to meet local labor market needs	1	Educate students about pathways to graduation	CC 2024	Vice President of Academic Affairs	Ongoing	This is an ongoing effort as industry standards change. Recommendations from the advisory committees are taken into consideration to ensure programs teach the skills students need. We engaged California Competes, who provided eight recommendations for our Adult Education and Strong Workforce programs.	Strong workforce, Director of Adult Education and Workforce Development, Dean of Student Learning (CTE), Instructional Faculty, Curriuclum, and Senate		Ongoing	Increase in job placement numbers and median income. Utilization of the CTEO (outcomes survey) in Calpassplus.org.	We need a process for gathering placement data that connects to employers and creates alumni relationships. We need to hire an outside firm to provide support/assistance.	Sheri Berger, October 6, 2023
6	Implement the CCCMyPath portal to provide structured guidance to help keep students on the path to completion, provide them with information and resources, and bridge the gap between application, enrollment, and registration. CCCMyPath will provide Career exploration, setting goals and finding programs; Individually customized pathways; Prescriptive task- based advising; Intelligent resource recommendations, visual progress dashboard, and nudges and reminders; and analytics and data warehouse.	1	Educate students about pathways to graduation	EMP, SOAA 1c, 2a	Dean of Counseling and Guided Pathways	Completed	We implemented in summer 2020. We have to work on the Career Coach piece of CCCMyPath. We have added program mapper to CCCMyPath and in person enrollment services information. Recently, Desiree Corona Ramirez worked on updating CCCMyPath. The Dean of Counseling removed Dual Enrollment from CCCMyPath because Educational Partnerships is working on structuring information and the website.	Special Resource Center Student Services Advisor, Tartar Focused and Directed Pathways Committee Tri-Chair, student support programs, career clarity committee, and GP taskforce.	Strong Workforce, campus and students	CCCMyPath has launched and been deployed as of fall 2020. Anticipated challenges: The role of CCCMyPath and whenever CRM Recruit is actively used for onboarding. Clear delineation of both systems and ownership/accountability of maintenance. Access to CCCMyPath reporting.	Increase in applicant yield rate (enrollment)	Clarity Co-Chair Wiggins reviewed CCCMyPath database content and updated all categories from ECC to current Compton College academic and occupational program data	Cesar Jimenez, June 4, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
7	Continue to expand flexible schedule options including: accelerated terms (e.g., seven and eight weeks) of condensed courses to allow students to complete two "mini" terms (or "mini-mesters") within the same timeframe; intensive three-week January term and moving back the regular start of the after-the-holiday classes to late January, and intensive three-week summer term prior to the start of regular summer term. Maximize block scheduling - courses that are scheduled two times per week – which are most consistently linked with positive student outcomes; Develop Weekend College consisting of courses offered only on Friday evenings, Saturdays, and/ or Sundays, or a combination of weekend + online hybrid courses which are offered in a compressed term, and in which, students can earn most or all of the credits needed for a degree or certificate by attending class on weekends only.	1	Educate students about pathways to graduation	EMP	Vice President of Academic Affairs	Ongoing	The college continues to make progress offering flexible scheduling options including weekend offerings. 8-week, 12-week, and 14-week offerings have increased. Additionally, the Academic Affairs created/implemented an evening/weekend college program (ACE) and is identifying fully online degrees.	Division Chairs, Academic Affairs Deans	Counseling, Students	Submit plan for evening/weekend college in January 2023.	"Weekend College" is implemented beginning fall 2023.	Survey students to see interest in weekend college experience.	Sheri Berger, October 6, 2023
8	Expand late-start (e.g., 14-week and 12-week terms) course offerings, particularly for gateway courses, which begin several weeks into the term as an option for students to find the right fit without starting at a disadvantage or for students who are waiting for financial aid.	1	Educate students about pathways to graduation	EMP	Vice President of Academic Affairs	Ongoing	The college continues to make progress offering flexible scheduling options. 8-week, 12-week, and 14-week offerings have increased. The ACE Program is designed for students to take two classes the first 8-weeks and two in the second 8-weeks.	Division Chairs, Academic Affairs Deans	Counseling, Students	ongoing	Number of sections scheduled	Evaluate success of students in short term classes compared to full term classes.	Sheri Berger, October 6, 2023
9	Identify, explore, and evaluate a platform that will help with room optimization, uncover space bottlenecks, improve college scheduling, and strengthen faculty potential within the College's scheduling needs.	1	Educate students about pathways to graduation	EMP	Vice President of Academic Affairs	On hold	Once the permanent Chief Technology Officer is hired, conversation will begin. This action step may not be needed any longer.	Chief Technology Officer, Academic Affairs Deans, Instructional Coordinators	Division Chairs	Spring 2023	Room scheduling platform adopted and implemented	Platform is fully integrated with Banner and utilized	Sheri Berger, October 6, 2023
10	Utilize major preparation advising worksheets to help students from onboarding through completion and to transition.	1	Educate students about pathways to graduation	EMP	Dean of Counseling and Guided Pathways	Completed	We removed the major prep sheets and include program mapper information. This provides the most up-to-date information and the 10 ADTs to CSUDH. Furthermore, it has career information. We are updating the program mapper and will include part-time program maps. We have added career development milestones and will add transfer milestones. We are exploring having more maps from various LA County univerisities.	Counselors	faculty, chairs, deans, students and campus	Ongoing, I say its ongoing because we have to continue to review and monitor as new catalog and curriculum changes are made.	Increased retention, persistence, and completion rates.	None at this time	Cesar Jimenez, June 4, 2023
11	Implement an opt-out (i.e., default) course schedule policy and procedure for students under each intended major; develop opt-out schedules that include mornings, afternoons, evenings, and/or a combination thereof with scheduled blocks of 12-15 units offerings; align optout curriculum and create learning community cohort experiences for students with opt-out/default schedules.	1	Educate students about pathways to graduation	EMP	Vice President of Academic Affairs, Vice President of Student Services, and Dean of Counseling and Guided Pathways	In-progress	VP of AA and Acting VP of SS met with UC Davis Wheelhouse Consultant and staff from Consumes River College, who has implemented Opt-Out Scheduling. A follow up meeting should be scheduled to continue opt-out scheduling and include the FYE Taskforce chairs.	FYE Task Force, Academic Affairs, and Student Services, Chairs, and Deans	GP Division Chairs and Deans	Spring 2023	Implementation of opt-out scheduling and reviewing student retention, persistence, and graduation rates.	None.	Sheri Berger, October 6, 2023
12	Create student milestones and checkpoints for students in their Guided Pathway Divisions. (Advisors monitor which program every student is in and how far along the student is toward completing the program requirements.)	1	Educate students about pathways to graduation	EMP, SOAA 3a	Dean of Counseling and Guided Pathways	In-progress	The Success Teams are finalizing an updated manual with student milestones and checkpoints. They have discussed student milestones and checkpoints in their TST meetings. More work needs to take place. We joined CAGP 2020 Cohort and the consultant will help us with student engagement and communication. Recently, the milestone and checkpoint conversation has been discussed and the GP Coach will be involved in future meetings. The Career Center created career milestones for program mapper.	Tartar Success Teams and Toolkit workgroup.	Campus and students	Ongoing, continue to meet with appropriate TST	increase in retention, persistence, and degree completion	None at this time.	Cesar Jimenez, March 16, 2023
13	Better integrate/align planning, program review, SLO assessment and budget, including: Increase SLO discussions on "why, what is the significance"; increase training and discussion on making SLOs more meaningful; increase discussion on importance of documentation; and, provide incentives and support for the timely completion of SLO tasks, and recognize progress on the SLO completion rate as it occurs.	1	Educate students about pathways to graduation	Integrated Planning IEPI, SOAA 4d,e	Director of Institutional Effectiveness, and Faculty SLO Coordinator	In-progress	The College has experienced some delays in fall 2022 because of data issues in eLumen. The Director of Institutional Effectiveness is working with eLumen to clean up the issues and will be preparing reports for spring 2023. The Facilitator and Coordinator have asked faculty to work on the assessment timelines. The Facilitator and Coordinator will have a winter special assignment to do training and establish a communication plan to the campus about the assessment schedule and process. They will also provide feedback on the Quality Focused Essay (QFE) of the Institutional Self Evaluation Report (ISER) due to the Accrediting Commission for Community and Junior Colleges (ACCJC) on August 1, 2023.	Outcomes Assessment Committee, Program Review Coordinator	Faculty, chairs, deans, Academic Senate	Ongoing	1) Increase in meaningful assessment practices where the College evolves from baseline compliance into data-driven decisions around student learning. 2) Revisions to Program Review template that encourages a stronger conversation about SLO assessment data.	N/A	Lauren Sosenko, December 8, 2022

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
14	Enter all SLO, PLO, and ILO assessments into the Nuventive system. Make SLO assessment and tracking processes more efficient by integrating entry of SLO results for individual students into instructors' existing grading procedures and tools (e.g., gradebook software)	1	Educate students about pathways to graduation	QFE Action Plan	Director of Institutional Effectiveness	In-progress	See number 13, above. The campus is also discussing data collection adherence and how to increase the data collection among all faculty. The Director of Institutional Effectiveness will complete the first and second ILO report in winter 2023 and have the campus discuss the findings during the Assessment Summit in spring 2023.	Outcomes Assessment Committee, Director of Institutional Effectiveness, Distance Education Manager	Academic Senate, Vice President AA, academic deans, and discipline faculty.	Ongoing	Success will be indicated when faculty are able to grade assessments through Canvas and have this data transfer to eLumen.	N/A	Lauren Sosenko, December 8, 2022
15	Enter all Program Reviews into eLumen system.	1	Educate students about pathways to graduation	QFE Action Plan	Vice President of Academic Affairs, Vice President of Student Services, Director of Institutional Effectiveness, and Program Review Faculty Coordinator	In-progress	Program Reviews are currently publicly posted online, and will continue to be. In addition, program reviews will be completed in ELumen. Entry templates for academic, student service, and administrative and President's Office program review documents have been drafted, and are now live in ELumen. Over Summer 2022, Lauren Sosenko and Jesse Mills entered program review templates with instructions into ELumen, and the system is currently set up for program review authors to enter their documents online. Program review trainings occur monthly (during Fall and Spring semesters), and provide faculty and staff authors with instruction regarding how to create program review reports in ELumen.	All divisions, departments, units.	All programs campus wide, which author program reviews. Institutional Effectiveness Committee Members who will evaluate program reviews in ELumen.	Fall 2022	Success will be indicated when all 2022 program reviews are input into ELumen.	None at this time	Jesse Mills, June 2 2023
16	Improve strategies related to the Program Review process: complete Program Reviews in a timely manner.	1	Educate students about pathways to graduation	QFE Action Plan	Vice President of Academic Affairs, Vice President of Student Services, Director of Institutional Effectiveness, and Program Review Faculty Coordinator	Ongoing	Cabinet met and discussed the incomplete program reviews. Cabinet is recommending to the Institutional Effectiveness Committee changes to their process including: 1) a one-time restart for areas with multiple late reviews whereby submitting a current review will start the clock over, 2) program reviews need to be written with current conditions and data, and 3) that the 4-year cycle is re-established based on the date the IEC approved the program review.	All divisions, departments, units.	All faculty and staff are made aware of the program review schedule.	This work is ongoing.	Success will be indicated by all programs submitting documents by their assigned due dates.	Working on this item has shown all involved how much support is necessary to aid program authors in document creation. The Director of Institutional Research and Faculty Coordinator are fluent in data analysis and have learned that many faculty need extra instruction on this aspect. Stakeholders involved in this goal have also learned that for some noncompliant programs, sanctions may be necessary to spur authors to action.	Jesse Mills, June 2, 2022
17	Disaggregate learning outcome data for SLOs, PLOs, and SAOs (I.B.6)	1	Educate students about pathways to graduation	Accreditation Action Plan, 2023 QFE	Director of Institutional Effectiveness, and SLO Faculty Coordinator	In-progress	See number 13, above. The Director of Institutional Effectiveness has been working on data quality issues and fixing demographic data in the system. Data reports will be completed in the winter 2023, and the first Assessment Reports will be due 3-30-23. Lauren Sosenko sent college leaders instructions to complete SAO development, data collection, and assessment in August-October 2022. The templates are due to the Sharepoint site on October 13, 2022. This year, Dr. Sosenko will work to integrate the SAO template into eLumen so all assessment data is housed in the same place. Discussions need to continue on a potential universal SAO rubric for the College to collect robust data. THe College drafted the 2023 Quality Focus Essay including a detailed timeline through 2024 for completing this and additional actions to improve and institutionalize assessmetn processes.	All divisions, departments, units.	All divisions, departments, units.	This work is ongoing.	Success will be indicated when the Office of Institutional Effectiveness can draw down disaggregated assessment data to evaluate the needs of programs and departments.	Campus faculty and staff will need to continue or begin adding their assessment data to eLumen on a regular and consistent basis.	Amari Williams, October 11, 2023
19	Disaggregate learning outcomes data between Distance Education and traditional courses	1	Educate students about pathways to graduation	Accreditation Action Plan	Director of Institutional Effectiveness, SLO Faculty Coordinator, Distance Education Manager and Distance Education Faculty Coordinator	In-progress	See number 13, above. The Director of Institutional Effectiveness has been working on data quality issues and fixing demographic data in the system. Data reports will be completed in the winter 2023, and the first Assessment Reports will be due 3-30-23. A connection between eLumen and Canvas needs to be attempted again. eLumen must be loaded with Learning Outcomes that can be tested for accuracy in Canvas.			2022-2023	Collection and comparison of student data related to online learning.	None at this time	Airek Mathews May 19, 2023; Lauren Sosenko, December 8, 2022

