

A New Mission Into Practice  
A New Vision Into Focus

# IMPLEMENTING OUR EDUCATIONAL MASTER PLAN



**EVERGREEN**  
VALLEY COLLEGE



# MISSION

Evergreen Valley College guides all students to pathways that reach their educational and career goals through equity-centered, innovative academic programs and support services. By creating a learning environment where everyone feels welcomed and supported, we are committed to a culture of inquiry, growth, and respect that creates an equitable society in which all can participate and prosper.





# VISION

To be the leading college advancing opportunity, equity, and social justice through supporting students' aspirations, education, and career attainment.





# **FIVE YEARS: ONE STRATEGIC GOAL**

**SHORTEN STUDENTS' TIME TO EDUCATIONAL GOAL COMPLETION  
& ELIMINATE EQUITY GAPS IN GOAL ACHIEVEMENT**



## EVERGREEN VALLEY COLLEGE

# STRATEGIC GOAL METRICS

Progress to be measured by:	Average of Total Units	Short-term goal (by June 2024)	Long-term goal (by June 2027)	Ultimate goal
1. Average units earned upon degree completion	75	70	63	60
2. Equity gap in units earned upon degree completion	23.68	18	12	fully eliminate

Academic Year	Average of Total Units	Gender Identification			Age			Race/Ethnicity							
		Unknown	Female	Male	<25	25-34	35+	American Indian	Asian	Black/ African American	Hawaiian/ Pacific Islander	Latinx	Two or More Races	Unknown	White
2015-2016	86.85		85.73	88.99	84.14	89.84	92.06	83.00	94.77	84.25	112.00	84.70	77.18	81.43	71.49
2016-2017	85.81		84.90	87.28	83.88	87.41	89.39	65.00	91.91	85.38	53.00	82.58	89.50	89.32	69.53
2017-2018	84.64		83.46	86.78	81.49	87.09	91.87		89.39	75.46	51.00	81.80	75.60	84.55	68.57
2018-2019	80.62	61.33	80.60	80.93	75.75	86.55	88.56		83.00	101.27	72.90	79.19	71.43	81.08	71.81
2019-2020	79.46	64.00	78.81	80.65	76.48	81.49	92.33	83.83	83.92	73.86	75.75	76.00	74.86	90.56	67.28
2020-2021	75.43	108.50	74.61	77.14	69.81	81.83	89.81	101.38	81.73	83.32	75.80	69.77	62.10	79.50	59.64
6 YR AVG	81.61	71.30	80.75	83.30	77.70	85.61	90.55	93.12	86.66	84.24	73.08	78.45	74.57	84.49	67.97

## EVERGREEN VALLEY COLLEGE

# STRATEGIC GOAL METRICS

Progress to be measured by:	Average of Total Units	Short-term goal (by June 2024)	Long-term goal (by June 2027)	Ultimate goal
3. Average terms enrolled upon degree completion	9	8	7	6
4. Equity gap in semesters enrolled upon degree completion	3	2	1	fully eliminate

Academic Year	Average of Total Terms	Gender Identification			Age			Race/Ethnicity							
		Unknown	Female	Male	<25	25-34	35+	American Indian	Asian	Black/ African American	Hawaiian/ Pacific Islander	Latinx	Two or More Races	Unknown	White
2015-2016	7.12		6.97	7.41	7.86	5.94	6.77	10.00	7.24	7.67	6.00	7.10	6.64	7.93	6.22
2016-2017	7.96		7.83	8.17	8.66	7.18	7.11	8.00	7.75	8.12	6.50	8.23	7.76	9.53	6.50
2017-2018	8.73		8.75	8.69	8.94	8.28	8.86		8.71	6.85	6.00	8.94	7.20	9.87	6.74
2018-2019	8.39	6.00	8.33	8.54	8.36	8.41	8.44		8.28	8.54	8.60	8.65	7.30	9.34	7.05
2019-2020	8.67	7.00	8.42	9.11	8.75	8.51	8.58	9.67	8.43	9.82	8.25	9.01	8.67	10.03	7.10
2020-2021	8.56	19.00	8.52	8.61	8.08	9.34	9.31	11.38	8.66	9.71	8.40	8.53	6.85	9.72	6.86
6 YR AVG	8.29	8.80	8.20	8.47	8.44	8.01	8.28	10.62	8.27	8.43	7.94	8.44	7.46	9.48	6.74

# SHORTEN STUDENTS' TIME

to educational goal completion

## KEY ACTIONS

- Include more students in early outreach programs & dual enrollment in the underserved communities in East San José.
- Fully implement AB705, legislation related to math and English, by markedly reducing pre-collegiate courses and adding support to students who need it in transfer-level coursework.
- Increase the percentage of students who complete transfer-level math and English in their first year.
- Implement a degree audit tool and provide students, faculty, and staff training on its effective use.

