



El Camino College

Integrated Planning Alignment Matrix

El Camino College Comprehensive Integrated Plan

Themes & Goals

CIP Themes & Goals

Student-Centered Learning & Experience	Multiple Pathways to Success	Innovative Community Partnerships	Culture of Inclusion	Environment for Transformation
G1 Ensure equitable access to a holistic range of learning & support services	G3 Develop innovative pathways to recruitment, registration & cost reduction	G5 Provide high-quality lifelong learning opportunities for all community members	G7 Provide opportunities to foster community & sense of belonging	G9 Prioritize employee well-being & professional development
G2 Provide an educational experience that advances students' academic & lifelong learning goals & meets workforce needs	G4 Create flexible & high-value educational-to-employment experiences	G6 Strengthen partnerships between the classroom, workplace, and the community	G8 Cultivate a culture of safety & campus security	G10 Cultivate a campus culture that embraces innovation and excellence
				G11 Strengthen institutional effectiveness through continuous improvement
Student-Centered	Pathways	Community	Inclusion	Transformative

Map of CIP Themes to Supporting Plans

CIP Themes

	Student-Centered Learning & Experience	Multiple Pathways to Success	Innovative Community Partnerships	Culture of Inclusion	Environment for Transformation
EDUCATION PLAN					
FACILITIES PLAN					
PEOPLE PLAN					
TECHNOLOGY PLAN					
ACCESSIBILITY & SAFETY/SECURITY PLAN	 			 	 

Map of CIP Themes & Goals to Education Plan Goals

CIP Themes	Student-Centered Learning & Experience		Multiple Pathways to Success	Innovative Community Partnerships		Environment for Transformation		
CIP Goals EDUCATION Plan Goals	G1 Ensure equitable access to a holistic range of learning & support services	G2 Provide an educational experience that advances students' academic & lifelong learning goals & meets workforce needs	G4 Create flexible & high-value educational-to-employment experiences	G5 Provide high-quality lifelong learning opportunities for all community members	G6 Strengthen partnerships between the classroom, workplace, and the community	G9 Prioritize employee well-being & professional development	G10 Cultivate a campus culture that embraces innovation and excellence	G11 Strengthen institutional effectiveness through continuous improvement
G1: Offer Flexible Schedule Options								
G2: Enhance Community Relations/Partnerships								
G3: Pioneer New Programs, Pedagogy, and Technology								
G4: Empower Learners through Prior Education and Experience								
G5: Assessing Transfer Pathway Effectiveness								
G6: Integration of Academic and Student Support Services								
G7: Implement Additional Baccalaureate Degrees								

Map of CIP Themes & Goals to Facilities Plan Goals

CIP Themes	Student-Centered Learning & Experience		Multiple Pathways to Success	Culture of Inclusion		Environment for Transformation		
CIP Goals FACILITIES Plan Goals	G1 Ensure equitable access to a holistic range of learning & support services	G2 Provide an educational experience that advances students' academic & lifelong learning goals & meets workforce needs	G4 Create flexible & high-value educational-to-employment experiences	G7 Provide opportunities to foster community & sense of belonging	G8 Cultivate a culture of safety & campus security	G9 Prioritize employee well-being & professional development	G10 Cultivate a campus culture that embraces innovation and excellence	G11 Strengthen institutional effectiveness through continuous improvement
G1: Prepare Facilities for Hybrid Environments and Evolving Pedagogy								
G2: Build Multifunctional Facilities								
G3: Foster Community & Sense of Belonging through a Balanced Distribution of Space for Socialization and Formal Learning								
G4: Efficiently Coordinate Infrastructure Improvements								
G5: Know When to Build New								
G6: Develop Maintenance and Operation Standards								

