



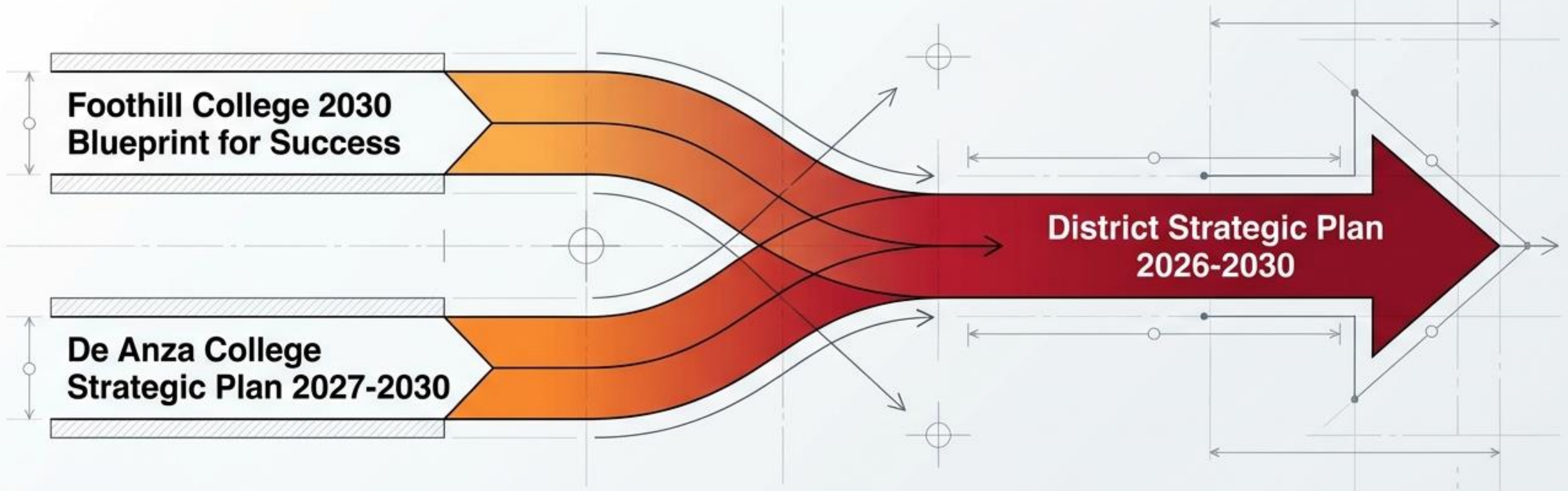
FOOTHILL-DE ANZA
COMMUNITY COLLEGE DISTRICT

