



Cypress College

STRATEGIC PLAN 2025-2028



Cypress College Mission, Vision, and Core Values

Vision Statement

We strive to be a premier, innovative, and equitable learning community recognized for supporting students and enriching society.

Mission Statement

Cypress College transforms lives through lifelong learning with educational opportunities including transfer to four-year institutions, associate degrees, certificates, and baccalaureate degrees. We are dedicated to forging academic and career pathways to support the achievement of our students, enhancing their economic mobility, fostering equity, and enriching society.

Core Values

Equity: Eliminating barriers to educational success and career goals by ensuring fairness and access to resources and support.

Excellence: Quality and high standards in instruction and student services, enhanced by professional growth for faculty and staff.

Integrity: An ethical standard of honesty, fairness, accountability, and trust.

Collegiality: Teamwork, collaboration, communication, courtesy, and respect both on campus and with the surrounding community.

Inclusiveness: A community that embraces diversity, fosters individuality, provides an accessible, supportive climate, and encourages a variety of perspectives and opinions.

Introduction

The Cypress College Strategic Plan 2025-2028 reaffirms and articulates the College's commitment to serving its diverse community of students, employees, and partners. It envisions a future where every student experiences Cypress College as an inclusive, supportive, and equitable learning environment that enriches their lives and the community.

The Strategic Plan provides a three-year framework that operationalizes the College's vision, priorities, and goals, while embracing the evolving needs of students and the community. Grounded in these principles, the plan focuses on current and future initiatives, programs, and services on continuous improvement and long-term resilience.

Approach

The 2025-2028 Strategic Plan introduces a refreshed approach to strategic planning—one that builds upon the College's collective insights and ongoing planning efforts rather than starting anew. By drawing from planning documents such as the Distance Education Plan, Student Equity and Achievement Plan, and Strategic Enrollment Management Plan, the College ensures these thematic plans are both supported and integrated into the College's broader strategies and goals. Additionally, program reviews offer valuable insights into accomplishments, challenges, and future priorities across various departments and services. This intentional approach shapes the Strategic Plan through the experience and expertise of faculty and staff, ensuring that the approved goals and strategies accurately reflect the College's needs, priorities, and aspirations.

Process

The Cypress College 2025-2028 Strategic Plan was developed through a collaborative, data-informed, and inclusive process that aligns College priorities with the District's Strategic Directions. The planning process integrated quantitative and qualitative data, garnered broad input from employees, and drew on key insights from college initiatives, program reviews, and institutional plans. The table below outlines the major phases and activities that guided the development of the Strategic Plan.

