



# Chancellor's Planning Commission Workshop #2

November 8, 2024

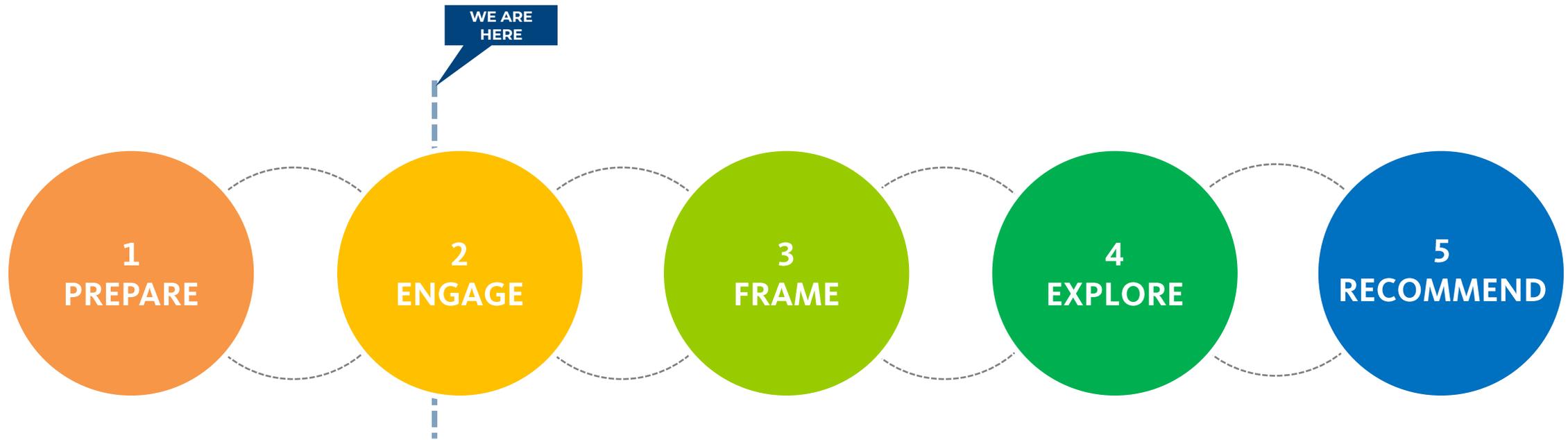
# AGENDA

- Approach + Timeline
- Measures of Success
- External – Report + Activity
- Internal – SOCCCD Engagement
  - Districtwide Survey - status
  - Campus Vision Sessions - findings
- Draft Values
- Draft Mission
- Next Steps



# Approach + Timeline

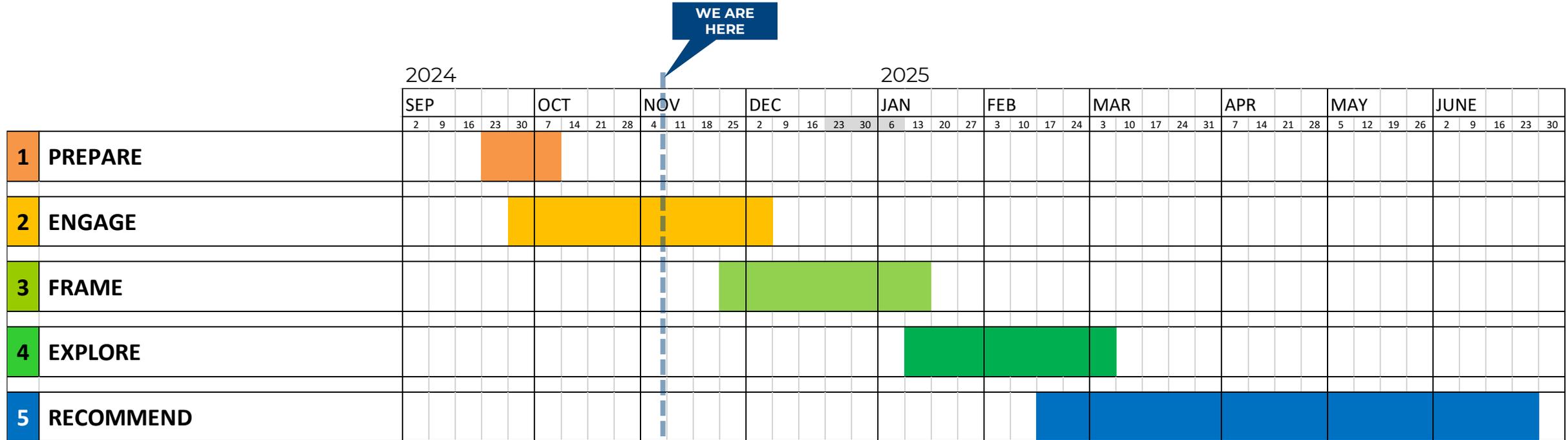
# 5 STEP PLANNING PROCESS



INTEGRATED + PARTICIPATORY + DATA-INFORMED



# ROAD MAP



CPC Workshops

Campus Vision Sessions

Online Surveys

Campus Meetings

Student Listening Sessions

Community Survey



# Measures of Success

What does success look like?

# INSPIRE 2035

## WHAT DOES SUCCESS LOOK LIKE?



Curriculum that is inclusive of diverse and reflective of our diverse students.

Even more Collaborative Space Physical + Online

A workforce intermediary in faculty roles that is representative of our diverse students

Adapted fiscal + physical resources to support the goals + vision of our plan.

Use financial flexibility to support self-study

Support students to succeed at the college + help them move into postsecondary education



What does success look like?

Students: Coordination of programming, results in positive student support to success that gets students staying longer that translates to economic + social mobility

Success is removing barriers that prevent students from completing their goal (see transfer)

All students will leave w/ one new credential and one new work experience that they can put on resume

holistic student support!