Designing the Future of Learning and Society

District Strategic Plan 2026–2030

Foothill-De Anza Community College District

Moving from Vision to Action

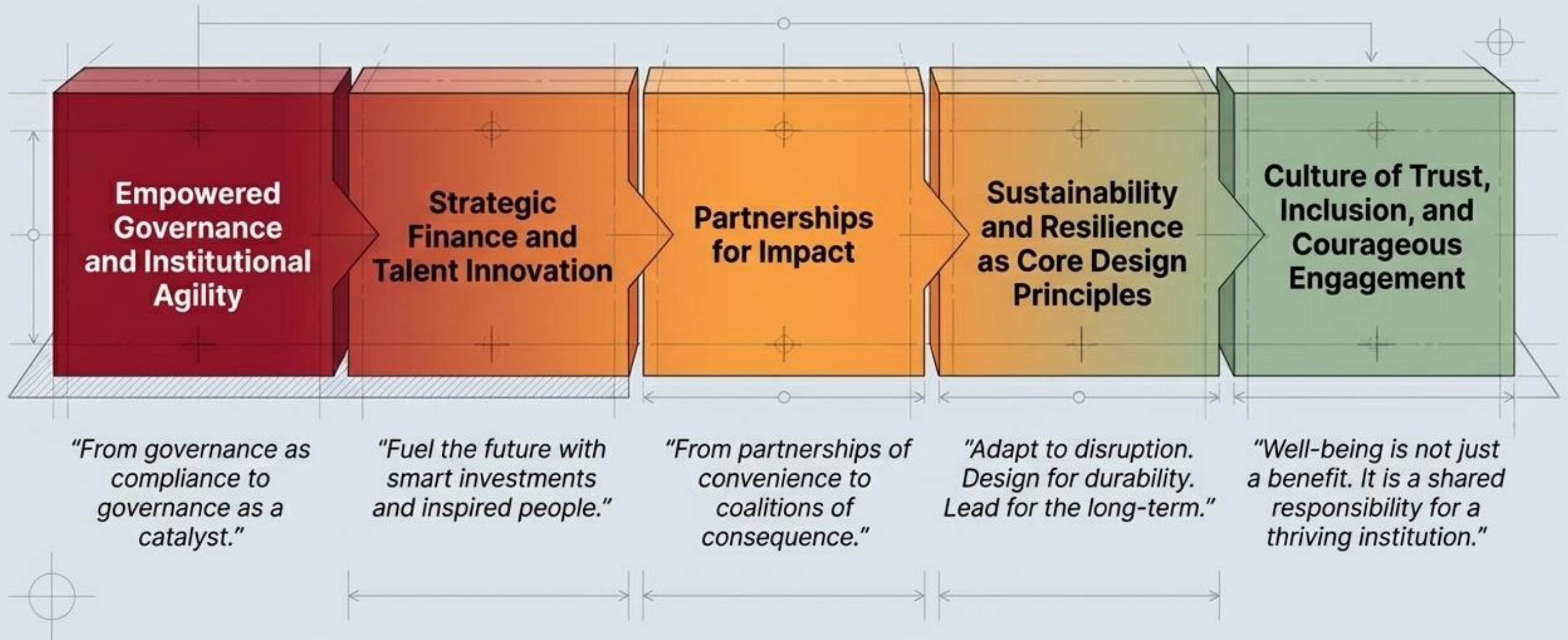


This plan serves as an intentional addendum to prior efforts, designed to establish a common framework for accountability. It is a call to action requiring districtwide collaboration—centering students, students, advancing equity, and fostering continuous learning. We are moving beyond theoretical planning to deliver meaningful, measurable impact.

