



**PLANNING AND ORGANIZATIONAL EFFECTIVENESS COMMITTEE**  
*POE is the district-level planning and accreditation oversight and coordinating committee that makes recommendations to District*

**A G E N D A**

**Wednesday, June 28, 2023 3:30pm-5:00pm**

<https://us06web.zoom.us/j/85476788819> OR dial 1-669-444-9171 / 85476788819#

- I. WELCOME**
- II. \*APPROVAL OF MINUTES – Action**
  - a. April 26, 2023 regular meeting
  - b. May 24, 2023 regular meeting
- III. DISTRICT COUNCIL UPDATE – Information**
  - a. Update from June 5, 2023 meeting
  - b. Next meeting July 10, 2023
- IV. BOARD INSTITUTIONAL EFFECTIVENESS COMMITTEE (BIEC) – Information**
  - a. Update from June 15, 2023 Meeting
  - b. Next Meeting September 14, 2023
- V. UPDATE TO RSCGD COMPREHENSIVE MASTER PLAN & COLLEGE EDUCATIONAL MASTER PLANS – Information**
- VI. MEETING SCHEDULE 2023-2024 - Action**
- VII. PLANNING - Information**
  - a. District Office
    - i. I&EP Update
  - b. Santiago Canyon College
    - i. Planning Update
    - ii. Enrollment Update
  - c. Santa Ana College
    - i. Planning Update
    - ii. Enrollment Update
- VIII. \*GRANT DEVELOPMENT SCHEDULE – Information**
  - a. New Resource Development Initiatives
- IX. OTHER**

*NEXT MEETING: **Wednesday, July 26, 2023***

*\*attachment provided*

**POE COMMITTEE MEMBERS:**

Matthew Beyersdorf • Anaely Guadarrama • Dr. Vaniethia Hubbard • James Isbell • Dr. Jeffrey Lamb • Dr. James Kennedy • Veronica Munoz • Enrique Perez • Nga Pham • Roxana Pleitez • Kristen Robinson • Craig Rutan • Sarah Santoyo • Michael Taylor • Aaron Voelcker



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## **RSCCD Mission Statement**

The mission of the Rancho Santiago Community College District is to provide quality educational programs and services that address the needs of our diverse students and communities.

## **2013 – 2024 RSCCD Goals**

### **RSCCD Goal 1**

RSCCD will assess the educational needs of the communities served by RSCCD and will adjust instructional programs, offerings, and support services and will allocate resources as needed to optimize the alignment of students' needs with services and fiscal resources.

### **RSCCD Goal 2**

RSCCD will assess the educational needs of the communities served by RSCCD and then pursue partnerships with educational institutions, public agencies, non-profit organizations, and business/industry/labor to collaboratively meet those needs.

### **RSCCD Goal 3**

RSCCD will annually improve the rates of course completion and completion of requirements for transfer, degrees, certificates, and diplomas.

### **RSCCD Goal 4**

RSCCD will support innovations and initiatives that result in quantifiable improvement in student access, preparedness, and success.

### **RSCCD Goal 5**

RSCCD will use a cycle of integrated planning that will demonstrate the effective use of resources.

*Extension of goals 2013-2024 approved POE 4/26/23*



**PLANNING AND ORGANIZATIONAL EFFECTIVENESS COMMITTEE**  
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**Minutes**

Wednesday, April 26, 2023 3:30pm-5:00pm Virtual by Zoom

Present: Anaely Guadarrama • Dr. Vaniethia Hubbard • Dr. James Kennedy • Dr. Jeffrey Lamb • Veronica Munoz • Enrique Perez • Nga Pham • Roxana Pleitez • Kristen Robinson • Craig Rutan • Sarah Santoyo • Aaron Voelcker  
Absent: Alana Gates • James Isbell • Michael Taylor  
Guests: Iris Ingram, Dr. Daniel Martinez, Cristina Morones, Nicki Harrington, Cindy Griffith

Mr. Perez called the meeting to order at 3:37pm.

