College Goal	Department	Department Goal
High Performance Educational Institution	Hospitality Management	Enrich the experiential aspects of the Hospitality Management Program by creating a formal catering and event business component. Create catering business plan in 2012 that will include expense and revenue projections and timelines; monitor progress toward completing business plan and meeting revenue projections.
High Performance Educational Institution	Admissions and Records & Outreach	Support the college's active participation in the K-16 Bridge Program in order to ensure a pathway for new recruits from high school to admission to Mission College. Increase current K-16 Bridge participation by establishing new partnerships with local feeder high schools not currently engaged in this program.
Community Connections	Allied Health	Develop further relationships with local community clinical agencies to increase participation in the Health Occupations Advisory Committee and maintain adequate clinical resources for the Nursing Assistant and Home Health Aide students.
High Performance Educational Institution	Art	Make use of the Vargas Gallery as a marketing tool for our programs by developing juried art shows for local artists and students, advertising shows through postcards, and inviting guest curators to develop shows.

College Goal	Department	Department Goal
High Performance Educational Institution	Art	Enable Mission College art students to gain valuable experience by creating an artist-in-residence program with local k-12 schools whereby Mission students would be hired by an arts organization to provide visual arts programs to K-12 schools.
Teaching and Learning	Astronomy	To increase the frequency and quality of Public Observations at Mission College.
Community Connections	Communications	Increase student participation in forensics (debate & etc.) program and other Comm 19 activities.
Teaching and Learning	Psychiatric Technician	Develop 2 new clinical sites that reflect the changing job placement outlook for Licensed Psychiatric Technicians

College Goal	Department	Department Goal
Community Connections	Psychiatric Technician	Increase outreach for PT program to continue retention of current PT program enrollment numbers (30 students) and addition of 1 new members to the advisory board every year through developing relationships with community clinical sites and local high school guidance counselors
Teaching and Learning	Reading	Working with Santa Clara City Library on their grant to use graphic novels in promoting reading and improving adult literacy.
Community Connections	Retail Floristry	Establish an active Mission College Floral Alumni Association by Spring 2014.
Community Connections	Child Development	Continue to develop articulation agreements with at least two secondary schools. Complete the alignment project to aid in transfer programs with CSU's that participate in the project.
Comprehensive Student	Child Development	Prepare students to apply for Child Development Permits by offering 3 courses off-campus, partnering with NHU.
Community Connections	Nutritional Science	Partner with the office of education, Hospitality Management Program to offer a class or set of classes for K-12 school food service workers.

College Goal	Department	Department Goal
Teaching and Learning	History	Consolidate, revise, and improve one/two course offerings per academic year to bring the instructional content and materials up to date.
Teaching and Learning	Learning Services	Update LS curriculum and improve course operations, including coordination between Reading and Learning Services.
Culture of Institution	Psychiatric Technician	Develop, convert and/or implement ten (10) written exams, one (1) for each PT course to online assessments utilizing the Angel learning system.
Comprehensive Student	Sociology / Global Studies	Standardize online courses SOC 001, SOC 2 and SOC 45.
Teaching and Learning	Business, Marketing & Management	Merge the departments Business, Marketing, and Management
Planning and Institutional Effectiveness	Child Development Center	Through 1) the expansion of the parent education program described above 2) the further development of the Intel partnership and 3) the examination of the MC CDC budget outlook develop a comprehensive fiscal plan for the MC CDC that looks towards further fiscal self-sustainability.
Teaching and Learning	CSIT	Continue consolidating the three programs CIT, CIS, and CNET courses into one department called CSIT (Computer Science and Information Technology).

College Goal	Department	Department Goal
High Performance Educational Institution	Hospitality Management	To effectively manage and supervise the unique tasks required to maintain efficient and cost effective operations within the department.
Teaching and Learning	Work Experience	Establish a District Cooperative Work Experience and Education plan by forwarding the draft plan to the BOT and state Chancellor's office for review and approval by Spring of 2012.
Community Connections	Business	Add sections of high demand project management classes; consider new locations such as Campbell Center. Promote skill development workshops to local business community and other students.
Teaching and Learning	Chemistry	Expand Chemistry course offerings
Teaching and Learning	Engineering	Increase engineering student enrollment in majors courses by making the program more attractive to students.
Teaching and Learning	Engineering	Develop a standard WSCH/FTE goal that will allow Engineering to offer an occasional lower enrolled class.
Teaching and Learning	Physics	Increase enrollment in Physics
Comprehensive Student	Chemistry	Increase retention by 5% in Chem 1A/1B
Comprehensive Student	Counseling	Increase retention rates and student success by 3% for Counseling classes.

College Goal	Department	Department Goal
Comprehensive Student	Biological Sciences	Strengthen the major's program to increase the number of biology transfer-oriented students by 10 percent per year.
High Performance Educational Institution	Art	Create state-of-the-art Art labs and classrooms to support student learning in the new facility as it is being designed and built between 2011 and 2014.
College	ASC	Improve the ASC facilities by providing students with sufficient, comfortable seating and updated technology and equipment.
Teaching and Learning	Athletics	New soccer and softball facilities that provides inclusion for all students. (see attached fields estimates)
Culture of Institution	Communications	Re-establish a speech communication lab
College	Graphic Arts/Design	Facilitate the creation of effective teaching environments and facilities for our students with the construction of the Main Building Replacement project**.**

College Goal	Department	Department Goal
College	Hospality Management	Plan and complete reconstruction/expansion project
Culture of Institution	WHP	New facilities and equipment that provides inclusion for all students. A designated class-room specifically for Adapted PE is desperately needed.
Community Connections	WHP	Work to develop a plan for modern facilities to meet the needs of our students, the community, and to support student retention with the following: Performing Arts Center, Weight Room, Mini Gym, Swimming Pool, Fast pitch softball Field, Soccer Field & Golf Practice Area
Comprehensive Student	CalWORKS	Determine sources of funding to enable our program to continue offering educational workshops and classes to students during non-instructional periods as required by both the county and state.
Community Connections	Outreach	Expand outreach to SCUSD's targeted schools.
High Performance Educational Institution	Duplicating Center	First and foremost, our primary goal is to sustain satisfied customers. It is also our goal to go green. We plan to eliminate paper waste, ensure that our copiers and equipment are eco-friendly, use recycled supplies, and keep track of the air quality in our department to maintain a safer work environment.

College Goal	Department	Department Goal
Culture of Institution	Athletics	Hire an equipment manager to service, launder, clean and track our equipment needs/use. Establish permanent Athletic Program funding budget through the general 100 funds. Dollars in object codes dedicated to the program.
Teaching and Learning	Athletics	Hire a full time instructor coach for women's athletics.
Teaching and Learning	WHP	Provide a safe and clean environment for students participating in Wellness & Human Performance courses.
Teaching and Learning	Business, Marketing & Management	Meet community needs by increasing local business participation in internships
Community Connections	Graphic Arts/Design	Place 2 students with internships per semester.

College Goal	Department	Department Goal
Teaching and Learning	Work Experience	Develop a revised program plan by December 30, 2011 that emphasizes Internships housed in individual departments and identifies the role of General Work Experience in the college curriculum and student success.
Teaching and Learning	Business	Increase Math lab support for business math and business law classes to increase student success in core classes.
Teaching and Learning	Foreign Language	Continue to assess recent migration to online labs in Spanish, to evaluate their success (or lack thereof) and make needed adjustments as necessary.
College	Biological Sciences	Enhance instruction in laboratory courses by adapting labs to accommodate new modalities (e.g. laboratory simulation exercises).
Comprehensive Student	ASC	Improve contextualized and targeted skills development by offering a curriculum of high-quality and updated learning materials for students, including both print, multimedia computer software, and audio visual materials.
Community Connections	Chemistry	Increase outreach activities to recruit more students interested in a transfer degree in Chemistry

College Goal	Department	Department Goal
Diversity	EOPS	To develop, maintain, and implement a “working” outreach plan that pays particular attention to historically underserved and underrepresented populations, and provides for on-going establishment and nurturing of linkages both on campus and in the community.
Community Connections	Graphic Arts/Design	Increase marketing efforts to promote our programs and courses, especially with students attending for-profit institutions.
Community Connections	Graphic Arts/Design	In cooperation with other departments, develop 2 stackable certificates in mobile design and development, one for mobile apps using web standards, and one for native apps.
Comprehensive Student	Health Ed/Health Ocs	Develop one new certificate program
Diversity	Music	Offer courses/certificates, degrees in Digital Music that support “Non-traditional” music students. Discuss and plan new facilities and equipment to support these programs.