Students have inspired their capacity of addressing social problems.

The district + colleges are a go-to partner for community orgs for local gov't entities

Students will graduate and ultimately earn living wages in the region.



expanded career programming

Students returning for personal enrichment

Even better integration in the community for a summer college

Quality workforce + student specialization

The district

Plan for students entering into a second or third course

More career/continuing education links

Partnership with SH/PS

Other school/district coming to us or using us as a model

We are here to be the lead

An active integrated ATEP (see also campus)

An educational landscape that provides an innovative learning environment for all students



mental health support for every student

closer of partnership agency gaps

create feature/develop CE programming to meet workforce needs

sustainable programming

clear need to be measurable + fund

The morale of Faculty, Staff, Administrators has increased

Success has closed equity gaps for DII Students

Students feel welcome, supported and motivated

Students are confident prepared + well equipped to transfer to the next level

Student success is no longer predictable by race or identity

SoC&D is seen as a leader among C&C's and creating best practices

Creating innovative programming, support course



# INSPIRE 2035

WHAT DOES SUCCESS LOOK LIKE?

## THE INSPIRE 2035 PLAN

**Alignment of goals**  
and integration across  
campuses.

### Integrated

**Integration of  
initiatives and plans**  
- not siloed initiatives.

**Evolving and flexible**  
plan that adjusts to the  
ever-changing higher  
education landscape.

### Flexible & Sustainable

A plan that is  
**sustainable beyond  
the initial plan** and  
does not fall off when  
personnel leave.

The district is known  
for being **innovative  
and forward-thinking  
in one or more areas.**

### Innovative & Measurable

A strategic plan  
that truly is **nimble  
and flexible.**

**Adequate fiscal and  
physical resources**  
to support the goals  
and vision of our plan.

A plan that is  
**measurable.**

# INSPIRE 2035

WHAT DOES SUCCESS LOOK LIKE?

## OUTCOMES DIRECTED AT STUDENTS

Students leave inspired and capable of **addressing social problems**.

### Identifying Gaps & Providing Solutions

**Eliminate all** opportunity gaps

**No equity gaps** in access or success.

Plan for students entering a **second or third career**.

Students will graduate and ultimately **earn living wages** in the region.

### Equipping Students for Success

Students returning for **personal enrichment**.

All students will leave with **one new credential and one new work experience** that they can put on a resume.

Every students' learning experience is **designed for success**.

# INSPIRE 2035

WHAT DOES SUCCESS LOOK LIKE?

## CULTURE OF SERVING

Environment that allows for people to continuously **provide feedback**.

### Culture of Collaboration

Success = **Accepting Change**.

Care that centers **student success and equity**, embraces change and a safe space for discussion.

Move from a student enrolling framework to **student-serving**.

Students feel **welcome, supported, and motivated**.

### Building Community

**A welcoming supportive community** that students want to be a part of.

**Inclusiveness, diversity, equitable achievement.**

Punitive systems are replaced by **systems of support**, learning, growth, and empowerment.

**Holistic student support!**

Students competent, prepared and **well equipped to transfer and move into career opportunities**.

A plan that's **adaptable, and nimble** that addresses the ever-changing needs of our students rapidly in real time.

### Equipping Students for the Future

Coordination of programming results in a student experience that translates to **economic and social mobility**.

An educational landscape that provides an **innovative learning environment** for all students.

# INSPIRE 2035

## WHAT DOES SUCCESS LOOK LIKE?

### EMPLOYEE AND DISTRICTWIDE CULTURE

Full inclusion of **all** (students / employees) **in institutional outcomes.**

#### Full Engagement & Inclusion

Full engagement of **all**.

**Growth mindset** vs Fixed mindset.

#### Happy Employees

The **morale** of faculty, staff, administrators has increased.

Happy employees who **feel valued.**

Create / ensure / develop **Continuous Education** programming to **meet workforce needs.**

#### Shared Vision

Shared vision for **all** employees.

