

Welcome to the Spring 2025 Semester!



*Create your
success story!*

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Spring 2025
Professional Development

Keith Curry, Ed.D.
President/CEO, Compton College

February 13, 2025



Kamilo Ali Curry – 15-Years-Old!





PRESIDENT/CEO PRIORITIES



2024-2025 President/CEO Priorities

- 1. Continue to focus on recruitment and retention efforts at Compton College, including the implementation of the Caring Campus Initiative.**
2. Continue the implementation of dual enrollment, ensuring students earn 12 units of college credit during their four years of high school.
- 3. Work with the campus constituent groups to revise the Compton College Collaborative Governance Handbook.**
4. Continue with Succession Planning - Focus on improving how we document our various processes.
5. Continue to focus on implementing Diversity, Equity, Inclusion, and Accessibility (DEIA) activities at Compton College.
- 6. Monitor the development and completion of the [Compton College 2035](#) Strategic Planning documents.**

[2024-2025 President/CEO Priorities](#)



2024-2025 President/CEO Priorities

7. Continue to support the Foundation for the Compton CCD.

8. Continue to support and secure additional funding for basic needs programs and services at Compton College and explore additional options for temporary and permanent housing for Compton College students.

9. Continue to support Professional Development opportunities for faculty, classified professionals, and students.

10. Continue to monitor the implementation of the California Competes Connecting Workforce and Adult Education Efforts to Advance Student Success project recommendations for Compton College.

11. Continue to monitor the state and Compton CCD budgets.

12. Monitor the completion of Compton College facilities projects.



COMPTON COLLEGE 2035



Spring 2025 Professional Development Day

Roadmap Toward the Goal

[Compton College 2035](#) Singular Goal:
**accelerate student completion while
advancing equity and success.**

Builds on:

- structured approach of Completion by Design;
- proactive support systems of Guided Pathways; and
- Vision 2030's Goals: equity in success, equity in equity in access, equity in support.

Structure: Family of Plans to Overarching Plan

Compton 2024

Compton 2035

Family of Plans

- Compton 2024 Comprehensive Plan
 - ✓ Educational Master Plan + Facilities Master Plan
- Student Equity and Achievement Plan
- Strategic Enrollment Management Plan
- Technology Master Plan
- Human Resources Staffing Plan



Areas of Focus to Support the Goal

- Mission-Centered Areas of Focus**
 - ✓ Education
 - ✓ Student Equity and Achievement
 - ✓ Strategic Enrollment Management
- Supporting Areas of Focus**
 - ✓ Technology
 - ✓ Human Resources Staffing
- Facilities**



Plan Hierarchy and Alignment

Goal: Accelerate Completion While Advancing Equity and Success

Mission-Centered Areas of Focus

Supporting Areas of Focus

Facilities

Education

Student
Equity and
Achievement
Plan

Strategic
Enrollment
Management

Technology

Human
Resources
Staffing

Implementation: 10 Common Barriers

1. **Lack of ownership:** no one or an isolated few are responsible = no broad stake in the plan across the institution.
2. **Lack of communication:** employees do not know about the plan, understand its importance, how they can contribute, or why they should.
3. **Overwhelming plan:** goals and actions are too numerous; employees don't know where to begin or what to prioritize.
4. **Meaningless plan:** goals and objectives are seen as lofty, unattainable, and/or unclear; plan seen as a “check-the-box” mandate = lack of employee buy-in.
5. **Out of the ordinary:** plan is treated as something separate and removed from organizational operations and processes.

Implementation: 10 Common Barriers

6. **Getting mired in the day-to-day:** Managers or others with responsibility for implementation are consumed by daily operating problems, lack capacity, and lose sight of long-term goals.
7. **Not considering implementation:** Implementation never discussed in the planning process, so no protocols or processes; the planning document is an end in itself.
8. **No progress report:** No method to track progress; the plan only measures what is easy, not what is important = no understanding of any forward momentum.
9. **No accountability:** Accountability and high visibility help drive change; means each initiative, goal, objective, activity, measurement, and/or data source must have an "owner."
10. **Lack of empowerment:** employees lack the authority, responsibility, and tools necessary to impact relevant measures = resist involvement and ownership.

