Mesa College Strategic Plan
Roadmap to Mesa2030

SUCCESS MEASURES FOCUS

Cycle of Integrated Planning

Mesa College Mission is the foundation of all planning processes because it describes the intended student population and the services that the College provides to the community

Master Plan: Mesa2030 is the College's ten-year educational and facilities master plan. The development of this document includes an analysis of the College's effectiveness in meeting its mission, projected demographics and economic changes, and feedback from College constituencies. This data is foundational for the development of two long-term guides for future College decisions: Mesa2030 Goals and Facilities Planning Principles.

Strategic Plan: Roadmap to Mesa2030, the College's five-year plan, presents Strategic Objectives that describe how the College intends to achieve the Mesa2030 Goals. An annual assessment of progress on achieving the Strategic Objectives contributes to the development of the College's subsequent Master Plan and Strategic Plan.

Program Reviews are unit-level plans for instructional programs, student services, and administrative units that include action plans that describe how the unit will contribute to the College's achievement of its Strategic Objectives.

Resource Allocation ensures that Mesa2030 Goals and Strategic Objectives guide the allocation of human, physical, and fiscal resources.

Annual Progress Assessment consolidates and documents the year's progress toward achievement of Mesa2030 Goals and Strategic Objectives. This assessment guides the College's actions in the coming year and the development of the next Strategic Plan.

MISSION

MASTER PLAN Mesa2030

STRATEGIC PLAN ROADMAP TO Mesa2030

PROGRAM REVIEW

RESOURCE ALLOCATION

ANNUAL PROGRESS ASSESSSMENT

Mesa2030 | Strategic Plan 2021-2026

Cycle of Integrated Planning

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MISSION

MASTER PLAN Mesa2030

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Mesa2030 | Strategic Plan 2021-2026

Shared Vocabulary

MISSION + VISION
(the why?)

LONG-TERM GOALS
(the what?)

STRATEGIC OBJECTIVES
(the how?)

ACTIVITIES
(specifically, how and when?)

Shared Vocabulary

MISSION + VISION
(the why?)

LONG-TERM GOALS
(the what?)

Mesa 2030
MASTER PLAN

A broad, affirmative statement of aspirations for a desired outcome

STRATEGIC OBJECTIVES
(the how?)

ACTIVITIES
(specifically, how and when?)

Shared Vocabulary

MISSION + VISION
(the why?)

LONG-TERM GOALS
(the what?)

Mesa 2030
MASTER PLAN

A broad, affirmative statement of aspirations for a desired outcome

STRATEGIC OBJECTIVES
(the how?)

An approach to achieve a goal / desired outcome

Mesa 2030 Roadmap
5-Year STRATEGIC PLAN

ACTIVITIES
(specifically, how and when?)

A specific step a college takes to carry out a strategic objective

Mesa College Strategic Plan
Roadmap to Mesa2030

SUCCESS
MEASURES
FOCUS

Mesa 2030 Long-Term Goals

EQUITY AND EXCELLENCE

Completion

Mesa College will institutionalize (or Mesa-nize) practices that clarify pathways to timely completion for students with the priority on those practices that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.

Community

Mesa College will build a community culture that utilizes antiracist practices to cultivate collaboration, inclusion, diversity, equity, and personal growth so that all students, employees, and members of our external community are valued.

Pathways + Partnerships

Mesa College will leverage pathways and partnerships within its internal and external communities to eliminate barriers and provide support for students entering Mesa College, through to completion, and beyond to transfer and employment.

Stewardship

Mesa College will develop and sustain processes that prioritize environmental justice and sustainability, reduce Mesa College's carbon footprint, and allocate its human, physical, technological, and fiscal resources around the goal of increasing student access, success, and parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.

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.

Defining Success

- **What does success look like?**

- **What OUTCOMES will tell us we have reached this goal?**

GUIDING QUESTIONS:

- What did we expect to change?

- How will we know when we reach this goal?

- How will we prove that?

Defining Success

- **What does success look like?**

- **What <u>OUTCOMES</u> will tell us we have reached this goal?**

GUIDING QUESTIONS:

- What did we expect to change?

- How will we know when we reach this goal?

- How will we prove that?

TABLE ACTIVITY:

- Review the goal assigned to your table

- Brainstorm outcomes on sticky notes

- Discuss and select the top 4

Mesa College Strategic Plan
Roadmap to Mesa2030

SUCCESS

MEASURES

FOCUS

Measuring Success

- **How could we measure?**

- **What <u>MEASURES</u> will tell us we have reached this goal?**

GUIDING QUESTIONS:

- What do we already measure?

- What resources can we tap into?

CRITERIA FOR IDENTIFYING MEASURES:

- Simple and self-explanatory

- Objectively measures success

- Offers a comparison to gauge performance

- Focuses attention on what matters most

- Measures impact, not activity

- Is cost-effective

Measuring Success

- **How could we measure each outcome?**

- **What <u>MEASURES</u> will tell us we have reached this goal?**

GUIDING QUESTIONS:

- What do we already measure?

- What resources can we tap into?

CRITERIA FOR IDENTIFYING MEASURES:

- Simple and self-explanatory

- Objectively measures success

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- Focuses attention on what matters most

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TABLE ACTIVITY:

- Identify measurements for each outcome

Mesa College Strategic Plan
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SUCCESS
MEASURES
FOCUS

Focusing our Efforts

- **Where should we FOCUS?**

- **How can we simplify our Roadmap for greater impact?**

KEEP

- Going well, continue

CHANGE

- Good intent, but needs adjusting

TOSS

- Not directly related, distracting; stop doing

Focusing our Efforts

- **Where should we focus?**

- **How can we simplify for impact?**

KEEP

- Going well, continue

CHANGE

- Good intent, but needs adjusting

TOSS

- Not directly related, distracting; stop doing

TABLE ACTIVITY:
- Review the current strategic objectives for your goal
- Assign a category (keep, change, toss)

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NEXT STEPS

Next Steps

SUMMER 2025

Workshops with a small Taskforce

- Close out current plan
- Strategize on processes for new plan
- Identify the Task Force
- Prepare for Opening Day Convocation and Fall workshops

FALL 2025

Campus Engagement

- Convocation
- Workshops with Taskforce
- Draft new Mesa 2030 Roadmap

SPRING 2025

Reviews and Approvals

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SUCCESS MEASURES FOCUS