

Due 3/21

Notes

The reporting period is from October 2023 to present day.

[Here is a link](#) to the updates on this SD that were offered in FA23. This might be helpful in framing your current update.

Strategic Direction 4: Develop a Campus Culture that Engages Students, Employees, and the Broader Community

Supporting Action 1: Enhance and encourage collaboration between CHC, SBVC, and DSO

Key Results (Measurable outcomes to assess progress)

- 1. Offer at least 3 PD events annually that include SBVC, CHC, and DSO.**

Responsible Individual(s): Kay Weiss, Kashaunda Harris

CHC and SBVC collaborate annually on the “Great Teachers Seminar” held each spring. Additionally, during fall and spring flex and inservice days, the two colleges share calendars, giving faculty and staff opportunities to participate in activities sponsored by either campus. TESS offers regular workshops for Distance Education which are supported by both campuses.

This KR is complete for 2023-24.

Next Steps (anticipated future actions)

Continued collaboration in a variety of professional development activities. The Great Teachers Seminar is consistently evaluated highly and plans are to continue this collaboration. Greater collaboration between the two colleges and the district support operations (DSO) will provide additional support for classified professionals.



2. Organize and host the first annual SBCCD fall Olympics.

Responsible Individual(s): Kevin Horan

Planning will take place in 2024-25 for a Fall 2025 olympics event.

Next Steps (anticipated future actions)

Planning will take place in 2024-25 for a Fall 2025 olympics event.

3. Create collaborative marketing efforts with college specialized programs.

Responsible Individual(s): Michelle Riggs, Tesha Hagler, Dan Word

The college designed new on-campus light post banners for support services. The following represent the student support services for which new banners were created: Tutoring, Fitness and Aquatics Center, MESA Program & STEM Center, Career Services, Health & Wellness Center, Basic Needs, University Transfer Center, Veterans Services, Counseling, Student Accessibility Services, Child Development Center, EOPS/CARE, NextUp (foster youth), and DREAMers.

The college also launched a new marketing campaign for the Bachelor of Science in Respiratory Care program. This launched in November 2023. The college received over 20 applications.

Jo Kwon, a reporter for Spectrum News, filmed a TV news story about the collaboration between Crafton Hills and San Manuel to improve diversity in the fire

workforce on 10/10/23.

Next Steps (anticipated future actions)

Additional collaborations will be explored in Spring 2024 and Fall 2024. Additional banners to be designed for the Library, Honors, EOPS, Financial Aid, and Student Life.

The college will also develop and distribute marketing materials for articulation of career pathways between K-12 districts and the college.

4. Increase the effectiveness, engagement, efficiency and transparency of district committees.

Responsible Individual(s): Kevin Horan, Mike Strong, Delmy Spencer, Keith Wurtz

The institutional effectiveness leads at the district and each of the colleges also recently agreed to follow an open and inclusive process with respect to decisions that involve both colleges. This process is as follows:

- 1) Identify a district committee that serves as a steering group for the decision in question, based upon the district committee charges.
- 2) Allow each college to follow its local process—one that includes the senate(s)-- to prepare its input on the matter.
- 3) Allow for each college to submit its corresponding input to the district committee for finalization of the decision.
- 4) Allow for further college input on the matter as needed.

The following represent examples that further highlight the college's work on this key result:

The District Distance Education Coordinating Committee offers the colleges guidance and support on a range of distance education matters. For instance, the group offers guidance to the college's Peer Online Course Review (POCR) team.

The District Enrollment Management Committee will also be changing its monthly meetings to quarterly format to further enhance the efficiencies in our districtwide governance work.

Administrative Services also regularly collaborates with district facilities to help plan and prepare for the District Facilities Committee meetings. Appropriate information from the District Budget Committee is shared at the Crafton Budget Committee.

Next Steps (anticipated future actions)

The district and colleges will follow the aforementioned districtwide decision-making process later in Spring 2024 to finalize the drop reasons denoted on a survey students dropping courses in the future will be asked to complete.

Supporting Action 2: Explore and develop cultural programs of engagement that support the equity plan

Key Results (Measurable outcomes to assess progress)

- 1. Develop and provide equity-based training for non-instructional faculty, classified professionals, and managers.**

Responsible Individual(s): Gio Sosa, Kay Weiss, Kashaunda Harris, Ivan Pena

In November 2023, non-instructional counseling faculty attended a training hosted by the COLEGAS Institute and the Career Ladders Project titled, *Counseling with Cariño*. The webinar provided our counseling faculty with counseling approaches that work for our most systematically marginalized community college students. Strategies for counseling with culturally affirming mindsets and equitable practices central to supporting students were presented.