Everyone rowing in the **same direction.**

Employees / departments focused on **strategic goals / outcomes.**

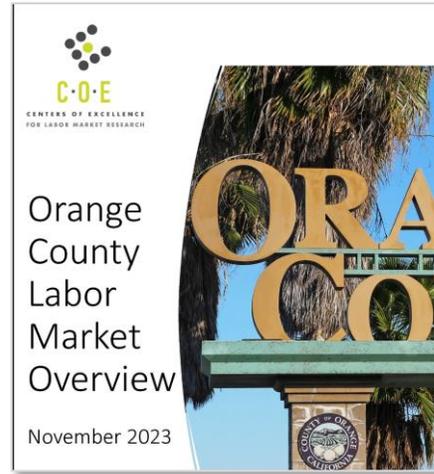


# External Trends

Key Indicators

Implications for Long-term Planning

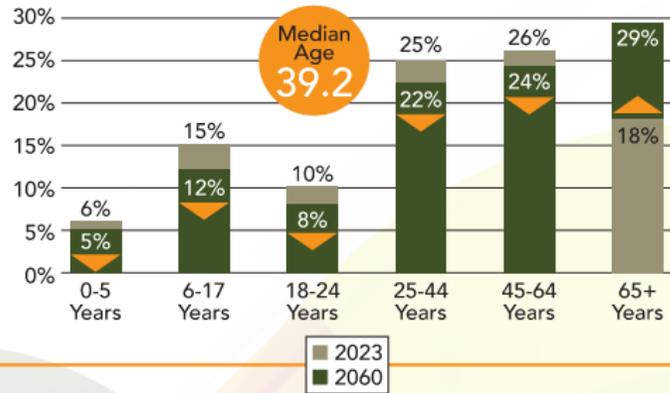
# SOURCE DOCUMENTS



# Key Indicators

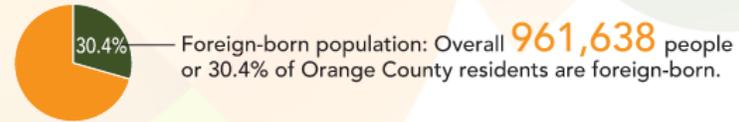
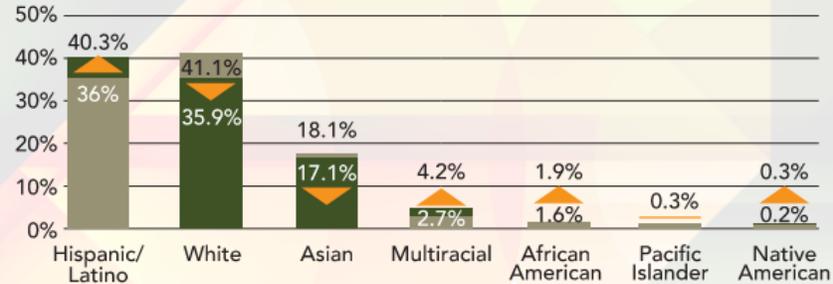
## ORANGE COUNTY 2023 COMMUNITY 2024 INDICATORS KEY INDICATORS

### DEMOGRAPHIC CHANGES FOR 2023-2060



### DIVERSITY

#### LARGEST ETHNIC GROUPS FOR 2023-2060



#### HIGHEST POPULATIONS OF FOREIGN ORIGINS

COUNTRY	POPULATION IN ORANGE COUNTY	COUNTRY	POPULATION IN ORANGE COUNTY
Mexico	294,594	India	34,692
Vietnam	159,887	Iran	28,638
Korea	65,486	El Salvador	26,046
Philippines	53,288	Taiwan	23,002
China*	45,529	Canada	13,519

\*Foreign-born population from China excludes residents of Hong Kong and Taiwan.



TOP 3 MAJOR EMPLOYERS

The Walt Disney Co.  
**34,000**

University of California, Irvine  
**24,867**

County of Orange  
**18,000**

## Key Indicators

### ORANGE COUNTY PROFILE

6th largest county in the U.S. by total population

799 land area (square miles)

42 miles of coastline

3,926 persons per square mile

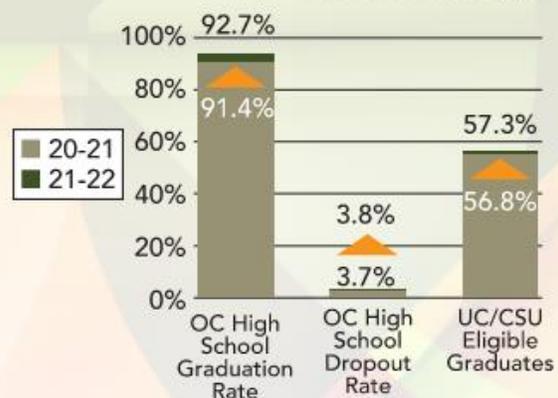
34 cities and several large unincorporated areas

3,137,164 population in 2023

### EDUCATION

43.1% of Orange County residents over the age of 25 have a Bachelor's degree or higher

12.7% have a Graduate or Professional Degree



### ECONOMY & INCOME TRENDS

\$100,559 Median Household Income (2021)

3.2% Unemployment Rate (May 2023)

9.9% Poverty Level

\$284B Gross Regional Product (larger than 25 states including Louisiana, Alabama and Kentucky)

### HOUSING

Median existing single-family home price, Orange County

\$1,265,000 May 2023

vs. \$836,110 across California

Only 22% of first-time home buyers can afford an entry-level home (priced at \$1.07 million requiring qualifying income of \$157,500) in Q1 2023 vs. 29% in Q1 2022

\$40.63 Hourly wage needed for 1 bedroom (2023) an increase of 10.9% compared to 2022

105 Work hours required per week for a minimum wage worker to afford 1 bedroom vs. 98 hours in 2022

# Housing

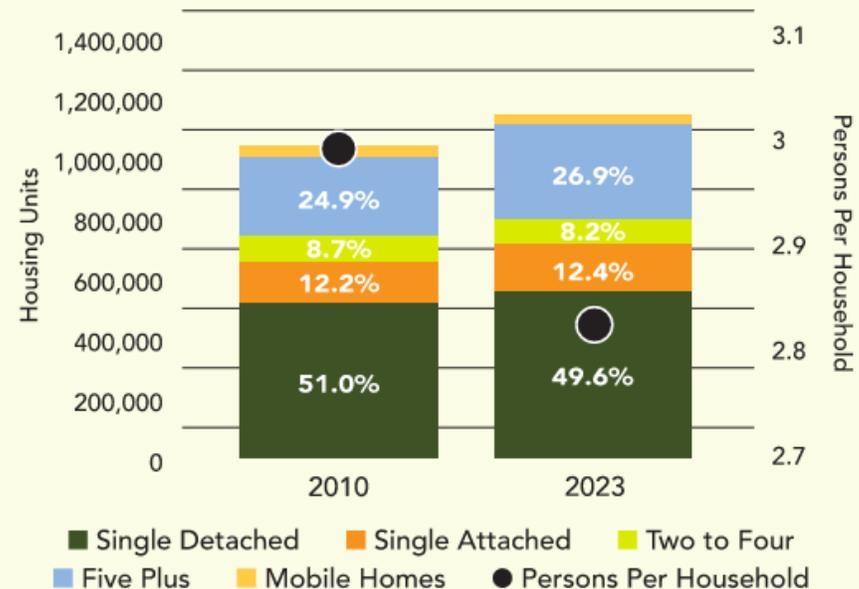


## SPECIAL FEATURE: ECONOMIC IMPACTS OF HOUSING SUPPLY AND AFFORDABILITY CHALLENGES

### ORANGE COUNTY FOR SALE HOUSING SUPPLY, AFFORDABILITY AND MEDIAN HOME PRICE, Q1 2019 - 2023

	Traditional Home-Buyer Affordability Index	First-Time Home Buyer Affordability Index	Median Home Price
Q1 2012	39%	62%	\$485,300
Q1 2019	24%	42%	\$809,500
Q1 2020	24%	41%	\$882,000
Q1 2021	20%	34%	\$1,025,000
Q1 2022	13%	29%	\$1,305,000
Q1 2023	12%	22%	\$1,250,000

