If Napa Valley College is to flourish in the 21st century, the entire campus community must be open to the changes that occur in our rapidly evolving economy and culture. We must seek to respond quickly and flexibly to the opportunities that we are bound to encounter as we strive to serve our students and the communities of Napa County.

**Partnership For Excellence** (see appendix A)

1. Increase the number of students who transfer to UC and CSU and the number who are Transfer-Prepared.

2. Increase the number of AA/AS degrees and certificates awarded.

3. Increase successful course completion rates for transfer level, basic skills, vocational education, and courses overall.

4. Increase successful course completions in introductory and advanced vocational courses.

5. Increase the number of businesses and employees benefiting from training through contract education.

6. Increase the number of individuals receiving fee-based job training.

7. Increase the number of students who complete a basic skills (English and mathematics) course and complete a higher level course in the same discipline within three years.

**Strengthened Support for Students**

8. Expand support systems which provide close monitoring and mentoring of high risk and underprepared students.

9. Utilize and explore new technologies and processes to better serve students.

10. Explore alternative systems to deliver student services.

11. Strengthen partnerships with the business community to expand career and job opportunities for students.

12. Develop a centralized job placement service, which includes internships, service learning, and job and career placement. Measure job placement in vocational programs.

13. Implement recommendations from the Student Services Group Architectural Program to optimize the delivery of services.
14. Develop and implement Americans with Disabilities Act Transition Plan, including program accessibility, architectural barriers, education, and services.

15. Develop and implement a Student Recruitment Plan to address the needs of residents in American Canyon and the Upper Valley.

**Human Resources**

16. Implement the college’s Diversity Plan and the state mandated Faculty/Staff Diversity Plan to increase diversity in staffing and active support for diversity within the college community.

17. Provide professional development opportunities, including training in diversity issues, technology, and specialized training that supports faculty/staff in their work.

18. Develop an institution-wide system to support mentoring and professional development to meet staffing needs across all constituent groups.

19. Explore and use effective strategies to attract, hire, and retain diverse faculty, administrators, and staff.

20. Develop and implement a standardized and regularly scheduled evaluation process for part-time faculty.

21. Develop a comprehensive orientation program for all new members of the campus community to promote a collegial environment.

**Excellence In Teaching And Learning**

22. Complete development and begin implementation of an Education Master Plan. (see Campus Environment #31)

23. Meet the needs of underprepared students by improving assessment, applying current pedagogy, and meeting the SCANS (Secretary’s Commission on Achieving Necessary Skills) Competency (see Appendix B).

24. Develop and implement a comprehensive professional development program involving all faculty and staff, with emphasis on training in: ADA accommodation, diversity, global perspectives on curricula, student-as-learner instructional models, and the use of technology in preparing and presenting instruction.

25. Design and develop a teaching resource center to support professional development.

26. Strengthen the institutional program review process and use this process for making decisions regarding funding, staffing, program development, alternative delivery formats, and flexible scheduling.
27. Ensure a rigorous ongoing review of the curriculum, based on current research, to strengthen
the emphasis of all programs on improving and up-dating content: diversity, global
perspectives, transfer preparedness/opportunities, and preparing students for employment.

28. Increase use of technology in the delivery of instruction, including use of distance learning
and computer assisted instruction. Provide campus-wide access, support, and necessary
maintenance to computers for students, faculty, and staff, and increase access to computer
labs and the internet.

29. Recruit and hire highly qualified faculty and staff who represent the growing diversity of
California. Provide competitive compensation that will attract and retain such employees,
while still operating in a financially responsible manner as stated in the NVC District
established Budget Parameters/Priorities.

30. Develop curricular partnerships with other educational institutions.

Campus Environment

31. Develop and begin to implement a Facilities Plan to support the Education Master Plan. (See
Excellence in Teaching and Learning #22).

32. Develop and implement strategies (e.g. bond) to fund deferred maintenance issues.

33. Ensure a safe, clean, comfortable and attractive campus.

34. Enliven the college atmosphere with special activities that attract the community to our
facilities, and expand educational opportunities for students, staff, and faculty.

Business/Community

Strengthen Public/Private Partnership

35. Address employers’ training and education needs by developing programs and services
through the offices of Instruction and Student Services.

36. Develop timely, responsive, short-term, and affordable strategies to assist public agencies
and private businesses.

37. Develop and implement new efforts that strengthen public and private partnerships, such as
incubator programs.

38. Develop marketing and outreach activities which increase public awareness of NVC, its
programs, and services.

*not in ranked order

Appendix A - Partnership For Excellence Goals
Appendix B - SCANS Competency
APPENDIX B

SCANS
Secretary’s Commission on Achieving Necessary Skills

The U.S. Department of Labor formed the SCANS (Secretary’s Commission on Achieving Necessary Skills) to identify competencies and skills needed in the workplace.

WORKPLACE COMPETENCIES. Effective workers can productively use:

Resources: They know how to allocate time, money, materials, space, and staff.

Interpersonal skills: They can work on teams, teach others, serve customers, lead, negotiate, and work well with people from culturally diverse backgrounds.

Information: They can acquire and evaluate data, organize and maintain files, interpret and communicate, and use computers to process information.

Systems: They understand social, organizational, and technological systems; they can monitor and correct performance; and they can design or improve systems.

Technology: They can select equipment and tools, apply technology to specific tasks, and maintain and troubleshoot equipment.

SCANS also identified a three-part foundation of skills and qualities needed.

FOUNDATION SKILLS. Competent workers in the high-performance workplace need:

Basic Skills: reading, writing, arithmetic and mathematics, speaking and listening

Thinking Skills: The ability to learn to reason, to think creatively, to make decisions, and to solve problems.

Personal Qualities: individual responsibility, self-esteem and self-management, sociability, and integrity.

Source: SCANS 2000, the Workforce Skills website
http://www.scans.jhu.edu/workplace.html