Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Bus/Tech	Academic Support Center	Needs assessment for supplemental support of instruction and tutoring services.	By identifying a direction for the Learning Center component, ASC will be able to focus on developing curriculum and purchasing lab software and materials that best support the basic skills students who will be served by the program. ASC will also be able to better serve the college by fulfilling a more defined and critical role in basic skills preparation leading to transfer and degrees/certificates.	Basic Skills	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies. Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.
Bus/Tech	Academic Support Center	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.	Completion of this goal would mean: -Students will access math basic skills software through the ASC, which we do not currently have. -Students will have access to basic skills software (Math, ESL, English, Reading, Study Skills) in person in the lab and online using quality software packages. -Students will improve digital literacy skills through activities in the lab and online.	Grants Technology Distance Learning Basic Skills	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Bus/Tech	Academic Support Center	Improve the ASC facilities by providing students with comfortable seating and updated technology and equipment at every workstation (72) and study space (88) in the center.	Student learning improves when students are comfortable in their learning atmosphere. This includes having enough comfortable/appropriate chairs to sit in, and having available updated technology and equipment.	Facilities and Safety Technology	Strategic Focus: Technology Goal 1: Optimize technology to provide effective support programs, services, and processes, with a focus on sustainability.
Bus/Tech	Academic Support Center	Develop comprehensive peer tutoring services for Mission College students.	Institutionalization of funds will allow students to have a more predictable tutoring schedule every semester. When students register for classes, they will be able to consider that tutoring will most likely be available for the classes they choose. Online tutoring will improve student access to tutoring for distance learning students. More STEM tutoring will increase retention in those courses.	Distance Learning Basic Skills	Strategic Focus: Curriculum and Program Improvement Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Bus/Tech	Accounting	Develop and offer additional online courses in QuickBooks, Peachtree, other accounting software, Payroll Accounting, and more advanced courses. Add online multimedia content to orientations and review sessions. Evaluate accounting software to include in the curriculum. Evaluate success of courses.	Advisory Committee input, as well as our department?s experience, is that there is student demand for online course offerings. Foothill College offers many advanced courses online. Online courses in QuickBooks and Peachtree and Financial Planning using Excel were developed and approved in 2008-2009. QuickBooks Online has been offered since Spring 2010 with excellent enrollment. Success of the courses will be measured based on student enrollment and retention.	Technology Curriculum Distance Learning	
Bus/Tech	Accounting	Develop and offer a hybrid (part online, part face-to-face) section of Acctg 1A. Evaluate success of 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.	Distance Learning	

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Bus/Tech	Accounting	Develop and offer a Supplemental Instruction Lab course to replace HbA. Need FTEF to actually offer this course.	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.		Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.
App Sci	Allied Health	Comprehensive Student: Promote academic success and create dynamic, innovative student services program that address the richness of Mission College's student population and community.	Addressing the core competencies required by the skilled nursing facilities and clinical agencies that employ our Nurse Assistant graduates, we will update our curriculum to meet these needs, improving student success by better preparing the Nursing Assistant for employment. This new curriculum will incorporate changes that will address our community needs and will enhance the Nursing Assistant success and this is the first step of their health career.	Grants Curriculum Learning Outcomes	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Liberal	Anthropology	Develop and introduce a new online course in the 2012 to 2013 academic year	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.		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
Liberal	Anthropology	Establish degree based onS B 1415 General Education Transfer Model	Appropriately CAN numbering of all courses to model after new state regulation will ensure students proper transfer in Anthropology.		Strategic Focus: Curriculum and Program Improvement Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.
Liberal	Art	Increase supply budget for the 2D and 3D classes	This will improve our resources for students in the classroom and help create a better learning environment for faculty and students. Instructors currently have to pay out of pocket for demonstration materials and classroom upkeep such as paper coverings for the student work areas.	Facilities and Safety Grants Professional Development Student Equity Curriculum Basic Skills	Strategic Focus: Curriculum and Program Improvement
Liberal	Art	Design a 3 unit lecture/lab course to supplement existing furniture design which will incorporate CAD with Furniture/woodworking.			
Liberal	Art	Acquire permanent funding to pay for art models for LIfe Drawing classes	This will help us continue to offer Life Drawing, which is a core class for our AA-T degree and AA degree.	Grants Curriculum	

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Liberal	Art	Inventory all equipment in the 2D and 3D labs in preparation for moving to the new building. Non-used items may need to be disposed, broken items fixed or put the list for Group 2 items. This will be a huge undertaking as there are hundreds of tools and supply items in the 3-D art lab alone, not counting the 2-D.	This is a needed task that will help our facilities to become organized and functional for faculty and students.	Facilities and Safety Grants	Strategic Focus: Curriculum and Program Improvement
Liberal	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.	This will help students who want to transfer into a degree program such as Design or Furniture Design at a four year college.	Professional Development Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Strategic Focus: Economic Development and Sustainability Goal 2: Establish Mission College as a community leader and partner for workforce and economic development in the region.
Liberal	Art	Add a Macbook laptop computer to the portable projector/cart currently used by art instructors in labs that are not media-ready			Strategic Focus: Technology Goal 1: Optimize technology to provide effective support programs, services, and processes, with a focus on sustainability.