Map of CIP Themes & Goals to Technology Plan Goals

CIP Themes	Student-Centered Learning & Experience		Multiple Pathways to Success	Culture of Inclusion		Environment for Transformation		
CIP Goals TECHNOLOGY Plan Goals	G1 Ensure equitable access to a holistic range of learning & support services	G2 Provide an educational experience that advances students' academic & lifelong learning goals & meets workforce needs	G3 Develop innovative pathways to recruitment, registration & cost reduction	G7 Provide opportunities to foster community & sense of belonging	G8 Cultivate a culture of safety & campus security	G9 Prioritize employee well-being & professional development	G10 Cultivate a campus culture that embraces innovation and excellence	G11 Strengthen institutional effectiveness through continuous improvement
G1: Increase Equity & Access								
G2: Meet Students' Expectations & Improve their Outcomes								
G3: Create a Premier Teaching Environment in All Modalities								
G4: Adopt a Consumer-Focused Model for the IT Department								
G5: Create a Culture of Cybersecurity, Data Resiliency & Business Intelligence								
G6: Create Robust Plans and Procedures for Data Recovery & Business Continuity								
G7: Create Sustainable & Optimized IT Resources								
G8: Harness the Power of Artificial Intelligence (AI) for Innovation & Efficiency								

Map of CIP Themes & Goals to Safety, Security & Accessibility Plan Goals

CIP Themes		Student-Centered Learning & Experience		Culture of Inclusion		Environment for Transformation		
SAFETY SECURITY & ACCESSIBILITY Plan Goals	CIP Goals	G1 Ensure equitable access to a holistic range of learning & support services	G2 Provide an educational experience that advances students' academic & lifelong learning goals & meets workforce needs	G7 Provide opportunities to foster community & sense of belonging	G8 Cultivate a culture of safety & campus security	G9 Prioritize employee well-being & professional development	G10 Cultivate a campus culture that embraces innovation and excellence	G11 Strengthen institutional effectiveness through continuous improvement
	G1: Mitigate barriers to an accessible teaching and learning environment, life, and property.							
	G2: Establish protocols and prepare plans to respond promptly and protect lives and infrastructure assets in the event of a disaster or emergency situation							
	G3: Enhance processes to provide students and staff with disabilities with the type of assistance they require in an emergency.							
	G4: Define, develop, and implement information security policies and procedures that address current and possible future risks to cyber information handling and protection							
	G5: Enhance District-wide accessibility, security, and emergency response awareness and education							
	G6: Integrate accessibility and security into planning, design, construction, and day-to-day operations							

Map of CIP Themes & Goals to People Plan Goals

CIP Themes		THEME Culture of Inclusion		THEME Environment for Transformation		
PEOPLE Plan Goals	CIP Goals	G7 Provide opportunities to foster community & sense of belonging	G8 Cultivate a culture of safety & campus security	G9 Prioritize employee well-being & professional development	G10 Cultivate a campus culture that embraces innovation and excellence	G11 Strengthen institutional effectiveness through continuous improvement
	Institutional Goal: Develop a highly skilled workforce that is willing and able to deliver an exceptional student experience					
	Institutional Goal: Encourage employee understanding of their purpose and part in the College’s strategic plan					
	HRSG: Raise employee awareness of available resources to help guide students and others					
	HRSG: Create a positive experience for Search Chairs so that they feel supported during a recruitment					
	HRSG: Create a steady flow of qualified candidates					
	Institutional Goal: Communicate the employment brand and effectively use it to attract capable employees who embody the College’s mission and values.					
	Institutional Goal: Foster a more collaborative environment between unions and management					
	HRSG: Educate managers on compliance requirements with the collective bargaining agreements					
	HRSG Provide educational experiences for all employees to promote the value of Title IX and Title 5 regulations					
	Institutional Goal: Engage and retain employees who embody the College’s mission and values					
	Institutional Goal: Leverage positive employee experiences to create an attractive employer brand					
	HRSG: Improve employee productivity and performance by executing a wellness & wellbeing strategy					
	HRSG: Strengthen the knowledge and skills of leaders to increase enrollment and effectively manage budgets					
	HRSG: Cultivate effective leaders who demonstrate behaviors that create an inclusive, collaborative , student centered environment					
	HRSG: Develop effective leaders who can create inclusive employee experiences					

