

[Insert Unit Type: Instructional/Student Services/Administrative Services] Units

Department/Unit Name:	Department/Unit Contact:
Department/Unit Dean or Supervisor:	Date of Last Comprehensive Program Review:

Introduction and Instructions:

Annual unit planning forms a bridge between the goals and recommendations documented in Comprehensive Program Review and the college’s annual resource prioritization and allocation process. This process helps departments (and the college as a whole):

- make better decisions based on data and documented needs
- link resources to program goals and activities
- create institutional memory and evidence of continuous improvement.

Please note that if your department submits requests for resources, your Annual Unit Plan (AUP) will be used by the prioritization committee(s) to help provide context and rationale for the request. To complete the AUP, answer the questions below, thoughtfully and succinctly, with consideration for how your department supports fulfillment of the Grossmont College mission statement:

Grossmont College provides an exemplary higher education learning environment through comprehensive and innovative instructional programs and student support services.

By advancing equity and inclusion, we prepare our diverse student population to lead and engage with local and global communities.

We fulfill our mission by providing the people of East San Diego County with:

- Associate/transfer degrees and certificate programs
- Career education and workforce development
- Preparation for collegiate success
- Exploration of academic and career options
- Lifelong learning opportunities

0.1 Does your department have its own mission/purpose statement that aligns with the institutional mission? (You may have done this work during your previous Comprehensive Program Review.)

- No (You may wish to consider adding this as a new goal for this year in Section 4)
- Yes (Please list below)

SECTION ONE: CHANGES IN THE PAST ACADEMIC YEAR

1.1 In the past academic year, has the mission/purpose of your department changed?

- No
- Yes (Please describe below)

Briefly (300 words or less) explain any changes to the mission/purpose of your unit.

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1.2 In the past academic year, has your department had any major programmatic changes, including major changes in an effort to increase student success and equity (e.g., [insert examples specific to this unit type])?

- No
 Yes (Please describe below)

Briefly (300 words or less) explain any major programmatic changes to your unit.

1.3 In the past academic year, has your department had any significant changes in staffing (i.e., new hires, retirements, [insert other examples specific to this unit type])?

- No
 Yes (Please describe below)

Briefly (300 words or less) explain any changes in your unit's staffing.

1.4 In the past academic year, has your department had any significant changes to its existing facilities or shifts in its facility needs (i.e., construction impacts, major maintenance issues, [insert other examples specific to this unit type])?

- No
 Yes (Please describe below)

Briefly (300 words or less) explain any changes to your unit's facilities or facility needs.

1.5 If you answered yes to any of the questions above, what implications might the changes described above have for your department's planning over the next 1-3 years?

Briefly (400 words or less) reflect on the planning implications of any factors noted above

SECTION TWO: PROGRESS TOWARDS EXISTING GOALS

2.1 Grossmont College has built the goal of achieving educational equity¹ into its mission statement and Strategic Plan. As part of this work, we have begun to engage in dialogue institutionally about how we support this goal. In the past year, how has your department begun to support this institutional goal (e.g., [Insert examples specific for unit type])?

Use this field to provide a brief (150 words or less) update and/or attach additional documents as needed.

2.2 In the past year, what progress has your [unit / department / program / service area] made towards recommendations / goals from your most recent Program Review / AUP?

Goal Name/Description:

¹ **Educational equity** is not the same as equality. In decisions regarding educational equity we must consider: 1) **Access**- equal opportunity to gain entry to services; (2) **Process**- a process that begins by acknowledging that unequal starting place and continues to correct and address the imbalance; and (3) **Outcomes**- all students are provided educational experiences that ensure the achievement of certain uniform goals and objectives.

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Status: Not yet started On hold
 In progress Complete

Comments:

Use this field to provide a brief (150 words or less) update and/or attach additional documents as needed.

Goal Name/Description:

Status: Not yet started On hold
 In progress Complete

Comments:

Use this field to provide a brief (150 words or less) update and/or attach additional documents as needed.

Goal Name/Description:

Status: Not yet started On hold
 In progress Complete

Comments:

Use this field to provide a brief (150 words or less) update and/or attach additional documents as needed.

2.3 What factors have supported or hindered progress towards the goals described in questions 2.1 and 2.2?

Use this field to provide a brief (150 words or less) progress update, or attach additional documents as needed to provide context.

2.4 What implications might your unit’s progress towards its goals have for your department’s planning over the next 1-3 years?

