

Santa Ana College Comprehensive Educational Plan Activities

Committee: Planning & Budget Committee Goals Workgroup

Goal 1: Ensure equitable access to innovative educational programs and comprehensive support services fostering student success in achieving workforce readiness, successful transfer opportunities, and personal developmental goals.

Objectives	Activities to support this objective
1.1 Eliminate barriers to educational opportunities.	<p>Enhance Communication and Outreach</p> <ul style="list-style-type: none"> • Support coordinated marketing and communication efforts to ensure that information about programs, services, and opportunities reaches both internal and external stakeholders. <p>Strengthen Onboarding and Professional Development</p> <ul style="list-style-type: none"> • Provide training for adjunct faculty—during onboarding or Flex Week—highlighting college programs, services, and resources available to support student success. <p>Improve Campus-Wide Communication Systems</p> <ul style="list-style-type: none"> • Develop a centrally managed, college-wide process for distributing updates related to new or significantly revised programs, services, and activities that enhance educational access for students.
1.2 Diversify learning opportunities to meet the needs of students.	<p>Expand Access to Multiple Learning Environments</p> <ul style="list-style-type: none"> • Provide student support services via classrooms, labs, face-to-face sessions, and online platforms. <p>Align Resources with Student Needs</p> <ul style="list-style-type: none"> • Collaborate with the Institutional Effectiveness Committee to assess available resources and identify opportunities to diversify educational experiences. <p>Improve Access to College Information</p> <ul style="list-style-type: none"> • Plan for enhanced online and on campus infrastructure to ensure students can access college information, programs, and services efficiently.
1.3 Promote and expand student support services to address holistic needs of students, particularly from marginalized and/or underrepresented groups.	<p>Evaluate Effectiveness of Student Support Services</p> <ul style="list-style-type: none"> • Conduct surveys to assess what works regarding current student support services. • Implement an online suggestion box for students and employees to provide input. <p>Use Data to Guide Funding & Program Expansion</p> <ul style="list-style-type: none"> • Collaborate with the SAC Research Department, Institutional Effectiveness Committee, and other relevant groups to obtain quantitative and qualitative data on student support services. • Use the data to identify services that merit continued or expanded funding. <p>Engage Student Leadership in Support Service Planning</p> <ul style="list-style-type: none"> • Involve the Associated Student Government (ASG) in providing input and feedback on student support services.
1.4 Increase skill development, credential attainment, transfer rates and living wage.	<p>Utilize Data to Strengthen Student Success Outcomes</p> <ul style="list-style-type: none"> • Ensure sufficient funding is available to support research-based initiatives and recommendations adopted by the college. • Review and utilize peer-reviewed, evidence-based research articles to identify proven methods and practices that achieve desired results. <p>Enhance Career Readiness & Employability Skills</p> <ul style="list-style-type: none"> • Offer resume writing and interview preparation workshops for students. • Invite guest speakers from various industries to provide real-world perspectives on working in their fields. <p>Remove Barriers to Employment Opportunities</p> <ul style="list-style-type: none"> • Establish a clothing bank for qualifying students, in collaboration with Student Services, to provide appropriate attire for interviews and workplace settings.

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Goal 2: Expand partnerships to optimize educational options and opportunities through innovative services and equitable practices.

Objectives	Activities to support this objective
<p>2.1 Identify current and develop potential partnerships to meet community needs.</p>	<p>Maintain Partnerships to Improve Educational & Career Opportunities</p> <ul style="list-style-type: none"> • Continue collaboration with SAUSD, Criminal Justice Academy (CJA), Fire Technology ISA, and dual enrollment partnerships to support student pathways. • Maintain data-sharing agreements with CSUF and other four-year universities to improve transfer alignment and program coordination. <p>Use Labor Market & Community Data for Program Development</p> <ul style="list-style-type: none"> • Review Labor Department job forecasts regularly to identify growth industries and ensure programs align with workforce demand. • Collaborate with the Orange County Center of Excellence to analyze labor trends and provide actionable insights that inform program planning and partnership opportunities.
<p>2.2 Provide diverse educational options to support student academic goals and success.</p>	<p>Use Data to Improve Educational Planning & Student Support</p> <ul style="list-style-type: none"> • Utilize predictive analytics to identify student needs and trends, ensuring that appropriate resources, programs, and support services are available to help students achieve their academic goals and success.
<p>2.3 Foster innovative, student informed services to facilitate academic achievement.</p>	<p>Support Development & Sustainability of Innovative Student Services</p> <ul style="list-style-type: none"> • Advocate for financial support to fund research-based and student-informed initiatives that promote academic achievement and enhance student experience. • Encourage collaboration across departments to pilot and assess new approaches that respond to evolving student needs.
<p>2.4 Assess and improve current DEIA practices to foster a community of trust and belonging.</p>	<p>Continuous Evaluation to Strengthen DEIA Practices</p> <ul style="list-style-type: none"> • Support the implementation of evidence-based best practices that enhance Diversity, Equity, Inclusion & Accessibility (DEIA) awareness, training, and outcomes across all departments. • Engage students and employees in providing feedback on DEIA initiatives to ensure they reflect the college’s values and promote a culture of belonging.