The college will also finalize its initial data and equity coaching curriculum in Spring 2024. The focus of the program is on enhancing the skills of all college employees, including non-instructional faculty, staff, and managers in areas tied to both data literacy and equity-minded meeting facilitation. The first cohort of employees will

begin the program in Fall 2024.

Several non-instructional faculty, managers, and classified staff are also involved in supporting the college's Streamlining Project effort – work specifically focused on eliminating equity gaps in access among Black/African American, Hispanic/Latinx, and economically disadvantaged students. As part of this work, such employees acquire practice in using evidence to identify equity gaps in students' access to services and in developing equity-minded strategies to eliminate equity gaps.

Each year, managers participate in monthly training related to the One Book/One College book selection focused on equity, inclusion and leadership that supports DEIA efforts. These efforts started with a process by which managers developed a purpose statement. Efforts are made to return to that purpose with most of the monthly activities.

Next Steps (anticipated future actions)

In addition to finalizing the data and equity coaching program curriculum, the college will begin recruiting employees for the first cohort in Fall 2024. Non-instructional faculty, staff, and managers will complete the 2023-2024 cycle of the Streamlining Project in Spring 2024. The college will also be sending instructional and non-instructional faculty to the annual convening of the National Conference on Race and Ethnicity (NCORE) in May 2024.

Managers will continue participating in the One Book/One College professional development activities into 2024-2025.

2. Explore feasibility of multicultural center that encompasses programs such as Puente, Umoja, and A2MEND.

Responsible Individual(s): Delmy Spencer, Ericka Paddock, Mike Strong, Gio Sosa

As part of our commitment to diversity, equity, and inclusion, we recognize the importance of creating a space that celebrates and supports multiculturalism on our campus. The college is currently forming the Multicultural Center workgroup that plans to meet in Spring 2024. The first meeting will focus on requesting research to help us focus on gathering insights, conducting needs assessments, and exploring best practices for the development and implementation of a Multicultural Center. We aim to engage stakeholders from various backgrounds, including students, faculty, staff, and community members, to ensure that the center meets the diverse needs and preferences of our community.

Next Steps (anticipated future actions)

In Fall 2025 the Multicultural Center workgroup will gather the data listed above and explore Learning Communities and programs such as Puente, Umoja, and A2MEND to determine the best fit programs to create a culture and feeling of belonging for our African-American/Black and Hispanic/Latinx students.

The College is also in the process of updating its Facilities Master Plan which will explore physical spaces for a multi-cultural center.

Supporting Action 3: Increase, maintain, and promote linger and learn spaces

Key Results (Measurable outcomes to assess progress)

- 1. Incorporate linger and learn spaces into the design of each future and current building.**

Responsible Individual(s): Mike Strong, Demian Brunty

Additional linger and learn spaces have been included in the design of the future Instruction Building, the repurposed areas of the Learning Resource Center, and the future East Quad.

Next Steps (anticipated future actions)

Future plans include the enhancement of existing gathering spaces with wall graphics to help warm the gathering spaces and promote the culture of the college.

2. Incorporate art throughout the campus to increase campus beautification.

Responsible Individual(s): Kay Weiss, Mike Strong, Demian Brunty

Efforts have been made, through the design phase of the new instructional building, to bring the art gallery into campus life. The gallery itself will be visible from the campus quad, and there is dedicated space for outdoor art.

Next Steps (anticipated future actions)

Future plans include the development of an iconic photo spot and wall graphics in various locations to beautify the campus and incorporate art. Discussions are underway to establish a Public Arts Committee beginning in Fall 2024.

3. Incorporate and promote the college's full indigenous history of the region into college facilities.

Responsible Individual(s): Mike Strong, Demian Brunty, Michelle Riggs, Kevin Horan

Information on the college's indigenous history has been shared with the Facility Master Plan consultants for incorporation into the updated Facility Master Plan and to provide some wall graphics that could be utilized throughout the campus.

Next Steps (anticipated future actions)

The college will obtain wall graphics and incorporate designs in various locations throughout the campus. It will also draft historical context for inclusion into the draft Facilities Master Plan (FMP). The college will continue meeting with San Manuel for more input on incorporating the region's indigenous history into college facilities.

4. Enhance campus pride within physical facilities.

Responsible Individual(s): Mike Strong, Demian Brunty

In January 2024, construction was completed on the new Public Safety Training Center. Light pole banners were updated and installed in February 2024 to promote campus services and resources.

The college is working with the Facility Master Plan (FMP) consultants to identify future facility projects that will enhance the campus. We have developed the planning schedule and timeline of meetings with all constituencies and discussed the schedule with Crafton Council.

Progress continues on the current Measure CC construction projects—the new Performing Arts Center, the Solar Farm Upgrade, Central Complex 2, Crafton Hall, ADA Improvements Project, and the Parking Lot Improvements Project. The Solar Farm construction is complete and in the process of approval with Southern California Edison (SCE) to be energized (scheduled for mid-April).