Map of CIP Themes & Goals to 2025-28 Strategic Plan Outcomes

2025-28 Strategic Plan Strategic Outcomes	10-YEAR CIP THEMES & GOALS			
	Student-Centered Learning & Experience	Multiple Pathways to Success	Innovative Community Partnerships	Environment for Transformation
01: Students will use and experience relevant and responsive instructional and support programs that help them engage, persist, and achieve their educational goals	Goal 1 Ensure equitable access to a holistic range of learning & support services			
02: Students will have increased access to credit for prior learning and hands-on, work-based experiences (internships, apprenticeships, and service learning) that enhance their career readiness		Goal 4 Create flexible & high-value educational-to-employment experiences		
03: Students will experience clear, coordinated, and affordable academic pathways that provide equitable access to certificates, degrees, and transfer opportunities, preparing them for high-wage careers through workforce-aligned programs	Goal 2 Provide an educational experience that advances students' academic & lifelong learning goals & meets workforce needs	Goal 3 Develop innovative pathways to recruitment, registration & cost reduction		
		Goal 4 Create flexible & high-value educational-to-employment experiences		
04: Students will benefit from a seamless pipeline of educational and career opportunities supported by strong partnerships with K–12 schools, universities, and industry, ensuring preparation for continued learning and long-term workforce success			Goal 6 Strengthen partnerships between the classroom, workplace, and the community	
05: Students, faculty, and staff will benefit from a strong data governance framework and infrastructure that provides accurate, accessible, and secure data to support informed decision-making and institutional effectiveness				Goal 10 Cultivate a campus culture that embraces innovation and excellence

Map of CIP Themes & Goals to 2026-29 Board of Trustees Strategic Priorities & Objectives

2026-29 Board of Trustees Strategic Priorities & Objectives	10-YEAR CIP THEMES & GOALS			
	Student-Centered Learning & Experience	Multiple Pathways to Success	Innovative Community Partnerships	Environment for Transformation
Priority 1: Increase Enrollment Objective: Achieve sustained enrollment growth through improved student experience, strategic outreach, and program innovation	Goal 1 Ensure equitable access to a holistic range of learning & support services	Goal 3 Develop innovative pathways to recruitment, registration & cost reduction	Goal 5 Provide high-quality lifelong learning opportunities for all community members	Goal 10 Cultivate a campus culture that embraces innovation and excellence
			Goal 6 Strengthen partnerships between the classroom, workplace, and the community	
Priority 2: Achieve a Balanced Budget Within Four Years Objective: Attain a structurally balanced budget by FY 2029 through disciplined fiscal management and revenue growth	<i>CIP Goals mapped to Priorities 1 and 3 will contribute to revenue growth to support a balanced budget</i>			
Priority 3: Increase Focus on Student Success Measures Objective: Improve student retention, completion, and post-graduation success through data-driven strategies and integrated planning	Goal 1 Ensure equitable access to a holistic range of learning & support services	Goal 4 Create flexible & high-value educational-to-employment experiences		Goal 10 Cultivate a campus culture that embraces innovation and excellence
	Goal 2 Provide an educational experience that advances students' academic & lifelong learning goals & meets workforce needs			Goal 11 Strengthen institutional effectiveness through continuous improvement

Map of 2025-28 Strategic Plan Outcomes to 2026-29 Board of Trustees Strategic Priorities & Objectives

2026-29 Board of Trustees Strategic Priorities & Objectives	2025-28 STRATEGIC PLAN OUTCOMES					
	Outcome 1: Students will use and experience relevant and responsive instructional and support programs that help them engage, persist, and achieve their educational goals	Outcome 2: Students will have increased access to credit for prior learning and hands-on, work-based experiences (internships, apprenticeships, and service learning) that enhance their career readiness	Outcome 3: Students will experience clear, coordinated, and affordable academic pathways that provide equitable access to certificates, degrees, and transfer opportunities, preparing them for high-wage careers through workforce-aligned programs		Outcome 4: Students will benefit from a seamless pipeline of educational and career opportunities supported by strong partnerships with K–12 schools, universities, and industry, ensuring preparation for continued learning and long-term workforce success	Outcome 5: Students, faculty, and staff will benefit from a strong data governance framework and infrastructure that provides accurate, accessible, and secure data to support informed decision-making and institutional effectiveness
Priority 1: Increase Enrollment Objective: Achieve sustained enrollment growth through improved student experience, strategic outreach, and program innovation						
Priority 2: Achieve a Balanced Budget Within Four Years Objective: Attain a structurally balanced budget by FY 2029 through disciplined fiscal management and revenue growth.	<i>All outcomes, especially outcomes 1-4, will contribute to revenue growth to support a balanced budget</i>					
Priority 3: Increase Focus on Student Success Measures Objective: Improve student retention, completion, and post-graduation success through data-driven strategies and integrated planning						