## ORANGE COUNTY HOUSING BREAKDOWN, 2010 - 2023



# Best-of-the-Best Occupations

Exhibit 18: Data for the 26 Best-of-the-Best Occupations

SOC	Occupation	Skill Level	2022 Jobs	5-Year % Change	Annual Openings	Entry-Level Hourly Wage	Automation Index	Sector
11-1021	General and Operations Managers	Middle-Skill	28,261	7%	2,957	\$37.02	82.2	Business & Entrepreneurship
29-1141	Registered Nurses	Middle-Skill	25,617	9%	1,996	\$48.32	85.3	Health
13-1161	Market Research Analysts and Marketing Specialists	Above Middle-Skill	12,149	10%	1,476	\$26.39	88.6	Business & Entrepreneurship
11-3031	Financial Managers	Above Middle-Skill	11,599	7%	1,055	\$53.14	85.8	Business & Entrepreneurship
25-2021	Elementary School Teachers, Except Special Education	Above Middle-Skill	11,508	8%	1,034	\$31.74	82.3	Education & Human Development
23-1011	Lawyers	Above Middle-Skill	12,715	9%	855	\$48.58	81.1	Other
11-9021	Construction Managers	Above Middle-Skill	6,302	8%	601	\$35.84	88.6	Energy, Construction & Utilities
11-9111	Medical and Health Services Managers	Above Middle-Skill	4,314	21%	553	\$40.87	75.2	Health
21-1012	Educational, Guidance, and Career Counselors and Advisors	Above Middle-Skill	3,445	7%	342	\$26.44	80	Education & Human Development
13-1081	Logisticians	Middle-Skill	2,617	14%	316	\$30.26	82.1	Advanced Transportation & Logistics
25-2022	Middle School Teachers, Except Special and Career/Technical Education	Above Middle-Skill	3,376	9%	311	\$36.31	84.5	Education & Human Development
29-1292	Dental Hygienists	Middle-Skill	3,126	13%	296	\$51.60	96.8	Health
11-9151	Social and Community Service Managers	Above Middle-Skill	2,240	14%	269	\$27.08	85.7	Business & Entrepreneurship
15-2051	Data Scientists	Above Middle-Skill	2,151	16%	233	\$34.97	83.4	Information and Communication Technologies (ICT)/Digital Media
29-1171	Nurse Practitioners	Above Middle-Skill	1,696	32%	207	\$58.95	83.2	Health
29-1123	Physical Therapists	Above Middle-Skill	2,741	14%	207	\$45.50	85.5	Health
31-2021	Physical Therapist Assistants	Middle-Skill	932	22%	185	\$32.65	88.1	Health

SOC	Occupation	Skill Level	2022 Jobs	5-Year % Change	Annual Openings	Entry-Level Hourly Wage	Automation Index	Sector
29-1127	Speech-Language Pathologists	Above Middle-Skill	1,659	18%	167	\$39.16	87.5	Health
29-1071	Physician Assistants	Above Middle-Skill	1,502	19%	149	\$59.36	87.8	Health
29-1021	Dentists, General	Above Middle-Skill	3,058	8%	142	\$29.77	87.9	Health
15-1212	Information Security Analysts	Above Middle-Skill	1,181	17%	133	\$45.67	86.4	Information and Communication Technologies (ICT)/Digital Media
29-1122	Occupational Therapists	Above Middle-Skill	1,511	13%	132	\$46.37	87.3	Health
15-2031	Operations Research Analysts	Above Middle-Skill	894	12%	87	\$31.09	91.2	Business & Entrepreneurship
19-3033	Clinical and Counseling Psychologists	Above Middle-Skill	774	21%	87	\$38.24	85.4	Health
29-1041	Optometrists	Above Middle-Skill	1,336	15%	81	\$35.36	83.2	Health
29-2032	Diagnostic Medical Sonographers	Middle-Skill	822	17%	76	\$45.46	93.3	Health

# EXTERNAL TRENDS

## STATEWIDE SYSTEM

**State Funding and Budget Constraints:** Changes in California's state budget directly impact funding allocations.

**Shifts in Enrollment Trends:** Declining enrollment due to changing demographics or economic conditions can challenge financial stability.

**Workforce Alignment:** Pressure to align programs with labor market demands, especially in healthcare, tech, and skilled trades.

**Equity and Access Initiatives:** Significant ongoing focus on improving access, and success for underrepresented students.

**Legislative and Policy Changes:** New regulations related to curriculum, transfer pathways, and student support services impact operations.

# IMPLICATIONS FOR LONG-RANGE PLANNING?

## TABLE DISCUSSION

1. Meeting the needs of the changing population in the region?
2. Creating equitable degree attainment and workforce outcomes?
3. Aligning and leveraging system-wide opportunities?



