Mission Statement:

The Office of Planning and Development oversees the development, implementation, and monitoring of a comprehensive strategic plan to further student success. Planning and Development strives to enable student success through excellence in academic support programs, enhancing academic resources, and by continuously improving institutional effectiveness.

The Office of Planning and Development has administrative responsibility for the following:

- Accreditation
- Institutional Effectiveness
- Student Success and Support
- Counseling
- Library
- Strategic Planning
- Grants
- Marketing

Updated 09/18/2023

VPPD 1:
Student Equity Plan and Guided Pathways

To review the full nuventive plan for this initiative click here.

RCC's Student Equity Plan and Guided Pathways Plan include several focuses for 2023-2024. These include collecting qualitative student-focused feedback, increasing underrepresented students' participation in academic support, and increasing students' sense of belonging. It also includes clarifying the path through revised program maps and focusing on ensuring learning.

As part of RCC equity plan, the need to target access and success for key groups such as Black/African American, Hispanic, males of color, and others---is a primary goal of the district. RCC recognizes that success often requires the participation in academic support services such as tutoring. The department must encourage targeted participation for these groups by offering culturally-relevant professional development for the Peer Mentors/Instructors to that these staff are better equipped to support underrepresented populations.

Further, designated support must be offered where underrepresented students often reside. Key locations include Umoja, La Casa, and Guardian Scholars. These engagements centers will offer dedicated support by diverse Peer Mentors/Instructors to encourage participation. The college will actively pursue, develop, and sustain collaborative partnerships with educational institutions, civic organizations, and businesses to support opportunities for our populations of underrepresented students.

Currently, Academic Support is managed through various departments at RCC. In preparation for Academic Support to function within Guided Pathways and provide integrated academic support, there is a need for departments to continue to communicate and collaborate in an effort to guide the development, supervision, advocacy, and implementation of Academic Support resources. Specifically, Academic support resources across campus must unify in an effort to identify the best practice to function within the Guided Pathways model and use the system of engagement centers to act as a mechanism to provide inescapable supports.

In support of the inescapable support for students, the Library will be evaluating and designing student centered Library services that incorporate the needs of our diverse student population while providing assessable outcomes that can be used to further enhance the student experience that leads to a culture of success.

Furthermore, Counseling will work to increase Student Access - Increase On boarding Services and Programs evidenced by a decrease in drop rate of first-time college students each Fall Term by 2% as well as an increased offering of career exploration workshops and high school visits via zoom or in person. Data includes: 1. Only first-time college students; 2. Enrollment past census; 3. Drops are defined as grades of DR, W, EW, FW, and MW.

A focus on Culture of Care for students will be key to providing a sense of belonging and a feeling of being recognized and heard. As part of this work, the Guided Pathways team will work to refocus the college on onboarding, pathways and a committment to career focused support, and will include student feedback from the April 2023 Qualitative study on student engagement and academic suppot.

Resources Needed	Resource Category	Funding Source	Amount
Career Center Director	Administrative Position	General Fund	$239,319
Career Coach	Classified Position	General Fund	$143,629
Classified Professional Clerk (Career Center Support)	Classified Position	General Fund	$124,881
Application Cost for 500 students each year when applying for transfer	One time Budget Enhancement	General Fund	$40,000
		TOTAL	**$547,829**

Goal Mapping

1.0 Student Access	2.0 Student Success	3.0 Institutional Effectiveness	4.0 Resource Development and Allocation	5.0 Community Engagement
1.1, 1.2, 1.3, 1.4	2.1, 2.2, 2.3, 2.4, 2.5, 2.6, 2.8	3.2, 3.5	4.2	5.1, 5.3

Information Only - No Prioritization Needed:
Voice of the Student Qualitative Study for Guided Pathways, Engagement Centers, Academic Support, and Transfer Level Math

To review the full nuventive plan for this initiative click here.

Collect qualitative feedback on a variety of different topics. This will particularly include collecting information from students to inform communication strategies, marketing, enrollment management, and co-curricular program support.

The Office of Institutional Effectiveness will hire student workers to support this process. The initiative will be in partnership with RCC's Marketing Team and STEM en familia and be structured like an internship experience.
- Students will help design 1-2 qualitative research questions
- Students will (with help and support) collect qualitative feedback from the campus community. They will be given t shirts and tablets to collect this information (similar to the Disneyland model)
- Student will then work with the IE team to analyze the feedback and provide report outs via graphics

Initiative is funded by the Student Engagement and Innovation Grant from the Foundation for CA Community Colleges.

Goal Mapping

1.0 Student Access	2.0 Student Success	3.0 Institutional Effectiveness	4.0 Resource Development and Allocation	5.0 Community Engagement
		3.2, 3.4, 3.5, 3.6		

Information Only - No Prioritization Needed:
Office of Institutional Effectiveness - Data Literacy Series of Workshops

To review the full nuventive plan for this initiative click here.

Building on Data Coaching and Equity Minded Learning Institute, create a Data Literacy series to share with classified professionals, department chairs, managers, and other stakeholders. This series will provide a baseline of understanding of data definitions and use both RCC's Annual Strategic Planning Report Card as well as Equity and Climate survey reports to create discussion about what data means and how to use it to inform decisions.

ICreate a Data Literacy workshop series -- in partnership with Faculty Development and Classified Professional Development. Pilot series in June 2023 for full implementation in Fall 2023.

Goal Mapping

1.0 Student Access	2.0 Student Success	3.0 Institutional Effectiveness	4.0 Resource Development and Allocation	5.0 Community Engagement
		3.2, 3.4, 3.5, 3.6		