### Plan

**1. Goal** - principal purpose of plan  
(include how this relates to serving students or increasing student success or supporting LifeMap)

Enhance and improve the performance of College Transitions units through internal and external partnerships; training; and process analysis/redesign to better serve Valencia and the community.

**2. Objectives** - what will be accomplished and measured

- Improve communication and collaboration among College Transitions team and with external stakeholders.
- Establish, document & initiate more efficient and effective structure and processes within each unit.
- Identify professional development training opportunities and conduct coaching sessions with staff.

**3. Measures and Findings** - How specifically measures will be conducted.  
How will we know the objective has been achieved?

- Monthly reports will be developed to document activities.
- Dashboards will be developed to report key unit metrics for use in reporting and sharing of information with college and community constituents.
- Coaching plans & professional development series for staff will be developed.

**4. Action Plan** - what is the implementation plan?

- Conduct processes and gap analysis within each unit.
- Revise processes and communicate changes.
- Conduct monthly director reports staff meeting with AVP.
- Establish schedule for ongoing meetings with key collaborators/constituents.
- Partner with Organizational Communication & Development to initiate professional development series appropriate for staff needs.

**5. Achievement Summary/Analysis** - What was learned from the assessment results?  
What changes will you make in your initiative for the year to come?

Learned:
- need to build ongoing process for review & redesign within each unit; continued need to identify opportunities for collaboration (under-communication & under-appreciation of impact of unit activities on other units); past behavior, territoriality, tried & true methods, silos, work arounds, and questioning of motives became evident as barriers to collaborative opportunities

Next year:
- retain goal; new directors will be in place to lead reviews, redesign and new initiatives in 3 units

**6. General Education Learning Outcome**

**7. Strategic Plan Outcome**

Goal 1: Build Pathways; Goal 3: Invest in Each Other

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#6 and # 7 Under Outcomes in WEAVE, you can select “General Education Learning” and/or “Strategic Plan Outcome” from the drop down list in WEAVE. You can select all that you believe relates to your Goal and Objective.