Goal Analysis Report

Div.	Program / Department	Goal	Justification	Committees	College Goal
Liberal	Art	Increase our Art Studio Lab Technician position from 10 month to 12 months	The extra two months of work for our lab technician position will help our studio become more functional for students year round. A more organized classroom space with working machines, tools, and supplies will help students complete the work necessary for each class and reduce stress on the lab tech, students , and instructors teaching in the 3-D area. When we move to the new building in 2014, we will need the studio lab tech to help oversee the specifics of moving and installing equipment.	Facilities and Safety Grants Professional Development Mental Health & Wellness Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
Liberal	Art	Enable Mission College art students to gain valuable experience by creating an artist-inresidence 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.			Strategic Focus: Community Life, Outreach, and Marketing Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	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.	A newly designed and equipped facility will greatly enhance the learning environment and capabilities for students. State of the art equipment will allow us to keep pace with the changing educational needs in our field. This is especially true in the 3-D area, where new techniques for casting, sculpture, etc. may require new types of machines and the training necessary for operating them.	Facilities and Safety Grants Professional Development Marketing Advisory Curriculum	Strategic Focus: Curriculum and Program Improvement Strategic Focus: Economic Development and Sustainability
Liberal	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.	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.	Grants Marketing Advisory	Strategic Focus: Community Life, Outreach, and Marketing Goal 1: Increase the community?s understanding of the college, its value to the community, and its ability to meet the educational goals of students. Goal 2: Create a sense of community and collaboration at all levels across the college. Goal 3: Advance Mission College?s visibility and service to the community.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Liberal	Art	Increase funding for equipment maintenance and supplies for Sculpture, Metalsmithing, Metal Casting, Ceramics, Furniture and Three-Dimensional Design Classes. Fuels (propane, acetylene, oxygen,argon) for kilns and torches.) Saw blades, drill bits, grinder wheels, protective safety gear (such as welding goggles and face shields), sanding belts, replacement of worn and broken hand tools, repair of power tools ,etc.	Machines that are kept in good working order will aid in the safety and health of students and staff.	Facilities and Safety Grants Mental Health & Wellness Curriculum	Strategic Focus: Curriculum and Program Improvement
	Assessment Center	Goal: Replace existing placement tests with an adaptive testing model to improve accuracy in placement for students.	Progress will be shown through the cut scores and 100% usage of adaptive tests by end of academic year.		Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.
	Assessment Center	Provide computerized offsite testing to improve high school outreach, and ease the transition from high school to college.	Service is improved as we will be able to provide more students access to the full range of placement tests when we visit area high schools; currently not all tests are available due to time constraints. Students will also receive experiences identical to those on campus and will receive faster results.		Strategic Focus: K-12 and Higher Education Articulation and Partnerships Goal 1: Strengthen collaborative partnerships with the local K-12 institutions to align programs and facilitate student matriculation to Mission College.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
	Assessment Center	Pursue opportunities for testing outside of our geographic region for distance education students by working with other schools using the Compass placement test.	Currently, students are only able to access the placement test locally (either at the Mission College Assessment Center or through an outreach visit to a local high school or regional location). As such, distance education students are unable to access this service. By working with other colleges using Compass to adminster the tests, we would open up the service to additonal students who are distance education students.		Strategic Focus: Technology Goal 1: Optimize technology to provide effective support programs, services, and processes, with a focus on sustainability.
Sci/Math	Astronomy	To increase the frequency and quality of Public Observations at Mission College.	Public observing nights will improve the visibility of the Astronomy program at Mission College and will foster a sense of community in the college.	Technology Marketing Advisory	Strategic Focus: Community Life, Outreach, and Marketing Goal 1: Increase the community?s understanding of the college, its value to the community, and its ability to meet the educational goals of students. Goal 3: Advance Mission College?s visibility and service to the community.
Sci/Math	Astronomy	Develop a new Astronomy course that will emphasize the modern concepts and techniques used in Astronomy.	Provide our more advanced students with a more sophisticated and modern view of Astronomy.	Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
Sci/Math	Astronomy	To create 12 sets of equipment for all astronomy labs to reduce the student to equipment ratio to 3.	Students will improve their understanding of the lab material through more "hands on" experiences.		Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Sci/Math	Astronomy	Improve our ability to reach and inspire our students through the use of technology.	Student sucess rate will improve, espcially for students with little science background.	Technology Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: Technology Goal 2: Identify and foster partnerships with technology organizations to keep the college at the forefront of technological advances.
Sci/Math	Biological Sciences	Enhance instruction in laboratory courses by adapting labs to accommodate new modalities (e.g. laboratory simulation exercises).	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 viewing microscopic preparations, measuring biological variables, running simulations and analyzing data.	Grants Technology	Strategic Focus: Technology Goal 1: Optimize technology to provide effective support programs, services, and processes, with a focus on sustainability.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Sci/Math	Biological Sciences	Strengthen the major?s program to increase the number of biology transfer-oriented students by 10 percent per year.	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.		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines.
Sci/Math	Chemistry	Improve instructional technology in laboratory courses by integrating new laboratory activities.	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	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Sci/Math	Chemistry	Increase outreach activities to recruit more students interested in a transfer degree in Chemistry.	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.	Grants	Strategic Focus: K-12 and Higher Education Articulation and Partnerships Goal 1: Strengthen collaborative partnerships with the local K-12 institutions to align programs and facilitate student matriculation to Mission College.
Sci/Math	Chemistry	Increase retention by 5% in Chem 1A/1B.	More students will complete these important, foundational Chemistry courses, which will help them succeed in their Physical or Biological Sciences degrees.	Curriculum Learning Outcomes	Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.
Sci/Math	Chemistry	Expand Chemistry course offerings.	Demand for Chemistry courses is increasing. We would like to grow the department by adding more sections to our current course offerings.	Facilities and Safety	Strategic Focus: Curriculum and Program Improvement Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines.
Liberal	Child Development	Continue to develop articulation agreements with secondary schools. Complete the alignment project to aid in transfer programs with CSU?s that participate in the project.			Strategic Focus: K-12 and Higher Education Articulation and Partnerships Goal 2: Establish collaborative partnerships with local universities to align programs and provide students with a seamless transfer experience.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Liberal	Child Development	Prepare 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	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 permits will be earned by students.	Learning Outcomes Professional Development	Strategic Focus: Community Life, Outreach, and Marketing Goal 1: Increase the community?s understanding of the college, its value to the community, and its ability to meet the educational goals of students.
Liberal	Child Development	Create collaboration with Community Ed to provide non credit courses for the community using expertise of the Child Development Department.			Strategic Focus: Community Life, Outreach, and Marketing Goal 1: Increase the community?s understanding of the college, its value to the community, and its ability to meet the educational goals of students. Goal 3: Advance Mission College?s visibility and service to the community.
Liberal	Child Development	Meet the students? needs by providing a variety of courses accessible days and times as well as off campus and online. Encourage reading and writing assessments for success in courses	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.	Curriculum Distance Learning Basic Skills Learning Outcomes	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	Child Development Center	Goal Two: Implement training to increase the efficacy of the collaboration between the CHD department and the CDC lab.	Through the collaboration between the MC CDC and the MC CHD Department, there will be greater consistency between the content of the CHD courses and the CDC lab practices. By improving the skills of the CDC Lab Teachers to mentor students and provide direction during practicum activities, the student achievement in these courses will improve.	Professional Development	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: Leadership and Professional Development Goal 1: Provide opportunities for all employees to receive professional development and skill building. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	Child Development Center	Goal Three: Expand and Market a parent education program to support extended learning for parents in the Mission College and local communities and create an additional revenue stream for the MC CDC.	1) Offer a valuable resource with at least 4-6 different Parent Education courses to the local community, Mission College community and our Intel partners. 2) Create an additional revenue stream for the MC CDC and the college through revenues generated by the Parent Education program. Goal: Earn at least $1000 profit by the end of 2012-2013 through the pilot project. 3) Provide a professional growth opportunity for MC CDC teachers to teach community parent education courses in their area of expertise.	Professional Development Marketing Advisory Curriculum	Strategic Focus: Community Life, Outreach, and Marketing Goal 2: Create a sense of community and collaboration at all levels across the college. Goal 3: Advance Mission College?s visibility and service to the community. Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: Economic Development and Sustainability Goal 1: Provide market responsive education, training, and services that are developed in conjunction with business, industry, and community partners to address local workshops, economic and community needs. Strategic Focus: Leadership and Professional Development Goal 1: Provide opportunities for all employees to receive professional development and skill building. Goal 2: Promote leadership growth and participation in community and college activities for all college constituencies.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	Child Development Center	Goal Four: To complete the National Association for the Education of Young Children (NAEYC) Accreditation self-study process	To complete the self-study process and receive NAEYC Accreditation by the end of 2013-2014.	Professional Development	Strategic Focus: Community Life, Outreach, and Marketing Goal 3: Advance Mission College?s visibility and service to the community. Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: Economic Development and Sustainability Goal 1: Provide market responsive education, training, and services that are developed in conjunction with business, industry, and community partners to address local workshops, economic and community needs. Goal 2: Establish Mission College as a community leader and partner for workforce and economic development in the region. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	Child Development Center	Goal One: To locate funding for, secure a quote for, and construct security doors for the hallways in the infant and toddler building.	Doorways and security doors and hardware will be installed in the two hallway doorways in the infant and toddler building. Once completed the two buildings will have comparable security standards that will prevent potential liability and security breaches in the event of an attempted abduction or shooter on campus. This will improve the marketability of the program and enhance the relationship with our partners in the community who refer families to our program, such as Intel.	Facilities and Safety Grants	Strategic Focus: Community Life, Outreach, and Marketing Goal 3: Advance Mission College?s visibility and service to the community.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Lang	Communication Studies	Re-establish a speech communication lab	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. Another area that requires extra attention is that of improving the articulation skills of non-native English speakers. A number of students are smart enough to do the work, but not articulate enough to be understood clearly in oral communication.	Facilities and Safety Grants Technology Curriculum Learning Outcomes	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies. Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion. Strategic Focus: Technology Goal 1: Optimize technology to provide effective support programs, services, and processes, with a focus on sustainability.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Lang	Communication Studies	Provide more sections of Public Speaking by adding "hybrid" communication class sections	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.	Facilities and Safety Grants Technology Student Equity Curriculum Distance Learning Learning Outcomes	Strategic Focus: Community Life, Outreach, and Marketing Goal 1: Increase the community?s understanding of the college, its value to the community, and its ability to meet the educational goals of students. Goal 3: Advance Mission College?s visibility and service to the community. Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies. Strategic Focus: Technology Goal 1: Optimize technology to provide effective support programs, services, and processes, with a focus on sustainability.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Lang	Communication Studies	Increase student participation in forensics (debate & etc.) program and other COMM 19 activities.	COMM 19 is 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.	Marketing Advisory Curriculum Basic Skills	Strategic Focus: Community Life, Outreach, and Marketing Goal 1: Increase the community?s understanding of the college, its value to the community, and its ability to meet the educational goals of students. Goal 2: Create a sense of community and collaboration at all levels across the college. Goal 3: Advance Mission College?s visibility and service to the community. Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.
Bus/Tech	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.	We have a large number of ESL/beginner computer students who take our courses especially in the lab which can have 200 students enrolled. As we continue to learn new techniques in reaching ESL/ beginner computer students, we will be able to teach basic computer skills to these students and others who lack them.	Basic Skills	Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Bus/Tech	Computer Applications	CA instructors will obtain Google training certification so that Mission becomes a Certified Google Academy.	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.		Strategic Focus: Community Life, Outreach, and Marketing Goal 3: Advance Mission College?s visibility and service to the community.
Bus/Tech	Computer Applications	Upon consultation with the Dean of Business and Technology, we will investigate converting former Brown Bag and other mini training sessions into possible credit courses.	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 have offered these courses in the past. These types of courses could be part of CA?s course offerings and part of staff development.		Strategic Focus: Leadership and Professional Development Goal 1: Provide opportunities for all employees to receive professional development and skill building.
Bus/Tech	Computer Applications	Develop a transfer degree in A.S. Degree in Information Technology Management	There is an interest in this type of degree based on information from our advisory group and student survey feedback. This degree includes an emphasis in both business and information technology and would be an interdisciplinary degree.		Strategic Focus: K-12 and Higher Education Articulation and Partnerships Goal 2: Establish collaborative partnerships with local universities to align programs and provide students with a seamless transfer experience.
Bus/Tech	Computer Science & Info Tech	Research and develop courses in response to the needs of students and community.	Ensure that the department's curriculum responds to the 21st century needs of our students and community.		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Bus/Tech	Computer Science & Info Tech	Develop transfer degree according to the state transfer model curriculum.	Increase transfer success for students once the transfer degree is in place.		Strategic Focus: Curriculum and Program Improvement Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.
Bus/Tech	Computer Science & Info Tech	Continue consolidating the three programs CIT, CIS, and CNET courses into one department called CSIT (Computer Science and Information Technology).	1. Prepare competitive graduates in Computer Science and Information Technology to meet the needs of the current and future technology era. 2. Enhance the efficiency of the department 3. Creates clear path to student?s educational needs. 4. Meets the employers and community needs		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines.
Bus/Tech	Computer Science & Info Tech	Develop new courses in the area of mobile computing.	Mobile computer is a new technology that needs skilled programmers. We would like to meet that demand by offering new courses in Mobile programming.		
Liberal	Economics	Increase partnership with other social science departments	Increase pathways avaialbe to students to complete their educational plans through partnership with other departments		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	Economics	Develop Associates of Arts degree in Economics	Appropriately CAN numbering of all courses to model after new state regulation or local universities standards will ensure students proper transfer in Economics.		Strategic Focus: Curriculum and Program Improvement Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines.
Liberal	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.	It improves our service to students by giving them more options in taking and learning economics.		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.
Sci/Math	Engineering	Supply new lab equipment to enhance the student's engineering experience.	Students will learn with the latest equipment and technologies available.	Technology	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Sci/Math	Engineering	Increase Engineering student enrollment to above 150 in majors' courses by making the program more attractive to students.	Students can plan the courses they need to successfully transfer to an engineering program in a 4-year school.	Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.
Sci/Math	Engineering	Develop a standard WSCH/FTE goal that will allow Engineering to offer an occasional lower enrolled class.	Students can take courses that they need to transfer. Some of these courses are not taught in the community colleges in the area (see Attached File)		Strategic Focus: Curriculum and Program Improvement Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Goal Analysis Report

