

**SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
REGULAR MEETING OF FEBRUARY 22, 2023**

TAB 1

REPORT

Subject: President's Outcomes related to Goals

President Jack Kahn
Goals & Outcomes
February 2023-February 2024
Shoreline Community College

Improve communication & relationship building on campus

- Create new structures for administrators and the campus for regular and consolidated communication & relationship building that focuses on (a) trust (b) transparency and (c) includes follow-up and rationale for decision making.
- Rebuild Communication & Marketing team with emphasis on improving internal and external communications.
- Meet regularly with the union and senate leadership for ongoing understanding and problem-solving (not related to negotiation).
- Gather input from campus on building trust and implement actions to support approved recommendations.
- Attend at least five faculty and student focused events on campus.
- Create and support at least three new events that bring the Shoreline community together.
- Expand social media strategy for community building that includes at least two pieces of User Generated Content per month and one poll/quiz/contest per quarter.
- Use data from Climate Survey (which assesses students, faculty and staff needs) and additional data points to determine progress on concerns identified in the results.
- Introduce participatory governance models to highlight value and utility to the college.

Increase Shoreline's presence in the broader community

- Meet with the City of Shoreline, K-12, and Community representatives in regularly scheduled planning meetings and/or community partnership advisories (monthly, quarterly TBD).
- Attend and support at least five community events on and off campus.
- Work with partners to bring at least five new community events to campus.
- Advocate for and introduce new opportunities to increase use of rentals.
- Advocate for and introduce new opportunities to increase attendance in Continuing Education and other mechanisms that target community inclusion.
- Annual participation in lobbying in Olympia and Washington through attendance, letter writing, or developing relationships with representatives.

Work collaboratively with all campus groups to create a systemic and integrated plan (pre-strategic plan) to realize improved targeted enrollments in 2022-2024

- Invite Ruffalo Noel Levitz to work with staff and faculty to identify and prioritize gaps that affect recruitment, enrollment, and retention and determine action items to address, and collaborate with staff to prioritize and bring to action.
- Create and begin to implement year-long comprehensive retention plan.
 - Decide on how 3Cs, Message Center, Starfish, and Salesforce will be used to communicate with applicants and students.
 - Develop texting protocol for students.
- Develop new Workforce & community partnerships in line with DEI goals.

- Fund faculty ingenuity and creativity in pedagogy in line with DEI goals.
- Create Strategic Enrollment Committee reporting to Strategic Planning Budget Council to set data-informed targets and coordinated plans with DEI focus.
- Ensure that Guided Pathways Goals are integrated into the DEI Strategic Plan and integrated into all Institutional plans to improve outcomes at graduation.
- Support strategies to facilitate and demonstrate robust international enrollment in a competitive environment.

Create professional development opportunities for me (the President) and for the campus

- Attend WACTC meetings to better understand the role of the college president, form relationships with other presidents, and bring best practices to SCC.
- Attend ACT meetings to better understand and advocate for legislative needs of the college.
- Invite and host at least one legislative representee on campus.
- Attend monthly meetings with college presidents to learn and revisit best practices and plan regionally for improved impact.
 - Create and implement at least one shared project with another institution in the region.
- Attend at least two DEI leadership training sessions and other Pro-D as appropriate throughout the year.
- Create Professional Development Committee to report to College Council.
- Ensure development of Pro-D annual calendar for the campus that is public, searchable, and meets the needs of faculty and staff per staff and faculty recommendations as well as recommendations of supervisors.
- Develop method for employees to track their own Pro-D.
- Develop DEI Retention of Employees plan and implement three new Retention initiatives. which includes how to support Pro-D for staff.

Demonstrate Shoreline's continuing dedication to diversity, equity and inclusion

- Hire VP for DEI.
- Hold Indigenous Summit on Campus.
- Offer all institutional messages in the top three languages spoken within our community.
- Expand engagement of International Education to connect with local communities with global ties, domestic BIPOC communities, and create new opportunities for engagement and global presence throughout campus.
- Launch DEI Strategic Plan process.
- Re-launch Climate survey for benchmarking and then redistribute results.
- Use results of Climate Survey to set DEI goals for the year.
- Demonstrate positive change in Climate based on quantitative and qualitative data.
- Review and provide feedback on DEI Advisory Groups Antiracism policy recommendations for board adoption.
- Communicate to campus how DEI is prioritized in the hiring process and address hiring practices through DEI lens including training, role of committees, etc.
- Develop process of DEI goal setting in individual units and create spaces to move those goals into action with student input.

To assess basic infrastructure throughout the college, bring a compliance plan, and demonstrate progress throughout the year.

- Stabilize ctcLink operations, improve user knowledge, and summary communications of progress.
- Demonstrate compliance with Accreditation standards by timeline given.
- Ensure Financial Aid team has support needed to timely and efficiently serve students.
- Provide transparent and clear budget information on the financial position of the college.
- Identify, prioritize and move forward in improving systems that impact overall student access.

- Fill vacant leadership and identify and implement necessary work/assistance to the campus operational units.
- Create Institutional Effectiveness team, comply with accreditation requirements, and create a structure to support a culture of accreditation for Shoreline Community College.
- Evaluate functional needs that may have been lost previously that are needed to move the institution forward in achieving DEI And strategic goals.
- Organize campus structures to work efficiently and in unison rather than in silos.

Prepared by: Jack Kahn
President
Shoreline Community College
February 17, 2023