

April 18, 2017

Dear Members of the College of the Desert:

We are making significant progress on our Educational Master Plan, and I am excited to be able to share with you the first draft of the [Goals and Objectives](#) for the Plan.

The process owes a great deal to the good, collaborative work of the EMP Taskforce members: Sara Butler, Courtney Doussett, Kim Dozier, Donna Greene, Kelly Hall, Elise King, Daniel Martinez, Nancy Moll, Annabelle Nery, Dean Papas, Robert Pellenbarg, Amanda Phillips, Douglas Redman, Christen Smith, and Luis Castellanos, ASCOD President.

As a quick review, we began this process in January, 2017. Since then, we have concluded the “Discovery Phase,” which consisted of four key processes: Internal Scan, external scan (including a Labor Market analysis), external stakeholder input, and internal stakeholder input. These stakeholder sessions and surveys included:

- All-college survey of staff and students (552 respondents)
- Survey of Program Advisory Committee Members (66 respondents representing 20 CTE Advisory Committees)
- Outcomes and Assessment Committee Survey (57 respondents)
- Survey of K-12 Consortium Members (22 respondents, representing all three K-12 Districts in the COD service area)
- Focused Listening Sessions—19 Total listening sessions; over 80 individuals from across the College (instruction, student services, administrative services, & Foundation)
- Western and Eastern Coachella Valley Community Forums—discussion and response cards
- Two all-college forums for students, faculty, and staff—discussion and response cards
- Extensive feedback from high school partners at the K-12 Consortium Meeting

The results of the surveys were analyzed, and the stakeholder input was synthesized. The key themes that emerged from internal and external stakeholder input were shared with the EMP Taskforce members, who used that information along with planning assumptions derived from the data analysis and labor market information we collected and analyzed (these documents are located on the EMP website for you to see under “[Draft Documents](#).”) to draft the [Goals and Objectives](#).

**Please review the goals and objectives and offer your feedback and input.** The time line is short—we’re moving toward the first and second reading stage of our vetting processes. We’ll be sharing the goals and other materials with the Academic Senate on **April 27** and with the College Planning Council on **April 28** for first readings. We’ll take them back after the Task Force reviews and incorporates feedback for a second reading with the Senate at CPC on **May 11** and **May 12**, respectively. Following the refinement of this document, and any revisions, a “crosswalk” connecting the EMP goals and objectives with the Strategic Master Plan goals and objectives will be completed and this crosswalk will be included in the EMP document. We’ll take the plan our Board of Trustees at their June meeting, and include the final document as evidence for our accreditation self-study.

**How to offer feedback:** Please see the “[Comment on the EMP](#)” button on the EMP website, where you can offer feedback in an easy-to-access way, or feel free to write on the document and share it with one of the task force members, including me. Please share your feedback by **April 28 for inclusion in the Task force review between readings.**

Thank you for taking the time to work with the consultants from CBT, to respond to surveys, and now to offer your input on the central component of the Educational Master Plan, 2017-2022. After we complete the plan this spring, we’ll get started on operationalizing it in the fall semester. That process will give people across the college, but in academic programs in particular, the opportunity to determine how their work will help us advance the goals of the plan.

On behalf of the EMP Taskforce,



Pamela Ralston, PhD.  
Vice President, Student Learning