

# **Annual Plan**

for implementing the College's  
5-year Education Master Plan

**2024-25**

Adopted by the Planning & Budgeting  
Council on September 4, 2023



# 2024 Leadership Retreat Update

- ✓ 50+ students, faculty, classified staff and administrators participated
- ✓ 4 breakout sessions focused on choosing the top priorities for 2024-25
- ✓ Check <https://canadacollege.edu/plans/leadership-retreat.php> for more info



## **GOAL 1: Student Success**

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Build on the CWA model & create a hub for evening students

Increase degree and certificate programs available in Menlo Park and East Palo Alto

Create and scale a First Year Experience Program

## **GOAL 2: Equity & Antiracism**

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Provide comprehensive on-boarding for all new employees

Transform college participatory governance processes

Evaluate academic support programs and practices

## **GOAL 3: Community Connections**

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Reach new community members in N. Fair Oaks, Belle Haven, and East Palo Alto, especially BIPOC communities

Strengthen transfer support services to increase transfers

Create and expand career exploration experiences for students

Double the number of alumni connected to Cañada's Alumni Organization by 2027

## **GOAL 4: Infrastructure & Innovation**

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Improve access to campus via public transit, rideshare

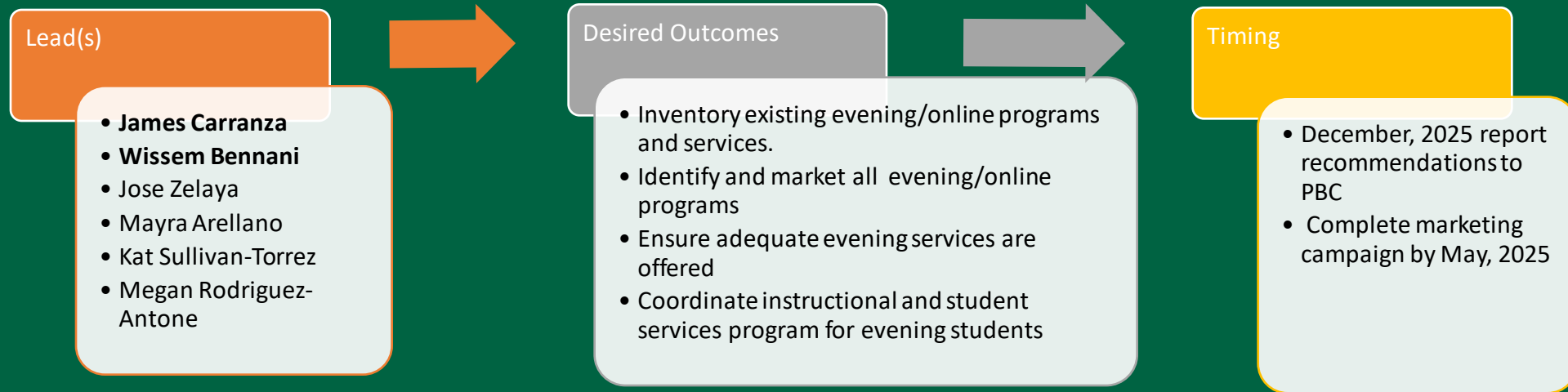
Build a Childcare Center

Update and implement sustainability initiatives

## Build on the CWA model & create a hub for evening students

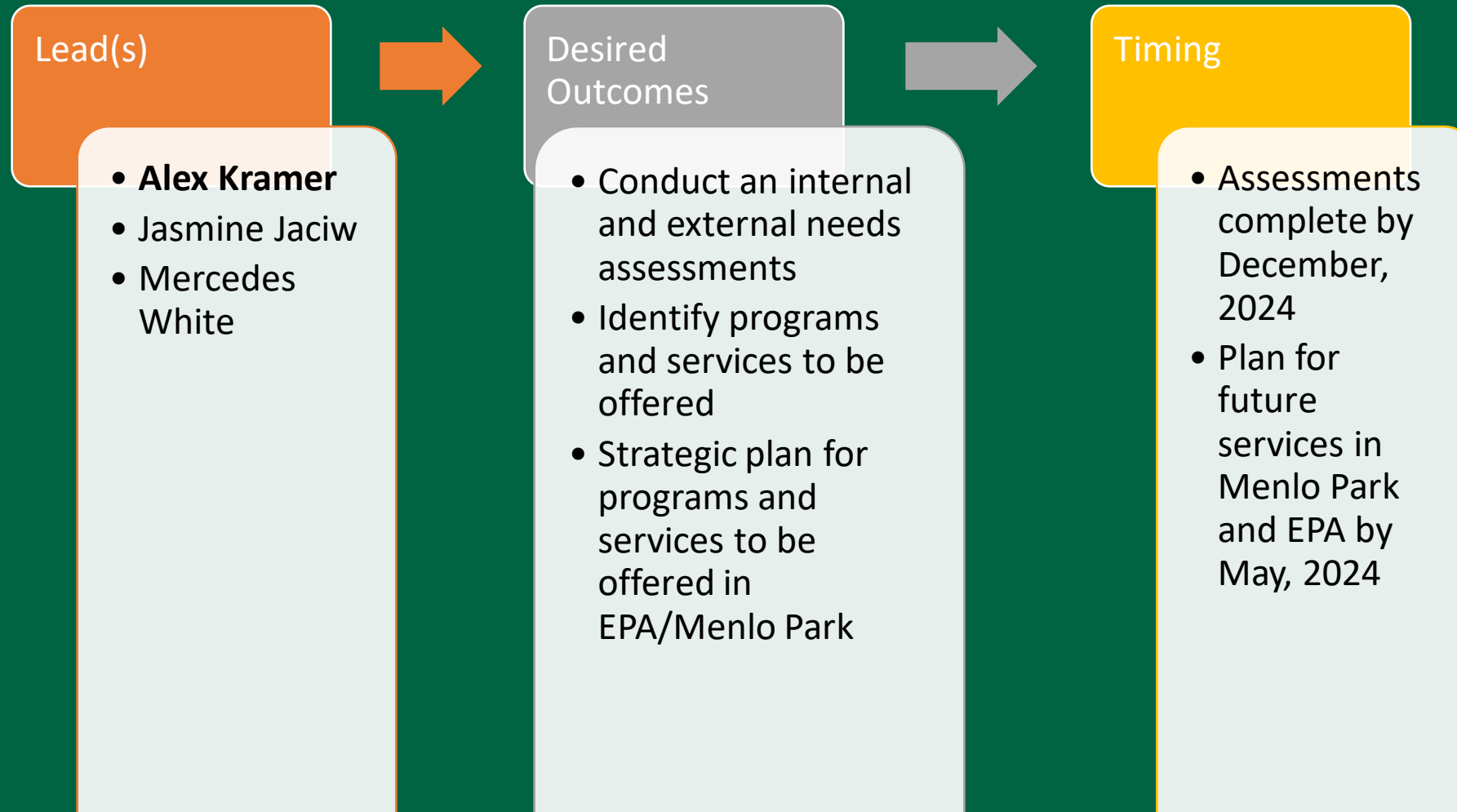
EMP 1.2 Prioritize serving part-time, working students by building on the model of College for Working Adults (CWA). Add more degrees and certificates obtainable within 3 years via evening, weekend and online classes, and ensure adequate services are available in the evenings, to support at least 1,000 part-time students participating in CWA, particularly low income, BIPOC students, per term by 2027.  
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EMP 4.3 Create a hub for evening and weekend students to support their social connections, access to nutritional food and beverages, as well as learning support services (an Evening One Stop)



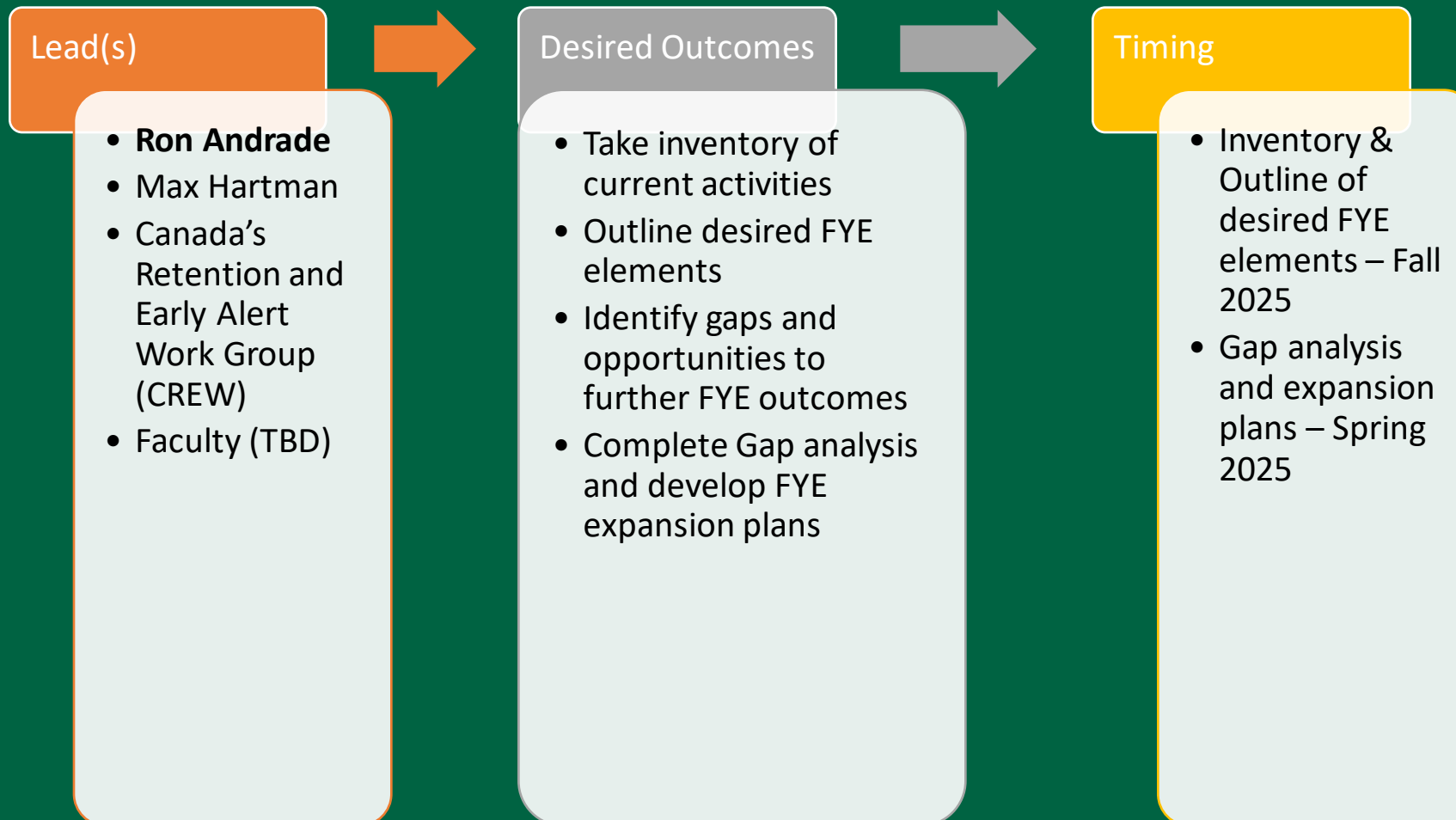
## Degree and Certificate Programs in Menlo Park and E. Palo Alto