Plan to Address the 10 Common Barriers

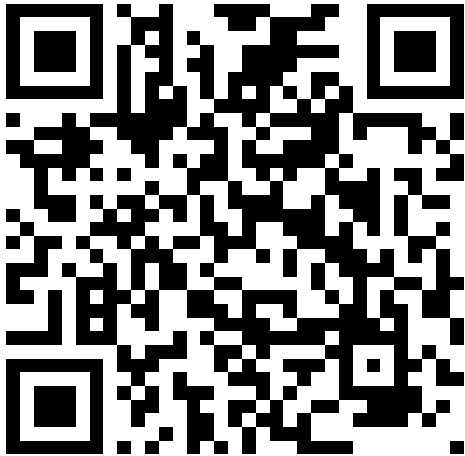
- **Fall Convocation Planning Summit:** Campus-wide sessions each year to create the Annual Compton College 2035 Implementation Plan.
- **Annual Compton College 2035 Implementation Plan:** Identify annual activities needed to achieve each objective and strategy; Activity Process Owner (position responsible for the completion of the activity); outputs and outcome(s) for each activity; resource(s) needed to align with College-wide annual planning and resource request process.
- **Embedded Objectives and Strategies in Daily Activities:** Integrate into performance evaluations, departmental/program plans and program reviews; President/CEO yearly goals; Compton CCD Board of Trustees yearly goals.
- **Progress Reports:** Activity responsible parties will each complete an Annual Implementation Plan Report (AIPR) that will include the status of each activity, outcomes, and completion deadlines; progress reports, including institutional set goals, will be provided to all constituent groups, departments/programs, and divisions, and to the Board of Trustees.

Plan to Address the 10 Common Barriers

- **Regular Communication:** Ongoing conversations with schedule of regular meetings and forums to discuss progress, challenges, and adjustments needed to align with institutional goals; ensure regular conversations regarding Compton College 2035 objectives and strategies included in department, program, division meetings, institutional committees, and Compton CCD Board of Trustees meetings.
- **Advancing Equity and Success:** Ensure that every initiative and activity is evaluated for its impact on student completion and success, making it a core part of the institutional culture.
- **Understanding Institutional Capacity:** *We can't do it all*, and we will have to decline potential partnerships and grant opportunities if they are not in alignment with Compton College 2035.

Compton 2035 Implementation

- ✓ Implementation Protocol Established
 - ❖ Annual Implementation Plan and Report Process
- ✓ Grounded in Program Review
- ✓ Integrated into the Planning and Budget Development Processes



Laying the Groundwork for Implementation: Employee Survey

- Assess Readiness and Capacity
- Help the College anticipate and strategize to address potential implementation barriers
- Your input is critical, so please participate.