College Goal	Department	Department Goal
Teaching and Learning	Art	Create a Furniture Design Certificate that would articulate with 4 year institutions to support students transferring into degree programs such as Design and/or Furniture Design.
Teaching and Learning	Accounting	Develop and offer additional online courses in Quickbooks, Peachtree, other accounting software, or Payroll accounting. Evaluate accounting software to include in the curriculum. Evaluate success of courses.
Teaching and Learning	Accounting	Develop and offer a hybrid (part-online, part face-to-face) section of Accounting 1A. Evaluate success of course.
Teaching and Learning	Art	Design a 3 unit lecture/lab course to supplement existing furniture design which will incorporate CAD with Furniture/woodworking.
Teaching and Learning	Astronomy	Develop a new Astronomy course that will emphasize the modern concepts and techniques used in Astronomy.
Culture of Institution	Child Development	Meet the students' needs by providing a variety of courses accessible days and times as well as off campus and online bilingually; encourage reading and writing assessments in English for success in courses

College Goal	Department	Department Goal
Culture of Institution	Computer Applications	CA members will work with the ESL Dept. to determine activities to aid ESL/beginner computer students in CA classes. Retention will increase 3- 5 percent.
Teaching and Learning	CSIT	Develop new courses in the area of mobile computing
Teaching and Learning	ESL	Write new courses (ESL 980) for a level above our current highest level, ESL 970.
Teaching and Learning	Humanities	Create new course: The Asian-American Experience. An overview of the humanities through the culture and life experiences of Asian-Americans.
Teaching and Learning	Humanities	Create a new course: The Mexican-American Experience An overview of the humanities through the culture and life experiences of Mexican-Americans
Culture of Institution	International Student Center	Foster international student competency of “global citizenship” by adding new, required class to Level C students in intensive English language program. (This is a pilot program.) Class to be called “Global Citizenship Workshop.”
Teaching and Learning	Mathematics	Work with Engineering and other STEM programs to develop a new MATH course, Introduction to MatLab.

College Goal	Department	Department Goal
Teaching and Learning	MESA	To create an online MESA Orientation course that will cater to students schedules and provide students with the opportunity to create an online portfolio of accomplishments.
Teaching and Learning	Nutritional Science	Partner with the Nursing Department to reactivate NS 40, Diet and Disease, to meet the needs of the nursing department, nutrition department, and make it a transferable course.
Culture of Institution	Political Science	Accessible, successful and student oriented: Make courses more accessible and convenient to students by providing more sections at more times and with different delivery modes, of introductory, required courses
Teaching and Learning	Psychology	Develop and introduce a new course (Psychology of Work) in the 2012 to 2013 academic year
Teaching and Learning	Computer Applications	Convert former Brown Bag and other mini training sessions into noncredit and possible credit courses.
Teaching and Learning	Library	In the next three years, develop Library Basic Skills workshops (LIB 920), and a LIB 10 course targeted to Health Occupations and maintain/expand number of sections to meet student demand.
Teaching and Learning	Business	Increase basic business skill course offerings: BUS078A, BUS064A, BUS064D

College Goal	Department	Department Goal
Teaching and Learning	English	Develop an Accelerated Basic Skills course by the end of the 2013-14 academic year
Teaching and Learning	Mathematics	Develop an accelerated basic skills curriculum and/or modes of delivery.
Teaching and Learning	Health Ed/Health Occs	Develop one new contract education offering
High Performance Educational Institution	Child Development	Create collaboration with Community Ed to provide non credit courses for the community using expertise of the Child Development Department.
Comprehensive Student	Reading	Making Reading 53 a college-level transferable course that meets the CSU Critical Thinking Requirement.
Planning and Institutional Effectiveness	Anthropology	Establish degree based onSB 1415 General Education Transfer Model
Teaching and Learning	Computer Applications	Develop a transfer degree in A.S. Degree in Information Technology Management

College Goal	Department	Department Goal
Teaching and Learning	CSIT	Develop transfer degree according to the state transfer model curriculum. (SB1440program)
Teaching and Learning	Economics	Develop Associates of Arts degree in Economics
Teaching and Learning	English	Create an Associate's Degree in English
Teaching and Learning	Foreign Language	Continue the process required in order to fully develop an AAT degree in Spanish (and possibly rework the existing curricula to offer a certificate in Spanish, as well, if possible.)
Teaching and Learning	Political Science	To shape a program that meets our community need for excellent transfer programs by developing a transfer degree in Political Science.
Planning and Institutional Effectiveness	Sociology/Global Studies	Obtain and evaluate student demand and plan strategically to create new Global Studies AA degree; possible discontinue Certificate in Global Studies.
Teaching and Learning	Child Development Center	Develop a parent education program to support extended learning for parents in the Mission College and local communitieis.
Teaching and Learning	Computer Applications	CA instructors will obtain Google training certification so that Mission becomes a Certified Google Academy.

College Goal	Department	Department Goal
Teaching and Learning	Counseling	Develop a Service Learning program which pairs at least one community agency with another academic discipline (class) to form an effective service learning course.
Comprehensive Student	Counseling	To collaboratively work with instructional faculty in order to develop and implement robust Learning Community clusters to enhance student learning and retention.
Community Connections	Counseling	To collaboratively work with instructional faculty to develop a college-wide Service Learning program (as emphasized by President Jones) as well as to enhance services to Veterans.
Teaching and Learning	Graphic Arts/Design	Obtain Final Approval from the state for new and revised programs in Video game design and video game development.
Teaching and Learning	History	Re-offer Geography courses and evaluated viability of program
Teaching and Learning	Music	Create a vocational music program, including a new course,that prepares students to develop a private studio for music instruction. The program would offer either a certificate or degree, or perhaps both.

College Goal	Department	Department Goal
Comprehensive Student	Fire Protection Technology	Evaluate for consideration the consolidation/merger of the Administration of Justice Program and West Valley College and the Fire Protection Technology Program at Mission.
Culture of Institution	DISC	Coordinate outreach activities to connect diverse groups of student with each other as well as faculty.
Culture of Institution	Student Activities	Increase outreach and in-reach to students about student government and clubs by utilizing new social media and increase information on website by 40% in the next three years.
Culture of Institution	Welcome Center	Broaden Welcome Center services to include more retention activities.
Planning and Institutional Effectiveness	Anthropology	Develop and introduce a new online course in the 2012 to 2013 academic year

College Goal	Department	Department Goal
Comprehensive Student	Communications	Provide more sections of Public Speaking by adding "hybrid" communication class sections
Teaching and Learning	Economics	Make the Economics program accessible to a wider spectrum of students by developing and offering online version of ECON1A and ECON1B in one year.
Community Connections	Fire Protectin Technology	Expand existing curriculum for the consideration of offering ”on-line” instruction of Fire Protection Technology courses.
Teaching and Learning	History	Expand program offerings by creating two new courses: Japanese and Chinese history and thereby develop an East Asian Studies program
Teaching and Learning	Music	Create two new online music courses by converting our current face to face courses Mus 10 (Music Appreciation) and Mus 16 (History of Rock) to an online format.

College Goal	Department	Department Goal
Teaching and Learning	Philosophy	Expand program offerings by 1 course (PHIL 3) and convert face-to-face to online format.
Teaching and Learning	Philosophy	Implement online version of PHIL 2 (Logic).
Comprehensive Student	ASC	Needs assessment for supplemental support of instruction and tutoring services; this assessment will give the program the direction needed to revise the old program goals and/or develop new goals
Planning and Institutional Effectiveness	CalWORKS	Work with Mission's Department of Institutional Research to develop a tracking method for capturing student data (percentage and number of students obtaining a certificate, degree or transferring; percentage of students enrolled in specific majors; and determine trends in overall student usage patterns).

College Goal	Department	Department Goal
Planning and Institutional Effectiveness	Web & Media Services	Create Service Learning Objectives for ITS Web Media Services
Planning and Institutional Effectiveness	Welcome Center	Create processes for Welcome Center to be able to effectively track usage and services utilized. Implementation of SARS tracking devices will help us track students usage.
Planning and Institutional Effectiveness	Welcome Center	Work with the Research Director to develop assessment tools to evaluate services.
Culture of Institution	DISC	Manage outreach and support activities for addressing diverse groups of students, efficiently, and provide equitable levels of service.
Culture of Institution	Library	To improve library service in the next three years to students and faculty based on results from a Library Services survey (based on a 2009 survey).
Culture of Institution	Admissions & Records	Provide on-going faculty and staff training and support on A&R processes and on-line systems and services. Ninety Percent (90%) of staff will be asked to attending on-line webinars and in-person conferences and other training opportunities both internal and external to the District in order to provide development experience.