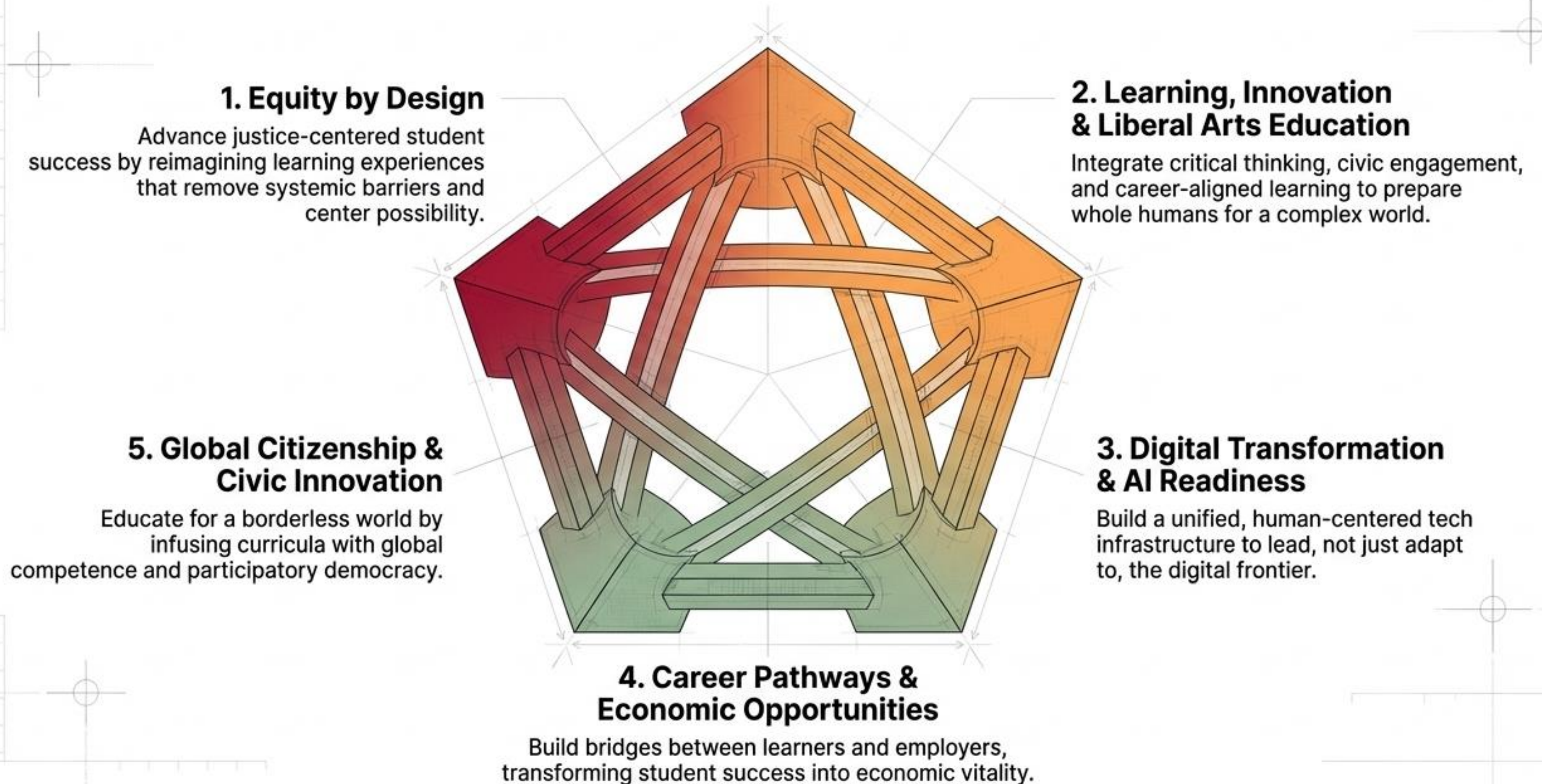
The Architecture of Our Strategy



The Infrastructure: Five Foundational Practices

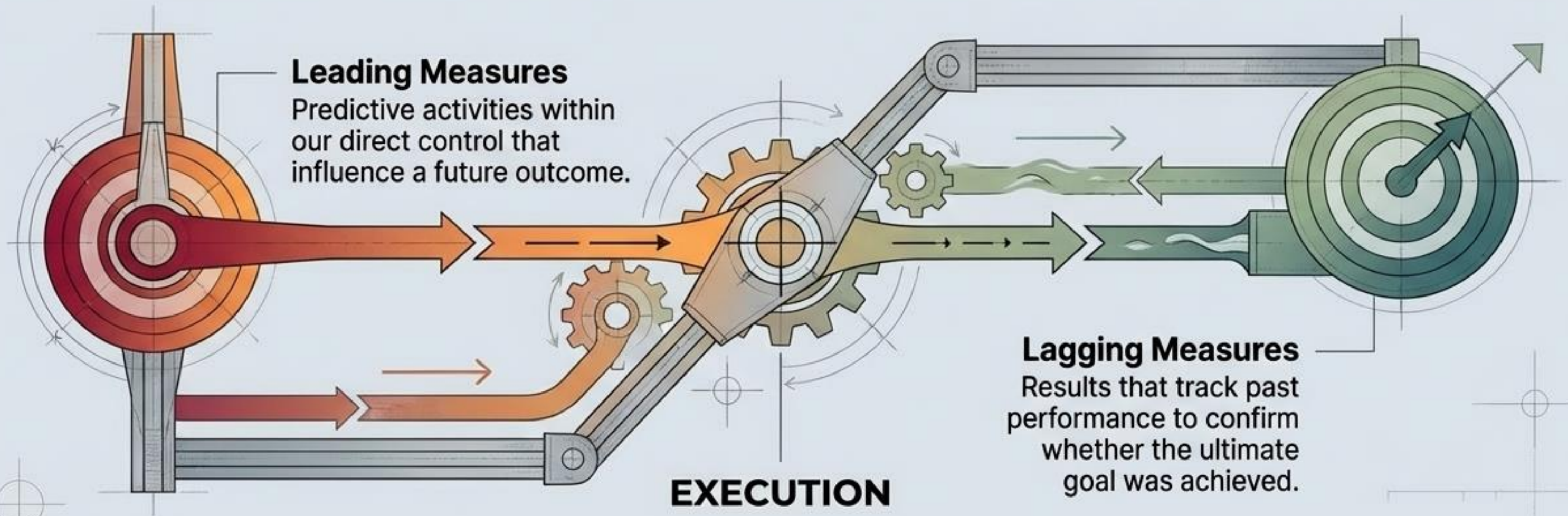


The Transformational Aims: Five Strategic Priorities



The Engine of Execution: Defining Our Metrics

To track progress toward our five breakthrough goals, we utilize a disciplined execution framework built on two distinct types of performance metrics. By focusing intensely on the predictive activities, we control the levers that guarantee our lagging results.

