

**GUAM COMMUNITY COLLEGE**  
**Criminal Justice & Social Sciences Department**  
**3 Year Plan, 2023-2026, Institutional Strategic Master Plan**

*Institutional Strategic Master Plan (ISMP) Goals/Initiatives*

ISMP Goal #1: Advancing Workforce Development and Training

CJSS Department Goal: Participate in college or industry sponsored events promoting GCC and the CTE programs for criminal justice and human services.

CJSS Department Objective(s):

- a. Participate in community-based sponsored events or activities to promote our programs.
- b. Collaborate with industry partners to promote social justice
- c. Sponsor department events promoting social justice for the community, (i.e., food drives, clothing donations, toiletries, forums, etc.)
- d. Strive to add additional Fulltime Faculty with appropriate industry experience.

ISMP Goal #2: Fostering 100% Student-Centered Success

CJSS Department Goal: Promote student-centered activities to improve student retention and completion rates.

CJSS Department Objective(s):

- a. Participate and /or conduct student recruitment events. This would include partnering with industry partners, participating in community outreach activities, or to join other CTE program events on/off campus.
- b. Utilize department course schedules to complete student education plans (Degree Works) from semester start to expected completion date for graduation.
- c. Conduct student advisement toward reviewing student educational plans, as well as advocating for student needs with appropriate advisors or admissions and registration staff.

- d. Support faculty initiated plans for scholarly, creative and teaching activities (i.e., film screening, learning forums, service learning activities and hybrid courses, grants writing, etc.)
- e. Collaborate with Center for Education & Workforce Development and Center for Student Involvement to provide training certification and provide support and assistance for student-driven educational activities (i.e.) student organization and service learning activities.)

### ISMP Goal #3: Leveraging Transformational Engagement and Governance

CJSS Department Goal: Improve student learning outcomes and completion rates by utilizing data from institutional assessment tool or other formal survey instruments.

CJSS Department Objective(s):

- a. Use data results to advise recommendations for program and course development.
- b. Participate in Governance Committees and activities as appropriate.

### ISMP Goal #4: Optimizing Resources

CJSS Department Goal: To foster a learning atmosphere in order to motivate student learning and student success.

CJSS Department Objective(s):

- a. Insure there is sufficient faculty for CJSS programs.
- b. Insure a healthy and safe learning environment for during the COVID-19 pandemic and post Covid-19.
- c. Plan, prepare and coordinate the replacement of Instructional Materials for CJ Tactical Courses.
- d. Utilize assessment results to determine budget and procurement activity for educational equipment and classroom supplies (i.e., computer upgrades, laptops, adapter cords, etc.)
- e. Engage industry partners in order to obtain feedback to program and course development and use of special facilities / equipment.

### ISMP Goal#5: Modernizing and Expanding Infrastructure and Technology

CJSS Department Goal: Improve instructional delivery through the acquisition of new technology and infrastructure updates.

- a. Participate in Online/Remote Learning Training opportunities.
- b. Collaborate with other College offices to insure that infrastructure is updated.
- c. Collaborate with other GCC offices to insure that instructional technology is updated and training is available for all who seek it.

ISMP Goal #1: Advancing Workforce Development and Training	CJSS Goal: Participate in college or industry sponsored events promoting GCC and the CTE programs for criminal justice and human services.	Annual Program Budget Goal	Year 1 2020-2021  Tasks	Year 2 2021-2022  Tasks	Year 3 2022-2023  Tasks
<b>Objective 1</b>	Participate in college or industry sponsored events promoting GCC and the CTE programs for criminal justice and human services.	Increase Enrollment	Maintain Industry relations specific to Criminal Justice and Human Services.	Participate in community-based sponsored events or activities to promote our programs.	Collaborate with industry partners to promote social justice

ISMP Goal #2: Fostering 100% Student-Centered Success	CJSS Goal: To promote student-centered activities in order to improve retention and completion rates.	Increase Student Completion			
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<b>Objective 1</b>	Promote student-centered activities in order to improve retention and completion rates.		Participate in on and off campus recruitment events.	Participate and /or conduct student recruitment events. This would include partnering with industry partners, participating in community outreach activities, or to join other CTE program events on/off campus.	Utilize department course schedules to complete student education plans (Degree Works) from semester start to expected completion date for graduation.
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ISMP Goal #3: Leveraging Transformational Engagement and Governance	CJSS Department Goal: Improve student learning outcomes by utilizing data from institutional assessment tool or other formal survey instruments.	Increase Student Completion			
<b>Objective 1</b>	Improve student learning outcomes by utilizing data from institutional assessment tool or other formal survey instruments.		Use Student Surveys to construct a Student Centered schedule.	Use data results to advise recommendations for program and course development.	Participate in Governance Committees and activities as appropriate.

ISMP Goal #4: Optimizing Resources	CJSS Department Goal: To foster a learning atmosphere in order to motivate student learning and student success.	Increase Student Retention			
<b>Objective 1</b>	Foster a learning atmosphere in order to motivate student learning and student success.		Review Adjunct Faculty performance to insure appropriate fit.	Insure there is sufficient faculty for CJSS programs.	Insure a healthy and safe learning environment during COVID-19 pandemic and post COVID-19.

ISMP Goal#5: Modernizing and Expanding Infrastructure and Technology	CJSS Department Goal: Improve instructional delivery through the acquisition of new technology and infrastructure updates.	Increase Student Retention and Completion			
<b>Objective 1</b>	Improve instructional delivery through the acquisition of new technology and infrastructure updates.		Promote Professional Development of all department Faculty.	Participate in Online/Remote Learning Training opportunities and discussions.	Collaborate with other GCC offices to insure that instructional technology is updated and training is available for all who seek it.