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
20	Develop a course articulation process at the Compton College	1	Educate students about pathways to graduation	Accreditation Action Plan	Dean of Counseling and Guided Pathways, and Counselor/Articulation Officer	In-progress	**1.**Course Articulations and Curriculum Development System (Curriqunet): Course articulations are dependent on curriculum development. The articulation process is embedded in the curriculum approval process. We currently use Curriqunet (Cnet) as our curriculum development system for approving and updating courses. Cnet has a General Education/Transfer (GE/T) tab that provides articulation information for each course. The GE/T tab is currently open for anyone to make changes. The GE/T tab needs to be updated to allow: i). Faculty to submit course articulation requests. ii). Display approved course articulations (including a field for Notes).These fields must only be editable by the Articulation Officer (AO). Since Fall 2019, the AO has requested GE/T tab changes with Cnet through several meetings and numerous emails. As of August 2022, Cnet changes are incomplete; Cnet attempted to update the GE/T tab, but it is unsatisfactory. **2.**Articulation Training and Updates for Faculty: Articulation updates to faculty are provided at Curriculum Committee Meetings and Guided Pathway Divisions (GPDs) Meetings. Articulation trainings for counseling faculty is provided during the Counseling Department meetings. The Articulation Canvas shell is now active; Compton employees may request access via an MS Excel file. Some articulation information has been uploaded. After Cnet is updated, videos about using the system for articulation requests and articulation compliance will be created and uploaded to the Articulation Canvas shell. **3.** Articulation websites: The student articulation website was launched in Spring 2022. The Articulation Personnel website continues to be updated at least once a year with Compton's transfer curriculum changes.	Academic Affairs (Vice President of Academic Affairs, Curriculum Analyst, Curriculum Chair)	Academic Affairs (Vice President of Academic Affairs, Curriculum Analyst, Curriculum Chair), Counseling	Spring 2023 (goal for Cnet but this is fluid & challenging); Fall 2022 for Articulation info Canvas Shell	The Course Outline of Records (CORs) accurately reflect the articulations in ASSIST and Compton College employees can access Articulation resources via Canvas.	Curriculum Development System that facilitates articulation requests and captures accurate approvals. Articulation Canvas Shell that provides articulation information and resources for Compton College employees.	Cesar Jimenez, March 11, 2023
24	Expand mental health services for both students and staff.	2	Attract and retain traditional students and focus on retaining nontraditional students.	EMP	Vice President for Student Services; Dir. of Professional Development	In-progress	Mental health training is currently being provided for employees through professional development workshops. Additionally, professional development provides monthly correspondence from EASE with periodic mental health resources and St. Johns Family wellness clinic. Mental Health was also expanded for students at St Johns. Effective 6/20/22 St Johns is providing mental health services 8:30-5:00 M-F. Also virtual healthcare services are being contracted for 2022-2023 to give access to virtual mental health care.	PD Manager	Campus Community	Ongoing	Increase employee and student morale, productivity, and motivation.	PD Manager continues to promote mental health training opportunities.	Nicole Jones and Dr. Martinez, May 30, 2023
25	Expand resources and services for students in need of housing, food, clothes, child care, transportation, technology and other essentials.	2	Attract and retain traditional students and focus on retaining nontraditional students.	EMP	Director of Basic Need and Success	In-progress	Students currently have access to the mobile food pantry, farmers market, metro go pass, and technological services. Because of the delay in moving into the student services building, we will reopen the food pantry where it is currently located.	Tartar Support, LA County, St. Johns, Community Food Resources	Campus Wide	On-Going	Access to services	Continued advertisement to students on campus	Lydell Willis 10/10/23
26	Improve campus signage at Compton College as identified at the Tartar Success Institute.	2	Attract and retain traditional students and focus on retaining nontraditional students.	EMP	Chief Facilities Officer	In-progress	additional signage is on order and will be installed once received	Director, Community Relations	campus	On-going	less confusion regarding building locations	signage has to be updated annually as we continue to add more buildings	Linda Owens Jackson, October 3, 2023
28	Increase student engagement activities across campus for all students.	2	Attract and retain traditional students and focus on retaining nontraditional students.	EMP	Director of Student Development and Athletics	In-progress	So far in the spring semester, we have held a few in-person and virtual events. We are still experiencing minimal engagement for on-campus events from students. However, we are gaining traction with engagements via our social media platforms.	Other Student Services departments	Campus Community	On-going	Increasing amount of student attendance for in-person events	None at this time	Mercedes Luna, March 15, 2023
29	Implement a career services education plan for Compton College students by Guided Pathway Divisions.	2	Attract and retain traditional students and focus on retaining nontraditional students.	EMP	Vice President of Academic Affairs, and Vice President of Student Services	Not started	More clarification is needed to begin implementation.	Career Clarity Committee, Transfer and Career Center Counselor, Director of Adult Education and Workforce Development	Dean of Counseling and Guided Pathways, Counselors	Ongoing	Students have a career services education plan	None at this time	Sheri Berger, October 6, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
29b	Special supports are provided to help academically underprepared students to succeed in the "gateway" courses for the college's major program areas, in program-relevant "gateway" Math courses by the end of their first year, in program-relevant "gateway" English courses by the end of their first year, and provided to help very poorly prepared students to succeed in college-level courses as soon as possible.	2	Attract and retain traditional students and focus on retaining nontraditional students.	SOAA 2b,c,d,e	Dean of Student Success and Student Success Coordinator	Ongoing	The SSC offers Embedded Coaching/Peer Tutoring for targeted gatekeeper Math, English courses; drop-in and online tutoring in English, Math, Science, ESL, and Spanish; free after hours tutoring via NetTutor; EdReady for foundational English and Math support; and various success strategies workshops. SSC services are promoted via flyers, emails, Canvas, CRM Advise, SSC webpage, and social media. The faculty Instructional Specialist for Math and English coordinate Just In Time (JIT) topic specific Math workshops and English research paper bootcamps as well as lead summer bridge to incoming students and summer/winter refresher workshops for students who were not successful in their first transfer level attempts. Study skills workshop (15) have been implemented for fall 23.	SSC Instructional Specialists for Math and English, Division Chairs, Academic Deans	Faculty, Counselors, Student Services Advisors	Ongoing	Increase in student tutoring interactions and student success in gateway classes Math and English. Providing various modalities for tutoring to meet the needs of students (online, in-person, NetTutor, in class embedded coaches/peer tutors)	Students have utilized more tutoring services with having multiple modalities available. Students utilizing tutoring have shown improvement in transfer related courses. Winter JIT Math workshops attended and will continue for Spring and Summer to promote course success and comparison data. English JIT Workshops will be added and Study Skills Workshops that combine academic and student centered resources	Shalisa Hodge - Student Success Coordinator - Oct. 12, 2023
29c	The college helps students document their learning for employers and universities through portfolios and other means beyond transcripts.	2	Attract and retain traditional students and focus on retaining nontraditional students.	SOAA 4f	Director of Adult Education and Workforce Development	In-progress	LinkedIn Learning will be integrated into student Canvas dashboards for immediate access. Students can learn new college and employer based skills, as well as showcase a digital badge for having completed particular modules. This will provide a supplemental way to document student learning. College Central Network has been fully implemented and the portfolio development component is available to establish academic and career-based accomplishments in an electronic portfolio. Resource is currently available at www.collegecentral.com/compton. The Experiential Learning Manager allows us to have students apply for the Cooperative Work Experience Education program and faculty/employer workflow is managed through this process. Utilization of LinkedIn Learning and Canvas can also offer a portfolio component to students.	Deans of Student Learning, Guided Pathways Division Department Chairs	Deans of Student Learning, Counseling, Athletics/Student Life, EOPS, CalWORKs, Foster Youth, other support programs.	2022-2023 implementation of LinkedIn Learning through workshops and one-on-one meetings with Workforce Development staff.	LinkedIn Learning use by 15% more students in Fall 2022 and 25% more in Spring 2023	Post pandemic efforts to train students on the use of portfolio tools has been slow to implement. Plans need to involve collaborating with faculty by Guided Pathways Division and department presentations to increase faculty awareness.	13-Mar-23
32	Improve the online counselor-to-student ratio. The College is currently planning to develop online counseling and will need to provide training to existing counselors as part of this plan.	3	Provide robust distance education course and service offerings.	CC 2024, HR, EMP	Dean of Counseling and Guided Pathways	Ongoing	All counselors meet with students via Cranium Café. Counselors meet with students via video, phone, or cranium café chat. OEI produces ongoing Cranium Café refresher trainings. Additionally, Counselors meet with students via lobby, video, or remote. We are partnering with ConexED to have ConexED Hubs on campus.	Counselors and Guided Pathways Coach	Campus and students	Ongoing	Increase in student persistence, retention, and completion	None at this time.	Cesar Jimenez, June 4, 2023
35	Hire web developer to highlight online student support services	3		CC 2024, HR, Distance Education IEPI (DE IEPI)	Director of Community Relations	In progress	The President/CEO has approved the creation of a full-time, permanent, web master/social media coordinator position. (COVID-19 Block Grant funded)

Position closes June 16, 2023. | Human Resources | President/CEO and ITS | Start date in summer/fall 2023 | The hiring of a full-time, permanent position who reports to the Office of Community Relations. | Level 1 interviews scheduled for Oct. 6; Level 2 interviews tentatively scheduled for Oct. 13. | Heather Parnock, 09/29/2023 |
37	Develop a Professional Development Plan for Compton College Distance Education. Provide Distance Education Professional Development activities for Compton faculty.	3	Provide robust distance education course and service offerings.	DE IEPI	Vice President of Academic Affairs and Associate Dean of Distance Education & Instructional Technologies	Ongoing	A new survey has gone out to determine what people want training on in 2023-2024. The DE Faculty Coordinator working on providing PD and onthe DE Summit later this semester. We are in the process of hiring the Associate Dean of Distance Education and Instructional Technologies.	DE Faculty Coordinator, LMS Specialist	Campus Community	2022-2023	Offering of Distance Education professional development events.	Continue to survey faculty on topics of interest for distance education.	Sheri Berger, October 6, 2023
39	Increase Career and Technical Education (CTE) two- year degree options for evening students. Create a pipeline for students entering and exiting with a CTE certificate or degree while retaining students in cohorts.	4,	Increase the number of degrees and certificates awarded in the health and technical fields.	CC 2024, HR	Dean of Student Learning over Business and Industrial Studies, and Director of Adult Education and Workforce Development	In-progress	Select programs continue to have course outlines of record (COR) and certificate programs going through updates and revisions the curriculum committee process. A number of BIS courses are still due by the end of the Spring 2023 semester. To facilitate scheduling and to assess capacity to offer courses in the evening, a two-year course scheduling plan for every CTE discipline was finalized.	CTE faculty, division chair, and Standard 2A leads		Ongoing	Increasing enrollment in noncredit CIS Apple Swift Coding program. Progressive increases in enrollment across all CTE programs, expansion of course offerings in response to greater enrollment.	Ongoing and continuous review enrollment data, student surveys, and faculty input to determine which evening programs are most in demand	P. Flor, Sept. 28, 2023
40	Increase CTE class offerings with clear program pathways to meet the needs of working professionals (e.g., online, flex and accelerated schedules).	4	Increase the number of degrees and certificates awarded in the health and technical fields.	CC 2024	Dean of Student Learning over Business and Industrial Studies, and Director of Adult Education and Workforce Development	In-progress	For credit Apple Coding course sequences are in the Curriculum Committee process; the Lynwood HS cohort continues through Spring 2023; ACN training is still scheduled to begin in the academic year 2023-24. LACOE and area child care center referrals are planned to resume for the sequential CDEV cohorts. The California Mentor Program continues at Compton College through Spring 2023.	External partners: Apple, FIT Inc., LACOE, LUSD		Ongoing	Higher enrollment in CTE programs. Some programs have greater growth potential than others. Augment courses through the curriculum and DE addendum process, increase the number of certificates approved by Curriculum Committee.	Review enrollment data, student surveys, and faculty input in program reviews, program unit plans to determine which evening programs are most in demand.	P. Flor, Sept. 28, 2023
43	Improve transportation options for our campus.	5	Strengthen our focus on the broader needs of the community served by Compton Community College District.	CC 2024	Director of Basic Needs and Success	In-progress	More students are becoming aware of the gopass program and requesting their activation code for the gopass. So far the program has been a success however we need access to data tracking with Metro to learn how many of our students are taking advantage of the program. (No Updates)	Dr. Curry, Tartar Support, Sheri Berger	Campus Wide	Ongoing	Amount of students who take advantage of the Metro GoPass	Currently we have a partnership with LACMTA and provide metro go passes to students every semester.	Lydell Willis 10/10/23