ENROLLMENT UPDATE



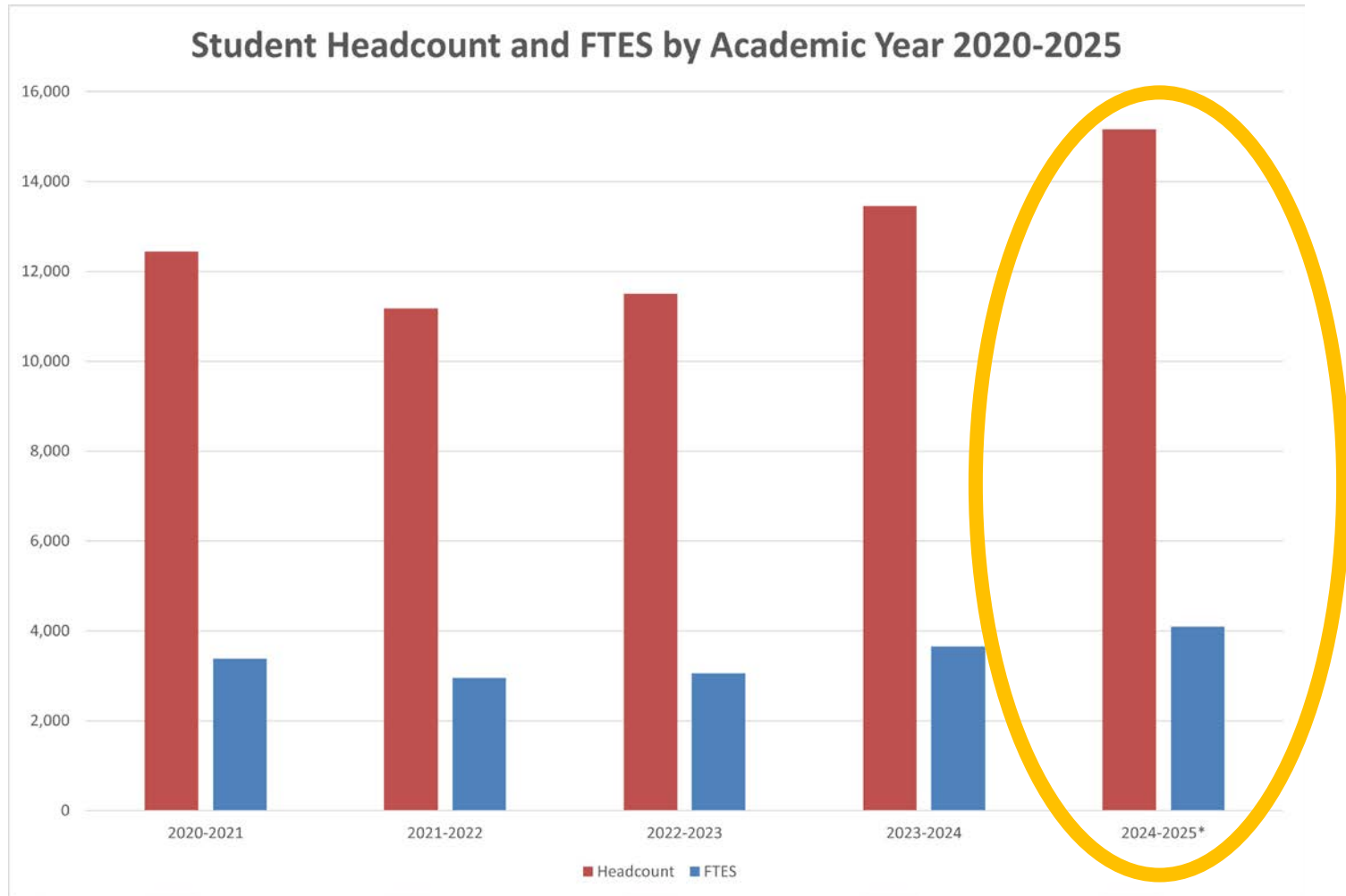
Enrollment Update

Enrollment to Date – February 6, 2025

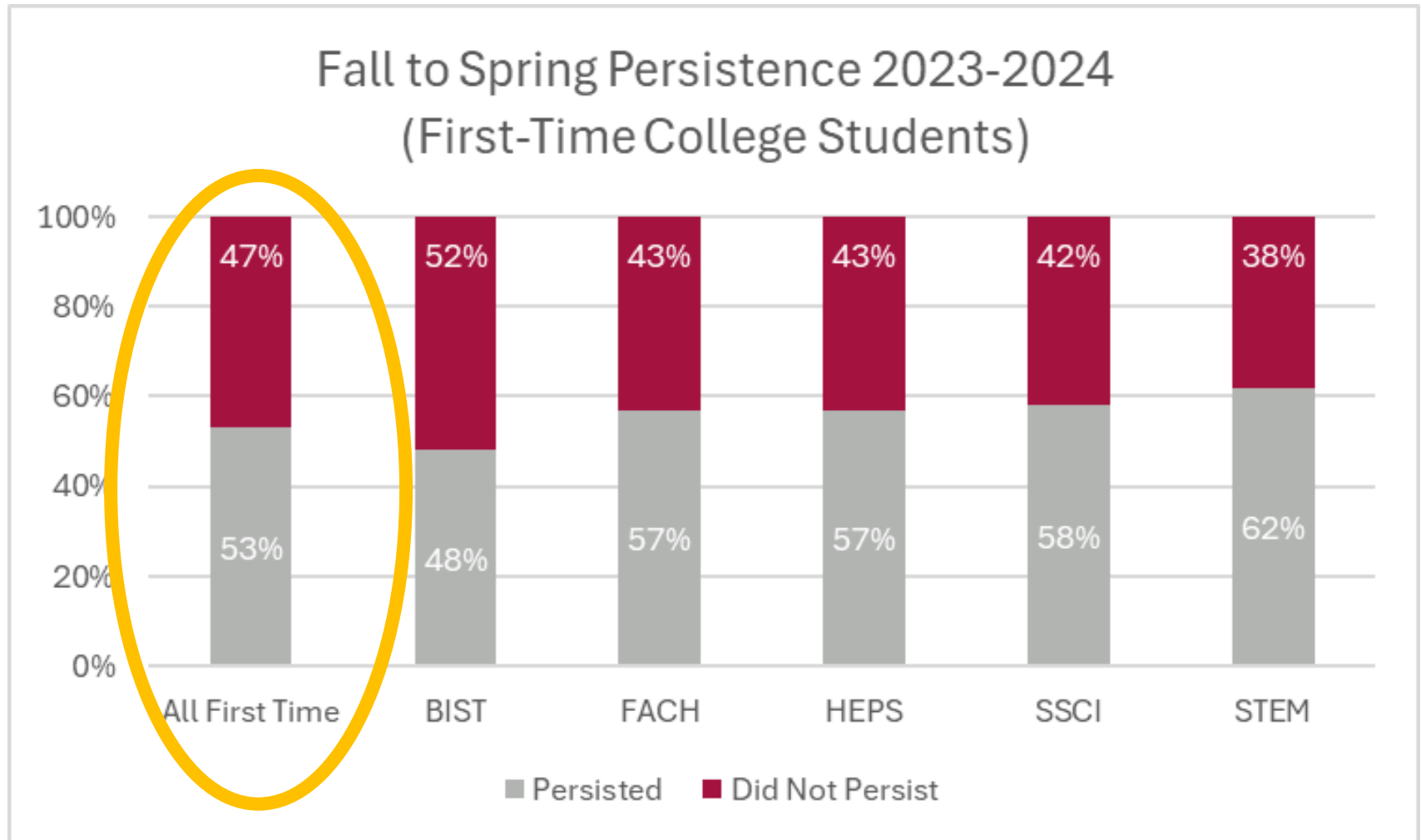
	Spring 2024 <small>(02/01/2024)</small>	Spring 2025	Comparison
Sections	573	575	0.3%
Seats Filled	8,984	10,451	12.4%
Section Fill Rate	53%	63%	8.4%
FTES	1,288	1,502	13%