**I. WELCOME & INTRODUCTIONS**

Mr. Perez provided welcome.

**II. \*APPROVAL OF MINUTES – Action**

a. March 22, 2023 regular meeting

It was moved by Ms. Pham; seconded by Mr. Voelcker with abstention from Ms. Robinson to approve the March 22, 2023 minutes. Motion carried.

**III. DISTRICT COUNCIL UPDATE – Information**

a. Update from April 3, 2023 meeting

b. Next meeting May 3, 2023

Mr. Rutan reported on April 3, 2023 District Council meeting.

HR has been to SAC senate, not yet with SCC

**Mr. Perez** tasked himself to follow up with Asst. Vice Chancellor, Alistair Winter related to concerns with faculty hiring, academic support, and a meeting between Human Resources and SCC Academic Senate that has not been scheduled.

**IV. RSCCD COMPREHENSIVE MASTER PLAN & COLLEGE EDUCATIONAL MASTER PLANS–  
Review & Discussion**

a. Timeline

Mr. Perez introduced Nicki Harrington of Collaborative Brain Trust (CBT). Ms. Harrington shared her background what CBT's role will be with RSCCD, mainly to assist with Educational Master Plans and lay out cycle and process for planning. RSCCD cycle has moved from a 10year to 8year Cycle.

Ms. Harrington introduced Cindy Griffith who shared her background.

Ms. Harrington shared approach of planning process and referenced to **additional handout 'RSCCD Strategic Consulting Project Overview'**.

Ms. Pham shared importance of aligning and streamlining plans with colleges and district both internally and externally.

Ms. Harrington shared that CBT has been engaged to provide Strategic Consulting Services for the development of an integrated and updated eight-year planning cycle and process that includes the following:

- Integrated and aligned district-wide planning cycle and timeline

**POE COMMITTEE MEMBERS:**

Matthew Beyersdorf • Dr. Melba Castro • Anaely Guadarrama • Dr. Vaniethia Hubbard • James Isbell • Dr. Jeffrey Lamb • Dr. James Kennedy • Veronica Munoz • Enrique Perez • Nga Pham • Roxana Pleitez • Kristen Robinson • Craig Rutan • Sarah Santoyo • Michael Taylor • Aaron Voelcker

- RSCCD Comprehensive Master Plan (CMP)
- SCC Educational Master Plan
- SAC Educational Master Plan

Discussion ensued. Questions were raised and answered.

CBT reviewed approach, site visits, timeline and next steps with data collecting in summer and creating plans in fall.

CBT will provide update and draft timeline at next meeting.

Representation from Classified would like to be part of process.

Ms. Pham recorded suggestions of other persons and groups CBT needs to meet.

**V. COMMITTEE MEMBERSHIP – Action**

Due to time constraints, Mr. Perez moved Committee Membership to May meeting as discussion item.

**VI. \*EXTENSION OF RSCCD GOALS – Discussion & Action**

Mr. Perez moved item VI ahead of IV to allow sufficient time for IV.

Ms. Pham reported on need to extend 2013-2023 goals by 1 (one) year due to pending work being done to creation of Comprehensive Master Plan. Request is to extend goals by 1 (one) year.

It was moved by Ms. Pham; seconded by Ms. Pleitez to approve the extension of RSCCD Goals by 1 (one) year.

Ms. Pham will forward Debra Gerard goals to place at next District Council meeting for approval.

**VII. PLANNING - Information**

- a. District Office
  - i. I&EP Update
- b. Santiago Canyon College
  - i. Planning Update
  - ii. Enrollment Update
- c. Santa Ana College
  - i. Planning Update
  - ii. Enrollment Update

Due to time constraints, no report provided to item VII.

**VIII. \*GRANT DEVELOPMENT SCHEDULE – Information**

- a. New Resource Development Initiatives

Due to time constraints, no report provided to item VIII.