College Goal	Department	Department Goal
Diversity	Child Development	Continue development of collaboration with the Child Development Center creating relationships within the staff to help students feel comfortable and establish the environment as a true learning lab. Hold Staff meetings, trainings and social events to include all Center staff and faculty.
Culture of Institution	Child Development Center	Implement training to increase the efficacy of the collaboration between the CHD department and the CDC lab.
Culture of Institution	DISC	Provide input and advocacy through the avenues that follow: facilities planning and construction, distance education, software systems, courses, etc. related to accommodation and legal compliance
Teaching and Learning	Distance Learning	Provide ongoing distance learning support to students and faculty through training, orientations, and support web site. Provide at least 2 additional training opportunities to faculty beyond flex day or flex day boot camp trainings. This may include department trainings, classroom orientation trainings, or working in conjugation with counselors and faculty holding their orientation classes to Angel.
Teaching and Learning	Duplicating Center	Provide needed training to customers so that orders can be made electronically.
Diversity	Psychiatric Technician	Develop a new faculty mentoring program for at least one clinical nursing faculty to enhance student education and contribute to the recruitment and retention of nursing faculty.

College Goal	Department	Department Goal
Culture of Institution	Transfer Center/Career Center	Increase staff and faculty awareness of the community college to 4-year university transfer process.
Diversity	Vocational Nursing	Develop a faculty mentoring program for clinical nursing faculty to enhance student education and to support nursing educators and contribute to the recruitment and retention of nursing faculty.
Teaching and Learning	Astronomy	Support a student STEM club by encouraging faculty and students to interact in a collegiate mode.
Diversity	Student Activities	Encourage maximum student participation in shared governance committees through presenting a new workshop to educate students on opportunities.
Comprehensive Student	Student Activities	Offer 1 new multi-cultural event and education per year for the next three years.
Comprehensive Student	ACCESS	Federally mandated objective- 80% of new participants will attend at least 2 workshops by the end of their first semester in ACCESS.
Diversity	ACCESS	Federally mandated objective- 20 % of each cohort will graduate and/or transfer within 3 years. *Note- this goal will change once federal regulations are updated- estimated 1-2 years.

College Goal	Department	Department Goal
Comprehensive Student	ASC	Develop comprehensive peer tutoring services for Mission College students.
Community Connections	Business, Marketing & Management	Increase the number of certificates awarded annually
Teaching and Learning	Child Development	Prepare 15 students to apply for Child Development Permits and complete courses needed as well as display skills to be marketable in the community and ready for degree completion
High Performance Educational Institution	DISC	Collaborate with EOPS, ACCESS, tutoring center to better serve students with disabilities
Culture of Institution	Distance Learning	By the end of four years increase success of distance learning students by approximately 3% going from 52% to 55%.
Teaching and Learning	English	Implement COMPASS assessment tool and validate cut scores for proper student placement

College Goal	Department	Department Goal
Teaching and Learning	English	Revise the 908 Rubric that helps determine readiness for transfer-level English
Teaching and Learning	ESL	Conduct norming sessions with all faculty to standardize testing and grading.
Teaching and Learning	International Students Center	Improve international student understanding and adherence to U.S. immigration regulations that impact their academic success through advising in the office and at orientation.
Community Connections	International Students Center	Improve/monitor quality of immigration and cultural adjustment information provided at orientations and increase recall and recognition by students to 95% within three years.

College Goal	Department	Department Goal
High Performance Educational Institution	Library	In the next three years, increase the library's materials for the Mission College vocational programs to support the college's movement towards expansion of cutting-edge career technology programs such as Fire Technology, Psych Tech, Retail Floristry, Nursing, Adaptive PE, Hospitality Management, Computer Applications, Personal care giving, Child development.
Community Connections	Retail Floristry	By 2014 increase by 5% the number of Retail Floral certificates awarded (based on Spring 2012 certificates awarded).
Teaching and Learning	Vocational Nursing	Evaluate our newly adopted program philosophy as it relates to the strategic goal of teaching, student learning, and instructional excellence.
Diversity	ACCESS	Federally mandated objective- Ensure that 75% of students maintain GPA of 2.0.
Comprehensive Student	EOPS	To maintain a persistence rate of at least 70% by: validating students (through frequent, supportive contact) and the value they bring to the learning environment; and employing six or more retention strategies via the provision of services that address students' academic needs.
Comprehensive Student	MESA	In light of the recent passing of AB 1440, create innovative workshops that will address the influx of students applying for transfer degrees and provide additional tutoring that will assist these students in successfully transferring to 4-year universities.

College Goal	Department	Department Goal
High Performance Educational Institution	International Student Center	Continue to seek staffing solutions for counselor(s) who specialize in the needs of international students and the Federal regulations that affect them.
Teaching and Learning	Accounting	Develop and offer a Supplemental Instruction Lab course to replace HbA. Need FTEF to actually offer this course.
Culture of Institution	Learning Services	Identify student-service need, including online, curriculum service delivery opportunities, create curriculum. Provide training for students seeking online instruction, and training for faculty-ability to support student success.
Comprehensive Student	LVN to RN	Evaluate the Registered Nursing (LVN-RN) Program student success in terms of NCLEX-RN pass rates and employment as entry level RNs through the use of surveys both online and telephone by 2014.
Comprehensive Student	Transfer Center / Career Center	Determine appropriate oversight and management needed for the Career Center.

College Goal	Department	Department Goal
Comprehensive Student	ACCESS	Strengthen ACCESS website to be a one-stop shop for students. Increase amount of online counseling via email and develop tracking mechanism. Create ACCESS Team site within Portal.
Comprehensive Student	Admissions and Records	Activate fully the new document imaging system, Laserfiche/Avante to provide staff in multiple departments as well as between the two colleges the resources to timely access, assess and evaluate student documents and records. This will also complete a mandate from both federal and state legislation requiring us to store our documents indefinitely in a secure, fire-proof, water-proof location while still allowing easy access to these stored records.
Comprehensive Student	Allied Health	Develop and implement a tracking tool for employability of the Nursing Assistant and Home Health Aide graduates.
Comprehensive Student	ASC	Improve academic assistance and tutoring services for students who pursue lifelong learning to either develop skills or upgrade knowledge for their competence at the workplace.
Community Connections	Assessment Center	Provide computerized off-site testing to improve high school outreach, and ease the transition from high school to college.

College Goal	Department	Department Goal
High Performance Educational Institution	Assessment Center	Replace existing placement tests with an adaptive testing model to improve accuracy in placement for students.
Community Connections	Computer Applications	Continue to offer the latest in software applications as they become available to help local businesses and students stay current. This will also cover the former IT offerings. Within one year of implementation, enrollment in class will increase 10 percent.
High Performance Educational Institution	Counseling	Increase access to Academic, Career and Personal Counseling Services through technology.
High Performance Educational Institution	Distance Learning	Secure a new course management system to replace Angel learning in Sept. 2013 or 2014 when Angel learning will cease to exist.
Comprehensive Student	Financial Aid	Remodel Financial website for ease of access, understanding and usage .School Portal, website expertise to assist with the programmatic remodel of our website. The Portal and our website, both, allow us to provide on-line service and communications to all students via the web to address the increased number of students needing access to Financial Aid services when we cannot provide open service hours.

College Goal	Department	Department Goal
Comprehensive Student	Financial Aid	Identify and implement automated processes to support the day-to-day operations. The FAO staff will undergo a strategic review of 2 internal processes each year in order to determine how each process may be automated and the feasibility of such automation as it relates to the FAO as well as District IS resources.
Community Connections	ITS Tech Labs	Provide students and faculty with high quality, accessible and available instructional smart classrooms, labs and servers with the latest instructional software.
Teaching and Learning	ITS Tech Labs	Provide quality and timely technical support for Mission Faculty, Staff and students who access instructional technology service.
Teaching and Learning	ITS Tech Labs	Evaluate and incorporate innovative infrastructure decisions on technology for reconstruction of existing learning spaces and construction of new buildings.
High Performance Educational Institution	Library	In the next three years, increase Library online resources for students to support the college's virtual instruction plan by creating Library Guides, instructional tutorials, adding ebooks to the library online catalog, piloting a "virtual library assistance" in an online course in Fall 2011, and in Spring 2012 assessing the results and developing future plans based on that assessment.

College Goal	Department	Department Goal
High Performance Educational Institution	LVN to RN	Introduce and integrate electronic medical health records and bar coded medication administration into the simulation lab clinical courses which will provide the students the opportunity to gain expertise by using industry-appropriate equipment to demonstrate safe quality patient-centered healthcare practice
High Performance Educational Institution	MESA	Through the BTOP (3 year) Grant, provide 100 MESA Students with laptops which will be utilized to promote digital literacy within their home and community.
High Performance Educational Institution	Psychiatric Technician	To integrate new equipment from Psychiatric Technician skills lab into all three semesters of the program.
Comprehensive Student	Transfer Center / Career Center	Support the college's goal of increasing the number of students that transfer to 4-year colleges and universities.
High Performance Educational Institution	Web & Media Services	Migrate Mission College web site to OmniUpdate CMS, continue WordPress MU implementation for faculty and department blogs, and pilot PBWiki for committee and department collaboration and knowledge management.
High Performance Educational Institution	Web & Media Services	TV Studio upgrade/re-purpose for class and group projects—media/project-based learning. Implement Lecture capture and archiving technologies (Echo 360) and services.