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
44 (24 from entry)	Expand the reach and functions of transfer and employment transition services (e.g., University of California and California State University application workshops, collaborations between discipline faculty and the Transfer and Career Center, visiting tours to four-year institutions and prospective employers, internship program, Transfer Center coordinator and support staff).	3	Strengthen our focus on the broader needs of the community served by Compton Community College District.	EMP, Equity, SOAA 4c	Dean of Counseling and Guided Pathways	In-progress	On-going virtual transfer workshops and transfer day events with representatives conducting virtual meet-ups with students. The Transfer Center committee grew and added more members, including counselors. The Transfer Center worked with Institutional Effectiveness to revive the Summer Scholars Transfer Initiative. We hosted three trips to UCI, ASU, and CAU. The Transfer Center will host the first in-person university fair on October 18 since the start of the COVID-19 Pandemic. Additionally, we will host the HBCU Caravan on November 1. The Career Services committee grew and added more members, including counselors. Employment transition at the certificate and associate degree level involve sector partnerships connected to pathways. Student access to LinkedIn Learning through MyCompton helps learners hone transferable skills and establish occupational clarity. New employment posting site unveiled on 11/18/20, CollegeCentral.com will help students begin to create a career persona upon entry that can be developed throughout their educational journey. Acquire ACT Work Keys to expand the preparation of students through employment transition services with a national certification. The Transfer & Career Center Counselor and Articulation Office have led transfer trainings and presentations. LA Economic Development Corporation has planned industry workshops to assist students with better understanding career opportunities. Multiple workshops have been added to the College calendar for student participation.	LAEDC, Student Advisors, Career Clarity Committee, Transfer & Career Ctr, Student Advisors, Job Placement Specialist, and Career Pathways Coordinator.	Academic Senate, Associated Student Body, Financial Aid – Work Study, EOPS, CalWORKs, Special Resource Services	Semester by semester implementation; On-going based on Guided Pathway career focus. The College Futures Foundation provided funding to scale career training and all FT Counselors will get MBTI/Strong certified.	Students will have utilized a phased approach to achieving their employment goals by engaging in work-based learning or service-learning options (connected to educational objectives) that help prepare students for transition to a university or the workforce through their selected Guided Pathways Division. Look at appointments in Guided Pathway Division. Increased awareness and engagement of external companies and industry expectations is crucial to student preparation. Participation in LAEDC workshops are a great marker for determining greater industry awareness of anticipated skill-sets.	Students interested in transfer should engage in work preparation activities aligned with their career interest prior to transfer. There is a difference between preparing someone to connect with employment services at a university and helping students prepare for workforce entry through a CTE pathway or associate degree. There are more opportunities for industry to help prepare with the skills needed to enter their sector. Therefore, we should leverage this reality and get more companies involved with presenting to our students regularly. Closing the loop – look at transfer rates and job placement post-graduation. Increased confidence in career opportunities exhibits a positive correlation to academic success and motivation. We will continue to look for opportunities to heighten students awareness of career expectations through classroom speakers and educational programs offered by industry experts.	Cesar Jimenez, March 16, 2023
45	Explore how Guided Pathways activities related to persistence (e.g., Call Center Campaign, Outreach activities within GPD, Canvas training for Distance Education, career advising, cultural field trips) can target males of color	2	Minimize the equity gap for access, retention, and graduation rates.	Equity	Dean of Counseling and Guided Pathways	Not Started	I met with Dr. Banks to include men of color efforts with early alerts. More conversation needs to be had on working with Educational Partnerships and other areas for input and feedback on strategies. The Call Center is reviewing campaign outcomes data.	Guided Pathways Committee, Success Teams, Distance Education Manager	Campus Committees	2022-2023	Increased persistence by males of color	None at this time	Cesar Jimenez, June 4, 2023
46	Establish a partnership between the Black and Males of Color program and the transfer center to design programming to target black or African American and males of color students early in the student experience. Consider how this programming can be integrated into Guided Pathways and success teams across the campus.	2	Minimize the equity gap for access, retention, and graduation rates.	Equity	Dean of Counseling and Guided Pathways and Director of Black and Males of Color Success	In-progress	We have started work on this. We had HBCU events take place last year, where we partnered with both areas. We also partnered with UCLA to host them virtually and partner on men of color programming. We took students to UMOJA day at UCLA. We are strengthening transfer pipeline for Black and Males of Color students.	ice President of Student Services; Vice President of Academic Affairs; Counseling Guided Pathways Tri-chair; Success Team Leads Success Team member		2024-2025	Increase black and males of color student engagement in transfer planning and activities; increase the number of black students and male students who transfer to a university	None at this time	Cesar Jimenez, June 4, 2023
47	Continue to build partnerships with universities through local coordination and programming (e.g., California State University, Dominguez Hills; University of California, Irvine) to provide transfer pathways for black or African American and males of color students	5	Strengthen our focus on the broader needs of the community served by Compton Community College District.	Equity	President/CEO		Compton College will offer a summer program at UC Irvine. This item will be assigned to the Director of Black and Males of Color Success.	Vice President of Student Services; Vice President of Academic Affairs; Dean of Counseling and Guided Pathways; Director of Institutional Effectiveness; Transfer and Career Center Counselor	Faculty, staff	Spring 2023	Increase male engagement in transfer planning and activities; increase the number of black or African American and males of color students who transfer to a university		Keith Curry, March 17, 2023
48	Explore how program maps and Degree Works (i.e., Degree Audit) are supporting completion, as well as auto-awarding certificates	1	Educate students about pathways to graduation	Equity	Vice President of Student Services		Not yet started.	Dean of Counseling and Guided Pathways; Director of Admissions & Records	Vice President of Academic Affairs	2024-2025	Increases in number/percentage of black or African American students who complete a degree or certificate	Discussion can be integrated into guided pathways and also admissions and records committees/workgroups.	Nicole Jones, 6/2/23
49	Explore how to help students from across all disciplines become aware of careers in their programs of study	2	Educate students about pathways to graduation	Equity	Vice President of Student Services		Not yet started. This activity will be integrated into career planning and developmental activities for all students through GPDs and programs like FYE. Also as a part of Adult SEM.	Dean of Counseling and Guided Pathways; Director of Admissions & Records	Vice President of Academic Affairs	2024-2025	Increases in number/percentage of Latino/a/x students who complete a degree or certificate	Career planning and development is important to minimizing the path from entry to completion.	Nicole Jones, 6/2/23
50	Pair cultural events (e.g., Noché de Familia) with counseling outreach to build community and also help students be more informed about Math and English completion, careers, and programs of study	2	Minimize the equity gap for access, retention, and graduation rates.	Equity	Dean of Counseling and Guided Pathways	Not Started	We did not do noche de familia this time around but we implmeneted many programs/activities through HSI Taskforce. For example, partnering with student success center for welcome week.	Academic Deans, Faculty, Staff Vice President of Academ		2024-2025	Increases in number/percentage of Latino/a/x students who complete a degree or certificate		Cesar Jimenez, June 4, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
51	Normalizing "help seeking" for academic and basic need supports through BMCS or Associated Student Government (ASG)	2	Minimize the equity gap for access, retention, and graduation rates.	Adult Learner SEM	Director of the Males and Black Student Success	In progress	In partnership with ASG, engagement activities and events have been calendared in support of Black and Males of Color Success. These activities are designed to build community and connection for students. Also, to support persistence and retention of adult learners.	Director of Institutional Effectiveness, Males of Color Taskforce; Director of Educational Partnerships	Campus Community	Spring 2023	Increased adult learner use of support services	Support Adult learners through Black and Males of Color activities	Nicole Jones, March 16, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
1	The College is investing in professional development for math and English faculty related to AB 705 and 1705 implementation (i.e., legislation requiring community colleges to increase students' likelihood of completing transfer-level coursework in English and math within a one-year timeframe) to build innovation teaching and learning around these gatekeeper courses.	1	Tailor degree and certificate programs to meet the needs of our students	CC 2024, HR	Director, Professional Development , and Vice President of Academic Affairs	In-progress	The math department was approved to participate in the Equity Accelerator Engagement through Chancellor's Office AB 1705 funding.	Division Chairs and Faculty, PD Liaisons	PD Liaisons, Faculty Development Committee	Ongoing throughout AY 2023-2024 semester(s).	Increase percentage of students completing transfer level math and English in their first year.	A recent survey debrief revealed that faculty have gained a deeper connection by established trust among their peers.	Sheri Berger, October 6, 2023
2	Provide orientation and customer service training for all campus personnel. Orientations and customer service training must be made available in-person and online	1	Tailor degree and certificate programs to meet the needs of our students	CC 2024, Tech	Director, Professional Development	In-progress	Service excellence training was established in Fall 2021 to develop a culture of service excellence at Compton College that promotes proactive approaches, supported by innovative thinking and effective communication. Background: A key role of every employee is to educate and empower our students by serving as a resource to navigate our policies and help them feel welcome, included, and at home. Every employee plays a role in student enrollment, student retention, and student success.	Professional Development Committees to include the Professional Learning & Engagement Committee and the Classified	PD Liaisons, Faculty Development Committee, and Management Development Committee	Ongoing throughout AY 2023-2024 semester(s).	Increase the quality of customer service experiences campus wide on the campus climate survey responses in 2023-2024 from prior years.	Increase the quality of customer service experiences campus wide on the campus climate survey responses in 2023-2024 from prior years.	Pilar Huffman, October 2, 2023
3	Develop multiple and on-going opportunities for all faculty, staff, and administrators to improve teaching and student support practices and increase student achievement	1	Tailor degree and certificate programs to meet the needs of our students		Director, Professional Development	In-progress	A continuum of professional learning opportunities are available to faculty, staff, and administrators to include: 1. Continuous revitalization of the Professional Development webpage to provide resources and tools for professional learning opportunities. This also includes on-demand web access to the Vision Resource Center for webinar training. 2. The Professional Development Calendar provides learning opportunities throughout the academic year.	Professional Development Committees, PD Liaisons, Academic Senate, Campus Community, Chancellor's Office.	Campus community	Ongoing throughout AY 2023-2024 semester(s).	Improve teaching and student support practices and increase student achievement.	College continues to offer professional learning opportunities to all employees throughout the academic year.	Pilar Huffman, October 2, 2023
4	Ensure the implementation of regular training for faculty, staff, and administrators, related to student education planning software (e.g., degree audit, career pathways web applications). Increase engagement in student education planning by employees.	1	Educate students about pathways to graduation	CC 2024, Tech, HR	Dean of Counseling and Guided Pathways	On-going	Training for faculty and staff has taken place on platforms that are currently available (e.g., CRM Advise and CCCMyPath). Additional refresher trainings for degree audit will be scheduled for all Counselors. We successfully updated DW to 5.0.5. We will look to the new update of 5.0.6. We have "what-if" Degree Works video and how to obtain SEP video available on Compton College YouTube channel and Counseling website. Have recently provided access to HDEV Faculty and HTP Coordinator to access. Further work will take place on exploring autoawarding and using Degree Works.	Information Technology Services, Student Services, Counselors, Academic Affairs, and Admissions & Records	Professional Development Manager, Campus members and students	Ongoing	Increase in persistence, retention, and degree completion as well as utilization of technology platforms	None at this time	Cesar Jimenez, June 4, 2023
6	Develop an annual schedule of cultural appreciation events/activities; encourage and support professional development activities that emphasize effective representation of diverse populations in higher education (e.g., PUENTE, Umoja).	1	Enhance student preparation for academic success and completion.	HR	Director of Diversity, Compliance, and Title IX, Director of Student Development and Athletics, and Director, Professional Development	In-progress	To improve cultural competence, Cultural Connection events provide employees with the ability to engage in cultural events and practice that help to establish cross-cultural skills. These celebratory sessions have include events focused on Dr. Martin Luther King Jr. Day, Black History Month, Diversity Month, Cesar Chavez Day, Asian American and Pacific Islander Heritage Month, and LatinX Heritage Month.	ASG, Student Activities Coordinator	Campus community	Ongoing throughout AY 2023-2024 semester(s).	Increase the cultural capacity of faculty, staff, administrators, and students.	College continues to offer professional learning opportunities to all employees throughout the academic year	Pilar Huffman, Oct 2, 2023.
7	Provide professional development opportunities for faculty, staff, and administrators to better understand program pathways and equity. Will require a plan to provide professional development opportunities for faculty, staff, and administrators related to the design and implementation of successful pathway programs.	1	Enhance student preparation for academic success and completion.	CC 2024, HR, Equity	Director, Professional Development	In-progress	Current information and tools to support the design and implementation of an effective pathways programming are ongoing and offered in summits, workshops, and meetings throughout the academic year.	Success Teams: Vice President of Academic Affairs and Dean of Counseling and Guided Pathways	Campus community	Ongoing throughout AY 2023-2024 semester(s).	Increase the effectiveness of pathways programming to support student success.	Compton College continues to offer professional learning opportunities to all employees throughout the academic year.	Pilar Huffman, Oct 2, 2023.