EMP 1.4 Increase the number of degree and certificate programs and general education courses at the Menlo Park site and/or other off-campus locations (East Palo Alto) to help students access needed courses and support services closer to home.



# Create and scale a First Year Experience Program

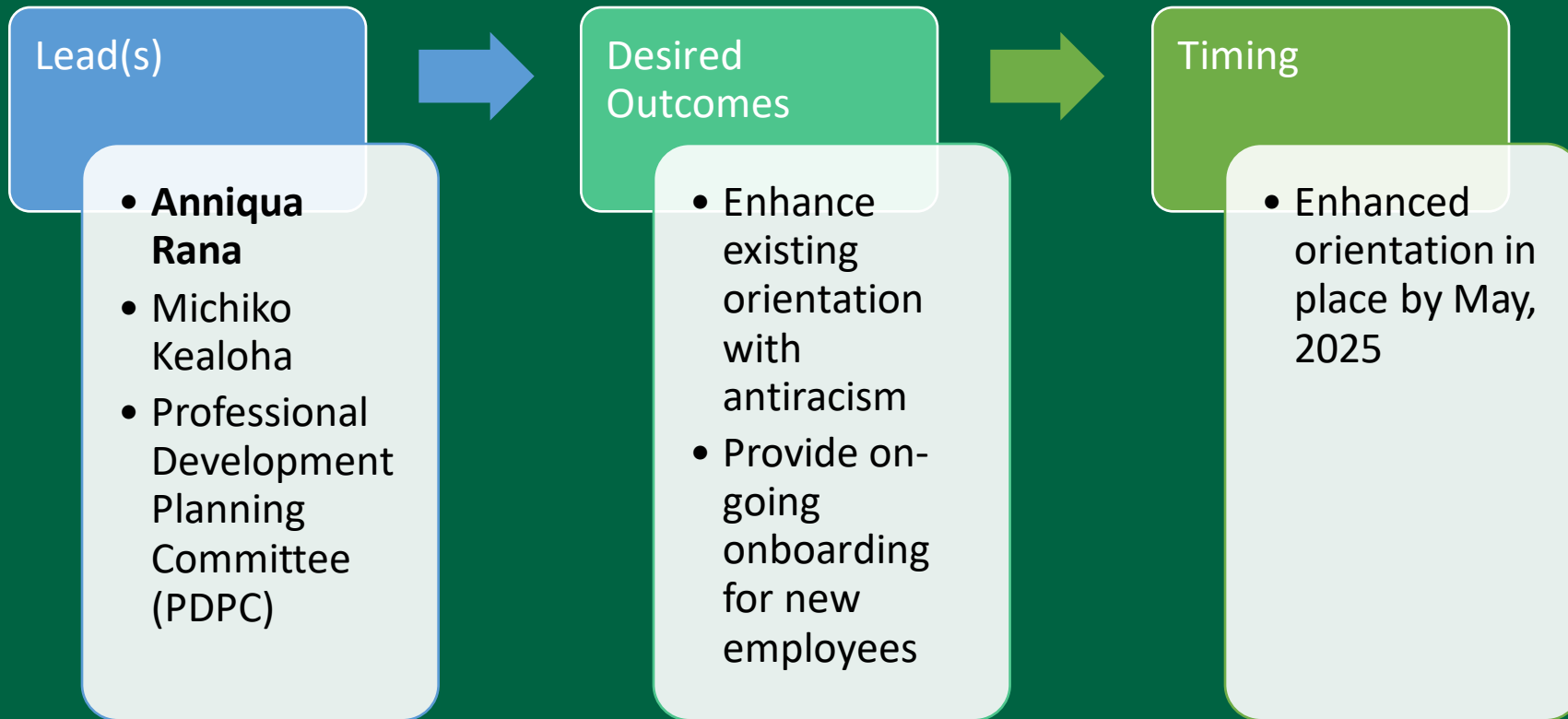
EMP 1.15 Create (by 2023) and scale (by 2025) the First Year Experience program for all incoming students, including default course schedules for some first-time cohorts.