College Goal	Department	Department Goal
Comprehensive Student	Chemistry	Improve instructional technology in laboratory courses by integrating new laboratory activities
Culture of Institution	Vocatinal Nursing	Enhance courses currently in the VN programs with increased use of online tools and technology.
Community Connections	Psychology	Build partnerships with local private universities and colleges leading to one new transfer agreement
Teaching and Learning	Graphic Arts/Design	Reach 3 new transfer agreements with 4 year institutions within 2 years.

Justification	Category
The student's benefit from as much practical experience as can be provided and effectively managed. The development of a formal catering enterprise will result in an ongoing source of revenue as well as a reliable mechanism for dynamic operational experiences for students. The enterprise will generate good-will as it provides service to the surrounding community and district alike. Creation of a catering supervisor position that is flexible enough in nature as to allow suitable students (graduates) to gain experience in planning and supervising such an enterprise. The appropriate students would compete for this position on an infrequent but rotating basis. The fruition of these efforts will also enable the lunch operations courses to realize greater efficiencies (both in operational terms as well as the wsch/fte ratio) as much of the marketing focus should be directed towards generating reliable meeting/lunch business that occurs simultaneously with the already established lunch operations courses.	Business Development
Students will transition into the community college setting much more smoothly for potential students.	Community Connections
Relationships will be created to increase the number of available clinical agencies and enhance the success of the programs.	Community Connections
This will give our gallery more visibility in the community and draw people from off campus to see our school. A stronger gallery presence can also attract higher profile art shows which give our students a broader awareness of artists and art styles in the community. Art shows are an important teaching tool for our art classes as well as other subject areas across campus.	Community Connections

Justification	Category
Students can gain work training and experience by working with K-12 and preschool children.	Community Connections
Public observing programs allow the community to come to Mission and allows our students an opportunity to interact with faculty in a different environment.	Community Connections
More focus is being put on the Speech Team in COMM 19, although we still wish to provide opportunities for students who do not wish to develop their communication skills in a public speaking format. The Speech Team has attracted students, and has received some funding, but will depend on availability of funding for its continued success. COMM 19 has intended to provide students with real-world application of the skills they learn in our communication classes, providing opportunities for students to practice and apply these skills in the community - the Mission College community in our Conversation Groups with non-native speakers of English, by observing communication in public events, and by participating in speech and debate tournaments. We believe these opportunities benefit the students in their development of life-long skills that will aid them in their community and at their work. At the same time, we believe they provide Mission College with ambassadors to demonstrate the commitment the college has to involvement with the community.	Community Connections
The deinstitutionalization of the developmentally disabled population continues to impact and require ongoing development of appropriate clinical placements for students in areas in which Psychiatric Technicians are being utilized. Provision of appropriate clinical placements is essential for provision of an experience which meets the needs of an ever-changing health care system. Providing adequate training for the faculty in each new facility will maximize the full clinical experience.	Community Connections

Justification	Category
Providing current employment opportunities, program information and strengthening of community relationships in a larger demographic area allows for access to entry-level practice opportunities in health care to students at the high school level as well as access to Community service opportunities for community partners to serve on the advisory board.	Community Connections
Research suggests that instructional use of graphic novels can help build reading skills for children and young adults. The effort here is to see whether that will occur with our developmental student population. Graphic novels will be used in both developmental Reading and English classes to help foster students ability to master reading and writing strategies.	Community Connections
This association could do community outreach and one-to-one mentoring with currently enrolled students	Community Connections
Upon completion of CAP, Mission will join approximately 30 other colleges that offer the same lower division 8 courses in Child Development that prepare them for transfer, permits and meet a quality standard that has been approved by the field. Two CSU's have also joined the project allowing our students to take these courses with them as lower division courses instead of electives. With the transfer degrees now being submitted, this will make our program desirable across the county to allow for transfer to participating CSU's. We will be the first Community College in Santa Clara County to be aligned.	Community Connections / Articulation
Due to budget constraints and lack of a bi-lingual instructor this activity was delayed initially. Smart Start will offer three CHD courses for students off site. Expected outcome is 9 units will be earned by the end of the Spring 2012 semester for 31 students. These students will be eligible to apply for an assistant teacher permit upon successful completion of these 9 units. NHU courses will be offered as well for Mission College units.	Community Connections / New Courses
The Department of education has expressed a need for education classes catering to K-12 school Food Service workers. They have identified a community need and provided curriculum tools to help develop a course or these sets of courses. These courses would not initially lead to a certificate, however, they could at some point in the future. These courses would increase the visibility of Mission College by reaching to a new group of individuals.	Community Connections / New Courses

Justification	Category
Periodic review and modification of course content will familiarize students with the latest scholarship and development in the field of history and make history more relevant to current issues and world affairs.	Curriculum
Curriculum update and operational improvement supports the ability for increasing service capacity and efficiency. Better coordination reduces the time that students need for achieving their education goal(s).	Curriculum
Curriculum which utilizes current technological advances in providing education follows the technological changes in health care, provides easier access to courses and programs, and is in alignment with the current technological knowledge required to be successful in today's health care industry. NCLEX exams for licensure are given utilizing a computerized testing system.	Curriculum
In order to increase best online education practices all online sociology courses will have set content and assessment standards for which program faculty may customize and collaborate on. Students will benefit from increased coordination among program faculty. Clearer program level expectations for online education will provide students with continuity and increased sense of control of their education. Effective student contact and assessments will increase student success in online courses.	Curriculum
Better service to students through integration of classes, certificates of achievement, and certificates of proficiency.	Department Management
Through greater fiscal stability the MC CDC Lab can continue to provide a quality training environment for CHD students without being a fiscal drain on the college.	Department Management
Prepare competitive graduates in Computer Science and Information Technology to meet the needs of the current and future technology era. Enhance the efficiency of the department Creates clear path to student's educational needs. Meets the employers and community needs	Department Management

Justification	Category
Acknowledgement of uniqueness from administration; commitment to support need to compensate supervision and management of facilities and operations, as has been done for over 20 years. Student will continue to benefit from ALL the efforts that are made available to them, not just what is listed in the contract or actual job description. At the very least administration should support this dynamic until such a time as the department generates sufficient operational revenues to cover expense.	Department Management
With the adoption of this plan, the program will be able to take advantage of updates to Title 5 such as the allowance for phone consultations for distant work site locations.	Department Management
Improve student learning	Enrollment
Demand for Chemistry courses is increasing. We would like to grow the department by adding more sections to our current course offerings.	Enrollment
Increasing enrollment in Engineering will allow us to increase our frequency and number of our course offerings	Enrollment
A lower goal will allow us to offer courses that typically have lower enrollment. Students can expect to be able to take courses without the concern of cancelling the course.	Enrollment
We need to be responsive to the changes in student's needs for course offerings.	Enrollment
More students will complete these important, foundational Chemistry courses, which will help them succeed in their Physical or Biological Sciences degrees.	Enrollment / Retention
The goal will provide the counseling department with a uniform way of reaching students in our counseling classes. Via the Student Success presentation, students will be presented with vital information that can assist in their chances of completing their academic courses.	Enrollment / Retention

Justification	Category
Our success and retention rates for the majors' courses exceed the college average, but we are always seeking ways to attract and retain even more students. The quality of education in our major's classes will be enhanced with the purchase of needed instructional materials and equipment. This will lead to students that are better prepared for upper level classes they take after transferring from Mission College and a higher performance level by these students in these classes.	Enrollment / Student Success
Students depend on the college to provide them with up to date technology, both high tech and low tech. As we prepare to move into a new building, a long overdue overall of worn and out-dated equipment and teaching methodology is in order. Examples: some power tools are very old and newer, safer models exist. Some lab/classrooms are not media-ready. Slide collections need to be converted for digital media. Easels are falling apart.	Facilities
Student learning improves when students are comfortable in their learning atmosphere. This includes having enough comfortable chairs to sit in, and having available updated technology and equipment.	Facilities
With a new soccer field on campus it will service better the students, in that they will not need to go off campus for soccer classes. The softball fields are 20 plus years old; they have not had any major upgrade to them since they were constructed. With new fields the student will have a better learning experience. It will also help in the overall aesthetics of the campus.	Facilities
We still believe that a speech lab will help students work to apply and improve the skills needed to research, organize, and deliver presentations. A lab provides students with more individualized guidance and support, and provides more immediate and concrete feedback about their progress. One particular area requiring attention is the reduction of speech anxiety and development of confidence in performing one of the most fearful activities (according to most polls) but one of the most valued skills (according to many companies) - public speaking and communication. A lack of funding, space, and time (including scheduling meetings with other depts.) has made this goal more difficult to pursue.	Facilities
The main building replacement project is scheduled for completion in Spring 2014. This will provide 3 computer labs and 1 lecture/studio room for our classes.	Facilities