Next Steps (anticipated future actions)

The college will obtain the authorized Permit to Operate on the Solar Farm from SCE.

Ongoing meetings will be held between March 2024 and December 2024 to obtain campuswide input and develop the details of the FMP including potential projects, alignment with the Educational Master Plan, project priorities, facility data, and campus facility related needs. We are meeting with San Manuel to gather input concerning the renaming of Crafton Hall and the new instructional building thereafter.



Supporting Action 4: Strengthen and promote partnerships with the community

Key Results (Measurable outcomes to assess progress)

1. Develop career partnerships with local businesses for student employment opportunities.

Responsible Individual(s): Ivan Pena, Trinette Barrie, Dan Word, Krysten Audibert

The Career Center has expanded our partnerships to include the City of Yucaipa and City of Redlands, and have placed students in each of these cities. Our most recent placement has been a student who is working with the City Manager's Office in the City of Redlands. These internship opportunities provide students with experiences that will allow them to expand their network and employability skills.

The career education programs continue to engage directly with industry partners through active participation in local and regional advisory committees. These focused discussions about program rigor, relevance, and recency of curriculum (and learning activities) create opportunities for direct contact with employers who offer internships, externships, and apprenticeship opportunities to our students.

Next Steps (anticipated future actions)

The Learning Aligned Employment Program (LAEP), also known as the Crafton Research Scholars Program, was piloted with the Office of Institutional Effectiveness, Research & Planning. The program provides low-income students with paid research opportunities, and we have partnered with the MESA Program on campus to expand our employment sites this upcoming summer to UCR and CSUSB.

The college's STEM/MESA program will also be developing partnerships in our community with the aim of expanding internship opportunities for students.



2. Increase participation of CHC in community events.

Responsible Individual(s): Michelle Riggs, Willie Blackmon

The following represents a listing of relevant activities for Fall 2023 through Spring 2024:

- “Tales of Horror & Suspense” Theatre performance
- Sueños Nepantleros Art Exhibit, reception & artist talk
- The college sponsored Redlands and Yucaipa State of the City events.
- The college sponsored two Faculty and Staff members to attend the Beaumont State of the City event.
- Representatives attended the Redlands Family Service Association Dinner in the Grove and the upcoming Garner Holt gala.
- Students and employees continue to participate annually in the Redlands Family Services food drive.
- Yucaipa’s Autumn Fest
- Yucaipa’s Art and Music Festival
- A.K. Smiley Community Event (Redlands)
- RUSD’s College and Career Fairs
- La Mas Festival in Redlands
- Redlands Christmas Parade
- Yucaipa Christmas Parade
- Vibe Fest at the University of Redlands
- Two of Yucaipa’s Concerts in the Park Events
- Redlands Veterans Day Parade
- Redlands Bicycle Classic

Next Steps (anticipated future actions)

We will continue working with the Academic Senate, Classified Senate, Student Senate, and the management team to increase participation in community events.

3. Encourage employee participation in community organizations.

Responsible Individual(s): Michelle Riggs, Delmy Spencer, Keith Wurtz, Mike Strong, Kevin Horan

The following is a listing of all relevant activities for Fall 2023 through Spring 2024:

- Sabrina Jimenez joined the Yucaipa Trails and Open Space Committee and recruited a team of faculty and staff to participate in the Yucaipa Make a Difference Day on October 28.
- Michelle Riggs joined the Yucaipa Rotary Club.
- Gio Sosa and Delmy Spencer have joined the Crafton Hills Open Space Conservancy.
- Jeff Cervantez is a City Council member for the city of Calimesa.
- Kevin Horan has joined the Redlands Elks Club and is serving as the Hoop Shoot Committee Chair—and is serving on the Redlands Bike Classic Sponsorship Committee.
- Kenny George is on the Board of Directors for the Highland Chamber of Commerce.
- Breanna Andrews is a Paid Call Volunteer Firefighter at station 98 in Angelus Oaks.
- Butch Zein serves on the board of the Deafhood Foundation/Museum of Deaf History, Arts, and Culture.
- Cheryl DiBartolo serves as a board member of Redlands Sister Cities

International and board member of the Assistance League of San Bernardino.