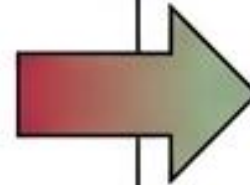


Goal 1: Equity by Design

Target: By Fall 2027, Redesign Course Scheduling to Support Workforce Pell Grant Implementation to Ensure 30% of Eligible Programs Are in Accelerated Pathways.

Leading Measures

- Number of accelerated programs scheduled in 12-week or less formats, 150 clock hours.
- Number of structured engagements (workshops, co-design sessions, advisory board meetings) held with faculty and industry partners.



Lagging Measures

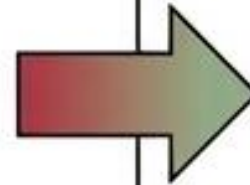
- 80% course success rate for accelerated courses.
- 85% course retention rate for accelerated courses.

Goal 2: Learning, Innovation & Liberal Arts Education

Target: Create Five Academic Pathways for Dual Admissions Articulation With UC/CSU Transfer Institutions by Fall 2027.

Leading Measures

1. Number of pathway program maps (course sequences + GE pattern) completed.
2. Number of structured working sessions or feedback cycles with UC/CSU articulation/transfer counterparts.
3. Number of pathway maps that have all internal approvals and implementation steps completed.



Lagging Measures

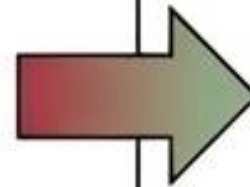
- Number of fully approved pathways.
- Number of students enrolled in an approved dual-admission pathway.
- Number of students who successfully transferred to a UC/CSU within three years.

Goal 3: Digital Transformation & AI Readiness

Target: By Fall 2027, a Framework for Digital Transformation Is Defined and Applied to Enhance the Student Experience.

Leading Measures

- Employee participation in training (AI literacy, data ethics).
- Growth in student tech utilization.
- Number of innovation grants/pilots.
- Number of systems migrated to cloud.



Lagging Measures

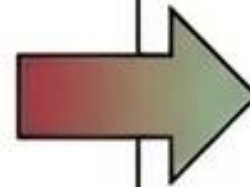
- Student satisfaction.
- Employee digital confidence.
- Utilization of dashboards.
- Platform user satisfaction.

Goal 4: Career Pathways & Economic Opportunities

Target: Ensure All CTE Programs Are Aligned With Labor Market Demand by the End of Spring 2029.

Leading Measures

- Number of programs with industry input.
- Number of programs with public ROI data.
- Number of students in revised curriculum students in revised curriculum.
- Number of city official meetings.
- Number of programs trained on BILT model.



Lagging Measures

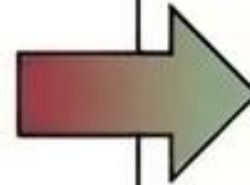
- % wage increase for students.
- Number of students employed in field within 12 months.
- Board presentation on CLNA/labor data.
- Number of programs implementing BILT.

Goal 5: Global Citizenship & Civic Innovation

Target: Every Student Enrolled in Area 4 (CalGETC) Will Engage in Civic and Community Engagement by Fall 2030.