**IX. OTHER**

Next meeting scheduled for Wednesday, May 24, 2023.

Mr. Perez adjourned the meeting at 5:01pm.

*Approved:* \_\_\_\_\_

# Rancho Santiago Community College District

## New Comprehensive Master Plan and College Educational Master Plans

*Planning and Organizational Effectiveness Committee – April 26, 2023*

### Background

- The 10-year Comprehensive Master Plan (CMP) completed June 2022; consideration is being given to an eight-year cycle to coordinate with ACCJC accreditation visits
- RSCCD Goals sunset June 2023; the Planning and Organizational Effectiveness (POE) Committee is considering their extension until 2024
- Santiago Canyon College (SCC) is in need of a new EMP
- Santa Ana College (SAC) has an ongoing EMP that will need updated and included in the cycle as appropriate
- The District and its Colleges have individual planning structures and processes. There is a desire to approach planning at RSCCD in a more integrated fashion, aligning these siloed planning components to provide for a more unified and collaborative approach to long-range planning. This approach would provide a more comprehensive view of the needs of the RSCCD service region as a whole, and strengthen district services' support for the Colleges' Educational Master Plans.
- The Collaborative Brain Trust (CBT) has been engaged to provide Strategic Consulting Services for the development of an integrated and updated eight-year planning cycle and process that includes the following:
  - Integrated and aligned district-wide planning cycle and timeline
  - RSCCD Comprehensive Master Plan (CMP)
  - SCC Educational Master Plan
  - SAC Educational Master Plan
- Planning discussions will be conducted in alignment with RSCCD's participatory governance structures, and consideration will also be given to (a) the cycle and standards of the Western Association of Schools and Colleges (WASC) Accrediting Commission for Community and Junior Colleges (ACCJC); (b) current State initiatives, such as the Vision For Success and its complementary initiatives (Guided Pathways, Student Equity and Achievement, and the Student Centered Funding Formula); and (c) other ongoing planning efforts at the District and its Colleges.

### Considerations for Strategic Planning in Multi-College Districts Today

- Shorter cycle due to rapidly changing environment and to align with other key planning efforts (e.g., accreditation)
- External contracting to ensure a comprehensive, objective process; infuse national best practices and critical thinking; and provide technical support to ease employee workload
- Stronger student voice in planning processes

- Intentional approaches to maximize inclusion, including often marginalized populations
- Infusion of DEI/DEIA in all planning, programs, and services
- Revitalized and expanded input from external partners and advisory groups
- Stronger consideration of dual enrollment, noncredit, and workforce development
- Stronger balance of district-wide service and local college responsiveness
- Paradigm shift from FTES/enrollment to Student success and completion [Vision for Success, Guided Pathways, Student Equity and Achievement, Student Centered Funding Formula]
- Holistic “team” approaches to student success (e.g., instruction, academic student support services, tiered counseling/advising, wrap-around student life/health support)
- More focus on disaggregated data by student sub-populations, and within Guided Pathways to maximize success of each / all student(s)
- Attention to student participation preferences, enrollment patterns, in-migration/out-migration, public and private competitors
- More comprehensive environmental scanning (demographics, participation preferences, and economic development in the region)
- Integrated, consistent technology solutions that streamline (vs. create additional) work
- Streamlined organizational structures and committee structures that speed responsiveness, decision making, and communication
- Conscientious review of Delineation of Functions Map (required by ACCJC)
- Outcomes-focused planning: use of benchmarks/milestones; clearly defined accountability; and measurements of progress
- Use of glossaries and visual aids (e.g., integrated planning concept model and/or matrix) to assist in all staff understanding planning cycles and processes (and for new employee orientation)