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Goal 3: Cultivate equitable campus culture to support student, faculty, and staff belonging and success.

Objectives	Activities to support this objective
3.1 Leverage cutting-edge technology to remove barriers and improve the employee and student experience.	<p>Improve Access to Institutional Data Through Technology</p> <ul style="list-style-type: none"> • Develop and implement a financial dashboard that allows users to visually understand financial reporting with an emphasis on accessibility, clarity, and ease of use. • Provide training sessions to ensure employees are equipped to effectively navigate and utilize the financial dashboard for informed decision-making.
3.2 Utilize accurate and reliable disaggregated information to make informed decisions.	<p>Increase Access of Institutional Information for Better Decision-Making</p> <ul style="list-style-type: none"> • Distribute college-wide emails containing links to meeting agendas and minutes to ensure that all stakeholders have access to relevant information and updates. • Ensure that the office of Campus Budget and Accounting utilizes district-provided disaggregated data to inform resource allocation and strategic planning at the college level.
3.3 Collaborate and leverage professional development opportunities across partnerships.	<p>Strengthen Collaboration Through Shared Learning Across Departments</p> <ul style="list-style-type: none"> • Facilitate interdisciplinary workshops and training sessions that promote communication, collaboration, and shared learning across departments. • Encourage knowledge-sharing by organizing mentorship programs, networking events, and peer-to-peer learning opportunities that support continuous growth and innovation. <p>Increase Access to Professional Development Using Funding & Partnerships</p> <ul style="list-style-type: none"> • Seek grant funding and external resources to support professional development initiatives aligned with college and partnership goals. • Provide stipends or incentives to encourage faculty and classified professionals to engage in collaborative training and partnership programs. • Leverage partnerships with educational and community organizations to sustain funding and broaden access to development opportunities.
3.4 Ensure participatory governance practices are understood, followed, utilized, and evaluated regularly.	<p>Strengthen Awareness & Understanding of Participatory Governance</p> <ul style="list-style-type: none"> • Develop and distribute a comprehensive guide outlining governance structures, committee roles, and responsibilities. • Provide ongoing workshops and training sessions for faculty, classified professionals, and students on governance policies and procedures. • Create a centralized online resource hub containing governance documents, meeting minutes, and decision-making processes. • Offer training on Robert’s Rules of Order to promote consistency and efficiency in committee operations. <p>Promote Active Participation & Inclusive Engagement</p> <ul style="list-style-type: none"> • Ensure broad representation from all stakeholder groups across governance committees. • Host open forums and town hall meetings to facilitate dialogue and transparency in decision-making. • Establish mentorship opportunities to support and orient new committee members. • Provide a clear process for public comment submission through designated committee representatives (e.g., ASG, Academic Senate, Classified Professionals).

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Goal 4: Strengthen supportive infrastructure that facilitates equity, a sense of belonging, and trust among faculty, staff, and students.

Objectives	Activities to support this objective
<p>4.1 Improve physical and virtual infrastructure and enhance technology resources to create conducive learning environments and promote sustainability in support of the overall education experience and academic success of students.</p>	<p>Maximize Educational Return on Investment While Promoting Sustainability</p> <ul style="list-style-type: none"> • The Planning and Budget (P&B) Committee will help constituents evaluate and balance the cost and sustainability of initiatives relative to their outcomes. • Prioritize investments that support long-term student success and operational efficiency. <p>Anticipate & Adapt to Evolving Career & Academic Needs</p> <ul style="list-style-type: none"> • Plan and allocate resources to align college programs and infrastructure with shifting career opportunities and workforce demands. • Collaborate across departments to ensure technology and facilities remain relevant and adaptable to future needs.
<p>4.2 Maximize funding and allocate resources to support equitable student achievement, sustainable growth, innovation, and competitive advantage.</p>	<p>Optimize Resources & Infrastructure to Support Student Success, Innovation & Equity</p> <ul style="list-style-type: none"> • Use processes such as Resource Allocation Requests (RARs), Program Reviews, Classified Professionals/Management Hiring and Faculty Hiring to ensure resources are directed toward initiatives that promote equitable student achievement. • Maximize both physical and virtual infrastructure improvements that enhance academic success while maintaining a balanced budget.
<p>4.3 Provide comprehensive professional development programs that empower faculty and staff with continuous learning opportunities, fostering expertise, innovation, equity, community, and a dynamic educational environment.</p>	<p>Professional Development for Faculty & Classified Professionals</p> <ul style="list-style-type: none"> • Support attendance at national and international conferences, as well as professional certifications that align with institutional goals. • Support faculty professional development to integrate cutting-edge teaching methods and emerging technologies. <p>Build Leadership & Career Growth Pathways for Faculty & Classified Professionals</p> <ul style="list-style-type: none"> • Create pathways for faculty and classified professionals to grow into leadership roles through mentorship, training, and skill-building sessions. • Invite Career Education to present industry scans to provide insights on labor market trends and inform the college's programming and strategic planning.