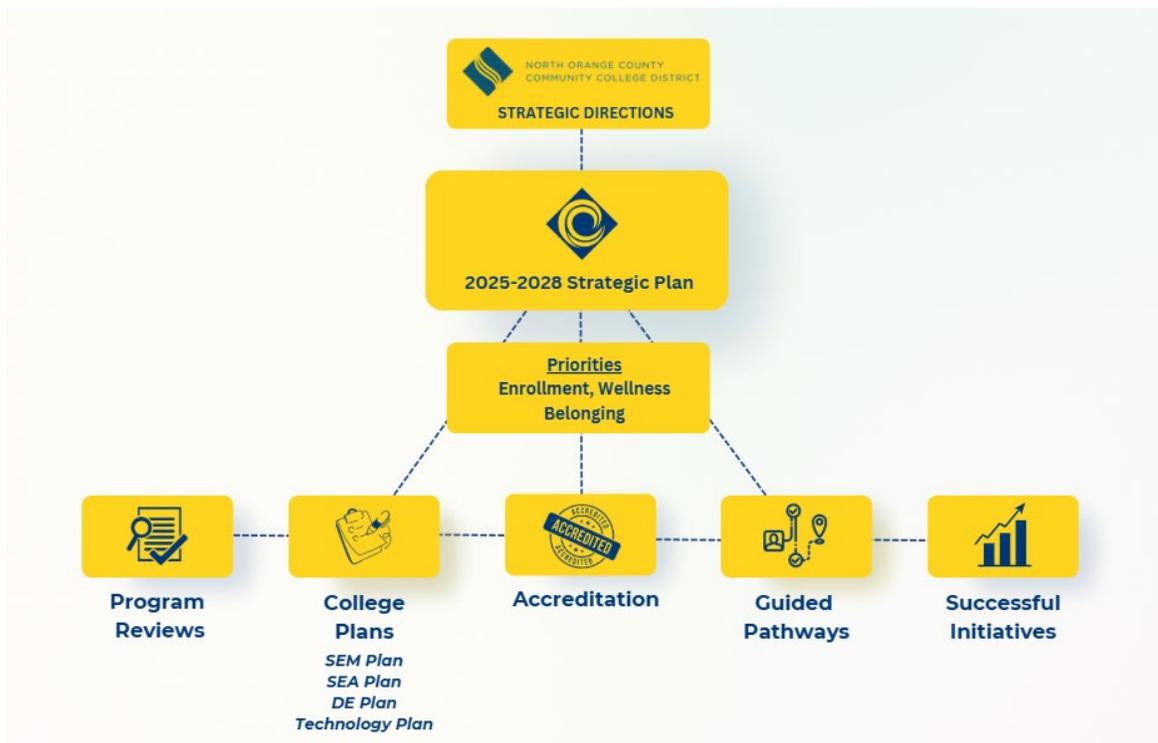
Phase	Description / Activities
Data Gathering	Student Climate Survey (Fall 2023), Employee Climate Survey (Fall 2024), RNL Student Survey (Fall 2024), and Mission, Vision, Core Values Revision Survey (Spring 2025).
Spring Planning Workshop <i>March 28, 2025</i>	Share College Priorities. Honor and celebrate the work that has been done and build upon it. Gather insights to inform a plan that supports both current and future goals.
Division Meeting Updates <i>Spring 2025 – Fall 2025</i>	Update divisions on plan progress and explain how their plans integrate into the broader strategic plan.
Analysis of Program Reviews and College Plans <i>Summer 2025</i>	Review program reviews from Instructional, Student Services, and Administrative Services (2021–Present) to identify thematic goals and strategies. Review College Plans for alignment with the broad strategic plan goals and strategies.
Drafting of Goals and Strategies <i>End of Summer 2025 / Early Fall 2025</i>	Develop goals and strategies that align with the District's Strategic Directions and College Priorities. Gather feedback from Divisions.
Open Forums and Governance Approval <i>End of Fall 2025</i>	Host open forums to share the draft and gather feedback. Review and approval by the Academic Senate, Associated Students, Classified Senate, and governance committees.

Alignment with College and District Planning

The District's Strategic Directions provide a thematic framework to guide and support the College's development of programs, projects, or initiatives. The 2025-2028 Strategic Plan operationalizes these directions into actionable strategies that focus on the three College priorities: Enrollment, Wellness, and Belonging.

These priorities are grounded in and informed by the College's key institutional processes and initiatives, represented at the base of the chart:

- **Program Reviews**, which utilize data and insights from faculty and staff for the continuous improvement of programs and services.
- **College Plans**, which include the Strategic Enrollment Management (SEM) Plan, Student Equity and Achievement (SEA) Plan, Distance Education (DE) Plan, , and Technology Plan.
- **Accreditation**, which focuses on "continuous quality improvement efforts around the critical elements of student learning and student achievement."
- **Guided Pathways**, which structures the student experience to promote completion and success.
- **Successful Initiatives**, which draw upon interventions, programs, and services that have improved specific outcomes for students.



District Strategic Directions (Adapted to Cypress College)

1. **(SD1) Student Experience & Success** – Cypress College will provide comprehensive support, equitable opportunities, co-curricular programming, and clear pathways to ensure that students achieve their educational and career goals.
2. **(SD2) Employee Experience** – Cypress College will provide an inclusive, equitable, and welcoming environment to support the well-being and professional growth of all employees.
3. **(SD3) Stewardship of Resources** – Cypress College will promote a shared vision of responsible stewardship of college resources through transparent and inclusive decision-making and integrated planning.
4. **(SD4) Collective Impact & Partnerships** – Cypress College will develop and sustain collaborative projects and partnerships with educational institutions, community-based organizations, and businesses to create positive change in the region.
5. **(SD5) Physical Environment & Beyond** – Cypress College will be a leader in creating both accessible and resilient facilities and well-designed flexible learning opportunities that utilize up-to-date technology and processes to support student and employee success.