Div.	Program / Department	Goal	Justification	Committees	College Goal
Sci/Math	Engineering	Support the STEM disciplines by encouraging faculty and students to interact in a collegiate mode.	Students will receive the extra support and counseling to succeed in Engineering.		Strategic Focus: Curriculum and Program Improvement Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Lang	English	Take advantage of Basic Skills Initiative to share pedagogical practices with the rest of the college in terms of Writing Across the Curriculum.	Ideally, the material that the department presents to the other departments on campus will give those other departments food for thought regarding writing assignments and how to score them.	Professional Development Curriculum Basic Skills Learning Outcomes	Strategic Focus: Community Life, Outreach, and Marketing Goal 2: Create a sense of community and collaboration at all levels across the college. Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines. Strategic Focus: Leadership and Professional Development Goal 1: Provide opportunities for all employees to receive professional development and skill building. Goal 2: Promote leadership growth and participation in community and college activities for all college constituencies. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Lang	English	We would like to develop and offer a specialized 908 in a learning community, somewhat like our Puente course, that will focus on Asian American culture and Literature.	A learning community of this sort, focusing on Asian American culture and literature, will couch the Student Learning Outcomes in a context that will allow students to access the course content much more deeply and fluidly. These students will also benefit from being part of a cohort and being co-enrolled in a counseling course. The ultimate outcome of this course will be deeper learning, greater motivation, retention, success in other courses, and transfer.	Sustainability Student Equity Curriculum Basic Skills Learning Outcomes	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies. Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Lang	English	New AA-T Associate?s Degree in English	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.	Sustainability Marketing Advisory Curriculum Distance Learning Learning Outcomes	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies. Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Lang	English	Hire new faculty members, orient new faculty, and shepherd them through the tenure process.	--First and foremost, we will have instructors who have been woven into the culture of Mission College. --Secondly, we will be able to take on more and larger endeavors and challenges with the input and manpower of our new instructors. --We will be better able to evaluate our ballooning part-time force (The ratio is making this an arduous task, with one instructor evaluating as many as three part-time instructors per term.), which will result in better instruction for all of our students due to standardization of expectations, ensuring each student has the necessary SLO skills to succeed in his/her subsequent classes. --We will be able to take on Accelerated Basic Skills, which will help students move through the sequence of basic skills classes more quickly. After the 2012-2013 year, if Jonathan Brennan has been able to do the research and planning, he will present his findings and suggested action plan and train faculty to teach this course or these courses. Of course, at first, we will only have full-time instructors teaching these classes because of the need to assess them and fine-tune them before institutionalizing them. Essentially, whether the new faculty actually teach these courses	Professional Development Basic Skills Learning Outcomes	Strategic Focus: Leadership and Professional Development Goal 1: Provide opportunities for all employees to receive professional development and skill building. Goal 2: Promote leadership growth and participation in community and college activities for all college constituencies. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Lang	English	Implement COMPASS and validate cut scores.	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, failure in courses, and students languishing in Basic Skills English as a function of not being prepared for the courses in which they enrolled. Thus, we hope to properly place students in classes that will challenge them but not set them up for failure.	Basic Skills Learning Outcomes	Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies. Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.