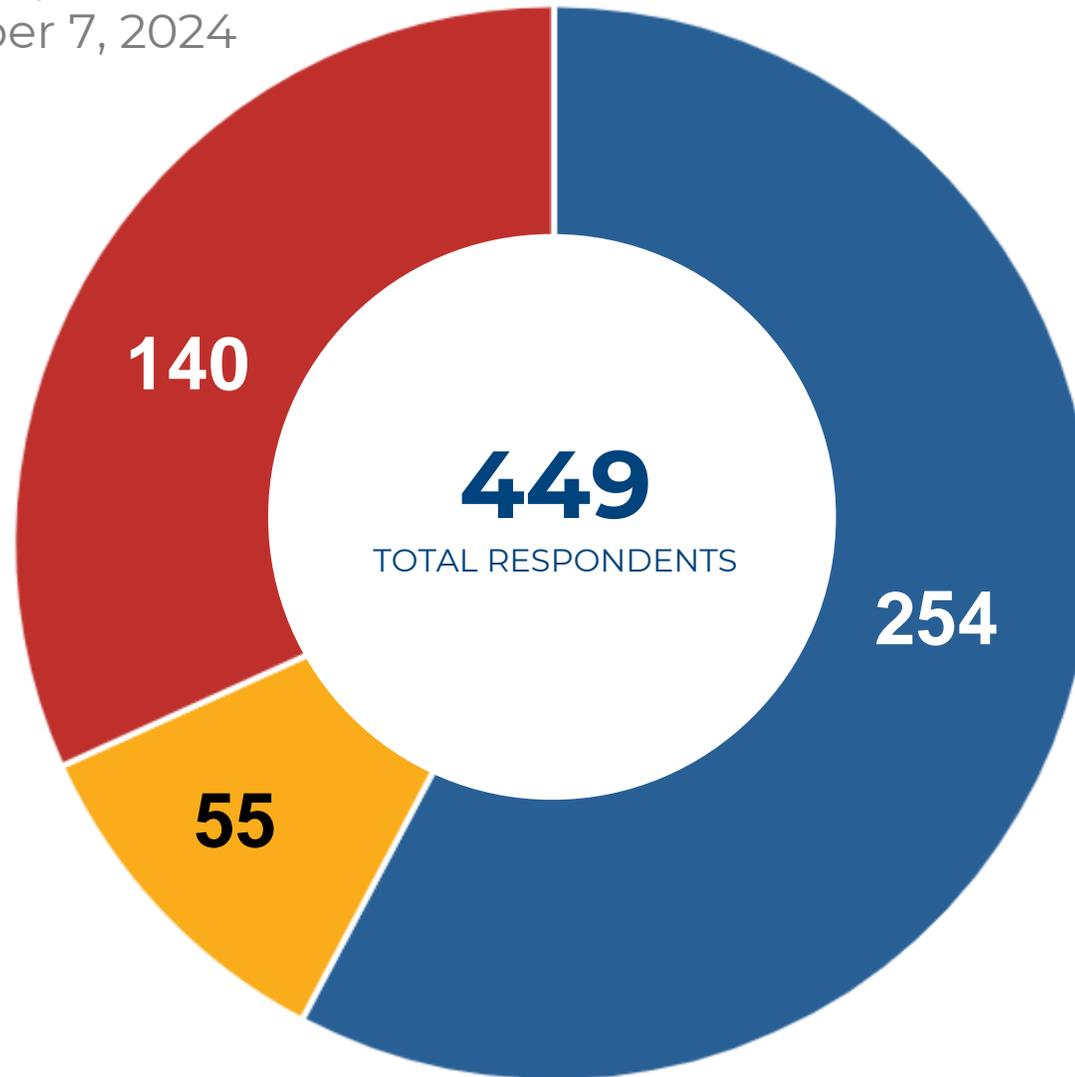
# Internal Scanning

Districtwide Online Survey

Campus Forums

# CAMPUS ONLINE SURVEY

Number of Respondents  
As of November 7, 2024



**Survey was launched on  
Friday, October 25**

- Students
- Administrator / Manager / Staff
- Faculty

***EXTENDING TIMELINE:***  
*Fri Nov 15th*

# CAMPUS VISIONING SESSIONS

SADDLEBACK COLLEGE

*Campus*  
**VISIONING SESSION**



October 18, 2024  
9:30am - 1:30pm  
ATAS LOBBY

As we move forward with the District 2035 Strategic Plan, we would like to understand your experiences and preferences for the future. Please stop by to participate in our visioning session.

*Your Voice Matters*  
We want to hear from you.

[www.socccd.edu](http://www.socccd.edu)

IRVINE VALLEY COLLEGE

*Campus*  
**VISIONING SESSION**



October 22, 2024  
10:00am - 2:00pm  
Student Services Center (SSC) Quad

As we move forward with the District 2035 Strategic Plan, we would like to understand your experiences and preferences for the future. Please stop by to participate in our visioning session.

*Your Voice Matters*  
We want to hear from you.

[www.socccd.edu](http://www.socccd.edu)



# Saddleback College

*Campus Visioning  
Session*



**WHY Saddleback?**

# STUDENTS

**Good transfer college**

*To save money / good community*

**Nearby (close to home)**

**Opportunities**

**Commute for sports programs**

*To become the first woman to  
earn a degree in my family*

**More vegan options**

*I wasn't ready to go straight to a 4-year,  
but I still wanted to be in school*



**WHY Saddleback?**

# EMPLOYEES

**Great leadership**

*Supportive*

**To help students improve their lives**

**Opportunities**

**Family**

*To help other first-generation students succeed*

**Distance**

*As a former student, giving back to the college that helped my growth*

**Growth**

*Good reputation, heard that it pays well*

**Diversity & Inclusion**

**Future learning**

*Conferences*



# ONE WORD to describe Saddleback College...

STUDENTS + EMPLOYEES

# TODAY

**Accessible**    **Inclusive**    **Top-down**  
*Supportive*                      *Political*  
*Bureaucratic*    *Hierarchical*  
**Evolving**  
*Home*  
**Growing**  
*Changing*    **Capable**    *Wonderful*  
*Friendly*    **Helpful**    *Flux*  
**Caring**    **Progressing**  
*Success*  
**Striving**  
*Kind*  
**Transitional**    **Improving**  
   *Welcoming*  
**Community**    **Engaging**  
*Nice*  
**Efficient**    **Resourceful**    **Safe**