College Priorities

- **(E) Enrollment** – Recruit and enroll students, then surround them with the services and support needed to help them complete their programs.
- **(B) Belonging** – Ensure each member of our community matters and hold our students at the center of all we do.
- **(W) Wellness** – Ensure that we, as a community, prioritize caring for ourselves so that we can effectively serve others.

Evaluation Plan

Strategic Direction	College Priorities	KPI / Measure	Source
SD1, SD3	E	Year-over-year headcount and FTES trends	Banner
SD1, SD4	E	Dual Enrollment partner schools, enrollments and retention/success Rates	Banner
SD1	E	Cohort Fall-to-Spring and Fall-to-Fall persistence rates	Guided Pathways Metrics (GPM)
SD1	E	Transfer-level English and Math Completion	GPM

SD1	E	Completion in Three-Years	GPM
SD1	E	Annual Degrees, certificates, and transfer counts	Institution-set Standards (ISS)
SD1	E	Course Retention and Success rates (disaggregated by modality per Distance Education Plan)	Banner
SD1	E, B	Vision 2030 Metrics Progress	DataVista
SD1	E, W	Equity Gap Status Among DI Groups (as outlined in the SEA plan)	Student Equity Plan and SEA Dashboard
SD1	E	Percent of Courses Categorized as Zero Textbook Cost	ZTC Dashboard
SD1	B	Percent of students responding positively to sense of belonging survey questions	Student Climate Survey
SD1	B	Percent of students responding positively to welcoming, validated, and included survey questions	Student Climate Survey
SD1	B	Percent of students responding positively to the College's Commitments to Diversity survey questions	Student Climate Survey
SD2	B, W	Percent agreement on Diversity, Equity, Inclusion, and Accessibility survey questions	Employee Climate Survey
SD2, SD3	B, W	Percent agreement on Climate Decision-Making Process survey questions	Employee Climate Survey
SD2	B, W	Percent agreement Campus Climate survey questions	Employee Climate Survey
SD2	B, W	Percent agreement on Job Satisfaction survey questions	Employee Climate Survey
SD2	W	Number of faculty and staff attending trainings, conferences, or other professional development	PD Office, EdVantage
S1, SD4	B	Number of students served through the Food Pantry and Housing partnerships	Basic Needs Office Internal Data
SD3, SD5	W	Technology Replacement Schedule is reviewed, updated and maintained (see Technology Plan)	Academic Computing
SD4, SD3	E, B	Number of students receiving scholarships from the Foundation	Foundation
SD4, SD3	E, B	Annual Foundation scholarship fundraising	Foundation
SD4	E	Percent of job placement rate for CTE programs	Perkins V Core Indicator Report

SD4	E	Licensure exam pass rates for programs that require a licensure exam	Health Sciences Division
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Reading the Strategic Plan’s Goals, Strategies, and Actions

Strategic Direction...

- Goal(s)...[The statement of what we desire or strive for]
 - The strategy or action the College will take to achieve the goal(s)

Important Note about the Goals, Strategies, and Actions

The Strategic Plan should be viewed as a living, adaptable document. It should evolve as the College’s priorities, resources, and context change. The goals, strategies, and actions outlined here represent the College’s current perspective and aspirations. Over time, goals and strategies may be rephrased, refocused, or concluded as we continue to learn, improve, and respond to new realities.

2025-2028 Strategic Plan: College Strategies and Actions by Strategic Direction and College Priorities

SD1: Student Experience & Success

- All students have access to high quality academic programs and resources.
 - Increase access to affordable course materials by expanding the number of low-cost textbooks and zero-textbook-cost courses.
 - Increase equitable digital access and support for all learners as they pursue higher education and prepare for a rapidly evolving digital workforce.
 - Invest in academic support strategies that improve student persistence and success, especially student groups identified in the Student Equity and Achievement Plan (SEAP).
 - Provide targeted support for SEAP students groups by developing and/or expanding learning communities.
 - Ensure course offerings are informed by student demand data, including course modality, program maps, and student education plans.
- All students receive comprehensive academic and student support services, from the application process to graduation.
 - Enhance onboarding processes by using clear, student-centered communication that simplifies steps and improves the student experience
 - Enhance student support programs that provide timely communication and support to students at varying stages of their academic program.
 - Deploy and expand access to health and wellness services for students.
- All students have access to accurate information about academic programs, services, and their progress toward completion.
 - Invest in technology systems or software that enhance communication with students and improve program completion.
 - Develop a coordinated plan to integrate technology platforms like DegreeWorks, Starfish, and Banner's Scheduler for a smoother student experience.