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
8	Develop an annual schedule of professional development activities (i.e. conferences) for all staff, including faculty and staff retreats, focused on team building	1	Enhance student preparation for academic success and completion.		HR	Director, Professional Development	In-progress	The Professional Development (PD) calendar offers activities that strategically, frequently, and consistently provide faculty, classified professionals, and administrators with professional learning opportunities. The calendar is in effective throughout the academic year.	Compton College stakeholders	Campus community	Ongoing throughout AY 2023-2024 semester(s).	Increase student success and cross functional collaborative practice among faculty, staff, and administrators.	Compton College continues to offer professional learning opportunities to all employees throughout the academic year.	Pilar Huffman, Oct 2, 2023.
9	Develop and implement a career assessment training program for counseling faculty and advisors by Guided Pathway Divisions.	1	Enhance student preparation for academic success and completion.	EMP	Dean of Counseling and Guided Pathways	Completed	We have used College Futures Foundation funds to get all FT Counselors Strong certified. All FT Counselors went through Strong certification in spring 2021. FT and PT Counselors were trained on MBTI on December 6-9, 2021. Counselors were also trained on Skill Scan in spring 2022. We submitted a teaching & learning proposal to get part-time faculty trained on MBTI in spring 2023. However, this was not achieved. The goal is to have part-time counselors trained on MBTI in summer 2023.	Transfer & Career Center	Tartar Success Teams	Ongoing	Utilization of Strong assessment	None at this time	Cesar Jimenez, June 4, 2023
10	Expand mental health training for both students and staff.	1	Enhance student preparation for academic success and completion.	EMP	Vice President of Student Services, and Vice President of Human Resources	In-progress	Mental health training is currently being provided for employees through professional development workshops. Additionally, professional development provides monthly correspondence from EASE with periodic mental health resources and St. Johns Family wellness clinic. Student can access mental health services from St. Johns and Virtual Care Group.	Director, Professional Development	Campus community	Ongoing throughout AY 2023-2024 semester(s).	Increase employee morale, productivity, and motivation.	Compton College continues to offer professional learning opportunities to promote wellness to all employees throughout the academic year.	Pilar Huffman, Oct 2, 2023.
11	Create a mentor program for new distance education faculty and assist with the creation of discipline-specific "model" courses to ensure that all online classes meet or exceed legal requirements and robustly support student	1	Enhance student preparation for academic success and completion.	QFE Action Plan	Distance Education Faculty Coordinator	In-progress	The FCRC continues their work of reviewing and providing feedback to faculty that would like to teach courses online, via Canvas. The mentor process enables the reviewee to be given feedback and assistance to ensure that they met the minimum requirements to teach online at Compton College. During the 2022-2023 year approximately 20 faculty members have successfully complete the process.					None at this time	Brad Conn, May 31, 2023
12	Design and adopt a campus-wide student feedback survey to be built into every course shell.	1	Enhance student preparation for academic success and completion.	QFE Action Plan	Distance Education Manager	In-progress	This item was not taken up by DEAC this semester. This item will be brought back for consideration for the 2023-2024 academic year once DEAC is back in session.	Distance Education Faculty Coordinator	Campus community			None at this time	Airek Mathews, May 19, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
13	Create a non-emergent succession plan, which is centered on two over-arching strategies: 1) a focus on developing key leadership and the knowledge base among internal faculty, staff, and administration; and, 2) an analysis of the key skills and traits of identified leadership positions that can be deployed as needed	1	Enhance student preparation for academic success and completion.	HR	President/CEO	In-progress	Compton Community College District has updated Board Policy 2432 – President/CEO Succession. Also, the President/CEO has created a file of important documents for each operational area, which can be shared with new Senior Managers. During the month of December 2020, the Professional Development Manager, working with the President/CEO, will take the lead in the College's nonemergent succession planning. Board of Trustees received an update from the President/CEO at their April 18, 2022, meeting and was provided with an opportunity to provide their input into the plan. 1- One internal recruitment process 2- Exit interviews for employees 3- Exit memo (what is being worked on in area, outlining key projects, dates). What do these look like? 4-Documentation is housed on a shared server with essential documents Cited in President/CEO message on January 11, 2021 The exit interview and exit memo documents, were created and implemented in spring 2021. Established a shared folder in the management drive for "Succession Planning" with access for Cabinet Meet Up group (President/CEO Cabinet Members) Held the #Real114 Leadership Academy in 2021-2022; and 202-2023; and in the process of recruiting #Real114 Leadership Academy participants for 2023-2024. We created a Compton College timeline that include major deliverables for the college with due dates. This document is being shared with the Board of Trustees at the September 2022 meeting.	Director, Professio	Vice President, Human Resources; Vice President of Academic Affairs, Vice President, Administrative Services;	Ongoing	Fully executed plan.	The Board of Trustees of Trustees will receive the executed plan at their April 2023, board meeting.	Keith Curry, March 17, 2023
14	Strengthen efforts to provide ongoing professional development for all employees and increase the engagement of classified and adjunct employees. Develop and launch mandatory FLEX activities focusing on teaching best practices both in face-to-face and online environments; incorporate case-management approach to student success, partnering administrators, faculty, counselors and classified staff to assist in supporting student achievement; enhance the First Year Experience program to pair students with assigned faculty mentors; incorporate a new faculty mentorship program which includes one-on-one coaching, team-teaching opportunities, non-punitive observations and feedback	1	Enhance student preparation for academic success and completion.	Accreditation Action Plan, HR	Director, Professional Development	In-progress	Flex activities are offered throughout the year to include the professional development day and optional day events each semester. Additional collaborative effort is made to connect with Academic Affairs to offer professional learning support for student achievement programming.	Director of Educational Partnerships, Academic Affairs, Dean(s), Division Chair(s)	Campus community	Ongoing throughout AY 2023-2024 semester(s).	Increase student success and cross functional collaborative practice among faculty, staff, and administrators.	Compton College continues to offer professional learning opportunities to all employees throughout the academic year.	Pilar Huffman, Oct 2, 2023.