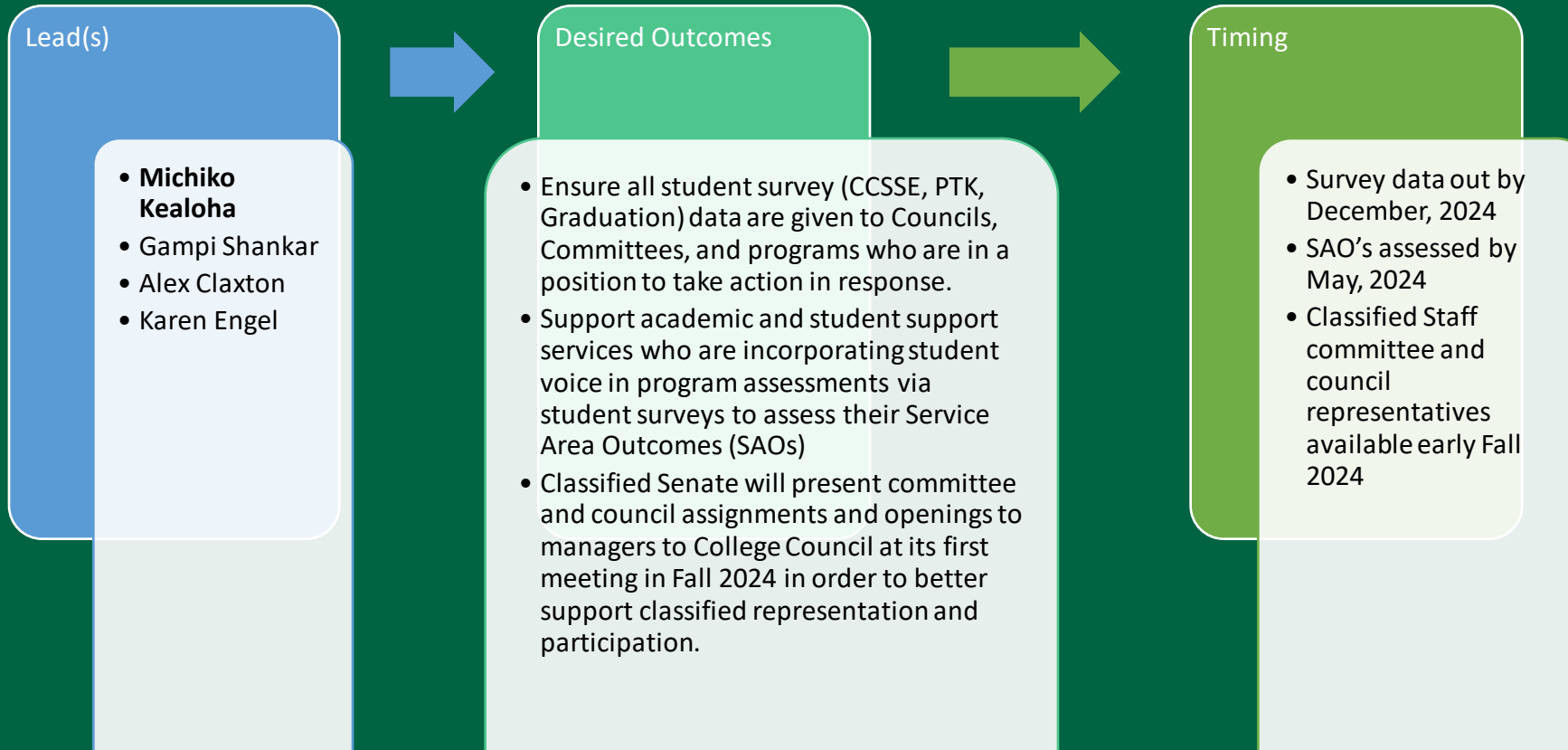
# Provide comprehensive on-boarding for all new employees

EMP 2.7 Provide a comprehensive orientation and on-boarding for all newly hired faculty, staff and administrators each term that includes module(s) in antiracism shared language, resources for equitable pedagogy and practices, and how to connect with a mentor or personal support via the Cultural Center and/or Offices of Instruction, Student Services, and Administrative Services.