# SHORTEN STUDENTS' TIME

to educational goal completion

## KEY ACTIONS

- Support our counselors, who are critical players in guiding students through their educational pathways by providing ongoing professional development.
- Intentionally sequence EVC's course offerings to allow students to complete their programs of study expeditiously.
- Offer fully online associate degrees and certificates and provide students with the support resources they need to complete online courses and programs of study successfully.
- Invest in innovation, technology, and professional development to shorten students' time to goal completion.



# ELIMINATE EQUITY GAPS

in goal achievement

## KEY ACTIONS

- Fully implement the Guided Pathways framework.
- Humanize the curriculum to include plural voices and customize the curriculum for each learner and classroom.
- Include more students in early outreach programs (TRIO, Upward Bound) in the underserved communities in East San José.
- Regularly review classroom and campus climate and develop a strategic action plan to implement equity-focused, anti-racist, and inclusive practices.
- Provide regular professional development opportunities and ongoing racial equity and diversity, equity, and inclusion (DEI) training and coaching for faculty, staff, and administrators.
- Increase the diversity of full-time and part-time faculty & staff by providing ongoing racial equity & DEI training to recognize & interrupt implicit and explicit bias. Analyze hiring process results at the announcement, screening, interviewing, and onboarding phases using data disaggregated by race and ethnicity.

# ELIMINATE EQUITY GAPS

in goal achievement

## KEY ACTIONS

- Increase on-campus (e.g., clubs, athletics) and community-based (e.g., volunteer) student engagement opportunities to create student belonging and support.
- Examine demand for current programs based on data to redesign existing programs if needed and offer additional new instructional programs (credit and noncredit) in high-demand occupations that provide living wages.
- Increase partnerships with nonprofits and local agencies to address students' basic needs, including, but not limited to, food, housing, childcare, medical, and mental health resources.
- Provide ongoing campus-wide training on mental health and wellness issues and crisis interventions and expand mental health support to students.
- Invest in innovation, technology, and professional development to eliminate student equity gaps.
- Increase the successful enrollment of students from our district service area, including those coming from adult education.



A scenic campus landscape featuring a large pond in the foreground with many ducks swimming. In the background, there are several tall evergreen trees and a wooden bridge. A semi-transparent teal box is overlaid on the left side of the image, containing text.

How do we integrate this focus

**CAMPUSWIDE?**



# INTEGRATED PLANNING & PROGRAM REVIEW

1

Departments/Programs  
adopt goals & commitments  
to action

2

Departments/Programs  
align goals to strategic  
goal & key actions

3

Departments/Programs  
report on progress toward  
goals through program  
review