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
14b	Instruction across programs (especially in program introductory courses) engages students in active and applied learning, encouraging them to think critically, solve meaningful problems, and work and communicate effectively with others.	1	Enhance student preparation for academic success and completion.	SOAA 4b	Director, Professional Development , Academic Senate President, and Faculty SLO Coordinator	In-progress	Faculty Teaching and Learning Projects continue to provide faculty with effective student success strategies. This includes offerings such as: English Community of Practice, Reading Apprenticeship Program, and Teaching Strategies for Success. Professional learning opportunities have also been established for discipline faculty to review and update student learning outcomes to support DEI initiatives and guided pathways pilar 4 - ensuring learning. The Academic Senate is also working on developing a rubric that faculty can follow when reviewing Course Outlines of Record, that will prompt faculty to incorporate more diverse, equitable, and inclusive content into their courses, and will provide SLO writing sessions, and COR Review writing sessions for faculty to work collaboratively in accomplishing these tasks. The Curriculum Committee also requested a DEI/IDEA training from the ASCCC to receive extra guidance on how to make College curriculum more relevant to our students, and make changes at the system level, which will prompt a wider adoption across campus.	PD Liaisons, Faculty Development Committee, Academic Senate, Academic Affairs, Outcomes Assessment Committee	Campus community	Ongoing throughout AY 2023-2024 semester(s).	Increase percentage of student success.	Compton College continues to offer professional learning opportunities to promote effective teaching strategies that are culturally relevant to our student population, and is building the appropriate support for faculty to accomplish their goals of increasing student success.	Pilar Huffman, Oct 2, 2023.
15	Train employees to develop the skills and expertise to address the broad array of needs of Dream Act students; incorporate assessment criteria to screen job applicants for the requisite skills and expertise.	2	Attract and retain traditional students and focus on retaining nontraditional students.	CC 2024, HR	Vice President of Student Services & Vice President of Human Resources	In-progress	Workshops for students; an opportunity to connect with CHIRLA (legal partner) and get support and information from various departments such as Financial Aid, Admission & Records, Counseling, and EOPS. Discussed allocated budget for Dream Resource Liaison. Budget approved to the vice president of student services. Identified taskforce member roles.	Student Services Managers, UndocuAlly Taskforce, Campus Allies Coalition, Director, Professional Development	Campus Community	Ongoing	Number of staff who complete the training	The UndocuAlly taskforce has been able to provide supports to AB540 students and undocumented students. In addition, training has been included in campus wide Professional Development Calendar.	Nicole Jones, 6/2/23
16	Consider additional professional development for First Year Experience (FYE) faculty and support staff to allow for the development of fully effective programs.	2	Minimize the equity gap for access, retention, and graduation rates.	CC 2024, HR	Director of Educational Partnerships, and Director, Professional Development	Not started. The FYE program is being restructured.	Not started.	Director of Educational Partnerships, Academic Affairs, Dean(s), Division Chair(s)	Distance Education Manager, Faculty Instructional Designer/Trainer	TBD	Number of staff who complete the training	Compton College will offer professional learning opportunities to promote FYE programing throughout the academic year.	Pilar Huffman, Oct 2, 2023.
21	Increase outreach for health and technical field programs, including engaging community professionals. May require additional training and professional development for staff to pursue opportunities, plan programs, and outreach activities, provide marketing and communication plans, and assess outcomes.	4	Implement a plan to target outreach of working professionals in healthcare and advanced manufacturing.	CC 2024	Director of Educational Partnerships, Director of Adult Education and Workforce Development, and Associate Dean of Nursing	In-progress	Discuss with nursing faculty their ideas on increasing outreach for health and technical field programs, including engaging community professionals. May require additional faculty training and professional development for staff to pursue opportunities, plan programs, and outreach activities, provide marketing and communication plans, and assess outcomes. Consider creating a Compton College nursing graduate alumni organization as well as a Nursing Buddy Program for enrolled nursing students with alumni and more advance nursing students. This Fall 2021 the nursing department launched a California Department of Health approved new Certified Nursing Assistant (CNA) Program. The CNA Program is an 8-week, 5-unit course that provides student entry to the first step in the nursing career ladder. Interested applicants are required to complete an online CNA Program Applicant Checklist and attend an orientation hosed by the associate Dean of Nursing who is the CNA Program Director to prepare for enrollment in the course. The nursing department has been awarded the 2-year (2022-2024) Song-Brown Nursing Training grant of 320K for support of nursing student success. With additional support, the nursing department plans to open a new Licensed Vocational Nursing Program in 2023.	Nursing Faculty, Clinical Teaching Assistants, Nursing Alumni & Nursing Students	Vice President of Academic Affair, Dean of Student Learning,	2023, 2024	Increased CNA Program Enrollment, successful initiation of a new LVN Program	>90% certification & licensure 1st time pass rates in all nursing programs.	Dr. Carol DeLilly, March 13, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
22	Provide professional development workshops for faculty on Common Core, basic skills and underprepared students	5	Establish faculty-to-faculty partnerships with K-12 and Adult Education feeder schools to better align curriculum between the two segments, and to improve student preparation.	CC 2024	Vice President of Academic Affairs, and Director, Professional Development	In-progress	Through our ongoing partnership with the Career Ladders Project, professional development workshops have been offered to faculty throughout the semester.	Dean(s)	Campus Community	Ongoing throughout AY 2023-2024 semester(s).	Increase percentage of student success.	Compton College continues to offer professional learning opportunities to all employees throughout the academic year.	Pilar Huffman, Oct 2, 2023.
23	Develop a program for regular cross-functional team meetings for high school faculty, College instructors, and industry partners to develop and align curriculum and build strategies to prepare students' readiness for specific college courses and degree pathways at Compton College.	5	Establish faculty-to-faculty partnerships with K-12 and Adult Education feeder schools to better align curriculum between the two segments, and to improve student preparation.	EMP	Vice President of Academic Affairs, Dean of Student Success, and Director of Adult Education and Workforce Development	In-progress	A Dual Enrollment Summit was held on October 6, 2023 with representatives from partner high schools in Compton, Lynwood, and Paramount Unified School Districts and Compton College faculty and staff. A breakout session for faculty focused on classroom management strategies.	Career Ladders Project, faculty from Compton and LUSD; Career Pathways Coordinator	Director, Professional Development	ongoing throughout AY 2022-2023 semester(s).	Improve relationships with our high school partners, increase success for our dual enrollment students; identify accepted indicators of College Readiness as an Institutional Set Standard	Establish an acceptable collection of practices an internal milestones that depict College Readiness for adult learners.	Sheri Berger, October 6, 2023
24	Offer professional learning opportunities to enhance faculty abilities to teach "learners" in the high school dual enrollment setting, including effective practices for delivering college courses in a high school setting, while also becoming familiar with dual enrollment requirements and guidelines.	5	Establish faculty-to-faculty partnerships with K-12 and Adult Education feeder schools to better align curriculum between the two segments, and to improve student preparation.	EMP	Vice President of Academic Affairs, and Director, Professional Development	In-progress	A Dual Enrollment Summit was held on October 6, 2023 with representatives from partner high schools in Compton, Lynwood, and Paramount Unified School Districts and Compton College faculty and staff. A breakout session for faculty focused on classroom management strategies.	Deans	Campus Community	Ongoing throughout AY 2022-2023 semester(s).	Increase percentage of student success.	Compton College continues to offer professional learning opportunities to all employees throughout the academic year.	Sheri Berger, October 6, 2023
25	Implement Community Outreach and other support programs such as Upward Bound and other federally funded TRIO programs. Will require ongoing training and professional development for faculty and staff to coordinate and complete outreach efforts on behalf of the College.	5	Strengthen our focus on the broader needs of the community served by Compton Community College District.	CC 2024, HR	Director of Educational Partnerships, Vice President Student Services	Ongoing	The College continues to maintain outreach activities, the Upward Bound Math and Science grant, and the TRIO grant, which includes outreach efforts for the College. The College launched Street Teams for fall 2022.	Director, Professional Development		Ongoing		None at this time	Nicole Jones, December 5, 2022
27	Teaching & Learning Professional Development focused on anti-racism informed by the OFAR participants or retention and completion metric review in FACH and STEM	2	Minimize the equity gap for access, retention, and graduation rates.	Equity	Faculty Professional Development Coordinators for FACH and STEM	In-progress	Group of Faculty from various disciplines are part of the OFAR 2022-23 Cohort learning various strategies to implement in the OFAR Pedagogy in their classes. Faculty completed a 6-week, asynchronous online course from October 10 – November 26, 2022 which covered various topics for developing an open antiracist action plan: What Is Antiracism? What are Open Educational Resources and Open Pedagogy? How can they support antiracism? During this Spring 2023 term, faculty are working on implement their action plan in an actual class. Faculty participants of this program showcased their liquid syllabus and the lesson plans with through a panel discussion on Various PD teaching and learning proposals are submitted for the academic year 2023-2024 and waiting for approvals. These proposal include participating in Humanizing online STEM academy, increase faculty skill in assessing the accessibility of OER, Universal Design for learning, etc.	Division Chairs, Deans, Faculty	Vice President of Academic Affairs	2024-2025	Anti-racist pedagogy and curriculum implemented in classrooms; increased transfer-level math and English success by black or African-American students	On May 19th OFAR participants held a PD event Open For Anti-Racism: A Roundtable on Anti-Racism and OERI Pedagogy. Compton College continues to offer professional learning opportunities to faculty on supporting	Gayathri Manikandan, June 5, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
28	Math and English faculty participation in Teaching & Learning Professional Development focused on anti-racism informed by the OFAR participants or retention and completion metric review in FACH and STEM	2	Minimize the equity gap for access, retention, and graduation rates.	Equity	Faculty Professional Development Coordinators for FACH and STEM	In-progress	Group of Faculty from various disciplines are part of the OFAR 2022-23 Cohort learning various strategies to implement in the OFAR Pedagogy in their classes. Faculty completed a 6-week, asynchronous online course from October 10 – November 26, 2022 which covered various topics for developing an open antiracist action plan: What Is Antiracism? What are Open Educational Resources and Open Pedagogy? How can they support antiracism? During this Spring 2023 term, faculty are working on implement their action plan in an actual class. Various PD teaching and learning proposals are submitted for the academic year 2023-2024 and waiting for approvals. These proposal include participating in Humanizing online STEM academy, increase faculty skill in assessing the accessibility of OER, Universal Design for learning, etc.	Division Chairs, Deans, Faculty	Vice President of Academic Affairs	2024-2025	Anti-racist pedagogy and curriculum implemented in classrooms; increased transfer-level math and English success by Latino/a/x students	On May 19th OFAR participants held a PD event Open For Anti-Racism: A Roundtable on Anti-Racism and OERI Pedagogy. Compton College continues to offer professional learning opportunities to faculty on supporting	Gayathri Manikandan, June 5, 2023
29	Campuswide faculty participation in Teaching & Learning Professional Development focused on anti-racism informed by the OFAR participants or retention and completion metric review in all Guided Pathway Division meetings	2	Minimize the equity gap for access, retention, and graduation rates.	Equity	Faculty Professional Development Liaisons for all Guided Pathway Divisions	In-progress	Group of Faculty from various disciplines are part of the OFAR 2022-23 Cohort learning various strategies to implement in the OFAR Pedagogy in their classes. Faculty completed a 6-week, asynchronous online course from October 10 – November 26, 2022 which covered various topics for developing an open antiracist action plan: What Is Antiracism? What are Open Educational Resources and Open Pedagogy? How can they support antiracism? During this Spring 2023 term, faculty are working on implement their action plan in an actual class. Faculty participants of this program showcased their liquid syllabus and the lesson plans with through a panel discussion on Various PD teaching and learning proposals are submitted for the academic year 2023-2024 and waiting for approvals. These proposal include participating in Humanizing online STEM academy, increase faculty skill in assessing the accessibility of OER, Universal Design for learning, etc.	Division Chairs, Deans, Faculty	Vice President of Academic Affairs	2024-2025	Anti-racist pedagogy and curriculum implemented in classrooms; increased persistence by males of color	On May 19th OFAR participants held a PD event Open For Anti-Racism: A Roundtable on Anti-Racism and OERI Pedagogy. Compton College continues to offer professional learning opportunities to faculty on supporting antiracism to increase students belonging and participation in the	Gayathri Manikandan, June 5, 2023
30	Provide teaching and learning professional development focused on improving sense of belonging and academic success of adult learners in the classroom	2	Enhance student preparation for academic success and completion.	Adult SEM	Dean of Counseling and Guided Pathways	Not started.	We have not started this. However, will meet with Adult Education Counselor to discuss means for strategies. Bria and Cesar had a discussion on March 16 regarding adult learner SEM and implementing strategies. Furhter discussions will be had to explore this teaching and learning opportunity.	Adult Learner Counselor, Director, Professional Development; Director of Educational Partnerships	Faculty	Fall 2023	Increased adult learner sense of belonging and course success	None at this time	Cesar Jimenez, June 4, 2023

No.	Key Action Step	SI	Objective	Plan Align ment	Lead	Status	Update- (300 word limit)	Who else is contributi ng?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
1	Upgrade/recycle computer and other technology equipment on a scheduled basis. Smart classroom technology will have to be incorporated into future classrooms or presentation spaces, and regular upgrades will be scheduled to keep current with changing technologies – all of which requires planning for additional hardware, software, training, and the staffing needed for implementation.	3	Enhance technology for teaching and learning through professional development. Provide cutting-edge instructional and institutional technologies, which support student success and facilitate program completion and transfer	CC 2024, Tech, HR	Chief Technology Officer	In-Progress	202 replacement computers are in the process of being ordered for Student Success Center. IB1 has state of the art systems installs. IB2 & SSC has not been completed yet, but equipment has already been allocated. The SSC should be open by the end of the month.	Linda Owens-Jackson	Vice President of Academic Affairs	Summer 2022			Lauren Sosenko, March 16, 2023
3	Improve the reliability of Wi-Fi access across the campus	3	Enhance technology for teaching and learning through professional development. Provide cutting-edge instructional and institutional technologies, which support student success and facilitate program completion and transfer	CC 2024, Tech	Chief Technology Officer	In-Progress	Wi-Fi installed across campus and will be installed in all new building. Wi-Fi was also included in the 2022-2023 annual plan.		Faculty, Staff, Students				Lauren Sosenko, September 9, 2022
4	Implement campus-wide assistive technology to ensure technology accessibility with Americans with Disabilities Act (ADA) and 508 compliance standards.	3	Enhance technology for teaching and learning through professional development. Provide cutting-edge instructional and institutional technologies, which support student success and facilitate program completion and transfer	Tech, Equity	Chief Technology Officer	In-Progress	Kurzeweil 3000 has been added to MyCompton portal. Kurzeweil provides access to our curriculum with a powerful multisensory approach to learning built innovative, research-based technology.	Clifford Seymour	Faculty, Staff, Students				David Simmons, March 14, 2022
5	Assess students' access to personal computer technology and the internet and implement strategies to increase student access to computers and the internet.	3	Enhance technology for teaching and learning through professional development. Provide cutting-edge instructional and institutional technologies, which support student success and facilitate program completion and transfer	Tech	Chief Technology Officer, and Director of Institutional Effectiveness	In-Progress	Students can request Laptops & Wi-Fi hotspots via MyCompton Student Resources. The Office of Institutional Effectiveness is currently reviewing census data to understand service area access to computer technology and Wi-Fi. Questions about technology were added to the student survey used for program review.		Faculty, Staff, Students				Lauren Sosenko, March 16, 2023