Goal Analysis Report

Div.	Program / Department	Goal	Justification	Committees	College Goal
Lang	English	Find an alternative to Pearson's My Writing Lab.	Our relationship with Pearson has been nothing short of disastrous. Due to various glitches, our students have been unable to access the site, causing valuable hours of computer time to be squandered on attempting to access the site, etc. Then, when Pearson is contacted for help, they are unable to address the problem withing a timely manner. Essentially, the outcome is this: Once we move away from Pearson, we will alleviate student frustration and instructor time being wasted trying to address issues with Pearson rather than issues with student writing. We hope to find an option that is much easier to use, less expensive, and more edifying for students.	Sustainability Technology Curriculum Basic Skills Learning Outcomes	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies. Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Lang	English	Revise 908 Rubric	--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.	Curriculum Basic Skills Learning Outcomes	Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies. Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.

Goal Analysis Report

Div.	Program / Department	Goal	Justification	Committees	College Goal
Lang	English	Develop an Accelerated Basic Skills Course	--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 in their transfer-level courses, despite having spent less time in remediation.	Sustainability Curriculum Basic Skills Learning Outcomes	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies. Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Lang	English	Create a packet of rubrics encompassing a wide variety of rhetorical theories (Formalist; Expressionist; and so on) to share with our adjunct faculty.	This endeavor will have a few positive outcomes: --It will make adjunct instructors more aware of rhetorical theories and what we teach students to value in writing. --It will, presumably, open up different approaches to scoring writing, encouraging students to explore different rhetorical approaches. --It will unify the department in terms of how we determine scores on individual papers, making them more reliable and objective.	Curriculum Basic Skills Learning Outcomes	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies. Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.
Lang	English as Second Language	Write new course (ESL 980) for a level above our current highest level, ESL 970. Students have requested additional instruction with advanced level skills to further their academic goals.	More vocabulary instruction and further essay development with an ESL focus on grammar application will effectively prepare our ESL students for transfer-level English composition courses.	Curriculum Basic Skills	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.
Lang	English as Second Language	Conduct norming sessions with all faculty to standardize testing and grading.	By standardizing testing and grading, all faculty can be consistent with evaluation and grading standards.	Grants Professional Development Basic Skills	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Lang	English as Second Language	Write new courses for upper level ESL vocabulary and grammar/writing. Reconfigure our upper-level reading/writing and grammar courses to conform to CB-21 rubrics that state has developed and design them to better prepare students for ESL 980.	Students will learn grammar in context and apply the rules directly to their writing. They will have more opportunity to get feedback on grammatical structures in their in-class writing. Separate reading/vocabulary classes will be able to provide students with stronger emphasis on academic vocabulary needed in transfer-level courses.	Grants Curriculum Basic Skills	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
App Sci	Fire Technologies	Evaluate for consideration the consolidation/merger of the Administration of Justice Program and West Valley College and the Fire Protection Technology Program at Mission.	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	Professional Development Technology Marketing Advisory Curriculum	

