



Mesa2030 | Roadmap 2

Review, Reflect, Prioritize

Taskforce Charge

- Taskforce Charge
- Mesa2030 Recap
- Taskforce Work Ahead & Timeline



Taskforce Charge

PURPOSE

The Mesa2030 Roadmap Part 2 Taskforce is charged with guiding San Diego Mesa College through the closing phase of the Mesa2030 Educational Master Plan (2026–2030). The Taskforce will provide leadership, coordination, and accountability to ensure that the Strategic Plan Roadmap Part 2 advances equity, excellence, and institutional effectiveness while aligning with statewide and district planning frameworks.



Taskforce Charge

RESPONSIBILITIES

Clarify Outcomes – Define what success looks like for each Mesa2030 long-term goal (Completion, Community, Pathways & Partnerships, Stewardship, Scholarship).

Identify Measures – Recommend meaningful, high-leverage metrics that align with Vision 2030, the Student-Centered Funding Formula (SCFF), the ACCJC Annual Report, and the Mesa Equity Plan.

Prioritize Objectives – Review existing strategic objectives to determine which should be kept, changed, or removed, and recommend new objectives as needed.

Develop Actions and Accountability – Propose concrete actions, timelines, and accountability structures to ensure implementation and progress monitoring.

Integrate Engagement Feedback – Incorporate input from Convocation, PCAB Retreat, summer workgroups, and other campuswide engagement activities.

Promote Collaboration and Equity – Ensure that processes and outcomes reflect Mesa’s mission of equity and excellence, and that diverse voices across campus constituencies are included in the work.

Support Communication – Provide clear, consistent messaging to the campus community about Roadmap progress, simplifying the story of Mesa2030 for broad understanding and engagement.