## CBT Approach and Activities

- Planning discussions will be conducted in alignment with RSCCD’s participatory governance structures; the POE will serve as the primary oversight committee, and CBT will begin work by meeting with that committee April 26<sup>th</sup> as the first step, and again May 24<sup>th</sup> (if desired) with a draft plan
- CBT will coordinate project work with the assigned District Liaison, Nga Pham, Executive Director of Research, Planning & Institutional Effectiveness
- CBT will review District and College documents, reports, etc. to inform the plan.
- CBT will conduct a three-day, on-site visit May 9-11 to meet with leadership groups and individuals at all three sites (District, SAC, and SCC) to hear and discuss approaches to the planning cycle and process. Listening to these groups before some of the members leave for summer break is a critical step in plan design to ensure an approach to the upcoming planning processes that work for all. The site visit schedule will include:

Tuesday, May 9, 2023 - Santiago Canyon College meetings / interviews:

- SCC College Council (1:30 pm)

- President (45 min)
- Vice President, Academic Affairs (45 min)
- Vice President, Student Services (45 min)
- Dean, Institutional Effectiveness, Library/Learning Support Services (45 min)
- Academic Senate President (45 min)

Wednesday, May 10, 2023 - Santa Ana College meetings / interviews:

- SAC College Council (9:00 am)
- President (45 min)
- Vice President, Academic Affairs (45 min)
- Vice President, Student Services (45 min)
- Dean of Academic Affairs/Dean of Institutional Effectiveness (45 min)
- Academic Senate President (45 min)

Thursday, May 11, 2023 - District Interviews:

- Chancellor (45 min)
- Vice Chancellor of Educational Services (45 min)
- Assistant Vice Chancellor, Educational Services (45 min)
- Executive Director of Research, Planning & Institutional Effectiveness (Exit / Planning Meeting: 45-90 min as needed)

## **Timeline and Outcome**

The project began with Board approval in April and will complete June 2023. The deliverable will be a written *Proposed Plan and Timeline for RSCCD 2023-2031 Planning Cycle* to be used at the start of the 2023-2024 Fiscal Year for developing the next integrated planning cycle, Comprehensive Master Plan, and Colleges' Educational Master Plans.



**PLANNING AND ORGANIZATIONAL EFFECTIVENESS COMMITTEE**  
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**Minutes**

Wednesday, May 24, 2023 3:30pm-4:30pm Virtual by Zoom

Present: Alana Gates attended for Michael Taylor • Nga Pham • Roxana Pleitez • Kristen Robinson • Craig Rutan • Sarah Santoyo • Aaron Voelcker  
Guest: Dr. Daniel Martinez  
Patricia Duenez present as record keeper.

Mr. Rutan commenced meeting at 3:35pm. Due to lack of Quorum, approval of action item tabled for approval at June meeting.

**I. WELCOME**

Mr. Rutan provided welcoming remarks.

**II. \*APPROVAL OF MINUTES – Action**

- a. April 26, 2023 regular meeting  
Due to lack of Quorum, approval of minutes tabled for June meeting.

**III. DISTRICT COUNCIL UPDATE – Information**

- a. Update from May 3, 2023 meeting
  - b. Next meeting June 5, 2023
- Mr. Rutan provided update from May 3, 2023 meeting.

**IV. UPDATE TO RSCCD COMPREHENSIVE MASTER PLAN & COLLEGE EDUCATIONAL MASTER PLANS – Information**

Ms. Pham provided update of meetings with Collaborative Brain Trust (CBT) consultants and district/college leaders and governance committees, including planners/researchers and students. Purpose of meetings was to help set up structure for planning. CBT is reviewing and following up with interviewees for final reports. This will be the set up work for RFP in summer, work on the two plans to commence in fall and spring.

*Ms. Robinson joined at this time.*

A meeting with Vice Chancellor Perez is planned for 2<sup>nd</sup> week of June 2023.

**Mr. Voelcker** will forward pending SCC planning documents to Ms. Pham as requested from CBT.

Chat question: When are district services survey results going to be shared?