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
App Sci	Fire Technologies	Expand existing curriculum for the consideration of offering ?on-line? instruction of Fire Protection Technology courses.	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.	Marketing Advisory Curriculum	Strategic Focus: Community Life, Outreach, and Marketing Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines.
Liberal	Foreign Languages				Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	Foreign Languages	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.)	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.	Professional Development Curriculum Learning Outcomes	Strategic Focus: Curriculum and Program Improvement Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.
Liberal	Geography	Re-establish Geography program	Begin offering Geography courses regulary to expand student opportunities		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.
Liberal	Geography	Increase partnerships with other social science programs	Expand pathways for students to complete courses and increase department efficiency		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.
Liberal	Global Studies	partner with grant initiatives to expand curricular opportunities for students	New curricular, certificate or degree opportunities for students		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Liberal	Global Studies	Review and respond to student data regarding achievement of AA degree and make programatic revisions.	The outcome will be the elimination of the AA in Global Studies	Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
Liberal	Global Studies	Increase partnerships with other social science departments	Increase pathways for student to complete course of study and to increase department efficiency	Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
App Sci	Graphic Design & Graphic Arts	Reach 3 new transfer agreements with 4 year institutions within 2 years.	We hope to increase our enrollment while better preparing our students to transfer by adding to existing articulation agreements.	Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Strategic Focus: K-12 and Higher Education Articulation and Partnerships Goal 2: Establish collaborative partnerships with local universities to align programs and provide students with a seamless transfer experience.
App Sci	Graphic Design & Graphic Arts	Increase marketing efforts to promote our programs and courses, especially with students attending for-profit institutions.	Increased visibility of our course offerings and programs will enable us better to compete with nearby private institutions offering similar training.	Grants Marketing Advisory	Strategic Focus: Community Life, Outreach, and Marketing Goal 1: Increase the community?s understanding of the college, its value to the community, and its ability to meet the educational goals of students. Goal 3: Advance Mission College?s visibility and service to the community.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
App Sci	Graphic Design & Graphic Arts	Obtain Final Approval from the state for new and revised programs in Video game design and video game development.	We hope to increase our enrollment while better preparing our students to transfer by adding to existing articulation agreements.	Marketing Advisory Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Strategic Focus: Economic Development and Sustainability Goal 1: Provide market responsive education, training, and services that are developed in conjunction with business, industry, and community partners to address local workshops, economic and community needs. Goal 2: Establish Mission College as a community leader and partner for workforce and economic development in the region.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
App Sci	Graphic Design & Graphic Arts	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.	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.	Technology Marketing Advisory Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: Economic Development and Sustainability Goal 1: Provide market responsive education, training, and services that are developed in conjunction with business, industry, and community partners to address local workshops, economic and community needs. Goal 2: Establish Mission College as a community leader and partner for workforce and economic development in the region.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
App Sci	Graphic Design & Graphic Arts	Standardized methods of coordinating internships for our students.	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.	Marketing Advisory	Strategic Focus: Community Life, Outreach, and Marketing Goal 3: Advance Mission College?s visibility and service to the community. Strategic Focus: Economic Development and Sustainability Goal 2: Establish Mission College as a community leader and partner for workforce and economic development in the region. Goal 3: Develop and implement a systematic and coordinated process for soliciting, evaluating, and responding to workforce and economic development opportunities. Strategic Focus: Technology Goal 2: Identify and foster partnerships with technology organizations to keep the college at the forefront of technological advances.
App Sci	Graphic Design & Graphic Arts	Complete integration of Graphic Design and Multimedia and Graphic Arts Department.	A fully combined area will simplify departmental planning as well as provide one distinct destination for students interested in our programs.		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
App Sci	Graphic Design & Graphic Arts	Facilitate the creation of effective teaching environments and facilities for our students with the construction of the Main Building Replacement project.	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.		Strategic Focus: Community Life, Outreach, and Marketing Goal 1: Increase the community?s understanding of the college, its value to the community, and its ability to meet the educational goals of students. Goal 3: Advance Mission College?s visibility and service to the community. Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
App Sci	Health Education	Develop one new certificate program to focus on health education with intent to transfer to CSU for Bachelor's degree in Health Education	A new Health Education certificate program will attract new and existing students, allowing them to achieve a certificate that may or may not be stackable with other certificates offered at Mission College and allow student to transfer to CSU system.	Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.
App Sci	Health Education	Develop one new contract education offering with an emphasis on health science	A new contract education offering will expand and update the course offerings in health education.	Grants Mental Health & Wellness Curriculum	Strategic Focus: Economic Development and Sustainability Goal 1: Provide market responsive education, training, and services that are developed in conjunction with business, industry, and community partners to address local workshops, economic and community needs.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	History/Geography	Adjust and modify current course offerings, archive or inactivate some dead courses, and create some new courses. Focus on transferability and student interest.	Adjusting course content and adding/deleting 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. There is a rise in the interest of global historical perspectives and a shift toward looking at history from the world view. The department?s plan is to create two world history courses that are transferable and offer a more comprehensive and world perspective on history.	Grants Professional Development Technology Curriculum Distance Learning	Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.
App Sci	Hospitality Management	Establish mechanism to allow for sponsorship (or partial) for select students to participate in industry sponsored conferences and trade shows. Professional development for HM instructors.	Increased exposure to diverse aspects of hospitality industry. Students awareness of vastness of industry will support career development and expose students first hand to varied and diverse career options.	Grants Professional Development Student Equity Learning Outcomes	Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
App Sci	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.	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. Students will benefit significantly from reliable and diverse real life operational activities.	Facilities and Safety Grants Technology Marketing Advisory Curriculum Learning Outcomes	Strategic Focus: Community Life, Outreach, and Marketing Goal 1: Increase the community?s understanding of the college, its value to the community, and its ability to meet the educational goals of students. Goal 2: Create a sense of community and collaboration at all levels across the college. Goal 3: Advance Mission College?s visibility and service to the community.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
App Sci	Hospitality Management	Plan and complete reconstruction/expansion project	Renovated and expanded facility is set and equipped to provide state of the art training with unlimited potential to provide diverse and dynamic experienced based learning opportunities.	Facilities and Safety Grants Learning Outcomes	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
App Sci	Hospitality Management	To effectively manage and supervise the unique tasks required to maintain efficient and cost effective operations within the department.	Student will be able to supplement, augment and diversify their operational experienced based learning opportunities; take advantage of cutting edge technology and learn current food service management costing systems; have their training be supported by a fully equipped, fully functional state of the art training facility; and realize the economies of, and participate in, the functions of cost effective procurement processes.	Grants Professional Development Technology Marketing Advisory Curriculum Distance Learning Learning Outcomes	Strategic Focus: Economic Development and Sustainability Goal 1: Provide market responsive education, training, and services that are developed in conjunction with business, industry, and community partners to address local workshops, economic and community needs. Goal 2: Establish Mission College as a community leader and partner for workforce and economic development in the region. Goal 3: Develop and implement a systematic and coordinated process for soliciting, evaluating, and responding to workforce and economic development opportunities.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	Humanities	Create a new course: The Mexican-American Experience - This course will provide an overview of the humanities through the culture and life experiences of Mexican-Americans.	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 multicultural community. The course will serve students by satisfying Gen. Ed. requirements and by being Transferable.	Curriculum Learning Outcomes	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
Liberal	Humanities	Create new course: The Asian-American Experience. This course will provide an overview of the humanities through the culture and life experiences of Asian-Americans.	Mission College has a very large cohort of Asian students (our largest ethnic 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 multicultural community. The course will serve students by satisfying Gen. Ed. requirements, and the course will be transferable.	Curriculum Learning Outcomes	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
	ITS Dlearning & Instr Design	By the end of four years increase success of distance learning students by approximately 8% going from 52.35% to 60%	This goal will need to continue. Obviously, if more students are successful taking distance learning courses, they will be more likely to transfer and meet their educational goals.	Professional Development Technology Curriculum Distance Learning	Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Div.	Program / Department	Goal	Justification	Committees	College Goal
	ITS Dlearning & Instr Design	Provide ongoing training in course redesign, multimedia development, effective instructional practices, and emerging technologies for education.	Through the continued training and working with faculty, student learning should improve. This will improve retention and success of online learners.	Professional Development Technology Curriculum Distance Learning	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
	ITS Dlearning & Instr Design	Expand use of web to deliver course instruction in a synchronous manner for distance learning courses, tutoring, and other relevant groups and classes.	This should keep students more engaged in the learning as they have real-time contact with the instructor even if they are unable to come to campus.	Professional Development Technology Curriculum Distance Learning	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
	ITS Tech Labs	Identify and decide what the role and services of Technology Center would be.	After several meeting with the college participatory governance groups, a clear service will be identified for this Center.	Technology Basic Skills	
	ITS Tech Labs	IT&S is waiting for Chancellor's centralization plan. If centralized, the responsibilities and services in this area would be transfered to IS Department.	Implementation of Chancellor's plan.	Technology	Strategic Focus: Technology Goal 1: Optimize technology to provide effective support programs, services, and processes, with a focus on sustainability.
	ITS Wed Media Services	Initiate virtualization project to streamline the media server services. Server virtualization helps us reduce capital expenses through server consolidation and improve operating expenses through automation, while minimizing lost revenue by reducing both planned and unplanned downtime.	Streamlining instructional server services and providing the faculty and staff with 24/7 instructional services such as streaming services and/or storage services.	Distance Learning Technology	Strategic Focus: Technology Goal 1: Optimize technology to provide effective support programs, services, and processes, with a focus on sustainability. Goal 2: Identify and foster partnerships with technology organizations to keep the college at the forefront of technological advances.