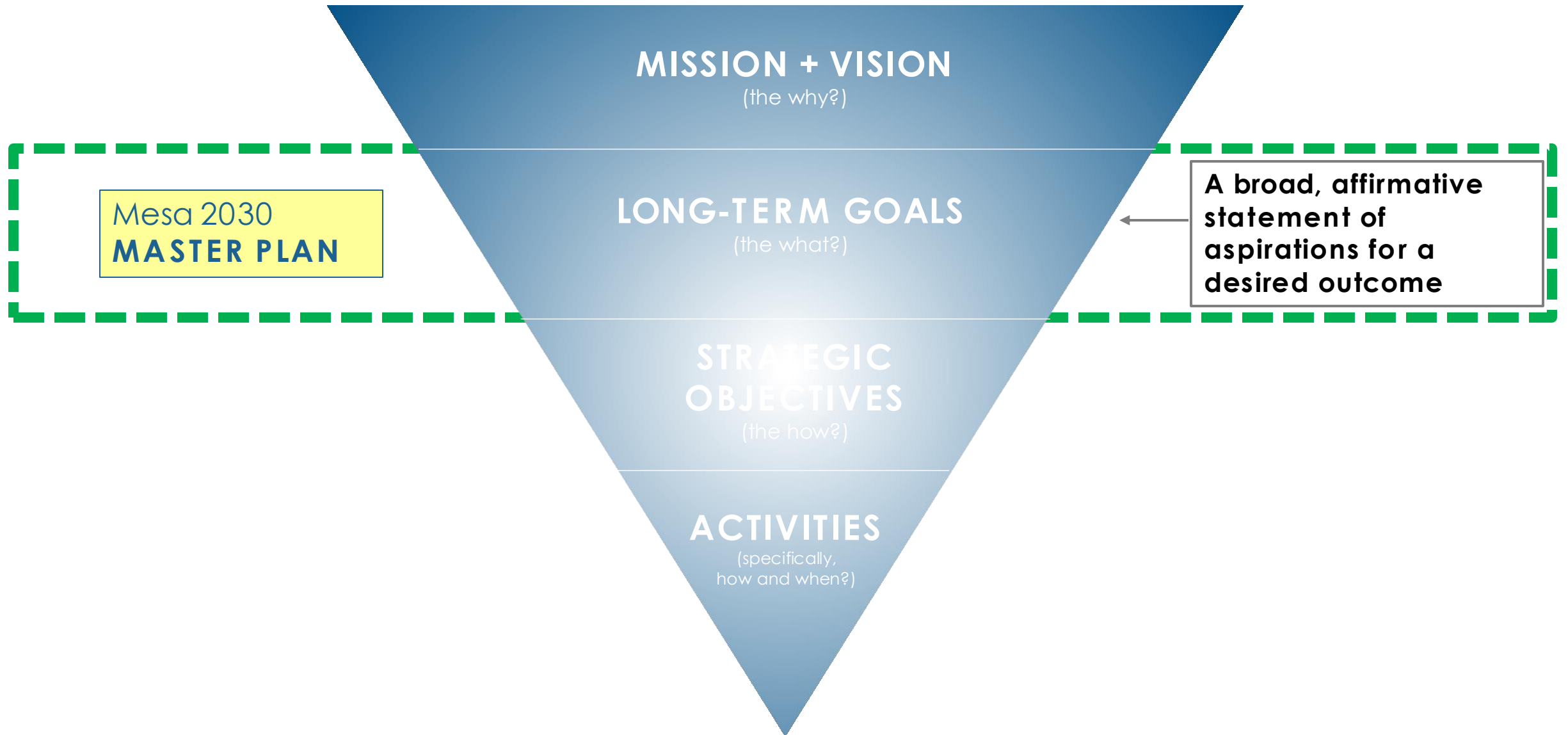
Mesa2030 Recap

Where are we and how we got here

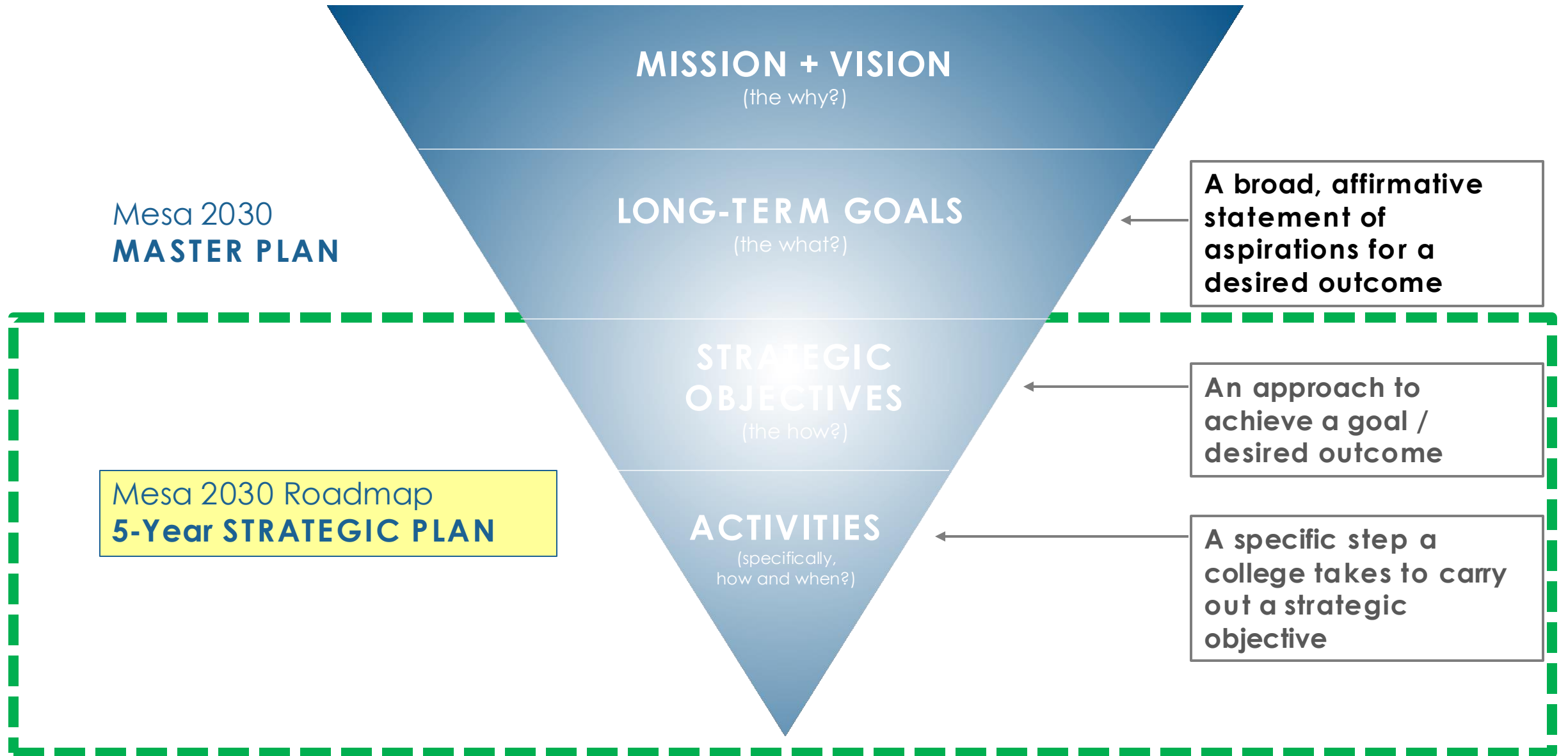
- Mesa2030
- Roadmap 1.0
- Roadmap 2.0



Shared Vocabulary



Shared Vocabulary



Mesa 2030 Long-Term Goals

EQUITY AND EXCELLENCE



COMPLETION

Mesa College will institutionalize (or Mesa-ize) practices that clarify pathways to timely completion for students with the priority on those practices that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.



COMMUNITY

Mesa College will build a community culture that utilizes antiracist practices to cultivate collaboration, inclusion, diversity, equity, and personal growth so that all students, employees, and members of our external community are valued.



PATHWAYS & PARTNERSHIPS

Mesa College will leverage pathways and partnerships within its internal and external communities to eliminate barriers and provide support for students entering Mesa College, through to completion, and beyond to transfer and employment.



STEWARDSHIP

Mesa College will develop and sustain processes that prioritize environmental justice and sustainability, reduce Mesa College's carbon footprint, and allocate its human, physical, technological, and fiscal resources around the goal of increasing student access, success, and parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.



SCHOLARSHIP

Mesa College will prioritize equity and excellence by fostering innovation and high-quality, culturally relevant teaching/learning experiences with the priority on those practices that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.