# ONE WORD to describe Saddleback College...

STUDENTS + EMPLOYEES

# TODAY

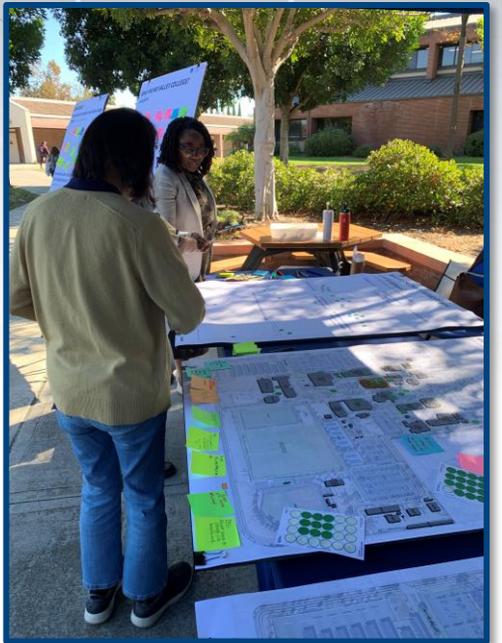
**Accessible** **Inclusive** **Top-down**  
*Supportive* *Political*  
*Bureaucratic* *Hierarchical*  
**Evolving** **Growing**  
*Home* *Wonderful*  
*Changing* **Capable** *Flux*  
*Friendly* **Helpful** **Progressing**  
**Caring** *Success*  
**Striving** *Kind* **Improving**  
**Transitional** *Welcoming*  
**Community** **Engaging** *Nice*  
**Efficient** **Resourceful** **Safe**

# FUTURE

**Amenities** *Leadership*  
*Motivational* **Kind** **Hub**  
**Balance** *Morale*  
**Technology** **Welcoming** *Goals*  
**Equity** **Directions** *Growth*  
**Visibility**  
**Diversity** *Innovation*  
*Strong*  
**Inclusivity** **Home**  
**Dream** **Innovation** **Thrive**  
**Family** **Educational**  
**Caring**

# Irvine Valley College

## Campus Visioning Session



**WHY IVC?**

# STUDENTS

**Strong outcomes** *To decide career*

*Smaller campus*

**Commuting from San Diego to IVC**

**Great transfer rate**

*Accelerate through dual enrollment*

*Good college*

**Prestige**

*My son goes here, good opportunity to study English*

**Learn more and make friends**

**TAG**

**Save money**

*Puente program*

*Love my STEM professors*

**Local**

**Promise program**

**For fun**

*More class options*

**Rising Scholar**

**WHY IVC?**

# EMPLOYEES

**Caring campus**

**I feel empowered to grow**

**Great leadership**

**Nice people**

**Great colleagues and students**

*Fun*

**Caring campus**

**Local**

**Community**

*Opportunity for growth*

**Feels like home**

**Community**

*Professional and supportive*

**ONE WORD** to describe Irvine Valley College...

STUDENTS + EMPLOYEES

# TODAY

Advocacy

Alight

Fun

**Opportunity**

Engaging

Warm

**Caring**

**Inclusive**

Welcoming

Best

Encouraging

Relaxing

Amazing

**Good**

Chill

Friendly

**Proactive**

**Supportive**

Diverse

Improvement

Growing

Lovely

Open

Plentiful



**ONE WORD** to describe Irvine Valley College...

STUDENTS + EMPLOYEES

# TODAY

# FUTURE

Advocacy  
 PAC  
**Opportunity**  
 Alright  
 Fun  
 Engaging  
 Warm  
**Inclusive**  
 Welcoming  
 Encouraging  
 Relaxing  
**Good**  
 Friendly  
**Supportive**  
 Diverse  
 Improvement  
 Growing  
 Lovely  
**Open**  
 Plentiful

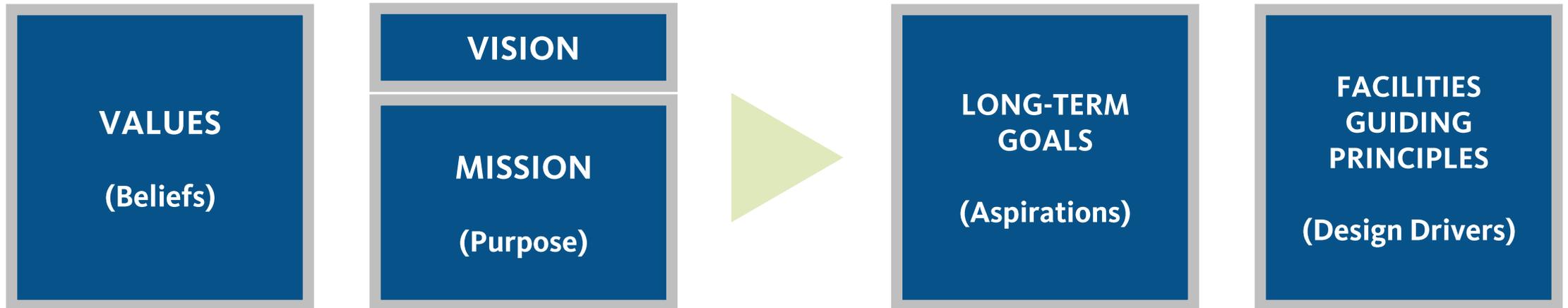
**University**  
 Goals  
 Customized  
 Vibrant  
 Aid  
 Beautiful  
**Social**  
**Opportunities**  
**Connections**  
 Books  
 Best choice  
 Housing  
**Quality**  
**Educational**  
 Free  
 More parking  
 Programs  
 Possibilities  
 Transformative



