

# District Strategic Planning: Designing the Future of Learning and Society

Mission Informed Planning Council at Foothill College

College Council at De Anza College

Joint Academic Senate Meeting

Academic and Professional Matters Committee

Chancellor's Advisory Council

March 2026



**FOOTHILL-DE ANZA**  
COMMUNITY COLLEGE DISTRICT

# Presentation Flow

Timeline and Process

College and District Planning/Goal Alignment

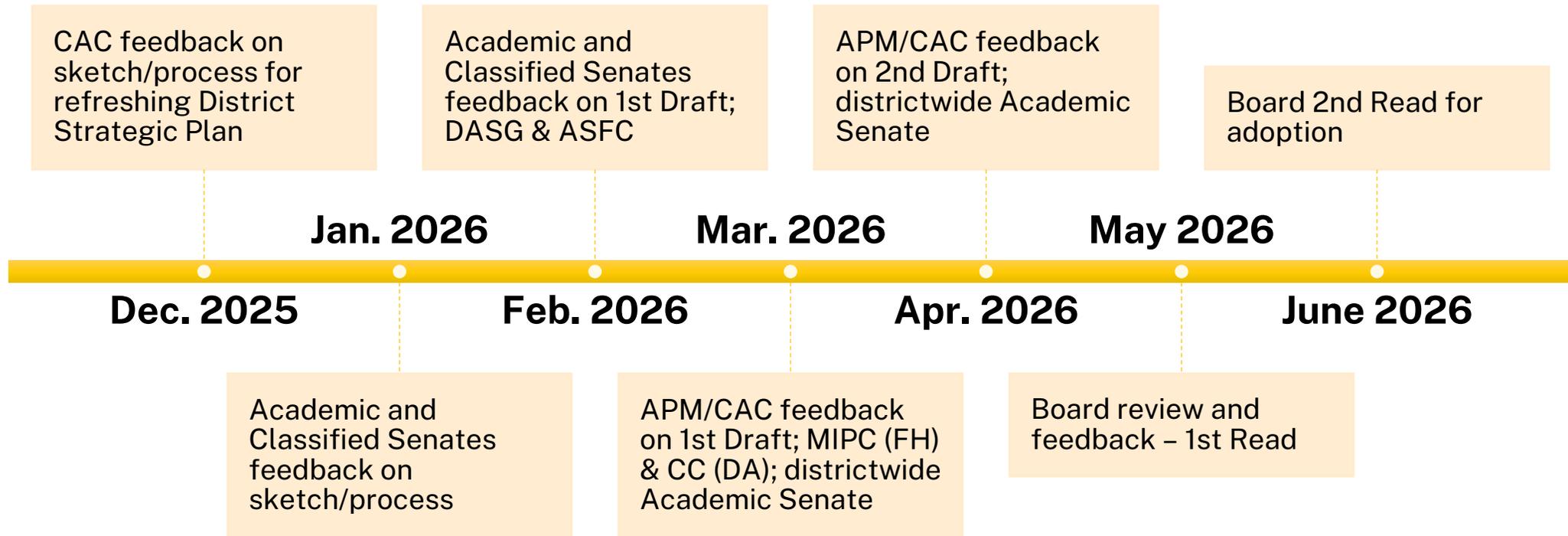
Draft Plan Components

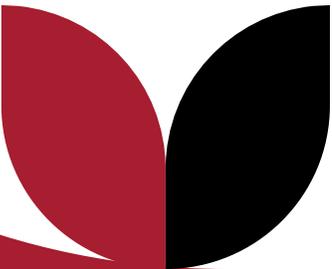
- Grounding Foundational Practices
- Strategic Priorities (Transformational Aims)
- Wildly Important Goals
- Accountability

Feedback and Iterative Process



# Timeline & Process







# District Strategic Plan: proposed table of contents for 10-15 page document

1. Introduction and Context
2. Districtwide Alignment
3. Five Foundational Practices
4. Five Strategic Priorities
5. Five Wildly Important Goals
6. Lead Measures
7. Accountability

Refreshing the districtwide strategic plan is the natural next step as we collaborate towards accomplishing our collective mission and vision.

The following approach provides the framework for a timely and relevant process:

- Seek Feedback
- Keep it Simple
- Support Faculty and Staff
- Focus on Breakthrough Impacts
- Remain Student Centered

Seek Feedback  
Keep it Simple  
Support Faculty & Staff  
Districtwide Impact  
Student Centered

## Foundational Practices

- Empowered Governance and Institutional Agility
- Strategic Finance and Talent Innovation
- Partnerships for Impact
- Sustainability and Resilience as Core Design Principles
- Culture of Trust, Inclusion, and Courageous Engagement



# Five Districtwide Strategic Priorities

- Equity by Design: Empower Every Learner for Impact
- Learning, Innovation & Liberal Arts Education
- Digital Transformation & AI Readiness: Build a Human-Centered Tech Future
- Career Pathways & Economic Opportunities
- Global Citizenship & Civic Innovation: Educate for a Borderless World

# Five Wildly Important Goals

## Equity

By Fall, redesign course scheduling to support workforce pell implementation to ensure 30% of eligible programs are in accelerated pathways.

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## Learning

Create 5 academic pathways for dual admissions articulation with UC/CSU transfer institutions by Fall 2027.

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## Digital Transformation

By 2027 a framework for digital transformation is defined and applied to enhance the student experience.

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## Career Pathways

Ensure all CTE programs are aligned with labor market demand by the end of Spring 2029.

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## Global Citizenship

Every student enrolled in Area 4 (CalGETC) will engage in civic and community engagement by 2030.

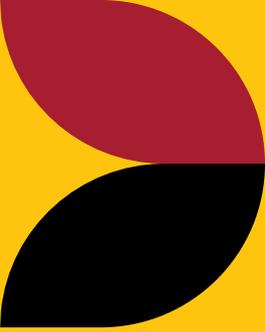
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# Act on Lead Measures: Scorecard

**Lead Measure:** a predictive activity that a team can directly influence to achieve a future outcome.

**Lag Measure:** a result that tracks past performance after an activity has been completed.

Example Lead Metrics	Measurement	Target	Actual
Degree Pathway Promotion	# pathway program maps	15	5
Accelerated Programs	# Programs	5	2
Industry Feedback	# of advisory meetings	20	10
Employee participation in digital pedagogy	# people participating	200	100
Course outcomes with global/civic engagement	Percentage (%) of courses	80	60



# Cadence of Accountability

Quarterly Reviews and  
Commitments to Actions



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Seek Feedback  
Keep it Simple  
Support Faculty & Staff  
Districtwide Impact  
Student Centered

## Feedback / Modifications In Progress

- Emphasized iterative process in introduction to show how district planning is aligned with college goals
- Added college context in each goal area for increased transparency and alignment
- Incorporated each lead/lag indicator with accompanying goal for clarity on method for measuring progress
- Adding resources associated with each goal which provides multiple perspectives, national and local context for goal development, accountability, and implementation
- Documenting baseline data if available



## Questions:

To what extent do you see alignment with your college plan?

What opportunities do we have to clarify our goals?

How can we better communication support to faculty and staff?

What do you think about the balance: simplicity in approach and focus on implementation?

Other suggestions for us as we work on document?

Thoughts on how best to communicate collegewide and districtwide about alignment of goals?

What resources and relevant documents could support this work?



# Contact Us

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