Div.	Program / Department	Goal	Justification	Committees	College Goal
	ITS Wed Media Services	Expanding the lecture capturing system usage by implementing the system in two lecture halls and 8 classrooms of the new building.	2 lecture halls and 8 classrooms in the new building will have lecture capturing systems. Faculty will be trained to use these systems.	Professional Development Technology	
App Sci	Kinesiology	To complete the transfer of curriculum from WHP to Kinesiology.	The revisions and new courses will benefit students by updating information to ensure that our students are learning the latest theories and methodologies in Kinesiology.	Sustainability Facilities and Safety Grants Professional Development Technology Staff/Faculty Diversity Marketing Advisory Student Equity Mental Health & Wellness Curriculum Distance Learning Learning Outcomes	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.
App Sci	Kinesiology	Provide a safe and clean environment for students participating in Kinesiology courses.	The new state of the art building(s) will enhance the college's reputation and marketability within the community. Improved climate control will improve the learning environment for our students.	Facilities and Safety Grants Marketing Advisory Mental Health & Wellness	Strategic Focus: Community Life, Outreach, and Marketing Goal 3: Advance Mission College?s visibility and service to the community.

Goal Analysis Report

Div.	Program / Department	Goal	Justification	Committees	College Goal
App Sci	LVN to RN	Promote academic success & create dynamic, innovative student service programs that address the richness of Mission College?s population & community.	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.		Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies. Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
App Sci	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	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 Mental Health & Wellness	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: Technology Goal 1: Optimize technology to provide effective support programs, services, and processes, with a focus on sustainability.
App Sci	LVN to RN	Evaluate the Registered Nursing (LVN-RN) Program curriculum in terms of alignment of the health occupations programs to ensure a career pathway in nursing from nursing assistant to RN	The Health Occupation department programs for nursing will be aligned in a manner to ensure a career pathway model for nursing with multiple entry and exit points for different degrees and certificates for healthcare jobs (CNA, LVN, RN, etc.)		

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Lang	Library	In the next three years, increase the library?s materials for Mission College vocational programs to support the college?s expansion of cutting-edge career technology programs such as Fire Technology, Psych Tech, Retail Floristry, Nursing, Adaptive PE, Hospitality Management, Computer Applications, Personal Caregiving, and Child Development.	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.	Grants	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines.
Lang	Library	To improve library service and optimize technology in response to the 21st century needs of students and faculty based on innovations and trends in library service and user feedback (survey results).	This goal is directly intended to improve the Library?s service to students as it responds directly to student and faculty feedback.	Technology	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: Technology Goal 1: Optimize technology to provide effective support programs, services, and processes, with a focus on sustainability.
Lang	Library	Increase Library online resources for students to support the college?s virtual instruction plan by creating Library guides, online 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.	This goal directly supports the college?s Distance Learning program. It also addresses an accreditation standard relating to Library service for distance learning students.	Technology Distance Learning Basic Skills	Strategic Focus: Curriculum and Program Improvement

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Lang	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.			Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines.
Sci/Math	Mathematics	Work with Engineering and other STEM programs to develop a new MATH course, Introduction to MatLab	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.	Technology	Strategic Focus: Technology Goal 1: Optimize technology to provide effective support programs, services, and processes, with a focus on sustainability.
Sci/Math	Mathematics	This is a revised goal. Based on the discussions following our course SLOs assessments we realized that they need to be restructured. We want to investigate the possibility of having differently structured assessments based on the following criteria: - Course type (basic skills, transfer, etc...) - Course level (calculus based vs. algebra based)	The new assessments will provide us with more useful feedback regarding our courses.		