PCAB Retreat - May 6, 2025

Mesa College Strategic Plan

Roadmap to Mesa2030



**SUCCESS
MEASURES
FOCUS**

PCAB Retreat - May 6, 2025



PCAB Retreat - May 6, 2025



COMPLETION



COMMUNITY



PATHWAYS & PARTNERSHIPS

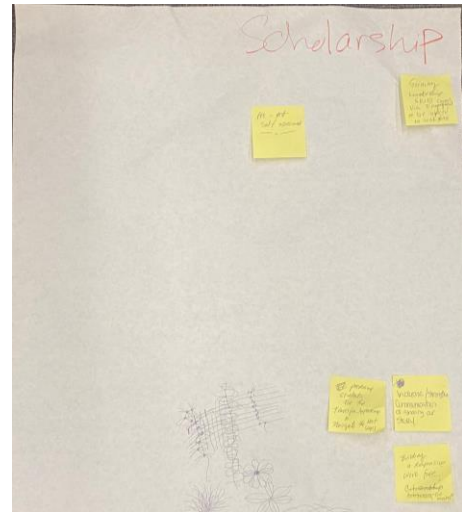
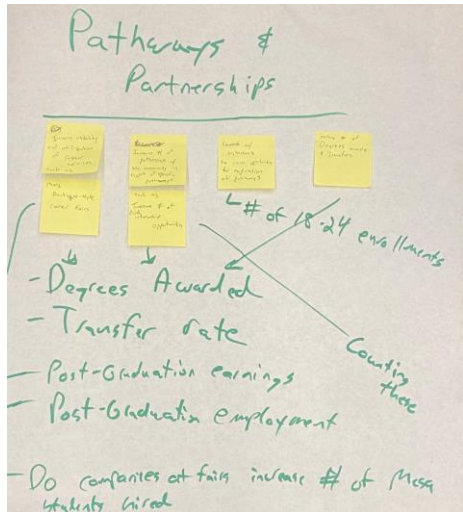
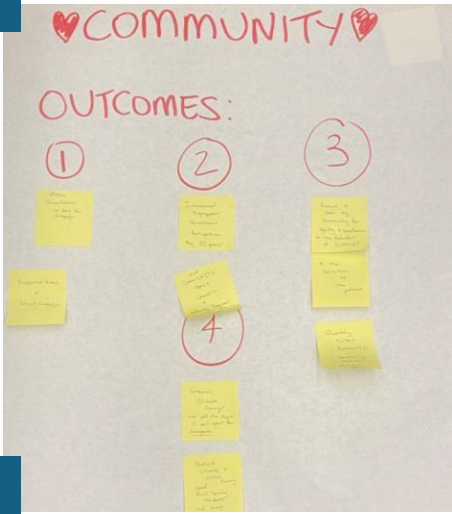
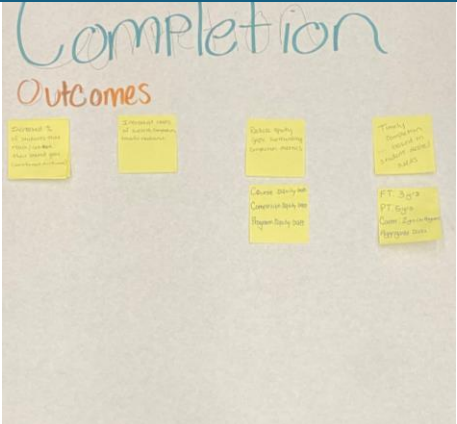


STEWARDSHIP



SCHOLARSHIP

MEASURES + OUTCOMES



KEEP, CHANGE, TOSS

Mesa2030 Goal	Strategic Objectives
Mesa College will institutionalize (or Mesa new) practices that clarify pathways to timely completion for students, with the priority on those practices that create parity in outcomes across traditionally underserved and all disproportionately impacted groups.	<ul style="list-style-type: none"> Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. Develop cross-functional teams that identify student needs and create integrated career and transfer counseling. Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes. Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity.

Mesa2030 Goal	Strategic Objectives
Mesa College will build a community culture that utilizes pathway practices to cultivate collaboration, inclusion, diversity, equity, and personal growth as well as student, employee, and transfer of our essential community are equal.	<ul style="list-style-type: none"> Use technology to improve communication and accessibility across campus. Develop activities, spaces, and programs that support a sense of belonging with a focus on attraction, historically underserved groups, and inclusion. Build a culture of communication that is evidence based, race conscious, institutionally focused, opportunity aware, and equity advancing. Remove barriers to equitable participation by developing, identifying and creating pathways for all employees to engage in and shape professional learning. Increase opportunities to use all assets and resources to the external community.

Mesa2030 Goal	Strategic Objectives
Mesa College will leverage pathways and partner practices that provide more targeted delivery of educational resources and support services.	<ul style="list-style-type: none"> Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. Expand partnerships with K-12 institutions to enhance program offerings and increase access for reintegrated students. Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers. Expand interorganizational pathways to create a seamless transfer between Mesa and K-12, non-profit, community, and career. Develop and implement technologies, including website redesign, that make pathway information available to students so that they can effectively utilize the information to their educational and career planning.

Mesa2030 Goal	Strategic Objectives
Mesa College will develop and sustain programs that provide a variety of options for students to reduce their carbon footprint and increase their environmental sustainability.	<ul style="list-style-type: none"> In collaboration with students, develop a climate action plan that will include a variety of options for students to reduce their carbon footprint and increase their environmental sustainability. Expand programs and activities that provide environmental sustainability and reduce Mesa's carbon footprint. Increase student and staff awareness of sustainability by providing environmental education and training. Develop a campus-wide practice and model for addressing climate change and the use of resources, including energy, water, and materials. Develop a green building program that includes a variety of options for students to reduce their carbon footprint and increase their environmental sustainability.