Justification	Category
Fully functional facility to maximize revenue potential along with student training and instruction. Project is 95% complete. Missing are the landscaping and rear storage components; both essential to overall effectiveness of operation	Facilities
Our goal is to reach out to a bigger population of students with disabilities by expanding our Adapted Physical Education Program. This requires new facilities, or a designated APE classroom, and inclusive equipment.	Facilities
Students will expand their knowledge by taking classes in the new, clean, functional facilities that are critical for a successful Wellness and Human Performance Program. We will provide even greater opportunities for skill building and growth for students and the surrounding community.	Facilities
The math instruction will improve student performance levels in math The online instruction and classroom offerings will be used to meet our program participation requirements during college non-instructional periods.	Funding
Due to limited staffing in Outreach and a change in focus to retention services, the 2011-12 academic year will be one of reviewing funding sources and staffing needs to determine what type of continued Outreach services we will be able to provide in the future academic years.	Funding
By achieving this goal, we will contribute to a safer working environment and save money while doing it.	Green / Recycling

Justification	Category
MC athletics has operated in an emergency budget funding for the past 8 years. Athletics has fixed costs; officials, conference dues, rental fees, stipends, etc that are continuous and these costs increase approximately in 3 year cycles. Enable MC student athletes to have what the West Valley College student athletes have a consistent budget that allows for successful retention of students and staff, to purchase safety equipment and supplies as well covering all fixed costs.Equipment Manager: With the spread of disease from dirty equipment and mats, and the need for laundered yoga props, repairing/managing of sports equipment, we are in desperate need of an equipment manager. The department used to have an equip. Manager; however, the position was not filled after the previous equipment manager left the school. This position is badly needed to help in offering the best classes possible and reduce theft.	Hire Personnel
MC has 2 full time instructor head coaches (Men's baseball and Men's / Women's tennis), 5 part time head coaches. We have a total of 8 athlete teams: 5 Women teams and 3 Men teams. With respect to athletic programs, the Dept. of Education evaluates factors in determining whether equal treatment exists. Assignment and compensation of coaches is one of these factors. Title IX, discussion typically focuses on whether and to what extent Title IX has resulted in increased athletic opportunities for females. Athletic programs are subject to Title IX it is very important that MC shows that it is working toward staying in compliance with all Title IX requirements	Hire Personnel
With the spread of disease from dirty equipment and mats, and the need for laundered yoga props, and repairing/managing of sports equipment, we are in desperate need of an equipment manager. The department used to have one, but the position was not filled after the previous equipment manager left the school. This position is badly needed to help in offering the best classes possible and reduce theft.	Hire Personnel
These activities will help move students into jobs and increase completion rates.	Internships
Many of our students use our classes to increase their skills to use in their current jobs. Other students would be well served by working in an internship. We also periodically receive requests for interns from local businesses and groups.	Internships

Justification	Category
This will lead to expanded student internships tied to specific degrees and certificates, will strengthen student real-world work experience and will strengthen industry-college ties.	Internships
Increase student success	Labs
The recent move from face-to-face to online labs in Spanish is still somewhat new and as such, needs to be evaluated regularly to ensure that the delivery method is effective and that it encourages student success. In the past we were not able to have the physical language lab open for enough hours to meet the demands of students; now students are able to do their work 24/7 without being limited to an instructor's schedule and the face-to-face interaction is still available as part of the language class that goes along with the lab class	Labs
By updating and replacing outdated or inoperable laboratory equipment and supplies we will be able to provide superior instruction to our laboratory students. Students will have access to state of the art laboratory equipment, which will provide them with hands-on experience in measuring Biological variables and analyzing data.	Learning Materials
We will improve our service to students by offering learning materials that use the newest pedagogy, including online, computer software, and textbooks.	Learning Materials
Mission College students would work with the surrounding community to perform science demonstrations, and encourage K-12 students to go to college. By having a faculty-advised, student-run outreach organization, the students would feel a sense of community/ networking within the science department. This type of program would be beneficial to open more connections with all the science departments.	Marketing

Justification	Category
Underserved and underrepresented populations need to be/remain a priority, and the presence of EOPS as a resource to potential students needs to be known. This goal will help in providing access to potential students among these populations, augment efforts of the Outreach Office, contribute to the college's Student Equity Plan, and serve as a foundation for outreach plan goals focusing on the target groups. Regardless of the economic climate, EOPS still considers it crucial to perform outreach activities, particularly to those populations that are historically underserved and underrepresented in higher education. Additionally, our efforts help to recruit students focused in the college's Student Equity Plan. Our goal for 2010-11 was to perform eight outreach activities, and we achieved that by completing eleven. However, some of these activities were considered more "passive" in that EOPS literature was disseminated at various organizations such as at public libraries and non-profit organizations but no presentations were offered. There was inadequate support to provide in-person recruitment at all the locations visited. Now that there is more focus on literature distribution rather than in-person outreach, the EOPS/CARE material that has been previously created should be revised. Ideally, it would be beneficial to create a more comprehensive brochure.	Marketing
Increased visibility of our course offerings and programs will enable us better to compete with nearby private institutions offering similar training.	Marketing
There is an accelerating trend towards mobile access of information. Our students must be able to design and develop for delivery both on the desktop and mobile devices.	New Certificate
A new certificate program will attract new and existing students to Health Education, allowing them to achieve and certificate that may or may not be stackable with other certificates offered at Mission College.	New Certificate
This is a rapidly growing field in music and one that we can specialize in here at Mission. Digital Music courses, Certificates and Degrees offer "non-traditional" music students with opportunities for higher education and potential employment in the music industry. The addition of new facilities will greatly enhance this program (ie. recording studio, rehearsal spaces, performance hall/soundstage, dedicated Digital Music Production lab	New Certificate

Justification	Category
Use existing facilities and instructors to provide marketable skills for students. For transfer students, prepare them for degree programs in Industrial Design, Furniture Design, and related fields.	New Certiticate
Advisory Committee input, as well as our department's experience, is that there is student demand for online course offerings. Online courses in Quickbooks and Peachtree and Financial Planning using Excel were developed and approved in 2008-2009. Quickbooks Online was offered once in spring 2010 with excellent enrollment. Success of the courses will be measured based on student enrollment and retention.	New Course
The online delivery mode is successful for many students. Other students can benefit from the flexibility of online courses, but desire the security of periodic meetings with the instructor. A hybrid course offers the flexibility of an online course with the security of a face-to-face course. Success of the course will be measured based on student enrollment and retention.	New Course
Drafting may benefit from a greater understanding of what they are designing in CAD. Students of Furniture can use the technology that is state of the art in their field, improving their design ability and communication skills.	New Course
Students will have an improved understanding of our modern view of the universe and the outstanding issues that they will face in their lifetime.	New Course
By offering alternate days/times/locations, we reach working students and offer a schedule that fits their needs. Off campus courses assess ESL skills and prepare the student to move from off campus locations to on campus courses and prepare them to take GE courses as well as CHD courses. Reading and writing assessments give students a benchmark for their skills and can help them make choices in their education that lead to success.	New Course

Justification	Category
We have a large number of ESL/beginner computer students who take our courses especially in the lab which has 150-200 students enrolled. We will continue to learn new techniques in reaching ESL/ beginner computer students, and be able to teach basic computer skills to these students and others who lack them.	New Course
Mobil computing is a new technology we should be offering.	New Course
Students have requested additional instruction with advanced level skills to further their academic goals.	New Course
Mission College has a very large cohort of Asian students (our largest minority group) and this course will provide a current and relevant overview of the Asian-American experience. The course satisfies Mission College's goals by meeting the needs of our diverse community. The course will serve students by satisfying Gen. Ed. requirements and by being Transferable.	New Course
Mission College has a growing number of Hispanic students and this class will serve that population as a current and relevant overview of the Mexican-American experience. The course satisfies Mission College's goals by meeting the needs of our diverse community. The course will serve students by satisfying Gen. Ed. requirements and by being Transferable. Two new pieces of curriculum, The Asian-American Experience, and The Mexican-American Experience will serve the populations of our largest minority groups on campus.	New Course
Students are well educated academically, but missing is "knowledge and skills (they) need to understand today's 'flat world…' to integrate across disciplines so they can comprehend global events and create possibilities to address them." (Reimers, Fernando M. "Leading for Global Competency." *Teaching for the 21st Century*. Vol. 67. No. 1. 2009:1. On-line article.) Students will mix with students from other countries and learn about other cultures, major world events, etc.; students become socially involved outside the classroom and build out-of-class experiences.	New Course
MatLab is a high level language for technical computing. It can be used in a wide range of applications, including financial modeling and analysis, computational biology, etc… The course will provide Mission College students with learning opportunities provided by only some community colleges in the area. Our students will have improved opportunities for acceptance into four year programs	New Course

