2014-2015

INSTITUTIONAL GOALS & OBJECTIVES
2014-2015 Institutional Goals

GOAL 1: Rio Hondo College will provide excellent instruction in general education and major requirement courses leading to increased student degree completion and successful university transfer.

GOAL 2: Rio Hondo College will provide instruction in career technical education, leading to certificates, degrees and job placement/job enhancement.

GOAL 3: Rio Hondo College will provide effective instruction in basic skills leading to increased completion of Basic Skills sequences.

GOAL 4: Rio Hondo College will meet the lifelong learning needs of the community.

GOAL 5: Rio Hondo College will promote a student-centered climate that contributes to increases in retention & persistence, and improves student success through collaboration that values diversity.

GOAL 6: Rio Hondo College will respond to the region’s educational and workforce needs.

GOAL 7: Rio Hondo College will act responsibly, ethically, efficiently, and in an accountable manner, including actively seeking outside sources of funding, to preserve fiscal solvency.

GOAL 8: Rio Hondo College will recruit, hire, develop, and evaluate highly qualified and diverse administrators, faculty, and classified staff.

GOAL 9: Rio Hondo College will meet the ever-changing technological needs required to support the educational process and to enhance student access and success.

GOAL 10: Rio Hondo College will design, modernize, and maintain a physical infrastructure, both on and off site, that meets the changing needs of students, staff, and the College’s instructional and student support programs while valuing and enhancing the aesthetic beauty of the college.

GOAL 11: Rio Hondo College will provide students and employees with an engaging and rewarding campus life.
2014-2015 Institutional Goals & Objectives

GOAL 1: Rio Hondo College will provide excellent instruction in general education and major requirement courses leading to increased student degree completion and successful university transfer.

Objective 1a: By 2018, the number of degrees the College awards will increase five percent over the previous five-year average (2008-2009/2012-2013).

Objective 1b: The Distance Education Committee will investigate best practices for increasing student success in online courses by Spring 2015.

Objective 1c: The College will improve success and retention rates in online courses by 1% annually through 2018.

Objective 1d: By 2018, the College will increase the number of students who have transferred to four-year institutions or earned Transfer Prepared status by five percent over the previous five-year average (2008-2009/2012-2013).

Objective 1e: The office of Government and Community Relations will develop a survey to identify which faculty members currently incorporate service learning components in their curriculum. Data results from the faculty survey will be utilized to establish a service learning program plan by Fall 2015.

GOAL 2: Rio Hondo College will provide instruction in career technical education, leading to certificates, degrees and job placement/job enhancement.

Objective 2a: The College will increase from 90 to 96 the number of certificate and/or degree programs (both locally approved and Chancellor’s Office approved) offered by 2015.

Objective 2b: The College will increase by 7% the number of certificates and degrees (both locally approved and Chancellor’s Office approved) awarded between 2012 and 2017.

Objective 2c: The College will review/renew curricular alignment (articulation) with secondary schools and ROPs and increase the number of requests by 10% from 2013 to 2017.

Objective 2d: The College will increase the number of students who apply for college credit through articulation (Secondary Schools / ROPs) by 5% from 2014 to 2017.

Objective 2e: The College will increase by 10% the number of CTE students transferring to four-year colleges within two years of leaving Rio Hondo College from 2013 to 2017.
GOAL 3: Rio Hondo College will provide effective instruction in basic skills leading to increased completion of Basic Skills sequences.

Objective 3a: The College will institutionalize best-practice program models by 2016.

Objective 3b: The College will improve success in basic skills course sequences by 3% by 2016.

Objective 3c: The percentage of first time students who begin their assessed math course in the first semester at Rio Hondo and continue through the sequence without interruption will increase by 1% annually through 2018.

Objective 3d: The College will increase the three-year developmental progression rate by 1% annually through 2018. The three-year developmental progression rate is the percentage of students starting a basic skills sequence who complete a transfer-level or degree-required course in the same subject within six primary semesters.

GOAL 4: Rio Hondo College will meet the lifelong learning needs of the community.

Objective 4a: The College will continually offer courses based on community interests as indicated through annual survey data.

Objective 4b: The College will work with its AB86 partners to create a dynamic, regional approach to adult education.

Objective 4c: The College will continue to integrate and cross-market credit courses with fee-based classes using web-based and printed materials.

Objective 4d: The Continuing Education program will align its English as a Second Language program with the college for credit English as a New Language program to create pathways into academic and vocational programs.

GOAL 5: Rio Hondo College will promote a student-centered climate that contributes to increases in retention & persistence, and improves student success through collaboration that values diversity.

Objective 5a: The College will submit the Student Success and Support Plan and the Student Equity Plan in the Fall of 2014. The implementation of these plans will be evaluated annually.