# Values

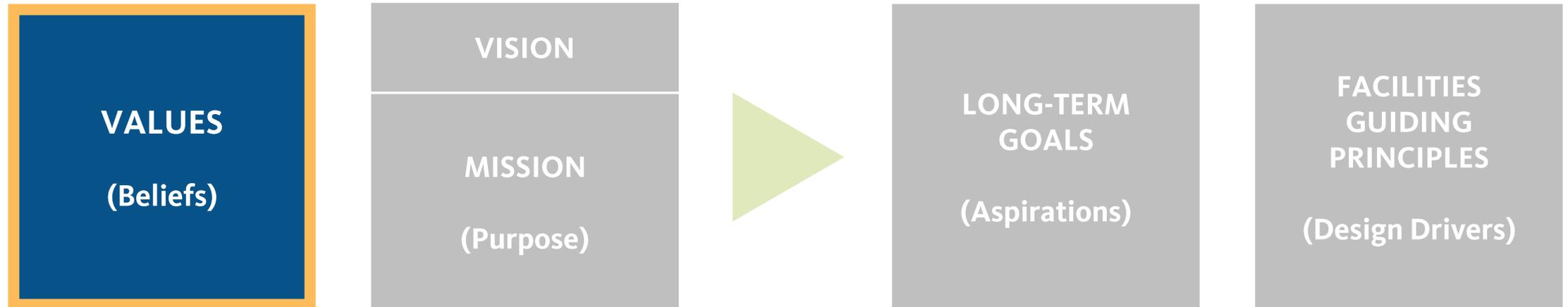
# INSPIRE 2035

## FOUNDATIONAL ELEMENTS



# VALUES

## CORE BELIEFS



# VALUES

## CORE BELIEFS

*What are the values that must be embedded in the work that happens at SOCCCD?*



# VALUES

Draft for Discussion



# VALUES

## CORE BELIEFS

What are the values that must be embedded in the work that happens at SOCCCD?



# VALUES

Draft for Discussion

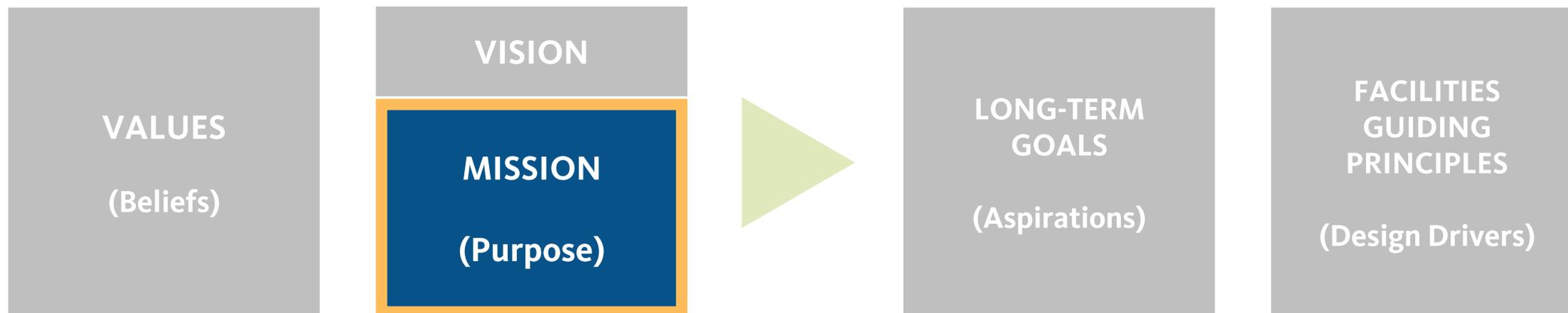




# Mission + Vision

# INSPIRE 2035

## FOUNDATIONAL ELEMENTS



# MISSION

## PROMISE(S)

What are the **MOST IMPORTANT NUGGETS** that should inform the SOCCCD Mission?



# MISSION

DRAFT NUGGETS

How does this resonate?

Is anything missing?

Excellence

Innovation

Student-Centered

Workforce Development

Academic Achievement

Equitable Access

Economic Vitality

Transformative

Lifelong Learning

Career Goals

June 2024

# MISSION

## PROMISE(S)

How does this resonate?

Is anything missing?

**MISSION DRAFT NUGGETS**

How does this resonate?  
Is anything missing?

- BROAD
- TYPICAL
- DUPLICATIVE
- W/ COL. MISSIONS
- BH

Excellence	Innovation	Student-Centered	Workforce Development	Academic Achievement
Equitable Access	Economic Vitality	Transformative	Lifelong Learning	Career Goals

+ SOCIAL JUSTICE  
+ HUMANITY  
+ EMPLOYEES

+ POST-GRAD OUTCOMES  
+ SOCIAL MOBILITY

+ PEOPLE  
+ EMPOWERMENT  
+ HUMAN-CENTERED

(LIMIT STATEMENT OF IVC MISSION?)



**MISSION DRAFT NUGGETS**

How does this resonate?  
Is anything missing?

Excellence	Innovation	Student-Centered	Workforce Development	Academic Achievement
Equitable Access	Economic Vitality	Transformative	Lifelong Learning	Career Goals

Best case for giving graduate students employment  
+ HUMANITY  
+ EMPLOYEES

HERETIC APPROACH  
Comments - Really to see  
a lot of work by departments in long time  
Outcomes



**MISSION DRAFT NUGGETS**

How does this resonate?  
Is anything missing?

