

Foothill 2030: Blueprint for Success – Goals and Objectives

By 2030, equitably retain 89% of first time students fall to fall with no student demographic disparities

By 2030, 88% of employees rate their career satisfaction as high with no disparities based on employee classification or demographic

Goal 1: Liberate student success by uplifting equitable access, accelerating retention and completion, and strengthening support systems that foster radical belonging where students feel seen, valued, and empowered to thrive.

Objective 1.1 Rebuild career exploration, Associate Degree Transfer (ADT) clarity and purpose-driven guidance into the student experience, ensuring students thrive in livable wage careers aligned with their passion and potential.

Objective 1.2 Reform scheduling to prioritize student needs, particularly those of historically underserved populations, by flipping traditional scheduling models to place student access and belonging at the core.

Objective 1.3 Let retention reflect love, not luck. Build systems where students want to stay, and know they can, by embedding belonging, purpose, care, and affirmation into every step of their journey.

Objective 1.4 Transform student support into a sanctuary of care, replacing the self-service maze with an intentional, equity-driven system that reaches in before students have to reach out.

Goal 2: Transform educational programs, pathways, and strategic partnerships to serve student and community needs.

Objective 2.1 Implement innovative curriculum, pathways, and delivery strategies to broaden the students we serve, align to the digital transformation, and enhance student's economic mobility.

Objective 2.2 Scale Foothill's unique experiential learning opportunities through academic, community, and industry partnerships to ensure we equitably serve students.

Objective 2.3 Strengthen a culture of growth in teaching and learning to eliminate equity gaps and remain responsive to the evolving needs of students, industry, society, and the planet.

Objective 2.4 Institutionalize Career and Academic Pathways (CAPs) to guide students through to their educational goals.

Objective 2.5 Leverage dual enrollment to enhance opportunities for high school and adult education learners.

Goal 3: Strengthen organizational effectiveness and operational efficiencies, while optimizing resources.

Objective 3.1 Grow a culture of integrated planning, process efficiencies, and institutional effectiveness.

Objective 3.2 Align and prioritize human, fiscal, and physical resources in an intentional, efficient, and effective manner that supports equitable student outcomes.

Objective 3.3 Modernize our campuses to enhance connection, serve the community, and steward the land with respect, humility, and a commitment to sustainability.

Goal 4: Lead a transformative college culture that embraces demographic change, elevates the visibility of the workforce and economic development, and boldly communicates Foothill's story through meaningful engagement and outreach.

Objective 4.1 Amplify the unique value of the college's programs and experiences and their proven ability to prepare and support students for post graduation success.

Objective 4.2 Foster a college culture of growth and engagement, providing employees with opportunities to thrive.

Objective 4.3 Optimize the Sunnyvale Center as a future-focused, workforce innovation center for the District.

Objective 4.4 Expand intentional outreach and recruitment strategies to reach historically underrepresented and underserved student populations, building trusted community partnerships and ensuring that every student knows they belong *before* they ever step foot on campus.