Vision for Success: State Chancellors Office	Current PCCD Data on State Goals	A. Advance Student Access, Equity, and Success	B. Engage and Leverage Partners	C. Build Programs of Distinction	D. Strengthen Accountability, Innovation and Collaboration	E. Develop and Manage Resources to Advance Our Mission
Goal One: Completion						
Over five years, increase by at least 20 percent the number of CCC students annually who acquire associate's degrees, credentials, certificates, or specific skill sets that prepare them for an in-demand job.	Use 2016-17 as the baseline year, we have increased by 9% in total awards and increased by 5% in Chancellor Office Approved awards (does not include Certificates of Proficiency where units are less 12 units and Non Credit Certificates). To meet the five year goal, we will need to increase the number of awards by 443.	1. Complete the development of OnePeralta in a timely manner so that it can be used to enhance both the student experience and employee effectiveness. 2. Implement a proactive ongoing technology Professional Development training to train all Information Technology (IT) staff users at every campus to stay current with technology. 3. Ensure the timely adoption of Guided Pathways and Starfish 4. Work to improve and streamline the PCCD registration process by Fall 2019.	1. Continue to work with CCC Technology Center and participate in project cohorts to adopt applications that support better student onboarding experience for little or no cost.	1. Complete the implementation of effective operational software applications by promoting user adoption (i.e.: 25Live; Office 365), as well as further develop Academic Student Support Programs, both online and face to face. 2. Adopt applications and tools to improve students "Moving In, Moving Through, and Moving On"	1. Based on assessment and planning, manage IT resources efficiently including: funding, human resources, and equipment.	1.Reorganize existing IT resources, funding, and human resources 2. Improve operations, functionality, and communications from Finance, Human Resources, and IT.
Goal Two: Transfer						
Over five years, increase by 35 percent the number of CCC students system-wide transferring annually to a UC or CSU.	In 2017-18, the number of Peralta students transferring increased by 2% to last year. This was a drop in the trend to 2016-17 when number of transfers increased by 15.6%. In order to meet the 35% increase in transfers, districtwide we will need to transfer an additional 439 students.	1. Develop process for auto awarding degrees. 2. Increase the number of ADT's (Associate Degree for Transfer) we offer.	1. Introduce courses that are more relevant in today's job market, e.g.. Cyber Security/Cloud computing, by patterning with large companies	1. Implement Guided Pathways effectively and in a collaborative way e.g., Map the student experience using the guided pathways model		
Goal Three: Decrease Units						
Decrease the average number of units accumulated by CCC students earning associate's degrees from approximately 87 total units (the most recent system-wide average) to 79 total units—the average among the quintile of colleges showing the strongest performance on this measure.	Our current estimate in reviewing associate degrees conferred for 2017-18 shows on average our students have 93 cumulative units.	1. Implement a degree planner and an audit system. 2. Ensure 100% of students have accurate S.E.Ps (Student Educational Plan)		1. Increase the frequency and consistency of District-wide professional development training for counselors and advisors. 2. Develop a District wide policy and procedures manual for Human Resources, Finance, IT, Facilities.		1. Improve operations, functionality, and communications from and within Finance, Human Resources, and IT.
Goal Four: Career Ed.						
Increase the percent of exiting career technical education students who report being employed in their field of study from the most recent statewide average of 60% to an improved rate of 69%—the average among the quintile of colleges showing the strongest performance on this measure.	Peralta's current average is 56.2% based upon the most recent data reflected in the CTEOS survey.	1. Deploy a student survey to assess student needs and preferences and use data to guide projects and activities. 2. Survey industry partners to assess the need and demand	1. Leverage partnerships with local companies like Facebook, Apple, Google etc. to prepare students, acquire in-demand skills and/or internships.	1. Offer flexible class schedules (when students need them) that allow students to complete certificate programs expeditiously.		
Goal Five: Equity						
Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40% within 5 years and fully closing those achievement gaps within 10 years.	In reviewing the equity gaps in for degree completions, COA's disproportionate impact study in 2016-17 showed a higher disproportionate impact in African American, White and students with more than one race. For transfers, there was an improvement in the African American, Hispanic, and Pacific Islander student populations. Institutional research will conduct a 2016-17 districtwide disproportion study to review the measures listed above to serve as a baseline. They will also analyze the 2017-18 data.	1. Adopt and integrate CCC Technology initiatives like MyPath to improve application process.Increase. 2. Implement technology and processes that increase FAFSA Application completion and shorter award time for Pell Grants and other funds. 3. Increase Degree and certificate completion for underserved populations. 4. Conduct a Competitive pay analysis (Bay 10) to assess where our faculty and staff salaries fall in order for us to ensure the ability to hire skilled employees (districtwide competency hiring). 5. Create a succession plan to respond to employee retirement (knowledge share). 6. Develop a staffing plan that will maximize service coverage.	1. Continue to work with CCC Technology Center and participate in project cohorts to adopt applications that support better student onboarding. experience for little or no cost. 2.Leverage other resources to address needs for coverage during Sheriff's shortfall. 3. Conduct fundraisers and leverage partnerships to address unmet maintenance and other discretionary needs.	1. Partner with Sherriff's Department to offer safety-focused and disaster preparedness training.	1. To execute and evaluate efficient processes, procedures, policies and communication related to implementation of PBIM goals and operational procedures Districtwide. 2. Provide District-wide civility and customer service training for Business services, Financial Aid, Admissions & Records, and Counseling and front counter staff.	1. Reprioritize Districtwide facilities repairs to respond to health safety and compliance requirements (including preventative maintenance plans). 2. Allocate funding and resources to address outstanding safety and health facilities requirements. Address all state-mandated repairs and make all buildings meet state code.