# Transform college participatory processes

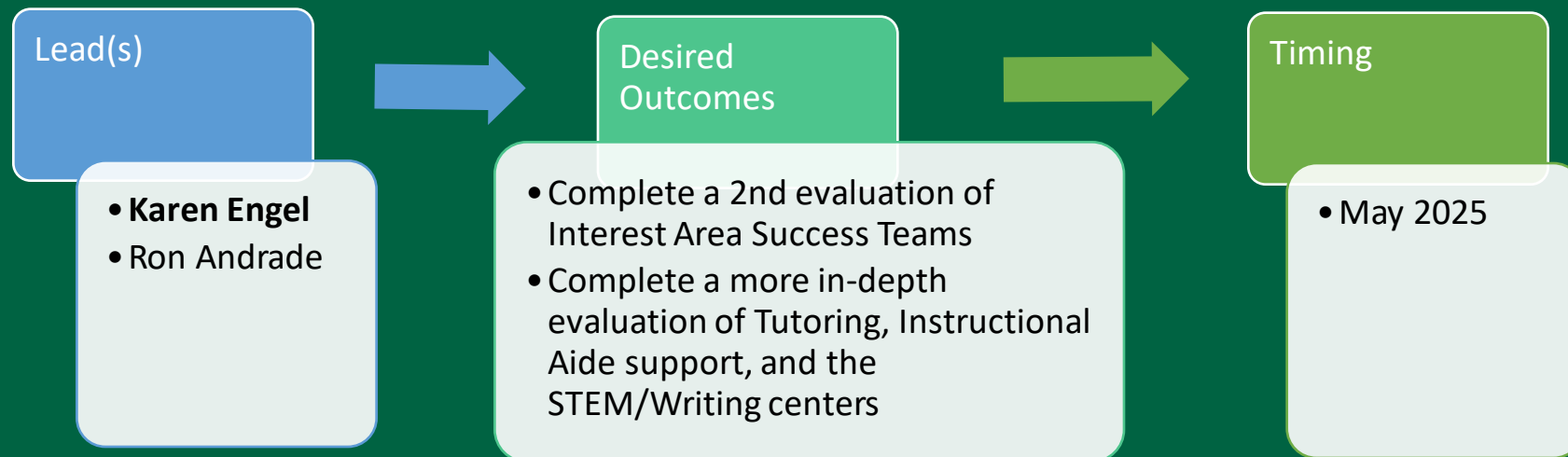
EMP 2.10 Reimagine and transform college participatory governance processes and structures to: (1) address equity and antiracism in all integrated planning and resource allocation decisions; (2) increase student voice in college processes, including program review; and (3) ensure classified staff have adequate time to contribute to the committees and councils on which they serve.





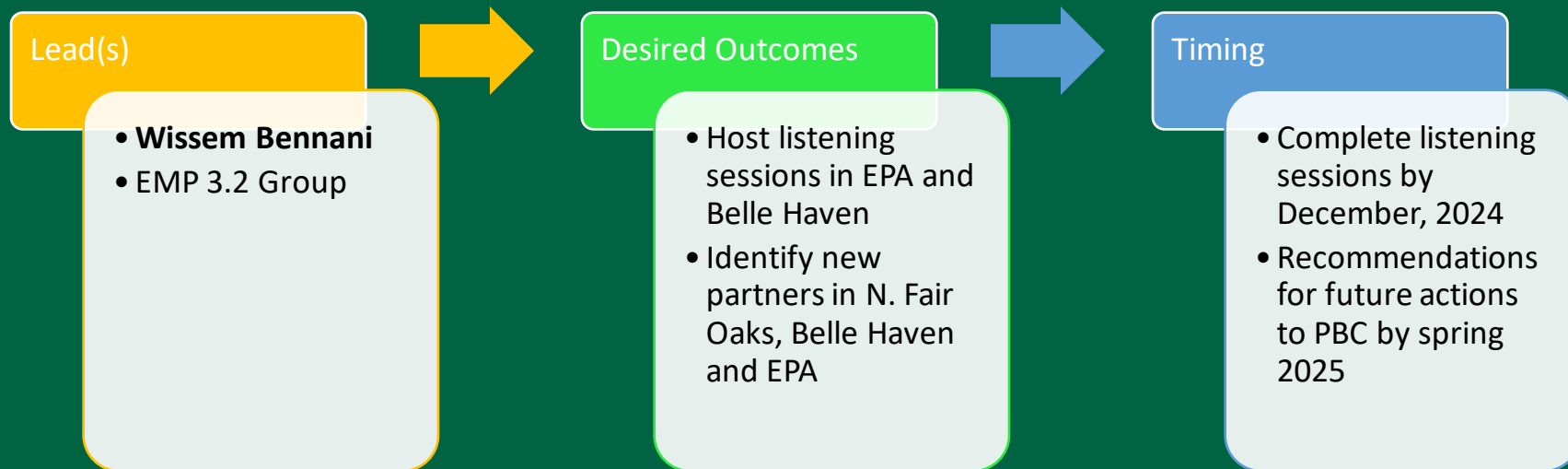
# Evaluate academic support programs and practices

EMP 2.14 Regularly evaluate all academic support programs and practices to ensure they are effective in closing equity gaps in access, student success and completion. These include but are not limited to: Interest Area Success Teams, the Learning Center, Tutoring (online and in person), the Writing Center, and Peer Mentoring, Library, Math, Word and all other JAMS.