Map of CIP Themes & Goals to College Council Goals

CIP Themes CIP Goals College Council Goals	Student-Centered Learning & Experience	Multiple Pathways to Success	Innovative Community Partnerships	Culture of Inclusion	Environment for Transformation
Equity Ensure equity is infused in CC practices & decision-making to provide equity-minded recommendations	G1 Ensure equitable access to a holistic range of learning & support services	G3 Develop innovative pathways to recruitment, registration & cost reduction			G9 Prioritize employee well-being & professional development
Student Success Promote & support student success & institutional effectiveness-centered initiatives to close equity gaps, promote community engagement & provide feedback as needed to different committees to holistically support students	G1 Ensure equitable access to a holistic range of learning & support services		G6 Strengthen partnerships between the classroom, workplace, and the community	G7 Provide opportunities to foster community & sense of belonging	G11 Strengthen institutional effectiveness through continuous improvement
	G2 Provide an educational experience that advances students' academic & lifelong learning goals & meets workforce needs				
Enrollment Review & provide equity-informed feedback to attain strategic enrollment management goals		G3 Develop innovative pathways to recruitment, registration & cost reduction			
Professional Development Encourage & support a culture of comprehensive professional development that promotes student success, innovation, continuous learning & the well-being of the whole employee					G9 Prioritize employee well-being & professional development G10 Cultivate a campus culture that embraces innovation and excellence
Institutional Effectiveness Provide equity-minded leadership & oversight of policies, procedures & practices that advance effective operations of the college, maintain fiscal stability & promote productive decision-making to ensure institutional & student success					G11 Strengthen institutional effectiveness through continuous improvement
Communications - Strengthen communication & engage stakeholders - College Council communication actions - College communication actions					G11 Strengthen institutional effectiveness through continuous improvement

Map of 2025-28 Strategic Plan Outcomes to College Council Goals

College Council Goals*	2025-28 Strategic Plan Outcomes					
	Outcome 1: Students will use and experience relevant and responsive instructional and support programs that help them engage, persist, and achieve their educational goals	Outcome 2: Students will have increased access to credit for prior learning and hands-on, work-based experiences (internships, apprenticeships, and service learning) that enhance their career readiness	Outcome 3: Students will experience clear, coordinated, and affordable academic pathways that provide equitable access to certificates, degrees, and transfer opportunities, preparing them for high-wage careers through workforce-aligned programs		Outcome 4: Students will benefit from a seamless pipeline of educational and career opportunities supported by strong partnerships with K–12 schools, universities, and industry, ensuring preparation for continued learning and long-term workforce success	Outcome 5: Students, faculty, and staff will benefit from a strong data governance framework and infrastructure that provides accurate, accessible, and secure data to support informed decision-making and institutional effectiveness
Equity Ensure equity is infused in CC practices & decision-making to provide equity-minded recommendations						
Student Success Promote & support student success & institutional effectiveness-centered initiatives to close equity gaps, promote community engagement & provide feedback as needed to different committees to holistically support students						
Enrollment Review & provide equity-informed feedback to attain strategic enrollment management goals						
Institutional Effectiveness Provide equity-minded leadership & oversight of policies, procedures & practices that advance effective operations of the college, maintain fiscal stability & promote productive decision-making to ensure institutional & student success						