Ms. Pham is working on summarizing data and sending out to departments for their consideration in their 2023-2025 planning portfolios. Data will be compared from 2 years ago. If departments request additional resources, the portfolio will need to include justification for the request. Prioritizing is done using the established rubrics on Budget Resource Requests.

Discussion ensued related district operations budget requests process, how it affects colleges, concerns raised at FRC, and ongoing personnel done through Reorgs.

**Ms. Pham** will share concerns with Vice Chancellor Perez.

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Ms. Pham shared timeline: sending out survey results out today and the department planning portfolios to be completed by June 30.

**V. PLANNING - Information**

a. District Office

i. I&EP Update

Ms. Pham shared updates during item IV.

b. Santiago Canyon College

i. Planning Update

Mr. Voelcker reported Guided Pathways plan has made it through its process -- ready for board. Program review due at end of semester. A presentation is planned to Denver, CO to present to ACCRAO Consulting on Strategic Enrollment Management with President Kim, interim VP Voelcker and other staff.

ii. Enrollment Update

Mr. Voelcker shared screen of enrollment updates.

*Ms. Pleitez joined meeting at this time.*

*Ms. Santoyo left meeting at this time.*

*Mr. Voelcker left meeting at this time.*

c. Santa Ana College

i. Planning Update

ii. Enrollment Update

Ms. Robinson shared brief comments to Planning and Enrollment.

Ms. Pleitez shared SAC activities related to commencement ticket distribution and Classified Appreciation Week.

**VI. \*GRANT DEVELOPMENT SCHEDULE – Information**

a. New Resource Development Initiatives

Mr. Rutan shared updates as related to SCC provided in schedule.

Ms. Pham shared Vice Chancellor Perez was absent today due to visit and meetings with DC Advocacy Team, Cassidy & Associates to pursue additional funds for innovative programs/services so the colleges can better support students.

**VII. OTHER**

Next meeting scheduled for Wednesday, June 28, 2023.