Justification	Category
This goal will provide students with an option to fulfill their MESA Orientation requirement which will not impede on their class schedule. It will also allow students to develop an ePortfolio which they can revise throughout their academic progress as well as share with potential employers	New Course
The Nursing students will have more exposure to diet and disease by taking NS 40 compared to NS 15 which focuses on lifestyle. The course was previously low enrolled since it was not transferable and students took NS 15 in its place. The Diet and Disease course could also be taken by students who want to work as a Dietary supervisor and want continuing education credits.	New Course
The addition of more of our core classes will make them more accessible to students and allow them to successfully complete them on their schedules.	New Course
A new course entitled the Psychology of Work will be proposed to meet current community needs. This course will better prepare students for understanding organizational culture, leadership, motivation and stress. The effects of technology and science on the person and workplace will be examined.	New Course
Our technology survey indicates areas of training that staff needs to be proficient on to do their jobs. The IT staff is now part of the CA Dept. and has offered these courses in the past. These types of courses could be part of CA's course offerings and part of staff development.	New Course
This goal will improve student learning by providing more options for students to develop information competency skills that will help them across the curriculum.	New Course / Basic Skills
Increase student success	New Course / Basic Skills

Justification	Category
The biggest benefits will be retention and persistence. If students test into English 905, which is two levels below transfer-level English, a year of remedial English leaves a lot of room for students to give up when family, the economy, or other outside forces impact them. Furthermore, many of our students are attending college due to their financial aid. However, if they have to exhaust their financial aid moving through several remedial courses, this could impact their ability to continue, even if they have the necessary skills. Finally, research indicates that students who take Accelerated Basic Skills, for the most part, succeed their transfer-level courses, despite having spent less time in remediation.	New Course / Basic Skills
Students will be able to complete their basic skills courses in one year and will be able to take their transfer level math course during their second year.	New Course / Basic Skills
A new contract education offering will expand and update the course offerings in health education.	New Course / Contract Education
Development of this activity was deterred by the development of the Smart Start collaboration. This collaboration was an advantage for the department and the college, as the students are expected to take classes on campus in the 2011-2012 year. Contract Ed and the Department will further explore no credit courses for the 2012-2013 academic year.	New Course / Non Credit Courses
Reading 53, as currently taught and based upon assessment of course SLOs, seems to meet the requirements for the SCU Critical Thinking Requirement. This new status would also help the department match the status of other basic skills departments on campus (English and Math) which already have SCU-transferable courses that count towards graduation – a status the Reading Department lacks. In doing so, the class would be a GE-transferable course, which would allow students to use the course for graduation from a four-year college	New Course / Transfer
Appropriately CAN numbering of all courses to model after new state regulation will ensure students proper transfer in Anthropology.	New Degree
There is an interest in this type of degree based on information from our advisory group and student survey feedback to create the degree that articulates with CSU (San Jose/Hayward). This degree includes an emphasis in both business and information technology and would be an interdisciplinary degree.	New Degree

Justification	Category
Transfer degrees will help students transfer more easily.	New Degree
Appropriately CAN numbering of all courses to model after new state regulation or local universities standards will ensure students proper transfer in Economics.	New Degree
By providing a degree in English, students will be able to articulate seamlessly into their respective universities as juniors. It will also serve those students who would like to receive their Associate's Degrees in English.	New Degree
The opportunity to complete a specially-designed AAT in Spanish (Associate's degree for Transfer) would allow students to more quickly complete a degree with guaranteed access as a transfer to the CSU system.	New Degree
Once completed our Political Science Model Curriculum will be a service to our transfer students by allowing them to fill their general education requires at Mission, the undergraduate Political Science requirements for that degree whether at the University of California or California State University. This will be a boon to our students and the community as it will shorten the time needed to complete a degree, and make transferring with advanced standing easier and seamless.	New Degree
Current Global AA degree and certificate plans cannot be maintained with current levels of FTEF. Streamlined course plans with Sociology will facilitate transfer and success/retention rates.	New Degree
Through the extension of a parent education program there will be increased interest in Mission College, MC CDC and the other offerings of the Community Education program. Additionally, the funds generated will help to support the Community Education department and the MC CDC lab. The courses offered will also help to further develop the understanding of parents of their children's development and developmental needs.	New Program
The use of Google applications is growing in the business sector. Google corporation is one of our neighbors. If our instructors become Google certified, we will become one of Google's recognized centers for Google training.	New Program

Justification	Category
The goal will provide students with an innovative program that hopes to enhance student retention through the development of service learning courses and providing students with tangible experience that will allow them to apply theory to hands on activities.	New Program
The goal will provide students with an innovative program that hopes to enhance student retention through course clustering as well as expedite the student's academic progression towards transfer and/or degree completion by enrolling into learning communities consisting of courses equaling 12 units/semester	New Program
Currently, we do not have the faculty needed to meet the needs of the Veteran Students on campus. This new faculty member would not only address current student needs but would be available to support new, incoming Veteran students. Furthermore, the development of a Service Learning component would assist the college in strengthening connections with community which would, in turn, would increase the college's marketability.	New Program
We hope to increase our enrollment while better preparing our students to transfer by adding to existing articulation agreements.	New Program
Geography courses have not been offered for 5 years. With an emphasis on expanding transfer opportunities for students, re-offering courses will give students additional avenues to fulfill GE requirements	New Program
This goal creates a vocational program for music with the intention of preparing students for gainful employment/entrepreneurship in music. Private teaching studios allow musicians to work from home, or at a music studio or store teaching private lessons on their given instrument.	New Program

Justification	Category
A proposed consolidation of the two public safety related programs into one functional area or department would consolidate resources and eliminate duplication of one position mainly the department chair. Student will have the opportunity to complete several of the Administrative of Justice and/or the Fire Protection Technology courses while attending either of the campuses. In reality this would significantly increase educational opportunities for students who have a desire to seek employment in many public safety agencies. Locally, (the City of) Sunnyvale has a Department of Public Safety. Public Safety Officers are trained in areas of law enforcement and fire protection. Based on duty assignments public safety personnel can be placed in a fire station or assigned to a police patrol vehicle. Upon completion of the majority of classes within the specific disciplines, students may obtain degrees and certifications for personal and job enrichment. These courses will enable students to gain technical training and education that will allow them to become competitive in search of employment and/or promotional opportunities that requires advanced certifications and knowledge in the highly technical and specialized fields of public safety.	New Program / Department Merger
By surveying the parties concerned, DISC will develop new strategies, procedures, requests to advance its student services.	New Service Offering
We hope to reach more students more easily in ways they are tuned into.	New Service Offering
Offering a variety of student retention activities can increase student usage during slower periods (mid-semester) while also increasing awareness and referral to other student service programs (e.g. Access, EOPS, DISC, etc.).	New Service Offering
This goal will increase course availability. To make ANTH 003 available to a larger student population, including those unable to attend lecture courses due to work schedules or physical disabilities, will increase access to educational opportunities and goals.	Online Course

Justification	Category
Until recently, classes at Mission had to be either fully face to face or online - not a combination. Recent changes in the Curriculum Committee have made a 'hybrid' class an option for the first time. The face-to-face nature of traditional oral communication classes makes a strictly on-line class pedagogically unsound - but a carefully structured hybrid course might be able to meet the needs of both the student population who find it challenging to come to campus every week, and the pedagogical integrity of an effective oral communication course	Online Course
It improves our service to students by giving them more options in taking and learning economics.	Online Course
Student will have the opportunity to compete several of the Fire Protection Technology courses while off campus. Ideally this will enhance their educational experiences and allow them to complete a significant number of courses while managing their personal obligations and professional careers. Upon completion of these courses students may obtain certifications for personal and job enrichment. The on-line courses will enable students to gain technical training and education that will allow them to become competitive in search of employment that requires advanced certifications and knowledge in the highly technical and specialized fields of the fire service.	Online Course
Adding courses according to student demand and need will create more interest in learning and provide students with the latest historical research and development. The rise of China as a major international power and the increasing importance of East Asia require more focused attention to that region. The department’s plan is to eventually create two separate courses in Chinese and Japanese history to develop an East Asian studies program.	Online Course
With an increased emphasis on institutional efficiency while maintaining student service, online courses “pad” the departments overall efficiency and provide a convenience to non-commuting students. The ability to offer very efficient courses gives us some wiggle room so that we can offer face to face classes with hands-on personalized instruction (in smaller class sizes) to the benefit of our students. Music courses that focus on performance NEED to remain as small as possible even when budgets are small.	Online Course