No.	Key Action Step	SI	Objective	Plan Align ment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
6	Conduct a full assessment of the existing campus Information Technology Services environment to identify ongoing hardware, software, applications, systems, support, training, and policy needs.	3	Enhance technology for teaching and learning through professional development. Provide cutting-edge instructional and institutional technologies, which support student success and facilitate program completion and transfer	Tech	Chief Technology Officer	In-Progress	The new Interim Chief Technology Officer is currently assessing needs in the department.			Fall 2022			Lauren Sosenko, March 16, 2023
7	Implement technology solutions to support the student experience (e.g., Ellucian Banner modules that enhance enrollment services and financial aid processing, software programs that provide online student orientations, Early Alert, virtual access to all student support services (e.g., Cranium Café chat box, New Student Orientation, Program Maps)	3	Enhance technology for teaching and learning through professional development. Provide cutting-edge instructional and institutional technologies, which support student success and facilitate program completion and transfer	Tech, EMP, DE IEPI, SOAA 3c	Vice President of Student Services, Dean of Counseling and Guided Pathways, and Chief Technology Officer	In-Progress	Additional professional learning provided with Degree Works and best practices. Provided continuous trainings for TSTs on utilizing CRM Advise Early Alert and continued refinement of program for added value. Student Hub on Canvas, ZOOM, Cranium Café, Comevo (Orientation), CCCMyPath, and Program Maps are all platforms that are being used. There are also numerous programs in MS Office 365 that we utilize such as Microsoft Teams (Interdepartmental Communication), SharePoint (Out of District Data Hub), OneDrive (Interdepartmental Communication), Exploring use of ConexED Hubs, follow up meetings with Ellucian. Implemented the API with Banner and ConexEd. Continuing with implementation of CRM Recruit.	Staff, Faculty, Students	Campus Community	Ongoing	increase usage of technology platforms	Provide staff with more training on technology features and use	Nicole Jones, 6/2/23
8	Develop a schedule to regularly assess and update Compton College's website to present clear and accurate information (R3: I.C.1, II.A.10, ER 10, ER20)	3		Accred	Director of Community Relations	In-Progress	Webpages are maintained by respective offices/departments and reviewed for content and accuracy by the Dir. of Community Relations. The Dir. of Community Relations schedules web training through Professional Development for faculty and staff to support the maintenance of webpages using Modern Campus CMS.	ITS, Professiona l Developme nt, faculty and staff as assigned, and 508/504 Technology Sub-Committee	faculty, staff	New Website went live 4/21/23. Content updates continue.	Keep students and the public informed, to attract new students and to provide current and prospective students with the services needed to begin their college career or to maintain their current educational	Open Labs and new-user training held Sept. 7 (30 participants). New training videos and cheat sheets distributed to current Content editors via email (schedule to be developed). All links need to be reveiwed and updated by Content editors.	Heather Parnock, 09/29/2023
10	Implement campus-wide technology to ensure an improved student experience through Completion by Design, including fully implementing the student laptop loan program.	3	Provide technologies that create and maintain equitable, learning ready experiences, which support the physical, cultural, and cognitive needs of all students.	Tech, EMP	Chief Technology Officer	In-Progress	Students can request Laptops & Wi-Fi hotspots via MyCompton Student Resources	Lydell Willis	Faculty, Staff, Students				Lauren Sosenko, March 16, 2023

No.	Key Action Step	SI	Objective	Plan Align ment	Lead	Status	Update- (300 word limit)	Who else is contributi ng?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
11	Incorporate smart classroom technology into any new classrooms or presentation spaces and upgrade smart classrooms to keep current with changing technologies.	3	Provide technologies that create and maintain equitable, learning ready experiences, which support the physical, cultural, and cognitive needs of all students.	Tech	Chief Technology Officer, and Chief Facilities Officer	In-Progress	New buildings are being outfitted with technology. Academic Affairs is piloting hybrid classes with Owl cameras that have a 360-degree camera, mic, and speaker.	Linda Owens-Jackson	Faculty, Staff, Students				Lauren Sosenko, March 16, 2023
12	Research, identify, explore, and evaluate a cloud- based platform to manage dual enrollment student registration, instructor onboarding, communication between students and instructors, integrate with the College's Student Information System, improve coordination with high school partners, and assist with reporting.	3	Provide technologies that create and maintain equitable, learning ready experiences, which support the physical, cultural, and cognitive needs of all students.	EMP	Director of Educational Partnerships, Dean of Counseling and Guided Pathways	In-Progress	Pending. Conversations between A&R and Docu-Sign are taking place to begin contract in 2022-2023 academic year. We have confirmed funding for DocuSign via College Futures Foundation Grant. Director of A&R provided initial quote.	Director of Admissions and Records, Dean of Counseling and Guided Pathways	K-12 Partner School Districts	On-Going	Successful implementation.		Nelly Alvarado 06/16/22 and Cesar Jimenez September 1, 202

	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
1	May need to consider hiring additional personnel to assist with the implementation of the 2019- 2024 Enrollment Management Plan.	1	Tailor degree and certificate programs to meet the needs of our students/ Prioritize hiring and training based upon Tartar Completion by Design	CC 2024, HR	President/CEO	In-progress	Through grant with College Futures Foundation and a contract with Compton Unified School District, Compton College has hired Dual Enrollment Specialist to assist with implementing enrollment activities. In December 2021, Compton College submitted a budget request to extended funding with the Pritzker Foster Care Initiative for one of the Dual Enrollment Specialist position.

Due to the COVID-19 pandemic, we are hiring additional student workers to operate a call center and temporary staff to assist with recruitment activities. The Call Center is budgeted through June 30,2023, with immediate action and state outreach funds that were provided by the state of California.

In fall 2021, we hired two additional student services advisors, one for CalFresh outreach and the other for Black and Males of Color Outreach.

In spring 2023, we hired a Outreach & Promise Coordinator, and recently we approved hiring another dual enrollment specialist for Compton College. We are also hiring provisional program technicians to assist with outreach and recruitment efforts for fall 2023. | Vice President of Student Services, Director of Educational Partnerships. | Vice President of Human Resources and collaborating school districts. | Spring 2020 | State budget | None at this time | Keith Curry, March 17, 2023 |
| 2 | Consider staffing needs to best support student connection, entry, progress, completion, and transition (e.g., outreach, Information Technology), HR | 1 | Tailor degree and certificate programs to meet the needs of our students/ Prioritize hiring and training based upon Tartar Completion by Design | HR | President/CEO | In-progress | Through grant with College Futures Foundation and a contract with Compton Unified School District, Compton College has hired Dual Enrollment Specialist to assist with implementing enrollment activities. In December 2020, Compton College submitted a budget request to extended funding with the Pritzker Foster Care Initiative for one of the Dual Enrollment Specialist position. Due to the COVID-19 pandemic, we are hiring additional student workers to operate a call center and temporary staff to assist with recruitment activities. The Call Center is budgeted through June 30,2024, with immediate action and state outreach funds that were provided by the state of California.

We continue to fill replacement positions for faculty and staff supporting the Success Teams. | Vice President of Student Services, Director of Educational Partnerships. | Vice President of Human Resources and collaborating school districts. | Spring 2020 | Number of students enrolling at Compton College | None at this time | Keith Curry, October 11, 2023 |
| 3 | Customer service programs and ongoing technology support require investments in Information Technology Services personnel and infrastructure. | 1 | Tailor degree and certificate programs to meet the needs of our students/ Prioritize hiring and training based upon Tartar Completion by Design | CC 2024, Tech | President/CEO, and Chief Technology Officer | In-progress | The district has allocated funding in Student Equity and Achievement and Strong Workforce to support various positions to support the Tartar Completion by Design. In addition, the District has approved in the 2021-2022 budget various faculty and staff. This year we will be hiring a Compliance Investigator & ADA Compliance Coordinator, and have hired a Director of Black and Males of Color Success.
The Professional Development Manager is providing ongoing customer services training for staff. Compton College is also participating in the caring campus initiative. | Vice President of Human Resources, Vice President of Academic Affairs, Vice President of Student Services, and the Vice President of Administrative Services. | Human Resources Staff | Ongoing | Student success metrics | Monthly conversation with President/CEO Cabinet members. | Keith Curry, March 17, 2023 |

	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
5	Staffing needs given priority and continuously assessed in preparation for College/District status	1	Tailor degree and certificate programs to meet the needs of our students/ Prioritize hiring and training based upon Tartar Completion by Design	Accreditation	*President/CEO*	Completed		Director of Community Relations	None	As soon as possible	Students receiving onsite support	President/CEO involvement in Blackbelt meetings.	Keith Curry, June 24, 2022
6	Develop a "recruitment team," which will disseminate candidate recruitment information and position details via traditional online portals (i.e. cccregistry.com, PRISM); additionally, provide these details to affinity groups, minority chambers of commerce, religious organizations, alumni, non- profit organizations, diversity program directors/ administrators, and participatory community bodies and those targeting primarily minority populations.	1	Strategically recruit diverse candidates through the deployment of digital technologies, social media, and direct personal contacts with candidates	HR	Vice President of Human Resources	In-progress	Hosted a job fair sponsored by Human Resources in collaboration with other departments on March 25, 2023. Recruiting for various positions including Chief Technology Officer, Accessibility and Compliance Coordinator and Payroll Specialist. Hired an HR Manager and filled 2 Human Resources Representative permanent positions to form the 'recruitment team'. Will begin recruitment for the 1 remaining permanent Human Resources Representative position to secure all members of the recruitment team and move forward with marketing and dissemination goals.	none	Campus Community	2022-2023	Supporting the achievement of Compton College 2024 Masterplan. In addition to confirmation of participants in activities such as the job fair.	None at this time	Dr. Martinez, May 30, 2023
7	Examine recruiting and retention incentives (e.g., assistance with student loans, housing, childcare, and flexible schedules).	1	Strategically recruit diverse candidates through the deployment of digital technologies, social media, and direct personal contacts with candidates	HR	Vice President of Human Resources	In-progress	Employee incentives are continuously posted on the HR webpage, communicated via email, and through professional development webinars. Emphasis on employee medical and fringe benefits through more prominence on job announcements underway.	none	Campus Community	2022-2023	Supporting the achievement of Compton College 2024 Masterplan	None at this time	Dr. Martinez, May 30, 2023
8	Establish a partnership with the USC Race and Equity Center to develop the Compton College Faculty Preparation Academy. Through the Compton College Faculty Preparation Academy, Compton College will provide professional development opportunities to former Compton College students who are interested in teaching at a California Community College.	1	Strategically recruit diverse candidates through the deployment of digital technologies, social media, and direct personal contacts with candidates	HR, EMP	President/CEO, and Vice President of Human Resources	In-progress	5-31-2023 Met with USC leads about Compton College Faculty Prep Academy. Anticipated start date in 2024. May 2023 USC Race and Equity Center National Assessment of Collegiate Campus Climates (NACCC) survey distributed to employees. Will be analyzed alongside the NACCC student survey data from Spring 2022 to determine relevant DEIA professional development offerings for campus stakeholders.	Campus community	Campus community	2022-2023	Supporting the achievement of Compton College 2024 Masterplan	None at this time	Dr. Martinez, May 30, 2023
9	Implement the Equal Employment Opportunity (EEO) Plan.	1	Strategically recruit diverse candidates through the deployment of digital technologies, social media, and direct personal contacts with candidates	EMP	Director of Diversity, Compliance, and Title IX	In-progress	May 2023 Chancellor's office updated multiple measures EEO model plan instrument distributed to all community colleges. Compton College to respond by October 2023 deadline set by CCCCO. EEO Committee will resume meetings in Fall 2023 upon placement of permanent hire in the role of Director, Diversity, Compliance and Title IX scheduled for June 2023.	EEO Committee	Campus and community	2021-2022	Supporting the achievement of Compton College 2024 Masterplan	Draft EEO Plan created in September 2023, in adherence to the updated CCCCO regulations, being communicated to campus community through the collaborative governance model for submission to the CCCCO for 90 day review on October 31, 2023. Scheduled for review or adoption through action item by the Board of Trustees in February 2024.	Jennifer Burchett, September 28, 2023