Leading Measures

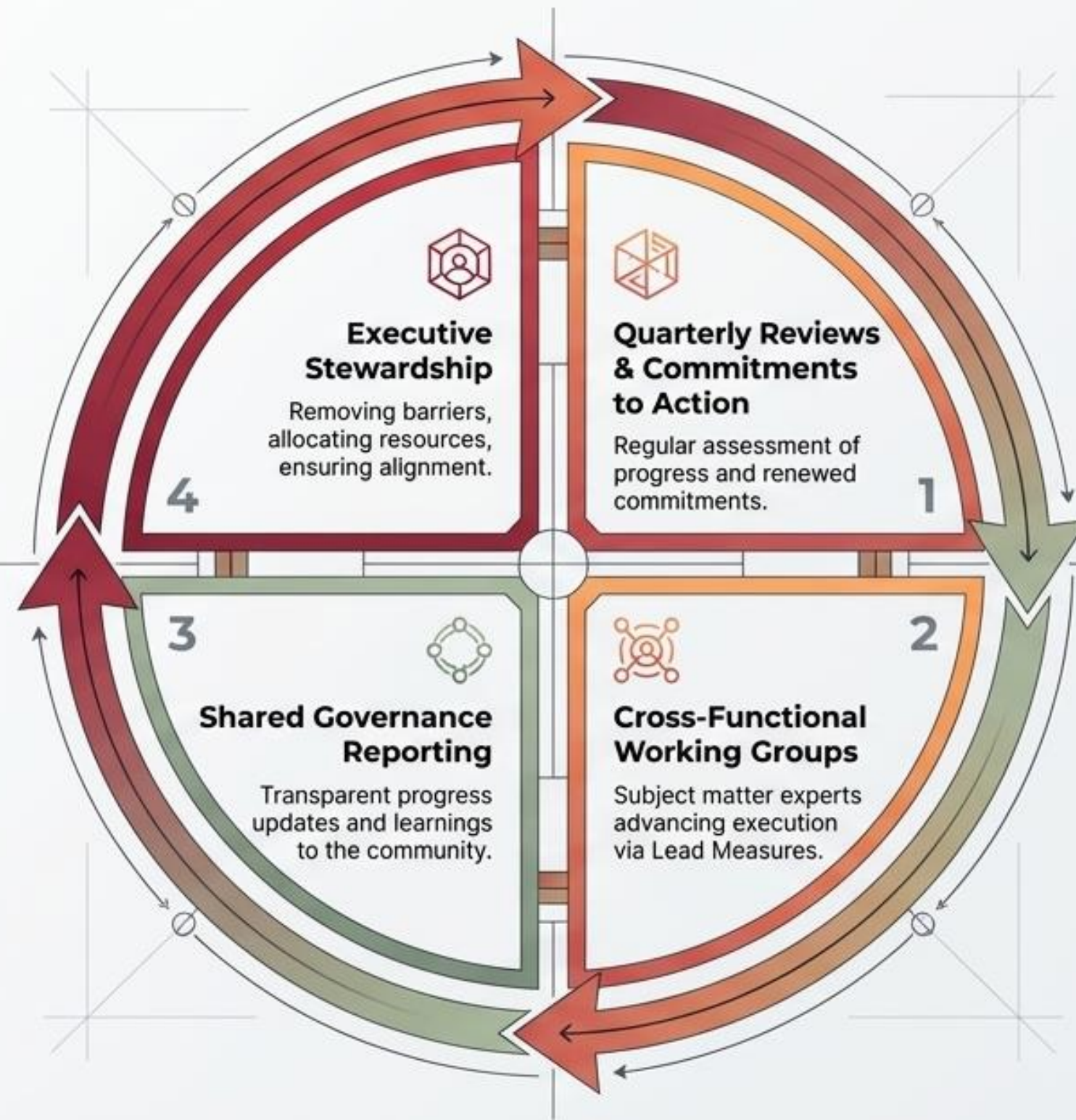
- Number of faculty attending global/civic PD.
- Number of faculty attending engaged learning PD.
- Number of courses with global/civic outcomes listed.
- Number of courses with engaged learning component.



Lagging Measures

- Number of students enrolled in these courses.
- Number of students earning Community Engaged Scholar designation.

The Cadence of Accountability



Executive Leadership as Sponsors



District leadership plays a critical role in sponsoring and stewarding these goals.

Moving beyond functional oversight, executive leaders assume a shared, strategic responsibility to provide the conditions, resources, and alignment necessary for our working groups to succeed.

Strategic Alignment Matrix

Strategic Priority		Breakthrough Goal	Target Date
Equity by Design	→	Redesign Course Scheduling to Support Workforce Pell Implementation	Fall 2027
Learning, Innovation & Liberal Arts	→	Create Five Academic Pathways for Dual Admissions (UC/CSU)	Fall 2027
Digital Transformation & AI Readiness	→	Define and Apply Framework for Digital Transformation	Fall 2027
Career Pathways & Economic Opportunities	→	Align All CTE Programs With Labor Market Demand	Spring 2029
Global Citizenship & Civic Innovation	→	Area 4 Students Engage in Civic & Community Engagement	Fall 2030

Setting Direction Together

Measuring what matters. Remaining responsive to the evolving needs of our students, communities, and the future they will shape.