- Diane Pfahler serves as a member of the Coachella Valley Postcarders.
- Steve Hellerman serves as a member of the Mentone Chamber of Commerce, Mentone Area Community Association (MACA), Citizens of Mentone Empowered Together (COMET), and the Youth Rotary of Yucaipa. He also serves as a Faculty Advisor for Rotaract.
- Colleen Maloney-Hinds is a rescue partner with the San Bernardino, Devore, and Riverside, and Apple Valley shelters; she has saved and found homes for over 300 neglected pigs from these locations (and others) in just the last 12 months. Additionally, she has been instrumental in raising over \$100,000 to provide food, shelter, and care for neglected pigs throughout the state, including for neglected pigs recently found in El Cajon, California.
- Christina Perez serves as treasurer for Inland Counties Legal Services, the largest legal aid non-profit in the Inland Empire. Additionally, Christina serves as the chief financial officer for the Senior and Disabled Fund of San Bernardino.
- In March 2024, the Crafton Hills Open Space Conservancy accepted the College's appointment of Demian Brunty, CHC Facility Director, as a new member of their Board of Directors.

Next Steps (anticipated future actions)

Continue to share with employees the benefits of being active in the community and to celebrate/acknowledge those individuals choosing to engage in the community.

- 4. Develop a “College for Kids” summer youth program in partnership with the city of Yucaipa.**

Responsible Individual(s): Michelle Riggs, Kevin Horan, Heather Stephens

The college has established a contract with a professional expert to develop a detailed plan (schedule, staffing plan, activities, supplies, costs, etc.) for the College for Kids activities and events. Implementation is being delayed until Summer 2025.

Next Steps (anticipated future actions)

The college will obtain and review the proposed plan, make revisions, and establish a plan for implementation.

Supporting Action 5: Improve campus facilities by removing barriers to physical access, improving signage and directions

Key Results (Measurable outcomes to assess progress)

1. Connect CHC to the community through signage.

Responsible Individual(s): Mike Strong, Demian Brunty, Michelle Riggs

In partnership with the City of Yucaipa, light pole banners have been installed along Sand Canyon Road. The replacement campus's electronic marquee at the Yucaipa entrance to the campus is designed and scheduled for replacement in Summer 2024.

Next Steps (anticipated future actions)

Continue identifying viable locations throughout our service area in which to place appropriate signage.

2. Implement projects to remove accessibility barriers across campus.

Responsible Individual(s): Mike Strong, Demian Brunty, Vannesa Ramirez

As part of the Measure CC CampusWide ADA Improvement Project, the campus completed the extension of the ADA path of travel from Parking Lot H to the North Complex and from Crafton Hall to the Child Development Center. These improvements create an ADA-compliant path of travel from the Child Development Center on the west side of campus all the way to the Kinesiology, Health, and Aquatics Center on the East side of Campus. These improvements were completed in March 2024.

The college also completed a new ADA pathway for commencement—a new ramp has been established. No additional accommodations are necessary.

Next Steps (anticipated future actions)

The college will complete the installation of three new ADA compliant sidewalks across Campus Drive with the new Performing Arts Center (PAC) project.

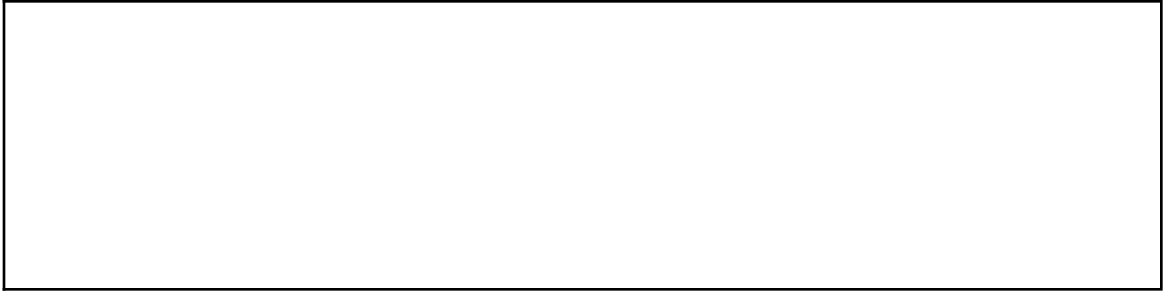
3. Design and construct spaces to group discipline-based faculty offices.

Responsible Individual(s): Mike Strong, Demian Brunty, Keith Wurtz

The instructional division deans recently moved to new locations to be more accessible to faculty and students in their divisions. In addition, faculty in the social science and business departments were recently moved to offices in the Student Support Building (SSB) building so that they are all adjacent to each other.

Next Steps (anticipated future actions)

Future facilities planning will be guided by this key result with the goal of grouping discipline and department faculty. Additional/replacement offices are being constructed in Crafton Hall and the Learning Resource Center.



4. Improve signage and directions on campus.

Responsible Individual(s): Mike Strong, Demian Brunty

Work is underway on developing a campuswide wayfinding improvement project that is scheduled for completion in Summer 2025. Campuswide input was received during Fall 2023 to identify the challenges with wayfinding across the campus. These findings are being used to update campus signage.

Next Steps (anticipated future actions)

Complete the development of the campuswide wayfinding project.