4

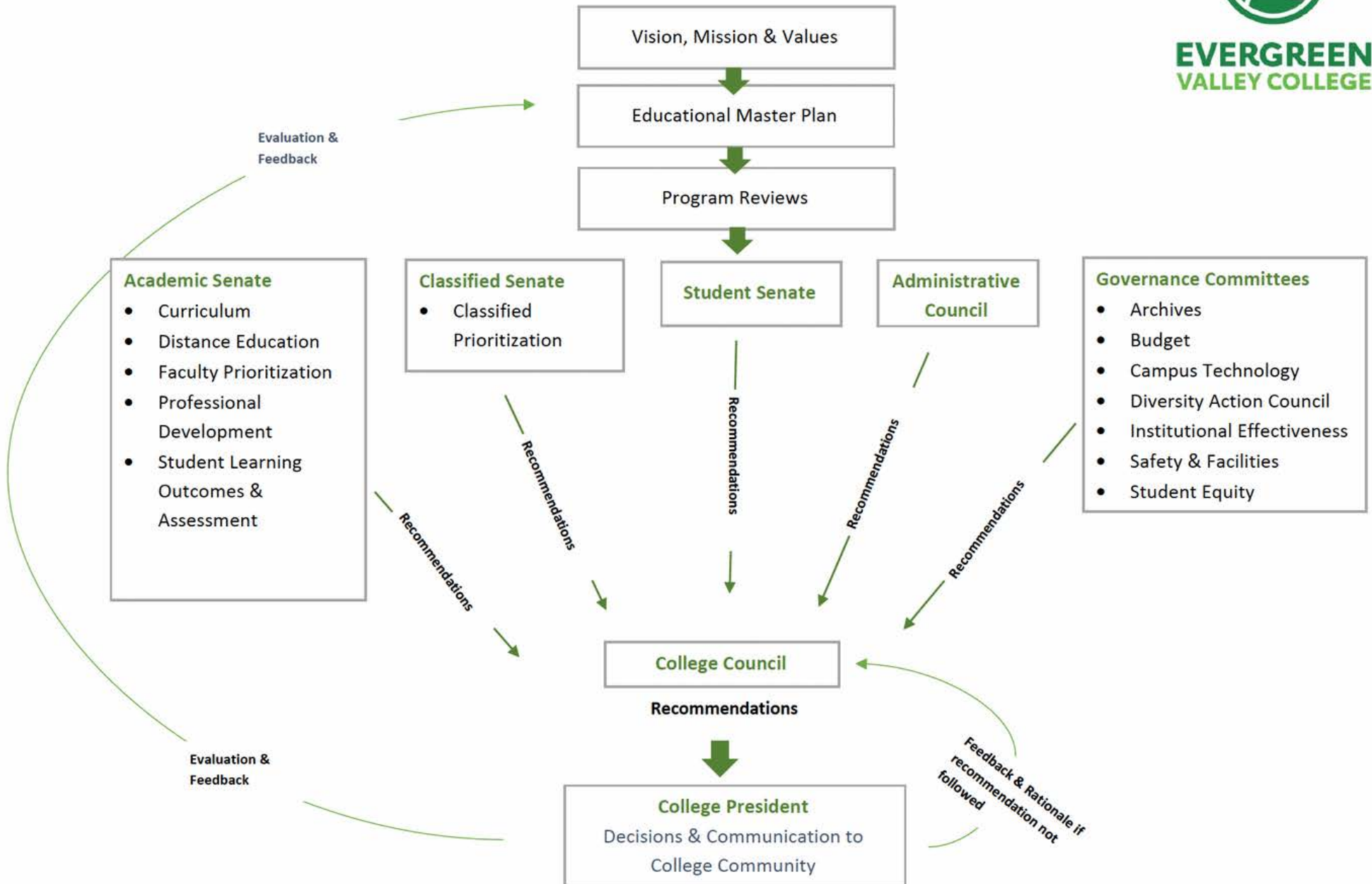
IEC tracks EMP  
implementation &  
progress on strategic  
goal/key actions annually