Justification	Category
The Philosophy program needs to be expanded to include more courses. Currently there are only two courses. We want to begin by offering Phil 3: Ethics on an ongoing basis. Thus far, one section was offered in Spring 2011 and one in the Fall. It is still questionable as to whether the course will continue to make enrollment, and the curricula needs to be undated and revised. Thus far, Phil 3 has been attracting about 20 students a semester. In order to continue to offer this course, and meet Program efficiency goals, this number needs to increase by five or ten students, i.e., 25 to 30 students per semester. Phil 3 develops critical thinking and writing skills and gives students a broader perspective on global and personal issues, such as the environment and end of life issues. Ethics is an important course that every college should offer. If we can improve enrollment and suit the content of this course to the needs of Mission College in particular, it will be a success. Students should be given more choices, and many of the topics covered in philosophy are important to a well-rounded education – Ethics being a good example. Many students take all of the courses offered and have expressed their frustration that there are so few	Online Course
A distance learning option would certainly be beneficial to many students, and especially students that do not live in the area. PHIL 2 is a required course for many 4 year institutions. This would strengthen transfer course opportunities for students.	Online Course
Once this needs assessment is completed, we will be able to develop the program to better serve students.	Research
Obtaining this data from the Department of Institutional Research will allow our program to provide required data for Program Review. In addition, having access to this data will enhance the data we are already submitting to the county and state. It will also allow us to better serve students once we have access to accurate data regarding student enrollment and completions.	Research

Justification	Category
This goal will incorporate measures to evaluate the services provided by ITS Web and Media. These measures will result in the necessary self- evaluation to better provide services to our students and faculty.	Research
By reviewing statistics each year to find ways of improving services, the Welcome Center will continue to serve more students with the goal of increase student satisfaction and retention. Due to limited staffing in Outreach and a change in focus to retention services, the 2011-12 academic year will be one of reviewing funding sources and staffing needs to determine what type of continued Outreach services we will be able to provide in the future academic years.	Research
Proper evaluation will allow the Welcome Center to provide services that students need and want. The Director of Research's expertise will ensure that the surveys used are effective evaluations. An on-going evaluation schedule is necessary for successful program review.	Research
Students will be broadly served, equitably. Students will receive intake and accommodation services that promote a learning pace similar to that for their non-disabled peers; they will achieve course requirement completion rates at an equal or higher level of success.	Service Improvement
This goal is directly intended to improve the Library's service to students as it responds directly to student and faculty feedback.	Service Improvement
Increased efficiency and consistent processes will reduce turnaround time for the students' desired outcomes	Staff Development

Justification	Category
The department relies on the Mission College CDC Lab to place students for practicum, observation, implementation of curriculum and other skills important for the students to learn to make them ready for the workforce. The staff in all areas need to continue communication for a seamless academic climate that also encourages critical thinking and problem solving. Greatest outcome is students get a superior lab experience, staff and instructors collaborate to create model lab, and the children benefit from a quality program.	Staff Development
Through greater consistency between the MC CDC Lab and the CHD Department students will have easier access to understanding the implementation of what they learn in the CHD lectures which will be demonstrated in their implemented activities and their practicum experience.	Staff Development
This activity is related to student accommodation, complaints, facility changes, etc. It is an on-going service expectation, and it is difficult to define a specified goal-outcome relationship. DISC staff serves on the committees that follow: DL, Tech., Facilities and Safety, Student Services Council, Health and Wellness, Crisis Intervention, Student Health Advisory, Classified Senate, etc. DISC staff participation reduces liability issues, while supporting student success.	Staff Development
This goal is one that is in progress and is ongoing. Last year, as part of this goal I taught a distance learning class to students who wanted to learn how to be successful online learners as well as offering orientations with faculty in the child development program. Additionally, I was called on to support and train HIT instructors in Community Ed. Most faculty training is one-on-one although two department trainings were provided.	Staff Development
Faculty and staff will receive better quality product and timely service utilizing this electronic work order option.	Staff Development
A comprehensive orientation/mentoring program for nursing educators will provide consistency in nursing instruction and support the educator with the goal of increased retention and ease of recruitment.	Staff Development

Justification	Category
Mission College has frequently reflected on its identity and place within the context of the local Bay Area community colleges. As transfer becomes a higher-priority at the state-level, it's important that all employee segments at the campus embrace Mission's transfer focus, however that is defined. With greater understanding and ownership of their role in students' transfer success, staff and faculty will be better equipped to address transfer needs. Students will benefit from a greater support network.	Staff Development
A comprehensive orientation/mentoring program for nursing educators will provide consistency in nursing instruction and support the educator with the goal of increased retention of students and faculty and ease of recruitment of full time and/or associate faculty.	Staff Development
Students will have an improved understanding of our modern view of the universe and the outstanding issues that they will face in their lifetime.	Student Life
Students will learn how to be more effective Officers and Senators. The level of entry understanding will promote better and more effective meetings to be measured by satisfaction evaluations.	Student Life
Increase awareness and sensitivity of other cultures.	Student Life
ACCESS serves students who are low-income, first generation to college, and/or have a disability and research shows that students will be more successful with more support. Maintaining a workshop/Orientation goal increases the likelihood that staff will keep students on course for educational goal(s) attainment. This is also federally mandated so meeting the goal will ensure future funding.	Student Success
ACCESS serves students who are low-income, first generation to college, and/or have a disability and research shows that students will be more successful with more support. Maintaining a graduation and transfer goal increases the likelihood that staff will keep students on course for educational goal(s) attainment. This is also federally mandated so meeting the goal will ensure future funding.	Student Success

Justification	Category
We will improve our service to students by stabilizing the funding stream of the ASC tutoring program. We will begin to work with departments to maintain or develop content-specific tutor training for their disciplines.	Student Success
These activities will help move students into jobs and increase completion rates.	Student Success
The requirements for ECE teachers are changing and the standards are expected to be raised within 5 years. The expectation is that most students will need higher degrees and not just certificates. More students are engaging in GE courses and transfer paths rather than certificates and the AS degree. The CDC Works program offers assistance to help with hours required to apply for the permit as well as supplies for success.	Student Success
Students with disabilities will be able to review specific math concepts until they understand them fluently, review lessons with Math Made Easy Programs, practice real life examples and relate math to daily experiences, and have access to unlimited online math practice tests. Math Made Easy will be available to all students using the math lab and will provide a comprehensive learning method for those who have math anxiety	Student Success
Increased student success in distance learning classes enables more students to meet their educational goals.	Student Success
Proper placement has a huge impact on student success. In the past, using the CTEP, which was never validated due to losing our researcher after the cut scores had been dropped for the study, the cut scores were artificially low, leading to scores of students being placed in courses in which they could not succeed. This, of course, led to attrition due to discouragement (English 903 retention rates 2% lower in Fall 2009 than Fall 2010), failure in courses (English 903 success rate 50% in Fall 2009 as opposed to 61% in Fall 2010; English 905 success rate 62% in Fall 2008 as opposed to 66% in Fall 2010), and students languishing in Basic Skills English as a function of not being prepared for the courses in which they enrolled. Raising the CTEP cut scores has helped, as evidenced by the percentages above. It is our belief that we can make even more headway by implementing COMPASS, a better assessment tool.	Student Success

Justification	Category
The first outcome is that refining the tool used to determine readiness for transfer-level English will aid in making sure students are ready for this course. Another positive outcome of revising our rubric is the opportunity to discuss what we expect students who are entering transfer-level English to do. This will lead to consistency of expectations, reducing the numbers of students who have passed English 908 but do not seem ready for English 1A. Lastly, and most personally beneficial to each student, refining the rubric will lead to the rubric being more user-friendly for the students. They will be able to evaluate their own writing, understand what they need to work on, track their own improvement, and have control over and understanding of expectations. Thus, they will be more confident and self-aware in terms of their personal writing issues and abilities, which are necessary for success in transfer-level English. The final outcome of this goal will be a completely revised rubric for the English 908 portfolio.	Student Success
By standardizing testing and grading, all faculty can be consistent with evaluation and grading standards.	Student Success
Although students are told of the common immigration regulations at orientation, they do not fully understand how the regulations impact their immigration status and academic success until they violate the regulation. Our goal is to have students truly learn what the regulations are and how they work after the regulation is violated and students seek counseling or advising from our office. For example, if they fall under 12 units for whatever reason, we don't want them to do it again. Therefore, we want at least 85% of our students to improve their rate of understanding from meeting with a counselor or advisor.	Student Success
Well informed students are successful students. Orientations are still the best venue for providing students with immigration and cultural adjustment information and have better informed students. Goal to be achieved in three years is 95% understanding of material.	Student Success