Mesa2030 Goal	Strategic Objectives
Mesa College will provide a variety of options for students to reduce their carbon footprint and increase their environmental sustainability.	<ul style="list-style-type: none"> Expand and provide professional learning experiences for all employees that create parity in outcomes across traditionally underserved and all disproportionately impacted groups. Evaluate and improve Quality, Equity, and Inclusion practices in classroom environments, campus activities, departments, services, and administrative units. Assess impact of accessibility and completion on student success and retention outcomes, as needed. Expand the use of innovative and high-quality teaching, learning, and support practices that address equitable outcomes and increase student success. Prioritize units associated with traditional materials to support the elimination of single-use.

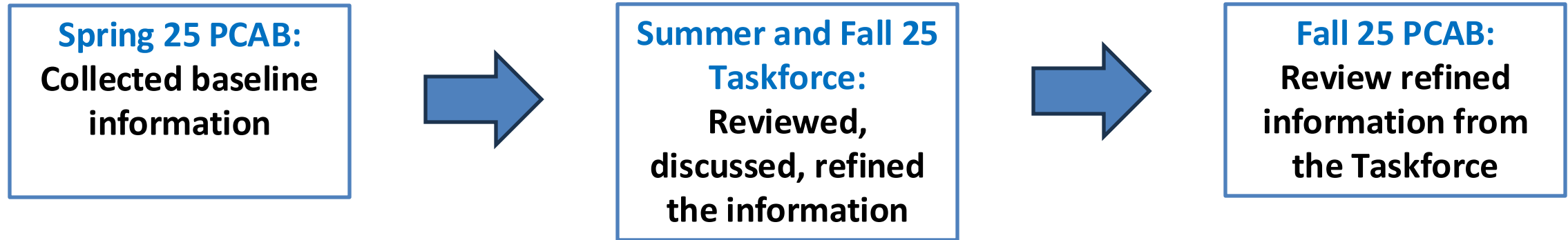
Roadmap 2

Activity	Outcomes	Measures	Objectives	Actions and Accountability
May PCAB (05/06) - Collect baseline info	X	X	X	
Summer - Overall plan for fall	X	X	X	X
Fall workshop 1 (9/17) - Refine	X			
Fall workshop 2 (10/08) - Refine		X		
Fall PCAB (11/18) - Review and Prepare for 11/19	X		X	
Fall workshop 3 (11/19) - Refine			X	
Fall workshop 4 (12/17) - Discuss/Develop				X