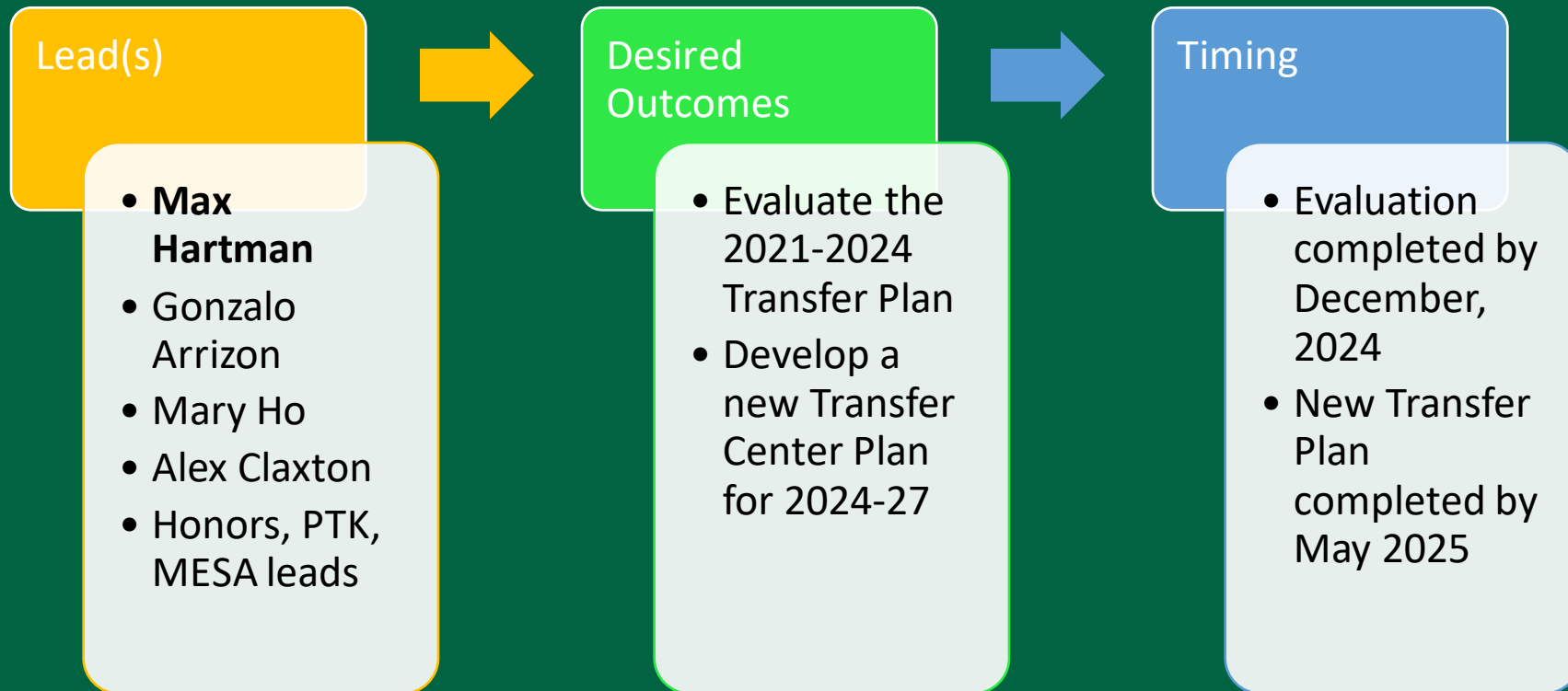
# Reach new community members in N. Fair Oaks, Belle Haven, and East Palo Alto, especially BIPOC communities

EMP 3.2 Transform where we share what Cañada has to offer by identifying and reaching new outreach audiences that help strengthen our ties to BIPOC communities (particularly those communities our recruitment maps indicate might be underserved, such as North Fair Oaks, Belle Haven, and East Palo Alto). Recruit more BIPOC students, including more students who identify as Black/African American.