Briefly (400 words or less) reflect on the planning implications of any factors noted above

SECTION THREE: REFLECTION ON STUDENT LEARNING, ACHIEVEMENT, & EQUITY

3.1 What [SLOs/PSLOs, SSOs, SAOs] did your department assess during the prior academic year?

List below (or attach a list).

3.2 Where does your department document the results of [SLO/PSLO/SSO/SAO] assessment?

- In TracDat
- Other (Please describe below)

List below (or attach a list).

3.3 What general trends or patterns emerged from your department’s analysis of its [SLO/PSLO/SSO/SAO] assessment results?

Briefly (400 words or less) reflect on any trends noted in your unit’s analysis of its outcomes assessment results, noting potentially negative or disproportionate impacts for any groups of students.

Notes:

- *If your data can be disaggregated, please consider trends among race/ethnicity groups at a minimum.*
- *You do not need to provide specific details of each individual assessment; a holistic overview will be fine.*

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- If you offer both online and face-to-face [instruction/services], please note any patterns or trends that emerge when you disaggregate assessment results by instructional modality.

3.4 What trends or patterns emerged from analysis of other data (e.g., [insert examples of disaggregated data sources specific to this unit type]) related to your department's mission?

Briefly (400 words or less) reflect on any trends noted in your unit's analysis of the data, noting any potentially negative or disproportionate impacts for any groups of students.

Notes:

- Please specify what datasets or reports you considered and how the results were disaggregated for populations relevant to the mission of your department – for example, by race/ethnicity, gender, age, etc.; by program, service, etc. (attach a screenshot or Excel file if easier).
- If you offer instruction or services in both online and face-to-face modalities, please note any patterns or trends that emerge when you disaggregate results.

3.5 Does your department regularly explore the ways that its policies and practices (e.g., [insert examples specific to this unit type]) might inadvertently serve as a barrier to student equity?

- No
- Yes (Please describe below)

Briefly (300 words or less) describe how your department engages in dialogue around the identification and elimination of barriers to student equity.

3.6 What implications might the trends noted in questions 3.3, 3.4, and 3.5 have on your department's planning over the next 1-3 years?

Briefly (400 words or less) reflect on the planning implications of any factors noted in 3.3 and 3.4.

SECTION FOUR: OTHER PLANNING CONSIDERATIONS

4.1 In the upcoming academic year, do you anticipate any other significant changes not already addressed in Sections 1-3 above?

- No
- Yes (Please describe below)

Briefly (300 words or less) explain any anticipated changes not previously addressed.

4.2 Considering your responses in Sections 1-3, are there any overarching trends or implications that might affect your department's planning over the next 1-3 years?

- No
- Yes (Please describe below)

Briefly (300 words or less) explain any overarching trends that might affect planning.

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4.3 Considering your responses in Sections 1-3 and questions 4.1 - 4.3 above, does your department need to add or edit any of its goals?

- No
- Yes (Please describe below)

Goal:

Links to the following Strategic Priorities or Institutional Plans:

- Outreach
- Engagement
- Retention
- Institutional Capacity
- Student Equity Plan
- Guided Pathways
- Other (please describe below)

Comments:

Use this field to provide a brief (150 words or less) explanation of how this goal supports the Strategic Priorities selected above.

SECTION FIVE: RESOURCE REQUESTS

5.1 Based on the information entered in Sections 1-4, what resources does your department need in order to make continued progress towards its goals and/or address planning implications?

- Faculty Staffing
- Classified Staffing
- Facilities
- Instructional Technology
- Professional Development
- Research and/or data analysis
- Other needs not covered by current budget (i.e., budget augmentation request)

5.2 For each resource type selected in section 5.1, please complete a corresponding request form. Attach a copy of the completed request form to the end of this AUP form.

Resource Type	Request Form	Requests Prioritized By
Faculty Staffing	Link	Faculty Staffing Prioritization Committee
Classified Staffing	Link	Classified Staffing Prioritization Committee
Facilities	Link	Facilities Committee
Instructional Technology	Link	Technology Committee
Professional Development	Link	Professional Development Committee
Research and/or data analysis	Link	CPIE and/or PIEC
Other needs	Link	Budget Committee

5.3 If your department has ideas for innovations or projects that don't fit neatly into the categories listed above, please describe below and consider completion of an innovation request form.

Comments:

Use this field to provide a brief (150 words or less) explanation of how this goal supports the Strategic Priorities selected above.

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