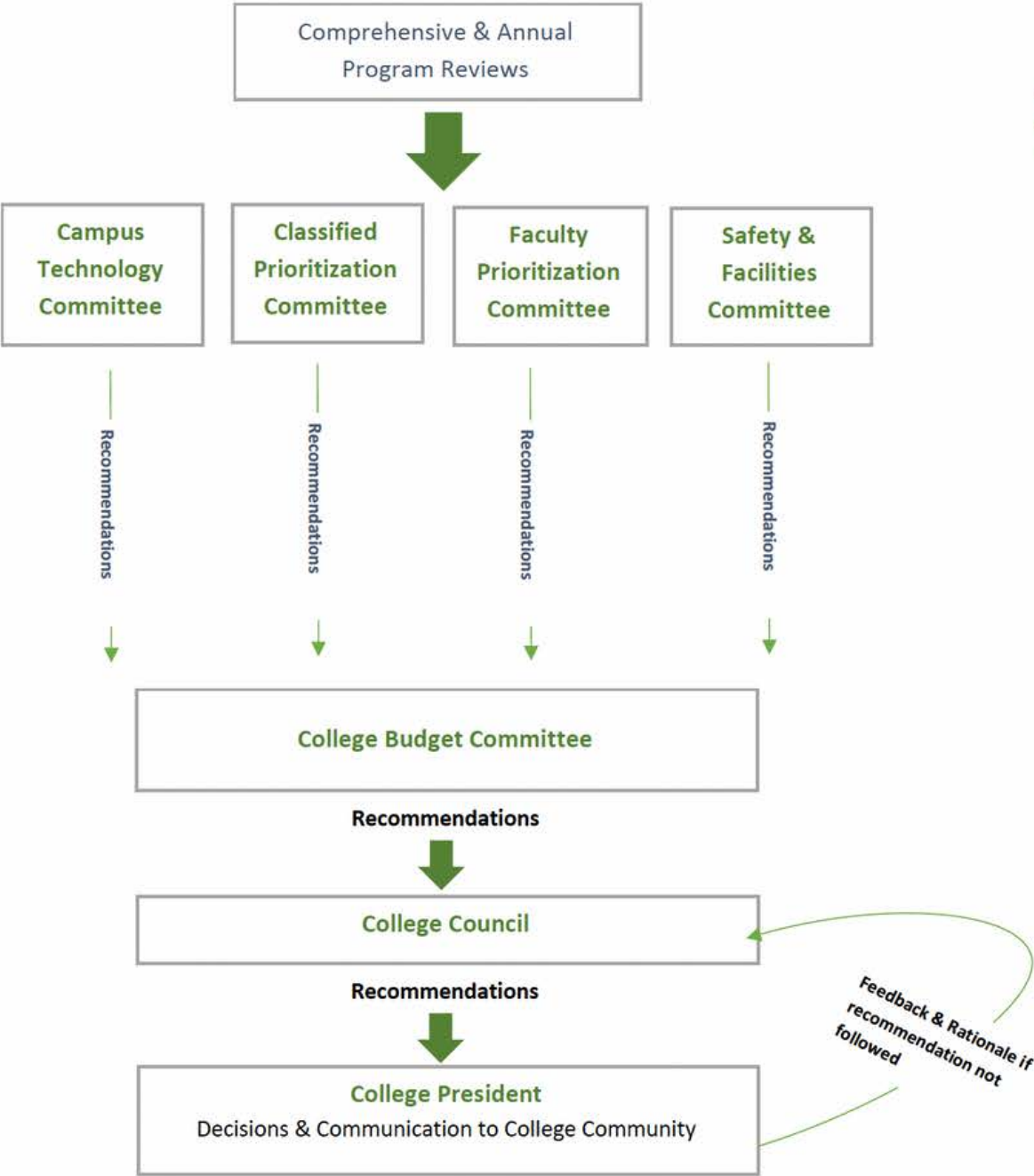


## Planning and Decision-Making Process



**EVERGREEN**  
VALLEY COLLEGE







A scenic landscape photograph featuring a lush green field in the foreground, a dirt path, and a blue sky with a contrail. The image is partially covered by a semi-transparent green rectangle containing text.

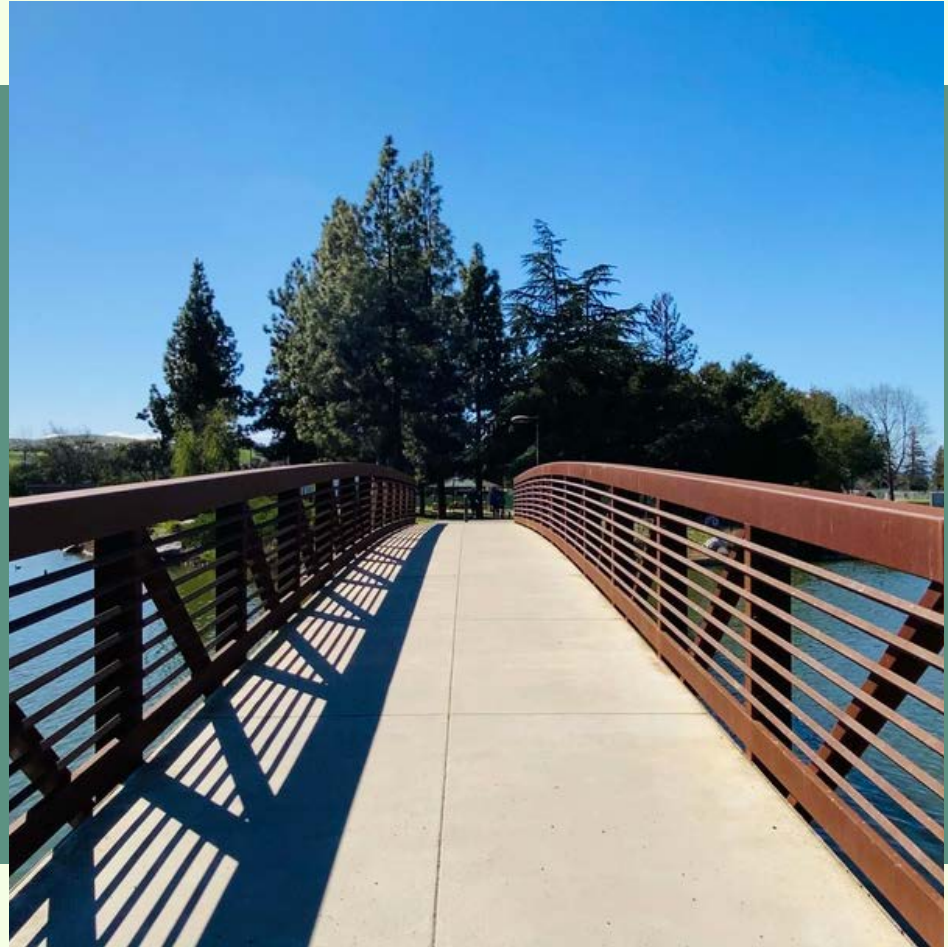
Implementing Our Educational Master Plan