*Mr. Rutan closed meeting 4:09pm.*

*\*attachment provided*

V. b. ii Enrollment Update from SCC:



Academic Affairs - FTES Targets by Division for 2022 - 2023

\* As of 05/24/2023\*

| Actual 2021 - 2022 |                  |                 | Progress 2022 - 2023 |                         |                    |                       | Growth Target   |                   | Compared to 2021-22 |                   |                |                 |
|--------------------|------------------|-----------------|----------------------|-------------------------|--------------------|-----------------------|-----------------|-------------------|---------------------|-------------------|----------------|-----------------|
| SUM 21             | # of Sect        | FTES            | SUM 22               | Target # of Sect        | FTES Target        | ACTUAL Sect #         | FTES            | % Achieved        | % Target            | % Achieved        | Up/Down        | % Change        |
| AHSS               | 72               | 236.63          | AHSS                 | 80                      | 257.93             | 84                    | 268.28          | 104.03%           | 243.73              | 110.07%           | 31.65          | 13.38%          |
| BCE                | 27               | 76.09           | BCE                  | 36                      | 82.94              | 29                    | 86.27           | 104.02%           | 78.37               | 110.08%           | 10.18          | 13.30%          |
| CNSL               | 4                | 7.84            | CNSL                 | 5                       | 8.55               | 5                     | 9.68            | 113.27%           | 8.08                | 115.87%           | 1.84           | 23.47%          |
| M&S                | 53               | 192.52          | M&S                  | 59                      | 209.85             | 52                    | 175.22          | 83.50%            | 198.80              | 88.86%            | -17.80         | -8.99%          |
| <b>TOTAL</b>       | <b>156</b>       | <b>513.08</b>   | <b>TOTAL</b>         | <b>180</b>              | <b>559.26</b>      | <b>170</b>            | <b>539.45</b>   | <b>96.46%</b>     | <b>528.47</b>       | <b>102.08%</b>    | <b>26.87</b>   | <b>5.14%</b>    |
| <b>FALL 21</b>     | <b># of Sect</b> | <b>FTES</b>     | <b>FALL 22</b>       | <b>Target # of Sect</b> | <b>FTES Target</b> | <b>ACTUAL Sect #</b>  | <b>FTES</b>     | <b>% Achieved</b> | <b>% Target</b>     | <b>% Achieved</b> | <b>Up/Down</b> | <b>% Change</b> |
| AHSS               | 306              | 1060.51         | AHSS                 | 359                     | 1162.50            | 333                   | 1103.20         | 94.81%            | 1,098.51            | 100.34%           | 35.69          | 3.35%           |
| BCE                | 120              | 419.76          | BCE                  | 131                     | 457.52             | 134                   | 415.98          | 90.92%            | 432.33              | 96.22%            | -3.76          | -0.90%          |
| CNSL               | 13               | 83.14           | CNSL                 | 16                      | 86.40              | 16                    | 93.89           | 99.25%            | 84.11               | 105.07%           | 2.71           | 8.15%           |
| M&S                | 206              | 864.96          | M&S                  | 236                     | 994.61             | 218                   | 880.83          | 91.39%            | 911.51              | 96.61%            | -4.30          | -0.49%          |
| <b>TOTAL</b>       | <b>645</b>       | <b>2,404.33</b> | <b>TOTAL</b>         | <b>742</b>              | <b>2,620.72</b>    | <b>701</b>            | <b>2,434.64</b> | <b>92.90%</b>     | <b>2,476.46</b>     | <b>98.31%</b>     | <b>30.31</b>   | <b>1.26%</b>    |
| <b>INT 22</b>      | <b># of Sect</b> | <b>FTES</b>     | <b>INT 23</b>        | <b>Target # of Sect</b> | <b>FTES Target</b> | <b>ACTUAL Sect #</b>  | <b>FTES</b>     | <b>% Achieved</b> | <b>4.5% Target</b>  | <b>% Achieved</b> | <b>Up/Down</b> | <b>% Change</b> |
| AHSS               | 45               | 145.30          | AHSS                 | 49                      | 161.09             | 50                    | 172.54          | 106.71%           | 155.02              | 111.91%           | 24.21          | 16.21%          |
| BCE                | 11               | 41.07           | BCE                  | 14                      | 44.77              | 13                    | 31.40           | 70.14%            | 42.92               | 73.16%            | -9.67          | -23.50%         |
| CNSL               | 2                | 3.60            | CNSL                 | 3                       | 6.10               | 3                     | 7.10            | 116.32%           | 5.85                | 121.33%           | 1.50           | 26.79%          |
