

Clarifying What Success Looks Like

Goal 1 - 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.

Below are the draft Outcomes for this Mesa2030 Goal. These Outcomes represent the future state of success we aim to create over the next five years.

Please review each Outcome (in **blue**) and use the guiding questions to shape your comments - such as edits, clarifications, gaps, missing ideas, or suggested alternatives.

Some Guiding Questions

- *Does this outcome align with the above long-term goal?*
- *Does this outcome describe a future state we truly want to achieve by 2030?*
- *Is this outcome meaningful and measurable?*

Eliminated equity gaps

Aligned processes and systems for consistency

Increased percentage of student success

Degree or Certificate Attainment. Transfers. Employment. Upskilling.

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Goal 2 - 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.

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Some Guiding Questions

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People feel valued

Improved communication

Increased collaboration

Shared accountability

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Goal 3 – 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.

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All Students have a pathway (Ed Plan)

Visibility & Reputation (a good choice)

Successful CTE Employment (High)

Supported along the way through employment

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Goal 4 – 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.

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Environmental Stewardship

Fiscal Stewardship

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Goal 5 – 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.

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Please review each Outcome (in **blue**) and use the guiding questions to shape your comments - such as edits, clarifications, gaps, missing ideas, or suggested alternatives.

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Culturally Relevant Professional Learning

Teaching and Learning to Meet Diverse Student Needs