Excellence	Innovation	Student-Centered	Workforce Development	Academic Achievement
Equitable Access	Economic Vitality	Transformative	Lifelong Learning	Career Goals

and outcomes

Mission: Success  
Comments



# MISSION

HOW DOES THIS RESONATE?

Boring, typical, and duplicative with other college missions

Feels too broad. **Should be more succinct & powerful**

Excellence

Innovation

Student-Centered

Workforce Development

Academic Achievement

Equitable access = **affordable housing**

Equitable Access

Economic Vitality

Transformative

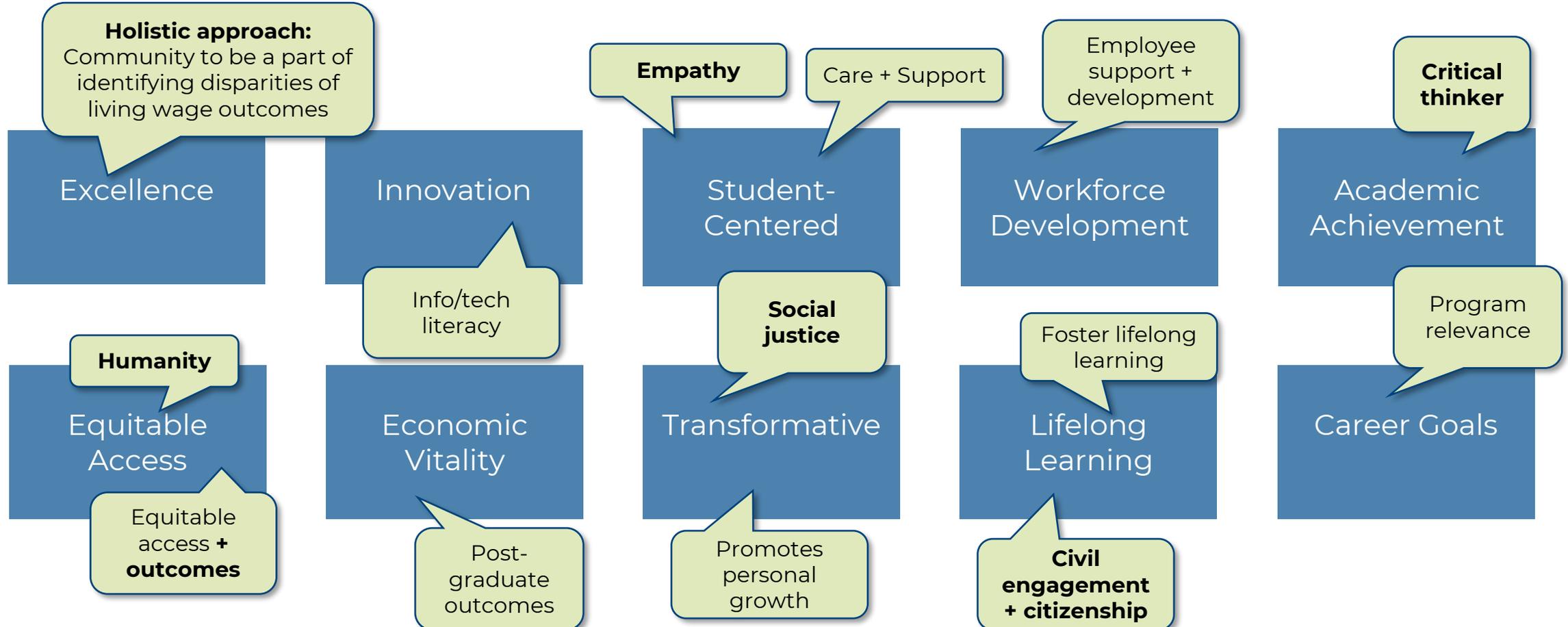
Lifelong Learning

Career Goals

**Cost of hiring** can prohibit hiring and retaining students & employees

# MISSION

## WHAT'S MISSING?



# MISSION

## DRAFT MISSION STATEMENTS & PHRASES

**Empower students to succeed in an evolving world** by fostering a balance between tech, innovation, and education

Excellence

Innovation

Student-Centered

Mission to **provide a supportive & caring environment** for employees

Workforce Development

Academic Achievement

Equitable Access

Economic Vitality

Transformative

Lifelong Learning

Career Goals

Provide learning spaces and environments

To become the **heart of a community**

Our mission is to **cultivate creative thinkers** to advance their lives and engage in the community



# Next Steps

# ROAD MAP



		2024					2025				
		SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE
		2 9 16 23 30	7 14 21 28	4 11 18 25	2 9 16 23 30	6 13 20 27	3 10 17 24	3 10 17 24 31	7 14 21 28	5 12 19 26	2 9 16 23 30
<b>1</b>	<b>PREPARE</b>										
<b>2</b>	<b>ENGAGE</b>										
<b>3</b>	<b>FRAME</b>										
<b>4</b>	<b>EXPLORE</b>										
<b>5</b>	<b>RECOMMEND</b>										

NEXT CPC MEETING

## DISTRICTWIDE ENGAGEMENT

<b>Chancellor's Planning Commission (CPC)</b>		13	11	8	13	17	7	14	18	9	?
<b>Campus Sessions (3)</b>											
SC			18								
IVC				22							
ATEP (Date + format TBD)							?				
<b>Districtwide Online Survey (students + employees)</b>			25	15							
<b>College/Campus Planning Team meetings (3)</b>						(3)		(3)	(3)		
SC				19							
IVC				13							
ATEP (Date + format TBD)							?				
<b>Student Listening Sessions (5 @ IVC and 5 @ SC)</b>					?	?					
<b>Community Survey</b>											
<b>IVC and SC Councils</b>											
<b>Board of Trustees</b>					16						