# PUTTING THINGS IN FOCUS

## STEP #1

# GOAL & COMMITMENTS TO ACTION (CTA)

Each department/program will complete a planning sheet outline goals & CTAs for the next two years.



## STEP #2

# ALIGN TO STRATEGIC GOAL & KEY ACTIONS

Indicate which part of the strategic goal and/or key action aligns with the department/program goal/CTA.

## STEP #3

# INDICATE METRICS & TIMEFRAME

List how the department/program will assess each goal/CTA and the timeframe for completing the goal.





2022-2024 Department/Program Goals & Commitments to Action	
Department/Program:	Name(s):

Strategic Goal		Key Actions	
<b>Shorten Student's Time to Educational Goal Completion</b>	1.1	Fully implement AB705 and markedly reduce pre-collegiate math & English courses; add support for students in transfer-level coursework	
	1.2	Include more students in early outreach programs and dual enrollment in the underserved communities in East San José.	
	1.3	Increase the percentage of students who complete transfer-level math and English in their first year.	
	1.4	Implement a degree audit tool and provide training to students, faculty, and staff on its effective use.	
	1.5	Support our counselors by providing ongoing professional development.	
	1.6	Intentionally sequence EVC's course offerings to allow students to complete their programs of study expeditiously.	
	1.7	Offer fully online associate degrees and certificates and provide students with the support resources they need to complete online courses and programs of study successfully.	
	1.8	Invest in innovation, technology, and professional development to shorten students' time to goal completion.	
Key Action	Department/Program Goals & Commitments to Action		Time Frame



Strategic Goal		Key Actions	
Eliminate Equity Gaps in Goal Achievement	2.1	Fully implement the Guided Pathways framework.	
	2.2	Humanize the curriculum to include plural voices and customize the curriculum for each learner and classroom.	
	2.3	Regularly review classroom and campus climate and develop a strategic action plan to implement equity focused, anti-racist, and inclusive practices.	
	2.4	Provide regular professional development opportunities and ongoing racial equity and diversity, equity, and inclusion (DEI) training and coaching for faculty, staff, and administrators.	
	2.5	Increase on-campus (e.g., clubs, athletics) and community-based (e.g., volunteer) student engagement opportunities to create student belonging and support.	
	2.6	Increase the diversity of full-time and part-time faculty & staff by providing ongoing racial equity & DEI training to recognize and interrupt implicit and explicit bias. Analyze hiring process results at the announcement, screening, interviewing, and onboarding phases using data disaggregated by race and ethnicity.	
	2.7	Examine demand for current programs based on data to redesign existing programs if needed and offer additional new instructional programs (credit and noncredit) in high-demand occupations that provide living wages.	
	2.8	Increase partnerships with nonprofits and local agencies to address students' basic needs, including, but not limited to, food, housing, childcare, medical, and mental health resources.	
	2.9	Provide ongoing campus-wide training on mental health and wellness issues and crisis interventions and expand mental health support to students.	
	2.10	Invest in innovation, technology, and professional development to eliminate student equity gaps.	
	2.11	Increase the successful enrollment of students from our district service area, including those coming from adult education.	
Key Action	Department/Program Goals & Commitments to Action		Time Frame



## STEP #4

# SUBMIT PLANNING SHEET

Send your completed planning sheet to  
Penny Garibay ([penny.garibay@evc.edu](mailto:penny.garibay@evc.edu))  
by Friday, December 2nd.





A scenic landscape at sunset. A large, leafy tree stands on the left side of the frame. In the foreground, a wooden fence runs across the middle ground. The sun is low on the horizon, creating a warm, golden glow across the sky and the dry grass in the foreground. The sky transitions from a deep blue at the top to a bright orange near the horizon.

# TOGETHER WE CAN!

Our focused progress on our strategic goal is an expression of our commitment to our students, community, and each other.