	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
10	Hire more personnel who are men of color and culturally competent. Employ culturally-relevant and sensitive job announcements based upon the Center for Urban Education (CUE) partnership and reports.	1	Strategically recruit diverse candidates through the deployment of digital technologies, social media, and direct personal contacts with candidates	CC 2024, HR, EMP	President/CEO, and Vice President of Human Resources	In-progress	The District continues to recruit, hire and retain permanent classified and certificated men of color. Exploring enhancement request options within iGreentree applicant tracking system to allow for blind paper screening for management and faculty positions to promote equity and inclusion through DEIA best practices. Enhanced EEO training for all hiring committees in planning stages, anticipated implementation date of pilot Fall 2023.	Hiring committees, Faculty, Staff, and key stakeholders	Campus community	2022-2023	Supporting the achievement of Compton College 2024 Masterplan	None at this time	Dr. Martinez, May 30, 2023
12	Incorporate the use of teaching demonstrations, or mock sessions for counseling or service delivery with actual students while selection committee records observations of the interaction; scripted role-play scenarios that allow candidates to demonstrate a distinct facet of their	1	Strategically recruit diverse candidates through the deployment of digital technologies, social media, and direct personal contacts with candidates	EMP	Vice President of Human Resources	On-going	The District is successfully utilizing teaching demos and writing exercises throughout the interview process.	Hiring committees, Faculty, Staff, and key stakeholders	Campus community	On-going	Process established and implemented.	None at this time	Dr. Martinez, May 30, 2023
14	Require a portfolio or a demonstration/sample performance lesson, which demonstrates candidates' cultural competence and ability to effectively address diverse learning styles and student experiences	1	Strategically recruit diverse candidates through the deployment of digital technologies, social media, and direct personal contacts with candidates	HR	Vice President of Human Resources	On-going	The District is successfully utilizing teaching demos in the interview process.	Hiring committees, Faculty, Staff, and key stakeholders	Campus community	On-going	Process established and implemented.	None at this time	Dr. Martinez, May 30, 2023
15	Expanding schedule offerings and sections of in- demand courses may necessitate recruiting, hiring, training, and retaining additional faculty.	1	Enhance student preparation for academic success and completion.	CC 2024, Tech, HR	Vice President of Human Resources	On-going	HR staff has been working with Guided Pathway Divisions to recruit both FT and PT faculty for the winter and spring sessions.	Hiring committees, Faculty, Staff, and key stakeholders	Campus and community	On-going	Process established and being implemented.	None at this time	Dr. Martinez, May 30, 2023
16	Monitor hiring needs to implement online counseling.	3	Provide robust distance education course and service offerings. Provide cutting-edge instructional and institutional technologies, which support student success and facilitate program completion and transfer. Prioritize hiring based upon Tartar Completion by Design and student need.	HR	Dean of Counseling and Guided Pathways	Completed	Initially, we were to piloting Cranium Café with two counselors in spring 2020. Due to COVID-19, we scaled online services in March 2020. We have fully implemented online counseling and online student services. We continue to work through any challenges and we have scaled Cranium Café to the rest of the campus. We are using Cranium Café for in person enrollment services. We have provided refresher trainings to the entire division and outside stakeholders. We are working with ConexED to implement ConexED Hubs. We have the ConexED Hubs but have an issue with the cable that connects to the card reader. We will meet with ConexED once a month, with all stakeholders.	Counseling, ConexED, DE, and all Cranium Café users	Campus and community	Complete	Reviewing data from Cranium Café, including video, phone, chat usage.	Our students need to have continued access to online counseling.	Cesar Jimenez, June 4, 2023.
17	Consider staffing needs to support special groups, including disproportionately impacted groups identified in the Student Equity and Achievement (SEA plan) and Dream Act students	3	Provide robust distance education course and service offerings. Provide cutting-edge instructional and institutional technologies, which support student success and facilitate program completion and transfer. Prioritize hiring based upon Tartar Completion by Design and student need.	HR	Vice President of Student Services, and Director of Basic Need and Success	In progress	Provisional employees and student workers approved for the BMOC program to support implementation and activities related to this initiative. Received state funding to support LGBTQ+ students and created a proposal for provisional staffing support. LGBTQ+ funds have a budget. NextUp program implementation has begun.	Human Resources	Campus Community	2021-20222	Not Complete	None at this time	Nicole Jones, 6/2/23

	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
18	Fill critical technical position vacancies, and in relation to online learning [e.g., Helpdesk Technicians for onsite support for staff and faculty computer and other technologies (e.g., A/V, printers), Business Application Support Analyst for onboarding new employees, conducting end-user training, and acting as a liaison between the technical and non-technical users], SMART classroom technology, and reliable Wi-Fi (e.g., Network Support Specialist to maintain updates, monitor device status, network traffic performance, document all network changes, and perform configuration backup.)	3	Provide robust distance education course and service offerings. Provide cutting-edge instructional and institutional technologies, which support student success and facilitate program completion and transfer. Prioritize hiring based upon Tartar Completion by Design and student need.	CC 2024, HR	Chief Technology Officer	On hold	On hold	VP of Administrative Services	Campus	On hold	Fully staffed ITS department	None at this time	Lauren Sosenko, March 16, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update
1	Research current student needs and programs. Given the notable percentage of households in service area cities without current access to computers or broadband, the College's Institutional Research staff may assess students' technological needs and develop a plan to address those needs to support equity among students.	1	Enhance student preparation for academic success and completion.	CC 2024, Tech	Director of Institutional Effectiveness	In-progress	Compton College continues to study student need including technology need, especially as it relates to basic needs and the COVID-19. Institutional Effectiveness has completed the annual outcome analysis for students who borrowed basic need resources from 2020-2021 through to the present. IE has preparing a COVID-19 enrollment report for the college to inform the new Outreach Plan. In spring and fall 2021, IE surveyed students related to returning to campus, which included questions about access to computers and internet. These findings were discussed with Consultative Council. The College is embarking on its next Institutional Self-Evaluation Report and the Core Planning Team is working on an environmental scan to support upcoming strategic planning efforts. These two major activities focus on student needs and programs.	Instructional Faculty, Counselors and Advisors, Distance Education Committee, Student Services Directors, Student Success Center, Strong Workforce and Adult Education/CTE.	Library, Campus Community, Community, K-12 Districts, 4-year colleges and universities, Elected officials, Chancellor's Office.	Ongoing	Increased course success among students who access technology resources.	In preparation for the CC 2035 plan the environmental scan is looking to include some data on technology access, including broadband internet access in or around the CCCD Service Area	Amari Williams, October 11, 2023
2	Capture records of student usage of support services (e.g., use of student ID card linked to Banner record) to inform and guide student support planning.	1	Provide cutting-edge instructional and institutional technologies, which support student success and facilitate program completion and transfer	Tech	Vice President of Student Services, and Director of Institutional Effectiveness	In-progress	The One Touch card is finally working and capturing the students who access free meals from the EveryTable cafeteria. Unfortunately, they system will not capture more sophisticated data like time in and out, needed to support library tutoring data. IE has set up a OneDrive file to capture data from student services offices at the end of each term. On June 14, 2022, the Data Governance Work Group met to discuss new basic need data collection required by the Chancellor's Office MIS system. A data collection and entry into Banner plan will be developed over the coming weeks. Further, the student success center requested a new system to capture positive attendance for tutoring services, which was approved in the 2022-2023 planning cycle. IE will support vetting and implementation of such a system. Digital ID cards are being explored.	Academic Affairs, Student Success Center, Tartar Success Teams, STEM Center, Information Technology Services	Distance Education Committee, Professional Development Committee, Counselors/Advisors	Ongoing	College is able to track and evaluate the student experience in relation to student outcomes (e.g., participation in events linked to persistence)	Real time data is very important as the college tries to emulate data infrastructure that was so important to the success at Georgia State University. Compton College needs this technology to work to get access to this real-time data about student behavior.	Nicole Jones, 6/2/23
4	Create and distribute Tableau report on success and retention and enrollment trends customized with Distance Education courses. Engage applicable stakeholders, develop and implement Annual Evaluation plan and timeline for Distance Education Program. Modify Student & Faculty Survey to include online education. Identify best practices in online education and build measures of those practices into the evaluation process.	1	Provide cutting-edge instructional and institutional technologies, which support student success and facilitate program completion and transfer	DE IEPI	Director of Institutional Effectiveness	In-progress	Institutional Effectiveness has published a Tableau dashboard about student success and retention disaggregated by modality, and has updated the dashboard to include the Guided Pathway Divisions and the most recent terms of data. Institutional Effectiveness still needs to work with the Distance Education team to implement student and faculty surveys and ask them to make a recommendation about what data and practices should be considered in the study. Lauren Sosenko, Airek Mathews, and Sheri Berger met in January 2021 to create an evaluation plan. However, this effort has slowed because of other priorities, the lack of a faculty Distance Education Coordinator. IE is currently reviewing the DE evaluation plan and considering next steps. IE had an initial meeting with the then DE Manager in early summer 2023 to begin progress. Work will begin again on this item once the Associate Dean for Distance Education position is filled .	Distance Education Faculty Coordinator, Distance Education Manager, Learning Management System Specialist	Faculty, Academic Affairs, Academic Senate, Human Resources	Spring 2022	Increased distance education success rate.	The data dashboard needs to be refined based upon feedback from the Distance Education Advisory Committee and the Director of Distance Education.	Amari Williams, October 11, 2023
10	Program review reports and shared governance committee meeting minutes are to be disseminated in a timely manner	1	Provide cutting-edge instructional and institutional technologies, which support student success and facilitate program completion and transfer	Accreditation	President/CEO, Vice President of Academic Affairs, Vice President of Student Services, Vice President of Human Resources, and Vice President of Administrative Services	Completed	To increase effectiveness and transparency among constituent groups, all completed Program Reviews are currently posted on the College's website on either the Academic Program Review webpage or the Administrative/Student Services Program Review webpage. Moreover, on September 26, 2023, the President/CEO emailed all managers about the importance of Program Review and expected compliance with deadlines. All Institutional-Standing Committees' minutes are posted online at http://www.compton.edu/about/campus-committees/index.aspx.	Administrative Assistants, committee co-chairs	Campus community	Ongoing	The number, rate of posted agendas and minutes	None at this time	Sheri Berger, October 6, 2023
18	Research hours of operation to assess impact on students and make recommendations for changes according to findings; and, develop standardized operating hours across campus as supported by research result	2	Enhance student preparation for academic success and completion.	EMP	Vice President of Academic Affairs, and Director of Institutional Effectiveness	Not started	The major survey that IE will implement in fall 2023 will include questions about hours of operation. Additionally, the new Adult Strategic Enrollment Management Plan will include a tactic related to understanding desired hours of operation for students aged 20 or older.	Vice President of Student Services, Vice President of Administrative Services	Campus community	December 2022	Increased student persistence and course success	COVID provided an opportunity to look at this issue differently, and we are integrating into new Normal Plan	Sheri Berger, October 6, 2023
19	Conduct a data-based assessment of student demographics, including predominant working hours and the local K-6 school schedules, design schedules that address the needs of commuters, part-time students, and parents with young school-age children.	2	Enhance student preparation for academic success and completion.	EMP	Director of Institutional Effectiveness, and Vice President of Academic Affairs	In-progress	Institutional Effectiveness and the Core Planning Team are embarking on a new environmental scan that will include a data-based assessment of student demographics, including predominant working hours and the local K-6 school schedules, design schedules that address the needs of commuters, part-time students, and parents with young school-age children.	Core Planning Team	Campus community	Fall 2022	Increased enrollment and persistence	None at this time	Amari Williams, October 11, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update
20	Conduct a data-based assessment of student demographics to develop course schedules that match students' needs within particular disciplines (e.g., if parents of young children are enrolled in Child Development and Family Studies Courses, consider scheduling most of that program's requirements between 9 a.m. and 3 p.m. when their children are in school).	2	Enhance student preparation for academic success and completion.	EMP	Director of Institutional Effectiveness, and Vice President of Academic Affairs	Not started	IE will create and administer a major survey in fall 2023. This survey will ask current students their major and their preferred class times. These findings will be shared with chairs, deans and the vice president of Academic Affairs to support course scheduling efforts. In addition, program review surveys in individual disciplines ask these questions. The Office of Institutional Effectiveness will work to mine these survey results in fall 2022.	Research Analyst	None	Spring 2022	Increased enrollment and persistence	None at this time	Amari Williams, October 11, 2023
20b	The college assesses the effectiveness of educational practice (e.g. using CCSSE or SENSE, etc.) and uses the results to create targeted professional development.	2	Enhance student preparation for academic success and completion.	SOAA 4g	Director of Institutional Effectiveness, and Vice President of Academic Affairs	In-progress	CCSSE results are being reviewed in fall 2023	PD Manager	Campus community	Ongoing	Improved outcomes on the surveys when they are administered	None at this time	Amari Williams, October 11, 2023
21	Survey faculty regarding classroom technologies and update plan goals and objectives to address identified needs.	2	Enhance student preparation for academic success and completion.	Tech	Director of Institutional Effectiveness, Chief Technology Officer and Chief Facilities Officer	In-progress	IT staff regularly communicates with faculty about technology needs. Compton College also participated in the statewide COVID- 19 survey. IE staff is currently preparing these data for publication. Further, faculty identified technology professional development needs in the needs assessment administered in spring 2021 and 2022 and will again administer this survey in April 2023. The findings are available online. Academic Affairs is piloting use of an Owl device to offer hybrid instruction in spring 2023. IT and IE will collaborate on developing a survey in fall 2023 for distribution in spring 2024	Instructional Faculty, Open Educational Resource Committee, Facilities, Students/ASB, St. John's Health Center, Information Technology Services, Campus Police, Distance Education Manager, Distance Education Faculty Coordinator	Facilities, Special Resource Center, Campus Police	Ongoing	Increased student course success in online classes	None at this time	Amari Williams, October 11, 2023
22	Analyze workforce trends to identify two new CTE program areas.	5	Continue to develop more Career and Technical Education (CTE) programs that meet the needs of the community.	CC 2024	VP Academic Affairs; Deans	In progress	The CNA program started in fall 2021. Program continues every regular semester with a cohort in the first eight weeks and another in the second eight weeks. The application for the LVN program for the 2022-23 cycle is still on hold. We now have an EMT program. The first cohort of the EMT program will graduate spring 2023. HEPS is looking into starting the Medical Assistant Program. Real Estate Sales Associate Certificate of Achievement was approved in January 2023, and Biomanufacturing gained approval in 2021-22. Compton College and the City of Compton signed a MOU in October 2023 to start working on the details and logistics of a Fire Academy.	Director of Adult Ed and Workforce, Nursing Program Director. EMT program coordinator. CNA is now a regular program.	Nursing faculty and assistant nursing director. HEPS division chair.	LVN-On hold. EMT-program started 2/13/2023. Fire Academy to start in fall 2025.	Enrollment in the CNA and EMT programs. An approved curriculum and faculty for the Fire Academy.	Nursing Director has recommended utilizing an LVN Curriculum Consultant to develop the curriculum for the LVN Program Board of Vocational Nursing application packet. Due to the moratorium on new program development the LVN Program application is now on hold. Continue to advertise the CNA and EMT program as much as possible. A consultant to guide the Fire Academy approval process.	Osanyinpeju, October 7, 2023
25	Clarify roles and responsibilities for those individuals who drive the CTE planning process. a. In November 2022, Director of Workforce Development presented to the Student Services staff on CTE and Workforce-related programs. Spring 2023 plans to engage in career-specific training with counselors on CTE b. Director of Workforce invited to attend Curriculum Committee meetings and report on program recommendations at LA Regional Consortium.	5	Continue to develop more Career and Technical Education (CTE) programs that meet the needs of the community.	California Competes Report	Dean of Student Learning, BIS/SS	In-progress	Focus on implementing the following key objectives: 1. Invite Counselors to talk to students in each classroom, especially during the beginning of classes to inform students about career options 2. The Director's responsibility is to clarify which funding is available and to which program and to know how the process works, including timelines. 3. Offer CWEE 95 classes as paid experience with CTE programs to encourage enrollment and use it as on the job training for students to gain experience while working towards their certificate, degree and/or transfer. 4. CTE Implementation team has morphed into the Strong Workforce Committee and recommends that Dr. DeLilly implement an advisory committee for allied health to enhance program awareness and connection to local community partners.	Assoc. Dean of Nursing, Deans of Student Learning - Health & Public Safety / BIS, Counselors, CTE Faculty, Job Placement Specialist, Career Pathways Coordinator, and Transfer/ Career Center.	Cesar Jimenez, GPDs	January 2022 – December 2022	1. Presentation to Academic Senate and other constituents related to CTE Program development on LMI data for new program consideration. 2. The number of counselor presentations to HD classes to increase major decision-making 3. Funding delegation by project development and participation for CTE programs 4. Increase CWEE course offering from previous academic year. 5. Creation of Allied Health advisory to focus on industry integration and new program creation.	1. Appears the Academic Senate is the primary body involved in making program recommendations, despite their being a management professional expert on staff to offer guidance. The Director of Workforce will address this body in presentation format, as well as to the CTE Faculty in BIS GPD. 2. Offer training to counselors on CTE and Work-based learning structures of success; 3. Equitable distribution of Strong Workforce funds should be extended in alignment with project submission ideas that align with SWP metrics; 4. Recommendation from Chancellor's Office and Region is that President/CEO holds primary responsibility for new program development and update of current programs through alignment with the LA Regional Consortium. 5. CTE programs should use CWEE structure to engage companies and build transition to work access for students.	Lynell Wiggins, Dec 5, 2022