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Sci/Math	Mathematics	Switch mathematics placement test from MDTP to Compass.	? Matriculating students will be more accurately placed into mathematics courses. ? There will be an increase in efficiency for students taking a placement tests and in staff administering placement tests.		Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.
Sci/Math	Mathematics	Revise basic skills curriculum.	Increase student success in Math 900, 902 and 903. Student success will be measured by class success rate, retention rate and persistence.		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
Sci/Math	Mathematics	Develop an accelerated basic skills curriculum and/or modes of delivery.	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.		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
Liberal	Music	Complete and administer new department SLO assessment tools.	SLO assessment will provide critical feedback from our students. Our department seeks to fulfill the specific needs of students in our area and to provide instruction that prepares students for advanced study in music, the completion of music degrees and certificates and employment in music related fields.	Curriculum	Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.
Liberal	Music	Revise and update all Music Dept. course outlines	NA	Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Liberal	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.	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).	Grants Technology Marketing Advisory Curriculum	Strategic Focus: Technology Goal 1: Optimize technology to provide effective support programs, services, and processes, with a focus on sustainability. Goal 2: Identify and foster partnerships with technology organizations to keep the college at the forefront of technological advances.
Liberal	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.	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.	Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	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.	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.	Professional Development Marketing Advisory	Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: Economic Development and Sustainability Goal 1: Provide market responsive education, training, and services that are developed in conjunction with business, industry, and community partners to address local workshops, economic and community needs.
Liberal	Music	Continue to increase music department advertising and community outreach	This goal connects the music department with the community and promotes participation by students, faculty, staff and our local residents.	Marketing Advisory	Strategic Focus: Community Life, Outreach, and Marketing Goal 1: Increase the community?s understanding of the college, its value to the community, and its ability to meet the educational goals of students. Goal 3: Advance Mission College?s visibility and service to the community.
Sci/Math	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.	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.	Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.

Goal Analysis Report

Div.	Program / Department	Goal	Justification	Committees	College Goal
Sci/Math	Nutritional Science	Develop a tool that will help students decide readiness to take NS 15 on-line or in a face to face format.	While retention and success rates have not significantly changed for NS 15 face to face courses are stable, distance education retention and success rates have declined. We will be creating an on-line "pre-test" for students to take at the start of the course to see if they are prepared to take the course. We hope to gear this toward the on-line students, but face to face students might also benefit from this tool. Although the course does not have or need a pre-requisite, readiness for the course is important. Some students do not do well taking science courses in an on-line format. Other students do not realize the amount of scientific vocabulary used in the course. We hope to identify students readiness before the census date in a way besides one quiz or assignment.	Learning Outcomes	Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Sci/Math	Nutritional Science	Partner with the Deaprtment of Education and Hospitality Management Program to offer a class or set of classes for K-12 school food service workers.	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 set 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.	Curriculum	Strategic Focus: K-12 and Higher Education Articulation and Partnerships Goal 1: Strengthen collaborative partnerships with the local K-12 institutions to align programs and facilitate student matriculation to Mission College.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	Philosophy	Expand program offerings by 1 course (PHIL 3) and convert face-to-face to online format.	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	Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	Philosophy	We are moving Social and Political Philosophy to active status.	This course will be cross-listed with Poli Sci, and it will be part of that Department's transfer degree.	Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.
Liberal	Philosophy	Implement online version of PHIL 2 (Logic).	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 will strengthen transfer course opportunities for students.		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.
Sci/Math	Physics	To create 12 sets of equipment for all physics labs to reduce the student to equipment ratio to 3.	Student success will improve because each student will have more opportunity to learn from the equipment.	Technology	Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Sci/Math	Physics	To increase enrollment in Physics.	More options for the students in managing their scheduling of courses.		Strategic Focus: Curriculum and Program Improvement Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.
Sci/Math	Physics	To upgrade and improve lab equipment and technology including both hardware and software.	These new computers will allow us to expand the modes of delivery of the curriculum and better data acquisition in the lab.	Technology	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	Political Science	To shape a program that meets our community need for excellent transfer programs by developing a transfer degree in Political Science.	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.		Strategic Focus: Curriculum and Program Improvement Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines.
Liberal	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.	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.		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
App Sci	Psychiatric Technician	Develop 2 new clinical sites that reflect the changing job placement outlook for Licensed Psychiatric Technicians	The de-institutionalization 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.		Strategic Focus: Economic Development and Sustainability Goal 1: Provide market responsive education, training, and services that are developed in conjunction with business, industry, and community partners to address local workshops, economic and community needs. Goal 2: Establish Mission College as a community leader and partner for workforce and economic development in the region. Goal 3: Develop and implement a systematic and coordinated process for soliciting, evaluating, and responding to workforce and economic development opportunities.
App Sci	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	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.		

