Goal 1: The College will maintain programs and services that focus on the mission of the college supported by data-driven assessment to measure student learning and student success.

Objective	

Objective	Objectives for EMP Goal 1

d) Program Review Forms and process modified to add clarity of linkages to Institutional Goals and to bridge the transition to SPOL.

e) Programs with specific accrediting or approving entities complete annual or biennial reporting and self-evaluation with data as required. For example, programs such as ADS, Paramedic, Fire, AJ, Nursing, etc.

participatory governance committees.

h) Revision of Centralized Planning Calendar assigned by President Jaime in fall 2013 with target completion date January 2014.

i) Enrollment Management Task Force established fall 2011 to coordinate input from Academic and Student Services. The Blue Ribbon Enrollment Management Committee, established in 2005-2006, was the

Objective	Objectives for EMP Goal 2
	multiple CTE programs and will have technology needed for future needs. h) Enrollment Management committee has improved on the process for centralizing the building of the class schedule. By March 2014, the college will project the class schedule for 12 full months. i) Adoption of Blackboard CMS campus-wide Fall 2011; Blackboard shells provided to every class. ATLAS Grant provides training to faculty on use of Blackboard and other technological innovations. j) ATLAS trainings with four strands: Contextualized Teaching and Learning, Culturally Sensitive Teaching, Technology in the Classroom, _____ k) Develop program pathways to allow both institutional and student career planning. l) Student assessments in Child Education to ensure the adequacy of learning and training. m) Annual Applied Science Expo that brings industry and schools together. n) The college's initial ADTs (Early Childhood Ed, Sociology) are approved by the Chancellor's Office; the college's program inventory currently includes eleven approved ADTs; five ADTs are currently in progress o) Late in fall 2013, the Campus Hour and Professional Development Committee assigned by the College Council.
Recommendations	Increase staff and faculty professional development on student success strategies and support of the initiatives. Include Campus Hour and Professional Development activities on the Master Event Calendar.
2.2	**Review program learning outcomes annually (or biennially) to assure currency, improve teaching and learning strategies, and raise student success rates.**
Progress	a) Attendance at ACCJC SLO and Assessment Regional Workshop in October 2013 at College of the Desert; implementation of curriculum mapping and revision of SLOs and PLOs based on new approaches. b) SPOL implementation in process and data gathering and reporting processes to be modified after fully implemented. Staff and Faculty training to begin in 2014 by SLO Coordinator . c) SPOL will facilitate resource allocation to SLO/PLOs through Unit Level Planning Objectives. d) Mandate for departments to discuss SLO/PLO and student learning (at minimum meetings twice per year). e) Program Review Form for Academic Services modified to link SAOs and PLOs to Institutional Learning Goals. f) Campus Hour and Professional Development Committee formed by College Council.
Recommendations	Continue mandated department SLO meetings Continue with SPOL implementation Annually review the Chancellor's Office Student Success and Support Program Task Force, IVC Scorecard, IVC benchmarks, and relationship to SLO/PLOs. Increase professional development specific to teaching and learning strategies and add activities to Master Event Calendar.

Objective	Objectives for EMP Goal 2
	to bridge the transition to SPOL.
Recommendations	Continue annual cycle of Program Review and SAO development and assessment. Continue to assist in the implementation of SPOL.
2.5	**Ensure that the Library meets as closely as possible the "Standards of Practice for California Community College Library Faculty and Programs" of the Academic Senate for California Community Colleges.**
Progress	a) Hired a full time library technician. b) Established a clearer definition of Information Competency/Literacy. c) Added Information Literacy to syllabi template discussed at Academic Senate. d) Expanded the Library's outreach to train faculty and students on Information Competency/Literacy through Blackboard and the IVC website. e) Expanded the Library's involvement in assessment of ILO on Information Competency/Literacy through a post-test after library instructional sessions.
Recommendations	Add Library training for faculty and students to the Master Event Calendar. Explore options for adding Information Competency / Literacy to the Curriunet Course Outline of Record. Consider hiring 1 additional Librarian.
2.6	**Ensure that instructional labs continue to collabora**

Objective	Objectives for EMP Goal 3
Progress	a. The following technological infrastructure improvements have been made: Campus-wide wireless network Replacement of fiber network routes to provide redundancy and improved performance Wireless WAN connection for Internet redundancy to ICOE Virtualization of data center servers Disaster recovery plan implemented to include off-site storage of critical data b. The following enterprise software systems have been implemented: Campus-wide Blackboard (LMS) implementation Curricunet Upgrade Online Time Sheet

Objective	Objectives for EMP Goal 3
	d) The 500 Building will be removed during February or March 2014. e) The evaporation pond project will be completed in February 2014. f) No new construction will be undertaken until new bonds can be issued, most likely 3 to 4 years from now.
Recommendations	Continue to complete projects noted above.

Goal 4: The Board of Trustees and the Superintendent/President will establish policies that assure the quality, integrity, and effectiveness of student learning programs and services, and the financial stability of the institution.

Objective	Objectives for EMP Goal 4
4.1	**Review all Board policies annually to ensure that they are consistent with the College mission statement, that they address the quality, integrity, and effectiveness of student learning programs and services, and that they guard the financial stability of the institution.**
Progress	a) Each Vice President's assistant has reviewed policies and procedures in their areas and forwarded updates to appropriate committees, bodies. The Curriculum Committee has reviewed policies on Degrees, Credit Hour, etc. Student Services has revised the policy on priority registration.
Recommendations	CCLC Training on Board Policies occurs twice a year. Administrators should attend at least one training every two years.
4.2	**Maintain a clearly defined Code of Ethics that includes appropriate responses to unprofessional behavior.**
Progress	a) The Board of Trustees asked for and received a report on Conflict of Interest at a fall 2013 Board meeting by the district legal counsel. b)

Objective	Objectives for EMP Goal 4
	c) Board Policy BP2435 and Administrative Procedure AP2435 address the evaluation of the Superintendent/President. d) The Board follows BP2745 on Board Self-Evaluation.
Recommendations	Change dates on BP2745 to follow the EMPC planning calendar. Board Self-Evaluations are discussed in public and the tools used are included in the agenda.
4.5	**Establish a governance structure, processes, and practices that guarantee that the governing board, administration, faculty, staff, and students will be involved in the decision making process.**
Progress	a) The College has established Board Policy BP2000 Setting Policy on participatory governance and adheres to those policies. b) Board Policy BP2510 and Administrative Procedure 2510 Boar3eg .24314