Scholarship		
Mesa College will prioritize equity and excellence by fostering innovation and high-quality, culturally relevant teaching/learning experiences with the priority on those practices that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.	1. Expand and prioritize professional learning experiences for all employees that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups. 2. Evaluate and improve Diversity, Equity, and Inclusion practices in classroom environments, campus activities, departments, schools, and administrative units. 3. Assess impact of prerequisites and corequisites on student success and revise curriculum, as needed. 4. Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success.	1. Successful course completion 2. Transfer-level Mathematics and English Year 1 3. # of Faculty, Classified Professionals, and Administrators engaged in professional development around culturally relevant teaching/learning 4. Pre/post assessment of Professional Development impacts on successful course completion

Please take a moment to complete the following:
1. Review the draft goal statement in column 1.
2. Please list your name if you were identified as a lead or would like to support the goal listed in Column 1.
3. Do the action steps cover the basics? If yes, move on to the next column. If not, please feel free to revise or add to action steps.
4. Do the resources identified in this column need any revisions?
5. Are there any potential challenges that will arise?
6. Please review the draft goal in column 1, and using the information listed in the other columns draft a SMART GOAL:
   a. Does the draft goal and information in the other columns answer the following questions:
      i. *Who: Who is involved?
      ii. *What: What do I want to accomplish?
      iii. *Where: Identify a location.
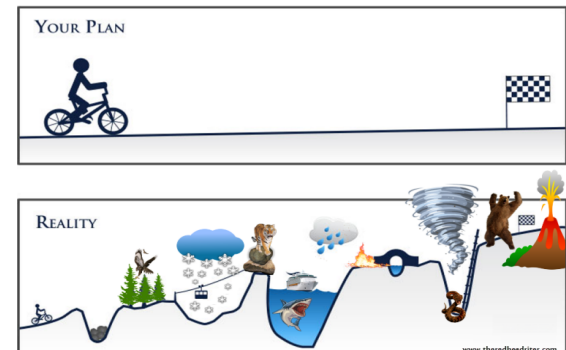
   iv.   *When: Establish a time frame.
   v.   *Which: Identify requirements and constraints.
   vi.   *Why: Specific reasons, purpose or benefits of accomplishing the goal.
b. Review what you have added to the columns, and determine if you can revise the goal statement to include some additional details.
c. Here is a sample template: By_____(date)_____(ex., budget, program, participants) will increase, grow,_____(amount of growth) on _____(assessment, report, or evaluation.)
d. Example of Goal #1 : By May 30, 2022 the CEL will revise and implement an equitable funding request process that leverages multiple sources (HSI, SW, Equity, GP) to increase Professional Learning activities by school or department (approximately ?? PL activities) by May 30, 2025 and shares a list of activities, departments/schools, and amount requested through an annual report to PCAB.

Goal	Leads	Action Steps	Resources Needed	Potential Challenges	Revised Goal:
Revise and implement an equitable PL funding request process from multiple PL sources (HSI, Strong Workforce,GP) and create a list for reporting.	**Goal #1** **Toni & Larry, Bridget, Andy**	**Goal #1** Clarify info: what are the sources, who is the approver, how much is available, are there regulations/guidelines on what funds can be used for, deadlines for use? Is there a rubric/priorities for funds, Who reviews/process for approval (subgroup)?	**Goal #1** Standing budgets from various funding partners. Budget managers from each source.	**Goal #1** Budget oversight for different sources.	
Collaborate with our campus constituents	Goal #2 Teacher Ed	Goal #2 Market DE (Teacher	Goal #2 Marketing Funding	Goal #2 Faculty time to take	

to establish equitable participation for the campus community, and provide various incentives through sync & async learning. (award, certificate, payscale adv.) -SO #4	Team Cross-campus partnerships	Ed) courses to campus community Support development and implementation of equity institute Creating a Canvas Course Shell	Office of Communications Academic Senate Classified Senate Staff to manage	official courses Classified Support for time to attend PL Incentives & Pay Scale Advancement approved thru district office <u>system to track attendance/outcomes/surveys</u> Contracts allow for different incentives (Faculty FT/PT/ Classified)	
Intentionally create a PL curriculum that infuses race conscious, culturally relevant, and equity focused activities. -SO #2	FPLC tri-chairs	FPLC to communicate and connect **existing PL** related to equity in classroom instruction (@ONE, Catalyst, TT, CEER, MOSIAC, MOST, NFI Newsletter, etc...) ……………… FPLC to expand branches of Teaching Tree workshop series to **address decolonizing**	July FPLC mtg to discuss TeachingTree scheduling/topics. Catalyst planning will begin in Fall. <u>Goal #3</u> Faculty Time to create COR and curriculum	PL offerings across campus not connected or communicated through governance structure, connected with instructional design, and/or intentional about equity connection. Communicating all the things happening across campus.	Intentionally *connect* and *curate* PL offerings that infuses race conscious, culturally relevant, and equity focused activities.

		instruction. Same for Catalyst. Pull all resource under one umbrella(EI) Goal #3 Teacher Ed Course Creation infuses methodology within Curricunet, Course Outlines of Record Equity Institute?			
Cultivate the community that acknowledges the Mesa community's knowledge to lead transformative PL through collective and individual learning opportunities. S0 #5		Call for Proposals? Integrate external courses or content as offerings Compensation for taking courses?		Review proposals & placement annually? as-needed / just-in-time workshops?	By May 2023 (2025) we will measure the participation of classroom and non-classroom in DEI/CRT increase by ,__ (amount of growth) for exposure, and campus culture change.