Map of CIP Themes & Goals to ACCJC Standards

ACCJC Standards	10-YEAR CIP THEMES & GOALS				
	Student-Centered Learning & Experience	Multiple Pathways to Success	Innovative Community Partnerships	Culture of Inclusion	Environment for Transformation
S1. Institutional Mission & Effectiveness The institution has a clearly defined mission that reflects its character, values, organizational structure, and unique student population. The mission outlines the institution’s explicit commitment to equitable student achievement and serves as a guiding principle for institutional planning, action, evaluation, improvement, and innovation .	G1 Ensure equitable access to a holistic range of learning & support services	G3 Develop innovative pathways to recruitment, registration & cost reduction			G10 Cultivate a campus culture that embraces innovation and excellence
	G2 Provide an educational experience that advances students' academic & lifelong learning goals & meets workforce needs				
S2. Student Success In alignment with its mission, the institution delivers high-quality academic and learning support programs that engage and support students through their unique educational journeys. Academic and learning support programs promote equitable student success, and the institution evaluates student learning and achievement data to inform improvements and advance equitable outcomes.	G1 Ensure equitable access to a holistic range of learning & support services	G4 Create flexible & high-value educational-to-employment experiences	G5 Provide high-quality lifelong learning opportunities for all community members		G11 Strengthen institutional effectiveness through continuous improvement
	G2 Provide an educational experience that advances students' academic & lifelong learning goals & meets workforce needs				
S3. Infrastructure & Resources The institution supports its educational services and operational functions with effective infrastructure, qualified personnel, and stable finances. The institution organizes its staffing and allocates its physical, technological, and financial resources to improve its overall effectiveness and promote equitable student success. The institution actively monitors and assesses resource capacity to inform improvements to infrastructure and ensure long-term health and stability.	G1 Ensure equitable access to a holistic range of learning & support				G10 Cultivate a campus culture that embraces innovation and excellence
					G11 Strengthen institutional effectiveness through continuous improvement
S4. Governance and Decision-Making The institution engages in clear and effective governance practices that support the achievement of its mission. Governance roles and responsibilities are delineated in widely distributed policies, and institutional decision-making processes provide opportunities for meaningful participation and inclusion of relevant stakeholders.				G7 Provide opportunities to foster community & sense of belonging	
	Board of Trustees agenda, President's Office - March 18, 2026				

Map of 2025-28 Strategic Plan Outcomes to ACCJC Standards

ACCJC STANDARDS	2025-28 STRATEGIC PLAN OUTCOMES				
	Outcome 1: Students will use and experience relevant and responsive instructional and support programs that help them engage, persist, and achieve their educational goals	Outcome 2: Students will have increased access to credit for prior learning and hands-on, work-based experiences (internships, apprenticeships, and service learning) that enhance their career readiness	Outcome 3: Students will experience clear, coordinated, and affordable academic pathways that provide equitable access to certificates, degrees, and transfer opportunities, preparing them for high-wage careers through workforce-aligned programs	Outcome 4: Students will benefit from a seamless pipeline of educational and career opportunities supported by strong partnerships with K–12 schools, universities, and industry, ensuring preparation for continued learning and long-term workforce success	Outcome 5: Students, faculty, and staff will benefit from a strong data governance framework and infrastructure that provides accurate, accessible, and secure data to support informed decision-making and institutional effectiveness
	S1. Institutional Mission & Effectiveness The institution has a clearly defined mission that reflects its character, values, organizational structure, and unique student population. The mission outlines the institution’s explicit commitment to equitable student achievement and serves as a guiding principle for institutional planning, action, evaluation, improvement, and innovation .				
	S2. Student Success In alignment with its mission, the institution delivers high-quality academic and learning support programs that engage and support students through their unique educational journeys. Academic and learning support programs promote equitable student success, and the institution evaluates student learning and achievement data to inform improvements and advance equitable outcomes.				
	S3. Infrastructure & Resources The institution supports its educational services and operational functions with effective infrastructure, qualified personnel, and stable finances. The institution organizes its staffing and allocates its physical, technological, and financial resources to improve its overall effectiveness and promote equitable student success. The institution actively monitors and assesses resource capacity to inform improvements to infrastructure and ensure long-term health and stability.				
	S4. Governance and Decision-Making The institution engages in clear and effective governance practices that support the achievement of its mission. Governance roles and responsibilities are delineated in widely distributed policies, and institutional decision-making processes provide opportunities for meaningful participation and inclusion of relevant stakeholders.	Board of Trustees agenda, President's Office - March 18, 2026			