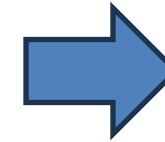
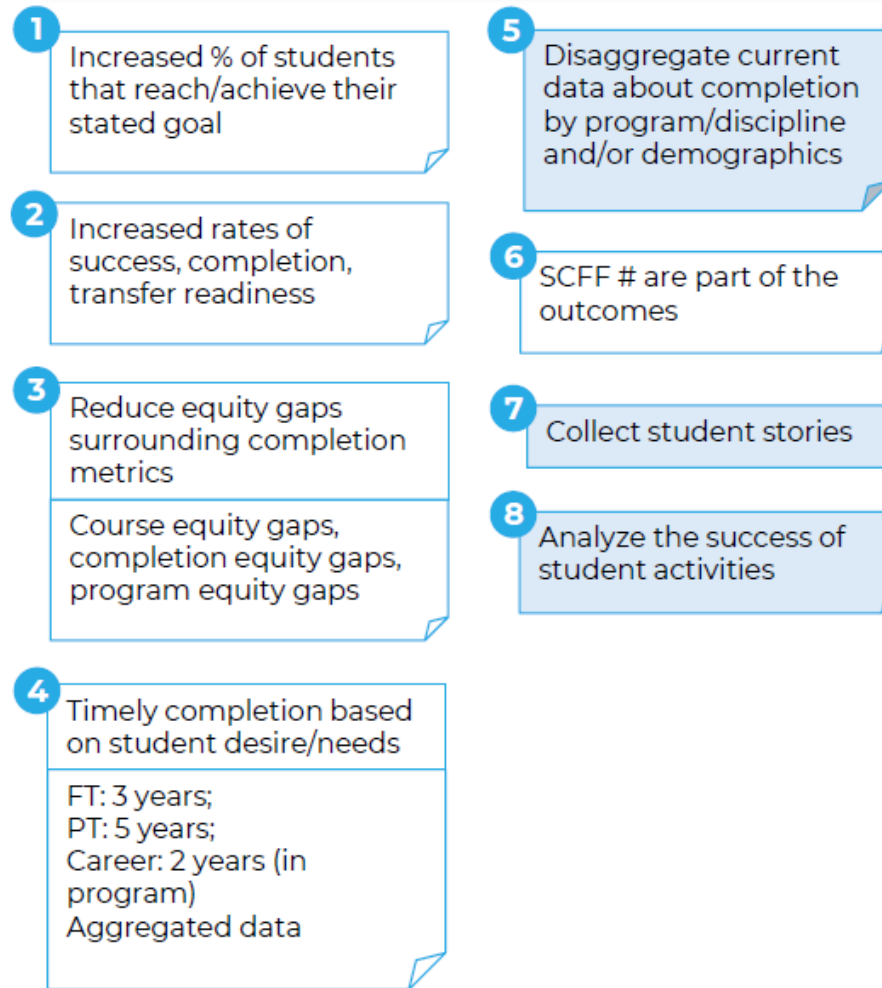
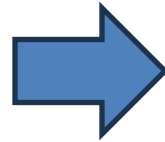
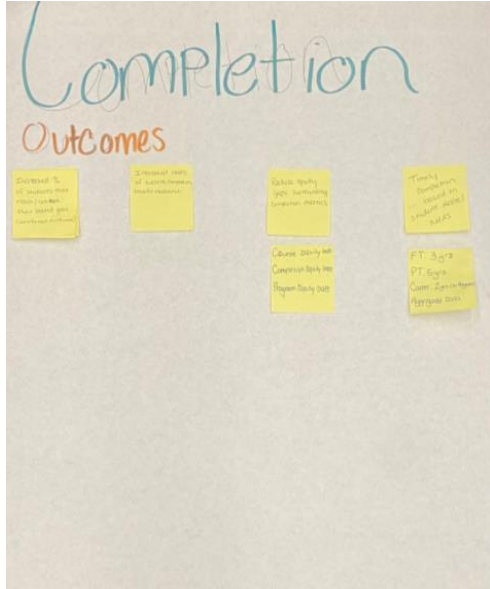
X indicates the primary focus of that event

Spring 2026: Complete the draft, share at Convocation and governance process

From Baseline Input to Refined Drafts



An Example of the Refinement Process



 (Activity 1)

Eliminated
Equity gaps

Increased
percentage of
student success

Align processes
& systems for
consistency

Degree / Certificate Attainment;
Transfers;
Employment;
Upskilling

Table Activity 1: Clarifying What Success Looks Like

On your table, you'll find a set of draft Outcomes for one Mesa2030 goal. These represent the *future state of success* we aim to create over the next five years.

Your task:

Review each Outcome (in blue) and use the guiding questions to shape your comments - such as needed edits, clarifications, gaps, missing ideas, or suggested alternatives.

At your table:

- Discuss each Outcome together
- Capture your group's notes directly on the handout (20 mins)
- Make sure your handwriting is clear
- We will share out highlights afterward (15 mins)

Feel free to take a photo of your notes.

We will collect the handouts at the end.

Clarifying What Success Looks Like

Goal 2 - COMMUNITY: Mesa College will build a community culture that utilizes antiracist practices to cultivate collaboration, inclusion, diversity, equity, and personal growth so that all students, employees, and members of our external community are valued.

Below are the draft Outcomes for this Mesa2030 Goal. These Outcomes represent the future state of success we aim to create over the next five years.