Objective 5b: The Student Life and Leadership Department will partner with the Associated Students of Rio Hondo College to plan activities with enhanced student involvement.

Objective 5c: By July 2015, the College will require all new students, including online students, to meet with a counselor to identify a specific college goal and complete a comprehensive education plan outlining classes needed to achieve that goal prior to the end of the second semester.

Objective 5d: The College will increase the three-semester persistence rate from 69% to 75% by 2018.
GOAL 6: Rio Hondo College will respond to the region’s educational and workforce needs.

Objective 6a: The College will analyze the level of participation with partners from service area business, industry, government and non-profit organizations by establishing a database by May 2015.

Objective 6b: The College will update the regional occupational needs survey to better align programs and course offerings with community needs by Fall 2015.

Objective 6c: The College will develop a process for evaluating outreach educational activities in K-12 schools annually within the district service area by Spring 2015.

GOAL 7: Rio Hondo College will act responsibly, ethically, efficiently, and in an accountable manner, including actively seeking outside sources of funding, to preserve fiscal solvency.

Objective 7a: The College will maintain a minimum unrestricted general fund balance of 5% annually.

Objective 7b: The College will maintain no more than 85% expenditures on salaries and benefits in comparison to general fund operational budget annually.

Objective 7c: The College will ensure that the annual restricted general fund - including categorical and grant funds - will be a balanced budget (i.e. revenues = expenses).

Objective 7d: The College will write and submit 10 new grant proposals to raise a minimum of six million dollars by 2019.

Objective 7e: The College will work collaboratively with the Rio Hondo College Foundation and its Board of Directors to raise restricted and unrestricted funds in support of students and college programs.

GOAL 8: Rio Hondo College will recruit, hire, develop, and evaluate highly qualified and diverse administrators, faculty, and classified staff.

Objective 8a: The College will form an EEO (Equal Employment Opportunity) Advisory Committee to evaluate and make recommendations concerning diversity in our hiring process by December 2014.

Objective 8b: The College will assess and revise the evaluation process for administrators, confidential, faculty, and classified staff by Fall 2014.

Objective 8c: 75% of those who participate in staff development activities will report an enhanced ability to perform their jobs and/or serve the campus community.

Objective 8d: The College will pursue restoration of funding from the State to fully fund Staff Development by Fall 2015.
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<tr>
<th>GOAL 9:</th>
<th>Rio Hondo College will meet the ever-changing technological needs required to support the educational process and to enhance student access and success.</th>
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<tr>
<td>Objective 9a:</td>
<td>The College will meet the objectives of the current plan to upgrade and replace its distribution network by the end of Fall 2016.</td>
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<td>Objective 9b:</td>
<td>Prior to the beginning of the Fall 2015 planning cycle, instructional technology will provide an inventory of the age and status of computer, audio visual technology and related peripherals by division.</td>
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<td>Objective 9c:</td>
<td>The College will assess the costs and options for developing and implementing a technology disaster recovery plan by Spring 2015.</td>
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<td>Objective 9d:</td>
<td>The College will replace aging Banner hardware and migrate software to a new environment by the end of Fall 2015.</td>
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<td>Objective 10a:</td>
<td>The College will expand and modernize facilities based on the five-year Facilities Master Plan schedule.</td>
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<td>Objective 10b:</td>
<td>The College will annually evaluate fleet management procedures and policies to ensure the safety of students, faculty and staff and to minimize college liability exposure as it pertains to the college fleet.</td>
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<td>Objective 10c:</td>
<td>The College will increase accessibility and safety through bond construction improvements of pedestrian ways and lighting levels by summer 2015.</td>
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<td>Objective 10d:</td>
<td>The College will acquire Leadership in Energy Efficiency Design (LEED) certification for all new buildings that exceed construction costs of 15 million dollars through Summer 2018.</td>
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<td>Objective 10e:</td>
<td>The College will develop and disseminate expanded emergency procedures for existing and future construction, including access for Special Needs population by Fall 2015.</td>
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<td>Objective 10f:</td>
<td>The College will increase the number of remote day parking permit dispensers from 3 to 4 by Fall 2015 to reduce traffic congestion, ensure convenience for students and visitors, and increase staff efficiency.</td>
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<td>Objective 10g:</td>
<td>The College will assess costs and options for developing a disaster recovery plan by Fall 2015.</td>
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GOAL 11: Rio Hondo College will provide students and employees with an engaging and rewarding campus life.

Objective 11a: The College will increase student satisfaction and participation with co-curricular activities by 3% as compared to 2013, by 2015.

Objective 11b: The College will improve participation in the governance process for classified staff, faculty, students, and administrators by Spring 2015.

Objective 11c: The College will create two new opportunities for social interaction and positive communication among Academic Senate, RHCFA, CSEA, ASRHC, and the Management & Confidential employees by Fall 2015.