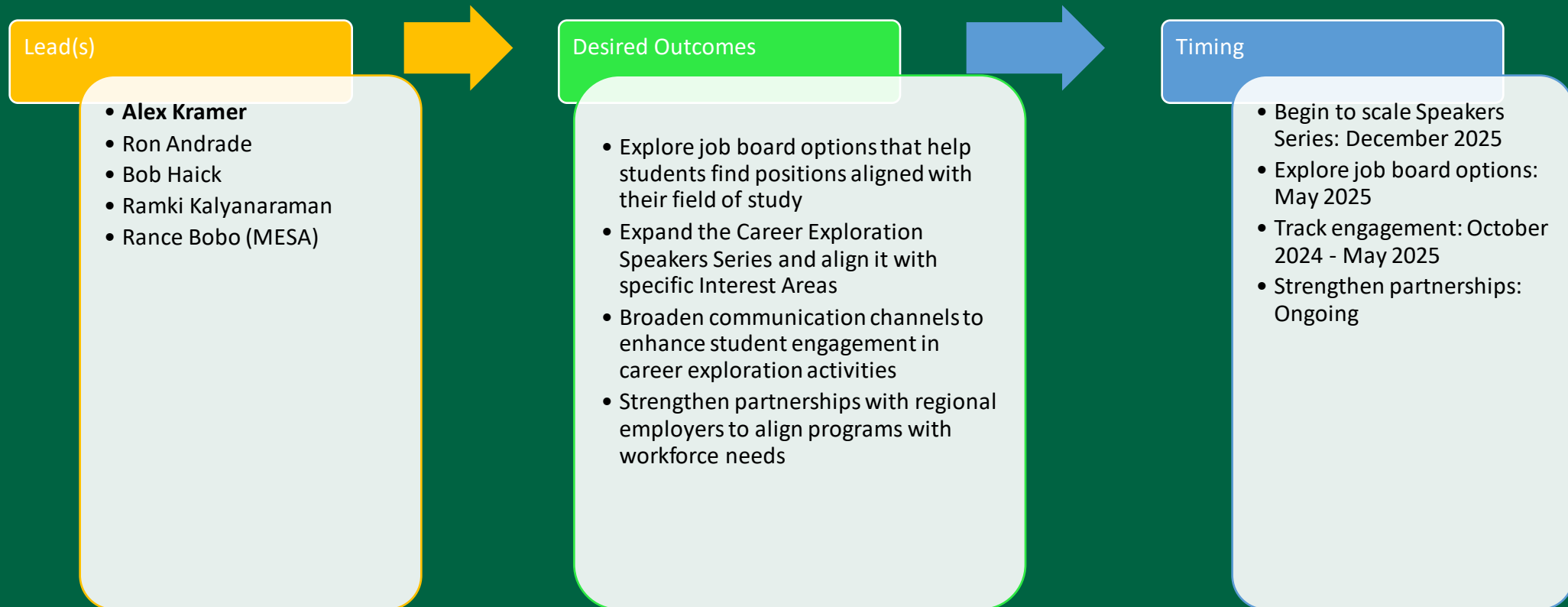
# Strengthen transfer support services

EMP 3.8 Strengthen transfer support services by, (1) building University pathways and expanding the University Center, (2) increasing by 35% the number of Cañada College transfer-seeking students who achieve transfer readiness and the number of students who apply to a 4-year University between 2022 and 2027 (adjusted for enrollment fluctuations) and, (3) reduce transfer equity gap for low-income, first generation, and Black, Indigenous, and People of Color (BIPOC) students.



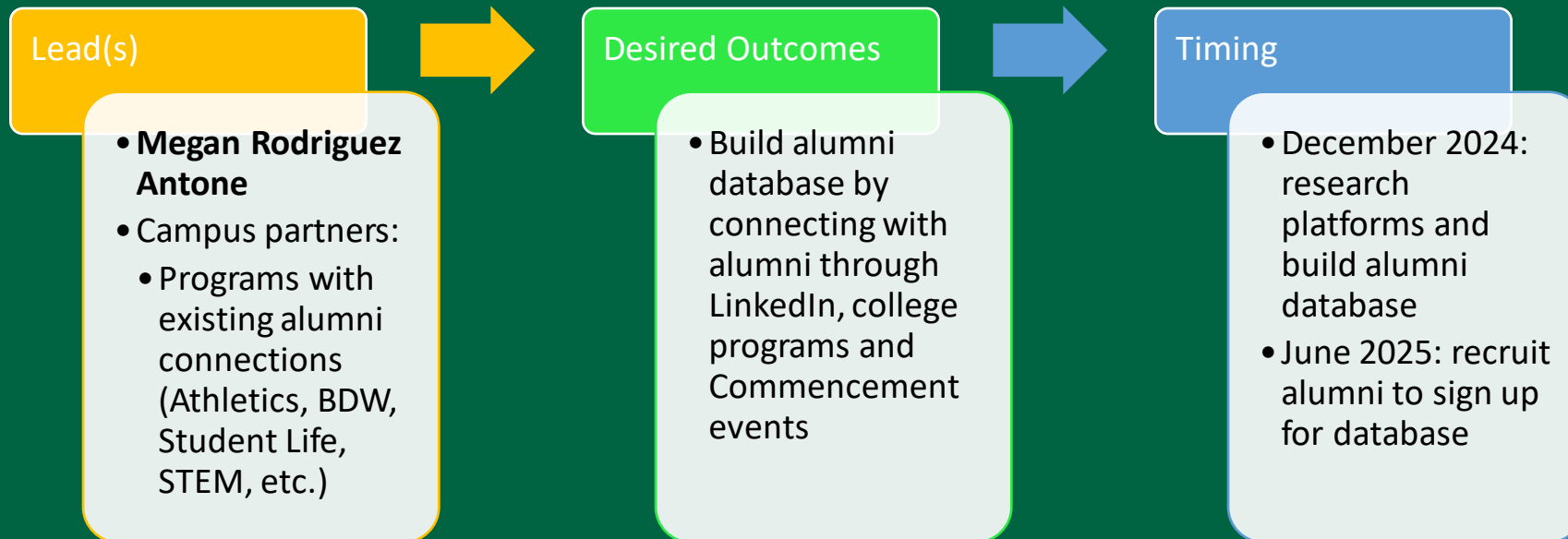
# Create and expand career exploration experiences for students

EMP 3.11 Create and expand career exploration experiences (such as work-based learning, internships, and job shadow opportunities) for students during their time at Cañada, particularly during their First Year (in each Interest Area), as they choose a program of study and refine their education goals. Close racial equity gaps in access to career development and job placement opportunities.