Please review each Outcome (in blue) and use the guiding questions to shape your comments - such as edits, clarifications, gaps, missing ideas, or suggested alternatives.

Some Guiding Questions

- Does this outcome align with the above long-term goal?
- Does this outcome describe a future state we truly want to achieve by 2030?
- Is this outcome meaningful and measurable?

People feel valued

Improved communication

Increased collaboration

Shared accountability

A woman with glasses, wearing a dark blue jacket and a patterned skirt, stands on a stage outdoors, speaking into a microphone and gesturing with her right hand. She is addressing a group of people seated in blue chairs. In the background, a canopy tent with the San Diego Mesa College logo is visible, along with other people and a building. The scene is set under a wooden pergola structure.

Some Thoughts on Priorities

*Possibly Wrong,
Definitely Incomplete*

Priorities: the Why

- To focus our energy
- To increase our impact
- To reduce duplication
- To improve cross-campus coordination
- To use our resources wisely
- To support students more effectively



College vs. Area Priority

1. Collegewide Priority/Objective

- Big, high-impact focus area
- Benefits students across the college
- Require or affects multiple areas
- Shape Mesa2030 Strategic Objectives

2. Area Priority

- What your department/division can realistically commit to
- Directly aligns with the collegewide priority
- Fits your team's role, strengths, and capacity
- Shows where your area can contribute most effectively

Focusing our Impact

Rooted in Purpose. Grounded in Equity. Growing Together toward Mesa2030.

Across Mesa, we bring tremendous commitment and creativity. Now, there's a growing recognition across areas and workgroups that *focus*, not *volume*, creates the biggest impact. This activity helps us identify those priorities so that our next Mesa2030 Roadmap reflects both our purpose and our collective strength.

Collegewide Objective: What is one high-impact priority you believe Mesa should focus on over the next five years to best support student success? Why would it make the biggest difference?

Area-level Objective: Thinking about the work of your area, what is one high-impact priority you believe your area should focus on over the next five years to best support student success - and why?

Other comments (Optional):

Your name (Optional):

Your area/department (Optional):

Version 0.95 (learning in progress...)

College vs. Area Priority: Example

College Priority Example: Expand work-based learning

Area Priority Examples:

- **CTE Programs:** build stronger employer partnerships for internships and job placements
- **Career Services:** expand student access to career counseling and job placement support
- **Instruction:** Integrate real-world assignments or project-based learning across key programs
- **Work-Based Learning:** Coordinate and scale internship placements
- **Highschool Outreach:** Strengthen partnerships with high school to build WBL pathways

Version 0.95 (waiting for your bug fixes)

What Makes a Strong Priority?

A strong Priority/Objective is an intentional choice, and not a task. It should be:

- **Focused** – one clear direction
- **Achievable** – realistic progress within 5 years
- **Measurable** – movement that can be observed
- **Impactful** – meaningfully improves student success or equity
- **Cross-functional** – requires or aligns with multiple areas

Table Activity 2 – Focusing Our Impact

- Spend 10 minutes writing your responses on your worksheet (individually).
- If you finish early, feel free to chat with others at your table.
- Afterward, we'll invite a few volunteers to share highlights from their reflections.

Your perspective matters: please share your thoughts, whether on paper or with the group. Every role sees something different, and we value the full range of voices in the room.

Don't forget to take a picture of your worksheet!

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Other comments (Optional):

Your name (Optional):

Your area/department (Optional):

Final Notes

Growing Together: Carrying Today's Insights Forward

- Share key insights from both activities with your team
- Start conversations about where your area can focus for the greatest impact.
- Reflect on how your area's work aligns with the emerging collegewide outcomes and priorities.
- Identify one or two potential ways your area can begin exploring.

Rooted in Purpose: How Today's Work Shapes the Roadmap 2

- Your input strengthens the Outcomes and ensures they reflect what success should look like.
- Your priorities inform the Strategic Objectives for the Roadmap 2.
- The plan becomes more purpose-driven, equity-centered, and grounded in real work across the college.

Thank you for helping shape where Mesa will focus its energy and resources over the next five years.