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update
26	Provide regular opportunities for individuals with responsibility for key workforce-related action items in the strategic plan to share and evaluate overall progress to date, to review and refresh objectives in the context of any changes that have occurred since the plan was written, and to strategize about action items moving forward.	5	Continue to develop more Career and Technical Education (CTE) programs that meet the needs of the community.	California Competes Report	Vice President of Academic Affairs	In-progress	The Director of Workforce Development and Adult Education presented workforce-related action items at Deans and Directors Council on December 2, 2021. The Strong Workforce Advisory Committee was formed during spring 2022 and will continue to meet to address how to implement the California Competes recommendations.	Director of Workforce Development and Adult Education, Dean of Student Learning	Managers and Supervisors, Guided Pathways Committee, Career Clarity Committee, Division Chairs.	Ongoing	CTE programs enhanced or developed based on the findings	None at this time	Sheri Berger, October 6, 2023
27	Strengthen and utilize the existing GP structure to increase horizontal integration and collaboration.	5	Continue to develop more Career and Technical Education (CTE) programs that meet the needs of the community.	California Competes Report	Dean of Counseling and Guided Pathways	In-progress	Focus on implementing the following key objectives: 1. Invite Counselors to talk to students in each classrooms, especially during the beginning of classes to inform students about career options 2. Encourage instructors to share their personal stories on how they became where they are and show them that they can do it too. 3. Provide ongoing CTE workshops to counselors and student services programs to inform, counselors, faculty and Student Services Departments about all our CTE programs, job and internship opportunities to increase the communication and information between CTE, Student Services and Counseling. The STEM and SSCI GP Counselor and SSA presented in classrooms on program of study and careers. GP Counselors attend the Career Clarity Committee meeting. The Director of Workforce Development attended and presented at the Counseling Department meeting on Tartars@Work – College Central Network. The Director of Workforce Development presented on Careers for a Cause program in spring 2022. Recently hired a Adult Education Guided Pathways Counselor and will work collaboratively with Adult Education and Workforce Development. More discussion and collaboration will be explored with Adult Education and Strong Workforce.	Sean Moore, Paul Flor, Ricardo Rico, Counseling, SSAs, and Workforce Development	Campus community and students	In progress	Increase attendance in career fair.	None at this time	Cesar Jimenez, June 4, 2023
28	Clarify role and responsibilities for Director of Workforce Development and Adult Education. Senior leadership can position the Director for success by clarifying expectations and key goals; being transparent with others about his role and specific assignments; and ensuring that he gets and provides key information.	5	Continue to develop more Career and Technical Education (CTE) programs that meet the needs of the community.	California Competes Report	Dean of Student Learning, BIS/SS	On-going	Regular meeting between Paul Flor and Lynell Wiggins to review annual goals and their implementation occur almost weekly.	VP of Academic Affairs	Director for Workforce Development and Adult Education; Dean of Counseling & Guided Pathways; Deans of Student Learning; VP of Academic Affairs; VP of Student Services	On-going	Establish regular connections with different stakeholders on campus.	In collaboration with other departments and to promote transparency, the Director of Workforce Development will engage Student Services, multiple Guided Pathway Divisions, presenting information to and soliciting input from various constituencies, including the Academic Senate.	Paul Flor, Sept. 28, 2023
29	Explore the transfer goals of the Compton College student population, and how more students may identify the transfer goal, and how the college may consider refined cohorts of students related to the transfer goal. Seek to answer how are we increasing the number/percentage of students who are seeking transfer and honoring those who do not want to transfer.	2	Enhance student preparation for academic success and completion.	Equity	Student Success Committee Co-chairs	On-going	Consult with Dean of Counseling and agendize for the next Student Success Committee meeting. Invite Transfer and Career counselor to present at Student Success Committee. Review SEP process for Counseling to look at students in transfer goals and default to ADT via AB 928. The AB 928 Implementation Team has been discussing ADT default placement, along with Counseling Department.	committee members, Dean of Counseling and Guided Pathways, Transfer and Career Center Counselor	Faculty, staff	Spring 2023	Increase the number of male students who transfer to a university	Collaborate with Transfer and Career Counselor to find ways to support male students that	R. Blonshine March 13, 2023 and Cesar Jimenez March 16, 2023
30	Calculate all Student-Centered Funding Formula (SCFF) elements, such as Full-time Equivalent Status (FTES), milestone completions, California College Promise Grant (CCPG) and PELL awards by age	1	Enhance student preparation for academic success and completion.	Adult SEM	Director of Institutional Effectiveness	On-going	The Director of Institutional Effectiveness presented SCFF data to the Board of Trustees in November 2022, and presented the same presentation to the Enrollment management committee in early 2023. Further, the Director is following up with ITS staff who is working with Ellucian to double check PELL and CCGP flags. ITS has created a Banner patch/enhancement workgroup to monitor issues to document and track issues impacting MIS data	Academic Affairs Analyst, Student Success Committee, Enrollment Management Committee; Director of Educational Partnerships	Campus community	Spring 2023	Student Success Committee reviewing data and considering how to use the data for improvement or decision-making	IE is working with ITS to troubleshoot how the PELL and CCPG flags are assigned and pulled in the MIS report	Amari Williams, October 11, 2023
31	Collect employment information from students and explore students with children/dependents information through Free Application for Federal Student Aid (FAFSA) records to better understand the childcare needs of students	2	Minimize the equity gap for access, retention, and graduation rates.	Adult SEM	Director of Institutional Effectiveness	Not yet started.	Exploring the use of the supplemental section of CCC Apply to collect this data and/or surveys created within Banner for spring 2024	Financial Aid staff; Director of Educational Partnerships	Student Success Committee	Summer 2023	Student Success Committee will focus on the childcare needs of the campus and make recommendations to Consultative Council	None at this time	Amari Williams, October 11, 2023
32	Explore program and course offering preferences and time preferences (e.g., days/times of courses) among potential adult student population through the community survey in spring 2023	2	Attract and retain traditional students, and focus on retaining nontraditional students	Adult SEM	Director of Institutional Effectiveness	Not yet started.	IE will look at presenting course time preferences by student population in spring 2024	Director of Community Relations; Director of Educational Partnerships	VP of Academic Affairs, Academic Deans	Spring 2023	Findings from the Community Survey that inform program and course offerings and time preferences of potential students	None at this time	Amari Williams, October 11, 2023

No.	Key Action Step	SI	Objective	Plan Alignment	Lead	Status	Update- (300 word limit)	Who else is contributing?	Who else needs to know?	Timeline	Measuring success:	Closing the Loop	Update:
1	Develop and implement a best-practices process so that its long-range capital plans reflect projections for the total cost of ownership for new facilities and equipment. (R8)	1	Assess costs to maintain existing and planned facilities.	Accreditation Action Plan	President/CEO, and Chief Facilities Officer	In-progress	The Chancellors office conducted a facilities assessment of the entire campus and the OCR conducted a review of ADA in student servicing areas. This information will assist in compiling info for the total cost of ownership. A proposal was requested from Struere, HPI, and tBP Architecture for a total cost of ownership assessment for various projects. Awaiting their response. District is also working with PALG to formulate TCO protocols moving forward.	chancellors office	campus	2 months	established protocols for assessing TCO	several more steps required after receiving info from chancellors office	Linda Owens Jackson, October 3, 2023
7	Digitize student records currently stored as hard copies	1		Accreditation Action Plan	Vice President of Student Services	Completed	On January 11, 2019, all CC Student Services managers met with ECC's Vice President of Student Services and ECC's respective Student Services department managers to address the ECC Compton Center/CC student records from 2006 through June 2019. It was determined that all student records during that time period belonged to ECC, and as such, the records would need to be classified, packed up, and picked up by ECC. ECC was responsible for scanning any Class 1 and/or 2 documents. Additionally, any class 3 documents that were identified for destruction were to be added to the ECC Board Meeting agenda for destruction. At present, the College has begun to digitize all forms in Admissions and Records. For example, many of the Admissions and Records forms and petitions, such as the Steps to Enrollment, Section Transfer, and Reinstatements, are accessible online in a fillable PDF format. Additionally, petitions such as overload, AB540, residency, grade change, and course repeat are also online for students and faculty to access and use.						Nicole Jones