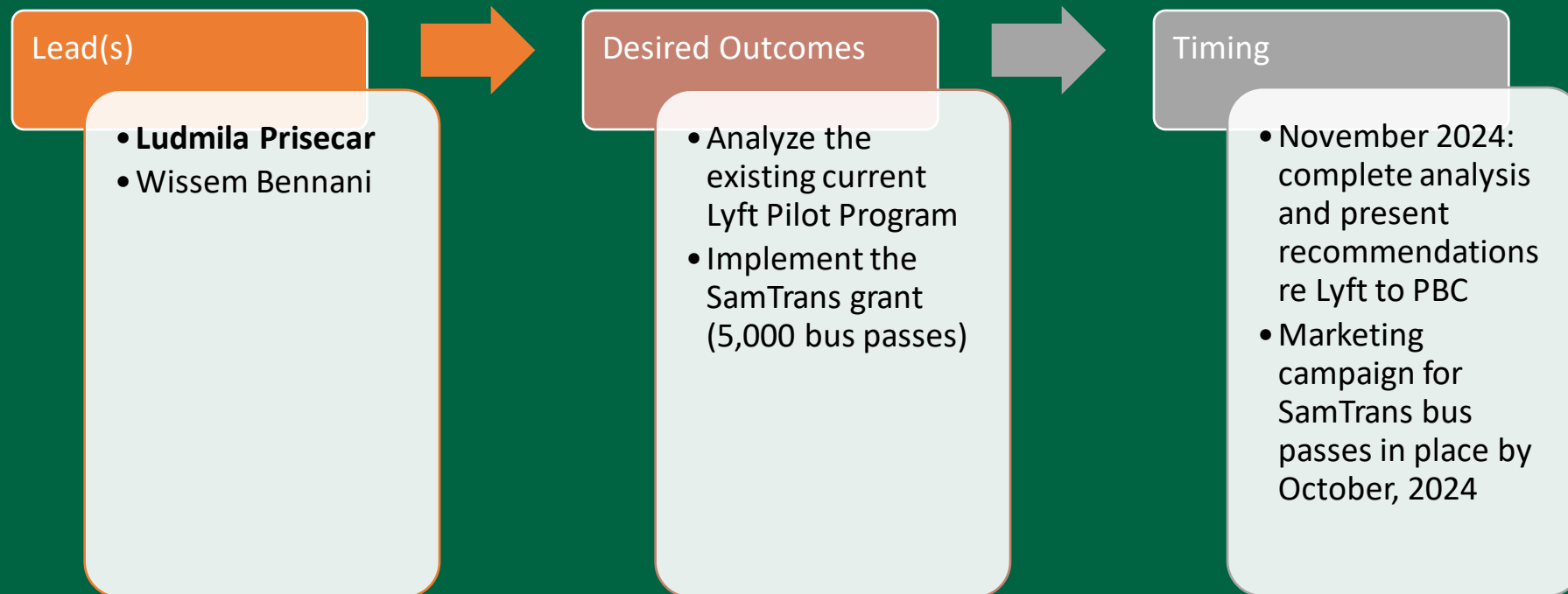
# Double the number of alumni connected

EMP 3.12 Strengthen the emerging Cañada College alumni organization by doubling the number of alumni connected to it by 2027, as well as involving more of them in campus activities that strengthen the campus as a center of community life, provide career exploration for existing students, and develop new resources and connections for the College.



# Improve access to campus

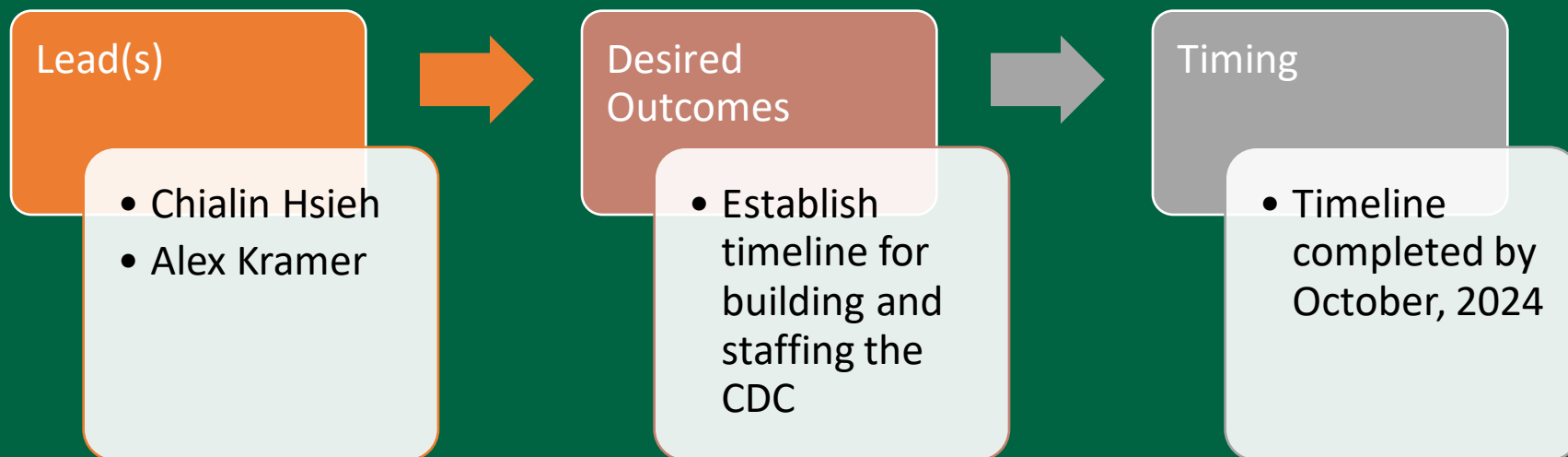
EMP 4.1 Improve access to campus via public transit, shuttles, and additional partners such as Lyft and Cruise.





# Build a Childcare Center

EMP 4.2 Build student housing on campus, as well as a Childcare Center to serve students with families.



# Update and implement sustainability initiatives

EMP 4.9 Update and implement the College and District sustainability initiatives in response to climate change to reduce the environmental impact of campus-based activities while ensuring uninterrupted, quality instruction at all times.