Justification	Category
This goal will assist students in C/TE programs by providing up-to-date resources to support their studies, and it will assist faculty in those areas as they develop and expand their programs.	Student Success
Higher visibility in the community by visiting and conducting hands-on demonstrations at local high schools.. Higher success rate in students obtaining jobs within the Floral Industry	Student Success
Students will receive a more consistent approach to nursing theory and clinical experience in order to facilitate their professional development in the field of nursing.	Student Success
ACCESS serves students who are low-income, first generation to college, and/or have a disability and research shows that students will be more successful with more support. Maintaining a persistence/retention goal increases the likelihood that staff will keep students on course for educational goal(s) attainment. This is also federally mandated so meeting the goal will ensure future funding.	Student Success / Retention
The population EOPS serves consists of historically underserved groups, and research has generally shown that the more support provided, the more successful students will be. Maintaining a persistence goal helps staff to keep students on course for attainment of their individual education goals.	Student Success / Retention
This goal will improve service to students by offering students additional support resources.	Student Success / Transfer

Justification	Category
To ensure student success and transfer, counselor availability is critical. Such counselors must have a skill set in the regulations affecting international students. Budget cuts and other factors have resulted in fewer counselor hours. However, we continuously seek to find solutions for maintaining one or two international counselors. In the Fall 2011 Semester, international counselor availability has fallen to about 25% time when our goal is 50%.	Student Success / Transfer / Faculty Hire
This lab provides additional assistance to students enrolled in accounting courses and further enhances student success. Accreditation report recommended elimination of HbA and addition of SI courses. Six SI Lab courses were developed and approved during 2008-2009. The courses have not been offered due to limited FTEF. Success of the SI Lab measured based on student use of the Lab.	Supplemental Instruction
The goal will help identify contemporary student need, and define service delivery opportunity, including curriculum development.	Survey
The Registered Nursing (LVN-RN) Program evaluation survey will provide data regarding program and student success which may be disseminated to interested audiences. A program evaluation survey for the RN program graduates has been developed and includes questions regarding the NCLEX-RN pass rates, student employment as either LVN or RN or both, and the core competencies needed for employment. The data collected from the surveys provide the evaluation of the nursing program, specifically identifying the components addressing the core competencies needed for employment and passing the NCLEX-RN licensing examination. Addressing the core nursing competencies and integrating student success strategies will improve student learning by better preparing the students for successfully completing the NCLEX-RN licensing exam and for employment as entry level RNs.	Survey
1. Program will have oversight that ensures compliance with state regulations, if applicable, and allocation of resources that benefits students efficiently. 2. Students would be better prepared to make informed career choices and objectives and to link those with their academic goals.	Surveys / Service Evaluation

Justification	Category
The implementation of new technologies will allow counselors and staff to be more accessible to students and improve student support through an increase in efficiency. Increased amounts of Distance Ed Support should help increase student success.	Technology
Once we have transcripts and other documents scanned, we will be able to complete verifications must faster. Students will have a faster turnaround time for requests and staff processes will be faster.	Technology
Addressing the core competencies required in the local community clinical agencies and integrating and adjusting the curriculum to meet these needs will improve student success by better preparing the students for employment as entry level healthcare providers. The nursing assistant and home health aide curriculum needs to identify and incorporate changes to adapt to community needs to enhance student success.	Technology
Customized tutoring arrangements serve at-risk students in special programs and developmental students. Student learning improves when the ASC can be flexible in designing tutoring for specific content and/or student populations.	Technology
Able to place students into a wider range of courses without the limitations of the paper/pencil tests, improved accuracy of testing as students will receive the same placement test on-site/ off-site. Note: Off-site testing still requires personnel at that site and will not be available to distance education students at this time.	Technology

Justification	Category
By adopting Adaptive Testing students will have the latest technology in assessment tools. They will be better placed, and have a clearer picture of where they stand academically. Adaptive tests adjust the questions asked based on prior question answers, either scaling up or down the difficulty based on answer accuracy. This process allows for more precise placement.	Technology
Student surveys and advisory committee members have indicated the need for this software if we are to remain current and better prepare our students for employment. We will also need some of this software to offer the professional development classes for faculty and classified staff.	Technology
The implementation of new technologies will allow counselors to be more accessible to students and hopes to improve student support through an increase in efficiency.	Technology
This is a new goal created because Angel will cease to exist as a separate product in 2014 and Blackboard has been sold. Since we will have to migrate to a new course management system, it is important to make sure that we select the one that is best for our college	Technology
mplementation of Portal: The students will learn how to review their application status and identify and complete their documents. Students will also learn to receive active communications from FAO via the Portal in order to be actively involved with the success of their financial aid application and eventual eligibility for funds.	Technology

Justification	Category
Increased District IS technology support to increase or enhance the automated processes needed to efficiently and effectively support Financial Aid operations, communications, and reporting requirements.	Technology
Having the latest high quality equipment, labs and classrooms will improve instructional content delivery and student learning. We will be able to meet our community's needs with such resources. Students will also be more competitive in the job market knowing the latest industry software. Additionally, having high quality instructional servers translates to 95% or higher uptime. Students benefit from such reliability and will be able to complete of their assignments in a timely manner.	Technology
If a computer goes down in a lab a student will not have access. If a computer or a projection system goes down in the smart classroom it will prevent delivery of lectures, especially since so many instructors rely on computer based curriculum and internet access for delivery of curriculum. Having timely and high quality technical support facilitates student learning, student access and student success.	Technology
The IT&S Dept. believes that we need to have 21st century computer labs and smart classrooms for the 21st century student. The 21st century student needs flexibly designed classrooms and learning spaces with adequate technology. The College relies on the IT&S Dept.'s expertise in technology infrastructure decisions. Students and faculty have benefitted immensely by IT&S' involvement.	Technology
This goal will directly support the college's move towards increasing the Distance Learning program. It also addresses an accreditation standard relating to Library service for distance learning students.	Technology

Justification	Category
Systematic use of innovative teaching/learning strategy of simulation allows for repetition until a concept/skill is mastered without endangering a patient/client. Integrating industry-appropriate equipment and technology in the simulation clinical courses facilitates student learning and enhances safe quality patient centered healthcare practice. The implementation of electronic health records (EHR) and bar-coded medication administration will improve student learning by better preparing the students for their clinical practicums and for employment as entry level RNs.	Technology
his goal will improve student learning by providing them with the tools necessary to succeed in today's technological society. It also serves to promote digital literacy to their parents as well as the surrounding community. *Note: All Mission College MESA Students are 1st generation college students.	Technology
The Psychiatric Technician is a unique practice discipline from the other HOD programs. The utilization of the existing lab equipment into the entirety of the program is an important element of keeping the program current and meeting the needs of the students in the workplace. Staff development activities in Year 1 are the first steps in improving service to students. Once 100% of the HOD staff is oriented, to the lab equipment, then the next step would be a full integration of equipment into the curriculum. In year three the expansion of the lab with new equipment will continue to enhance program currency.	Technology
Improve communication with students by revising the Transfer Center Portal page and webpage to address the needs of the intended audiences.	Technology
Web 2.0/Enterprise tools will enhance teaching and learning by integrating collaborative social and rich media tools. Enterprise 2.0 tools will help document and streamline college process and enhance employee performance. Finally, lecture capture will extend learning outside the classroom.	Technology
Upgrading the TV studio makes it available to departments (such as, GDES, ART, etc.) to utilize the facilities in project based and problem based learning activities. It also makes the facility more "scalable" and usable to the entire college	Technology

Justification	Category
Students in core transfer courses, especially organic chemistry, should receive basic training in the most commonly used laboratory instrumentation in the research laboratory in order to be well prepared for their upper division coursework. We are revising the major's courses to integrate new lab activities, which will require new technology.	Technology / Learning Materials
On line assessments and incorporation of technology based learning tools will increase access of course content to students and will afford presentation consistent with the learning styles and technologies with which today's students are familiar/comfortable.	Techonology
California State and University systems are impacted and for many community college students opportunities are declining. Private universities may provide students with quality education and a timely completion plan for transfer programs. Transfer agreements will be made with the University of San Francisco and Palo Alto University in the 2012 to 2013 academic year.	Transfer Agreements
We hope to increase our enrollment while better preparing our students to transfer by adding to existing articulation agreements.	Transfter Agreements