- Regularly review and update program maps to ensure accuracy, clarity, and alignment with degree requirements and student course-taking patterns.

SD2: Employee Experience

- Classified Professionals, Faculty, and Managers have access to professional development opportunities aligned with college priorities, emerging technology, and individual growth goals.
 - Regularly assess the professional development needs of all employees and develop plans to address them
 - Invest in professional development opportunities that are specific to job position or employee categories
 - Invest in inclusive curriculum design and/or service professional development to create a welcoming environment for students
 - Develop a new employee orientation that provides relevant information from the District and College.

- Classified Professionals, Faculty, and Managers feel safe, heard, and part of the College community.
 - Utilize annual/biennial employee climate survey findings to improve the College's collaborative and collegial culture
 - Align professional development offerings with leadership, communication, and change management skills that reinforce a collaborative and collegial culture
 - Provide support and training resources to enhance collegiality among all employees by fostering open communication and mutual respect.

SD3: Stewardship of Resources

- The College's budget is resilient, equitable, and transparent.
 - Improve awareness and understanding of the District, College, and Department budget processes.
 - Institutionalize data-informed planning to align budget decisions and student success priorities.
 - Allocate resources to support enrollment growth and program sustainability.
- The College's decision-making processes are documented and continuously evaluated for improvement.
 - Annually evaluate governance and decision-making processes for improvement.
 - Enhance communication of governance and budgetary decisions to improve transparency and accountability.
 - Ensure all constituency group members have the opportunity to participate in governance and decision-making processes.

SD4: Collective Impact and Partnerships

- In collaboration with academic department partners, the College offers dual enrollment courses and pathways to meet the needs of K-12 partners.
 - Develop and implement an intra-District dual enrollment collaboration strategy that strengthens K-12 partnerships.
 - Identify and address K-12 partnership needs by collaborating with academic departments to align courses and pathways with shared goals.
 - Annually evaluate the College's dual enrollment program to identify successes and areas for improvement and share findings with partners to inform future planning.
- The College has established partnerships with career industry organizations and companies that improve student learning and career opportunities.
 - Develop and expand partnerships with local industries to create internships and employment opportunities that prepare students for success in the regional workforce.
 - Develop partnerships with local organizations and companies to place students in internships and employment training opportunities.
- The College partners with basic needs organizations to offer services to all students.
 - Improve awareness and use of the food pantry, career closet, and housing support resources through strategic communication.
 - Embed resource information into student touchpoints, for example, student orientation, counseling courses, syllabi, and Canvas resource hubs.

SD5: Physical Environment and Beyond

- All classrooms and meeting spaces are fully accessible and are furnished with technology that ensures equitable access and engagement.
 - Expand training for faculty and staff on effective use of technology inside and outside the classroom.
 - Allocate resources to maintain the technology refresh schedule to ensure technology meets the functional needs of the workspace and classroom spaces.
- All students, employees, and visitors can easily navigate facilities and locate resources and services, promoting a welcoming and accessible campus experience.
 - Regularly assess and address wayfinding issues, especially during the first weeks of the semester.
 - Improve campus wayfinding and signage to ensure navigational clarity, accessibility, and full ADA compliance.
 - We will continue to enhance accessibility and safety across all campus environments—ensuring that classrooms, meeting spaces, athletic facilities, community gathering areas, and all digital spaces and documents provide equitable access and engagement for all participants.
- All students and employees have access to community building and engagement spaces.
 - Invest in cultural and social events that bring employees together and celebrate their individual and College success.
 - Expand wellness and engagement spaces to promote student and employee connection.



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