| M&S                | 24               | 62.11           | M&S                  | 26                      | 67.81              | 21                    | 56.02           | 82.61%            | 65.01               | 86.17%            | -6.19          | -9.25%          |
| <b>TOTAL</b>       | <b>82</b>        | <b>252.23</b>   | <b>TOTAL</b>         | <b>92</b>               | <b>280.37</b>      | <b>87</b>             | <b>267.06</b>   | <b>95.25%</b>     | <b>268.79</b>       | <b>99.35%</b>     | <b>9.84</b>    | <b>3.81%</b>    |
| <b>SPR 22</b>      | <b># of Sect</b> | <b>FTES</b>     | <b>SPR 23</b>        | <b># of Sect</b>        | <b>FTES Target</b> | <b>CURRENT Sect #</b> | <b>FTES</b>     | <b>% Achieved</b> | <b>4.6% Target</b>  | <b>% Achieved</b> | <b>Up/Down</b> | <b>% Change</b> |
| AHSS               | 292              | 894.37          | AHSS                 | 327                     | 974.86             | 305                   | 938.35          | 96.25%            | 934.62              | 100.40%           | 43.98          | 4.97%           |
| BCE                | 130              | 384.23          | BCE                  | 142                     | 418.79             | 145                   | 440.89          | 105.39%           | 401.50              | 109.81%           | 56.68          | 14.75%          |
| CNSL               | 12               | 26.09           | CNSL                 | 13                      | 28.44              | 13                    | 27.29           | 95.96%            | 27.26               | 100.10%           | 1.20           | 4.60%           |
| HELLSS             | 0                | 0               | HELLSS               | 2                       | 0.00               | 1                     | 0.50            | 0.50%             | 0.00                | 0.00%             | 0.50           | 9.98%           |
| M&S                | 192              | 778.35          | M&S                  | 214                     | 848.40             | 202                   | 785.23          | 92.55%            | 813.38              | 96.54%            | 6.88           | 0.89%           |
| <b>TOTAL</b>       | <b>626</b>       | <b>2,083.03</b> | <b>TOTAL</b>         | <b>698</b>              | <b>3,276.49</b>    | <b>666</b>            | <b>2,852.26</b> | <b>96.55%</b>     | <b>2,176.76</b>     | <b>100.71%</b>    | <b>109.24</b>  | <b>5.24%</b>    |
| <b>ANNUAL</b>      | <b># of Sect</b> | <b>FTES</b>     | <b>ANNUAL</b>        | <b># of Sect</b>        | <b>FTES Target</b> | <b>CURRENT Sect #</b> | <b>FTES</b>     | <b>% Achieved</b> | <b>Target</b>       | <b>% Achieved</b> | <b>Up/Down</b> | <b>% Change</b> |
| AHSS               | 712              | 2345.63         | AHSS                 | 823                     | 2556.98            | 772                   | 2441.37         | 97.04%            | 2,431.87            | 102.04%           | 135.32         | 5.28%           |
| BCE                | 288              | 921.11          | BCE                  | 323                     | 1004.01            | 321                   | 974.54          | 97.06%            | 955.12              | 102.03%           | 53.43          | 5.80%           |
| CNSL               | 31               | 72.65           | CNSL                 | 37                      | 79.19              | 37                    | 79.90           | 100.90%           | 75.30               | 106.10%           | 7.25           | 9.98%           |
| HELLSS             | 0                | 0               | HELLSS               | 2                       | 0.00               | 1                     | 0.50            | 0.50%             | 0.00                | 0.00%             | 0.50           | 9.98%           |
| M&S                | 473              | 1918.04         | M&S                  | 535                     | 2090.66            | 493                   | 1897.10         | 90.74%            | 1,968.19            | 95.17%            | -32.94         | -1.69%          |
| <b>TOTALS</b>      | <b>1,660</b>     | <b>5,252.66</b> | <b>TOTALS</b>        | <b>1712</b>             | <b>5,730.84</b>    | <b>1624</b>           | <b>5,433.41</b> | <b>94.81%</b>     | <b>5,450.48</b>     | <b>99.69%</b>     | <b>176.76</b>  | <b>3.34%</b>    |



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**PLANNING AND ORGANIZATIONAL EFFECTIVENESS COMMITTEE**

*“The Mission of POE is to serve as the district level planning and accreditation oversight and coordinating committee that makes recommendations to District Council.”*

**2023-2024 MEETING SCHEDULE**

**Location: Zoom or DO-Conference Room TBD**

**Time: 3:30pm-5:00pm\***

*\*or as noted on agenda*

| <b>2023</b>  | <b>2024</b>            |
|--|------------------------|
| Wednesday, July 26   | Wednesday, January 24  |
| Wednesday, August 23   | Wednesday, February 28 |
| Wednesday, September 27  | Wednesday, March 27    |
| Wednesday, October 25  | Wednesday, April 24    |
| Wednesday, November 15<br><i>(due to Thanksgiving holiday)</i> | Wednesday, May 22      |
| Wednesday, December 20<br><i>(due to winter break)</i>         | Wednesday, June 26     |

*Approved:* \_\_\_\_\_