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
App Sci	Psychiatric Technician	Revision of current curriculum to align the psychiatric Technician program with the core Health Occupations programs utilizing a career ladder design	Alignment of the Psychiatric Technician program with the core Health Occupations programs utilizing a career ladder design will give students opportunities for degree attainment or transfer to a four year institution.	Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Goal 3: Increase the number of students who earn awards and transfer within Science, Technology, Engineering and Mathematics (STEM) disciplines.
App Sci	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	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.	Professional Development Technology Distance Learning Learning Outcomes	Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.
App Sci	Psychiatric Technician	To develop a orientation program for faculty in the psychiatric technician program.	A trained and steady workforce will provide for program stability and help maintain steady pass rates. Trained faculty will provide a consistent curriculum delivery that aligns with the evolving psychiatric technician curriculum and employment market.	Professional Development Staff/Faculty Diversity	Strategic Focus: Leadership and Professional Development Goal 1: Provide opportunities for all employees to receive professional development and skill building.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
App Sci	Psychiatric Technician	Reinforce and develop relationships with the California Department of Mental Health (DMH), California Correctional Health Care Services (CCHCS), California Department of Correction and Rehabilitation (CDCR), California Department of Developmental Services (DDS) and the California Department of State Hospitals (CDSH) in order to ensure that the Mission College can increase the number of graduates that are prepared to meet the growing need for psychiatric technicians at mental health facilities across the state including the Bay Area and the Central Valley.	By focusing curricular changes on the skills needed by graduates to successfully complete the program and gain and maintain employment in psychiatric technology will establish Mission College as an industry leader.	Learning Outcomes Technology	Strategic Focus: Economic Development and Sustainability Goal 2: Establish Mission College as a community leader and partner for workforce and economic development in the region.
Liberal	Psychology	Build partnerships with local private universities and colleges leading to one new transfer agreement.	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.		Strategic Focus: K-12 and Higher Education Articulation and Partnerships Goal 2: Establish collaborative partnerships with local universities to align programs and provide students with a seamless transfer experience.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	Psychology	Develop honors program	An honors program is Psychology intends to focus on encouraging students to explore advanced topics in psychology, provide opportunities in research and student faculty mentorship.	Grants Student Equity	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: K-12 and Higher Education Articulation and Partnerships Goal 1: Strengthen collaborative partnerships with the local K-12 institutions to align programs and facilitate student matriculation to Mission College. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.
Liberal	Psychology	Develop and introduce a new course in the 2012 to 2013 academic year		Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Lang	Reading	Working with Santa Clara City Library on their grant to use graphic novels in promoting reading and improving adult literacy.	The Department should see increased student success and retention in the Reading basic skills courses. 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 student population. Graphic novels are being used in developmental Reading classes to help foster students ability to master reading strategies.	Basic Skills	Strategic Focus: Community Life, Outreach, and Marketing Goal 1: Increase the community?s understanding of the college, its value to the community, and its ability to meet the educational goals of students. Goal 3: Advance Mission College?s visibility and service to the community. Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.
Lang	Reading	Developing a new two-semester Reading course sequence to help developmental students move into college-level Reading courses sooner and help them transition into degree-applicable courses sooner. Details pending department decision on whether to proceed with this goal.	In offering the new the course sequence, we should see an increase in both student success and student retention within the department courses, not just with our developmental students, but also potentially with our college-level students. There may be other measurable outcomes, but that would depend on the finalized details regarding the course sequence.		Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Lang	Reading	Making Reading 53 a college-level transferable course that meets the CSU Critical Thinking Requirement.	We should see an increased course enrollment by the number of students who plan to transfer to a four-year college. Reading 53, as currently taught and based upon assessment of course SLOs, meets the requirements for the CSU Critical Thinking Requirement. This new status also helps the department match the status of other basic skills departments on campus (English and Math) which already have CSU-transferable courses that count towards graduation ? a status the Reading Department has now obtained. In doing so, the class is a GE-transferable course, which allows students to use the course for graduation from a four-year college.	Basic Skills	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community. Goal 2: Increase the number of opportunities for students to transfer to a four-year institution. Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 1: Facilitate student persistence, retention, and goal completion through effective student support and instructional strategies.
Bus/Tech	Real Estate	The Real Estate Program has been recommended to the ADC (Academic Directions Committee) for revitalization. The Program has not been meeting its efficiency goals for years. We expect that the program will be discontinued.	The program will be discontinued		

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
App Sci	Retail Floristry	By 2015 increase by 5% the number of Retail Floral certificates awarded (based on Spring 2012 certificates awarded).	Higher visibility in the community by visiting and conducting hands-on demonstrations at local high schools, and garden clubs. Higher success rate in students obtaining jobs within the Floral Industry.	Sustainability Grants Marketing Advisory Curriculum	Strategic Focus: Community Life, Outreach, and Marketing Goal 1: Increase the community?s understanding of the college, its value to the community, and its ability to meet the educational goals of students. Goal 2: Create a sense of community and collaboration at all levels across the college. Goal 3: Advance Mission College?s visibility and service to the community.
App Sci	Retail Floristry	Establish an active Mission College Floral Alumni Association by Spring 2014.	This association could do community outreach and one-to-one mentoring with currently enrolled students.		Strategic Focus: Community Life, Outreach, and Marketing Goal 3: Advance Mission College?s visibility and service to the community.

Goal Analysis Report					
Div.	**Program / Department**	**Goal**	**Justification**	**Committees**	**College Goal**
Liberal	Sociology	New Degree- Associate in Science in Administration of Justice for Transfer	Administration of Justice offers both undergraduate and graduate educational benefit. Upon completing the Associate in Science in Administration of Justice for Transfer, students will meet the basic educational requirement for employment in law enforcement, security or corrections. All of the required courses for this degree will transfer as lower division credit, give needed skills for transfer students in securing upper division course internships and increase employability. University graduates will be able to upgrade their skill set for professional development and or increase employability.	Marketing Advisory	Strategic Focus: Curriculum and Program Improvement Goal 2: Increase the number of opportunities for students to transfer to a four-year institution.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
Liberal	Sociology	Standardize online courses SOC 001, SOC 2 and SOC 45.	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.		Strategic Focus: Student Learning, Completion, and Institutional Accountability Goal 2: Implement ongoing institutional assessment and evaluation that supports student learning and completion.
Liberal	Sociology	Evaluate student demand and plan strategically to create new Global Studies AA degree; possible discontinue Certificate in Global Studies.			Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
App Sci	Vocational Nursing	Identify and connect with at least one additional community organization to provide clinical site for clinical instruction.	Contracts will be implemented in order for students to receive clinical instruction at either or both of these sites.		Strategic Focus: Community Life, Outreach, and Marketing Goal 1: Increase the community?s understanding of the college, its value to the community, and its ability to meet the educational goals of students. Goal 3: Advance Mission College?s visibility and service to the community.

Div.	Program / Department	Goal	Justification	Committees	College Goal
		Goal Analysis Report			
App Sci	Vocational Nursing	Enhance courses currently in the VN programs with increased use of online tools and technology.	Online 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.	Technology	Strategic Focus: Technology Goal 1: Optimize technology to provide effective support programs, services, and processes, with a focus on sustainability.
App Sci	Vocational Nursing	The Vocational Nursing program will integrate curriculum with nursing assistant, psychiatric technician and LVN-RN programs to meet the changing needs of our students, the college and our community partners.	Integrated curriculum will be implemented that will allow the student to obtain their nursing assistant certificate then seamlessly continue on to obtain their VN or PT certificates and/or Associate degrees.	Curriculum	Strategic Focus: Curriculum and Program Improvement Goal 1: Ensure that the college?s curriculum responds to the 21st century needs of our students and community.
App Sci	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.	This will lead to expanded student internships tied to specific degrees and certificates, will strengthen student realworld work experience and will strengthen industry-college ties.		Strategic Focus: Economic Development and Sustainability Goal 1: Provide market responsive education, training, and services that are developed in conjunction with business, industry, and community partners to address local workshops, economic and community needs.
App Sci	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.	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.		Strategic Focus: Economic Development and Sustainability Goal 1: Provide market responsive education, training, and services that are developed in conjunction with business, industry, and community partners to address local workshops, economic and community needs.