Source: February 10, 2025 Spring 2025 Enrollment Snapshot

Enrollment Update



Enrollment Update





INSTITUTION-SET GOALS



Institution-Set Goals Summary

Institution-Set Goal	2017-2018	2019-2020	2023-2024	Compton 2024 Goal
Successful Enrollment	34%	39%	48%	45%
Dual Enrollment	1,150	1,863	2,114	1,518
Persistence (All Students)	54%	58%	67%	60%
Persistence (First-Time, Full-Time)	90%	61%	51%	66%
Course Success (All Courses)	68%	71%	69%	74%
Course Success (In-Person)	69%	72%	74%	74%
Course Success (Distance Education)	63%	67%	69%	67%
TR-Level English Completion	12%	19%	14%	48%
TR-Level Math Completion	4%	9%	11%	18%
Average Units Completed (Part-Time)	6.2	4.7	5.6	7.5
Average Units Completed (Full-Time)	24.6	20.3	22.2	26.2



Institution-Set Goals Summary

Institution-Set Goal	2017-2018	2019-2020	2023-2024	Compton 2024 Goal
Associate Degrees Awarded	432	339	609	466
Average Units Acquired per Associate Degree	90	90	85	79
Associate Degrees for Transfer (ADT) Awarded	227	147	143	211
Average Units Acquired per ADT	N/A	91	89	79
Certificates Awarded	60	109	518	133
Students Completing 9+ CTE Units	554	442	391	590
CTE Students Employed in Job Field of Study	66%	74%	*	69

N/A (Institution-Set Goal not yet established)
 *CTE Outcomes data available two years after students enter workforce



Institution-Set Goals Summary

The institution-set goals for academic years 2017-2018 to 2023-2024 are accessible [online](#). In spring 2025, the College will undertake efforts to reflect on the progress we have made since 2017 and establish goals for the future, guided by Compton College 2035:

- **Broadening Data Insights:** This semester, the College will develop a dashboard to disaggregate institution-set goals by age, gender, race/ethnicity, and student support program participation.
- **Data-Informed Planning:** The Core Planning Team will analyze the disaggregated data to assess trends and equity gaps, informing the development of new long-term institution-set goals.
- **Alignment with Compton 2035:** The revised institution-set goals will be aligned with the Compton College 2035 strategic framework, ensuring consistency with the College's [Mission Statement](#).
- **Board of Trustees Approval:** The updated institution-set goals will be presented to the Board of Trustees for adoption by June 30, 2025.



CARING CAMPUS



Spring 2025 Professional Development Day

Caring Campus Behavioral Commitments

- **Ten Foot Rule:** Whenever a student is within 10' and seems to need assistance take the initiative to approach them. Say hello, smile, and use a positive tone.
- **Nametags:** Wear name badges or lanyards with the college name on them so that students will know who to approach with questions.
- **Cross-Department Awareness:** Learn about other departments so you know where to send students. Maintain accurate and up-to-date detailed directories.
- **Warm Referrals:** Call ahead or walk students to the office they need to get to. Follow up to ensure the student got there.
- **First Week Greetings:** During the first week of classes, set up information tables, meet students in the parking lot, and welcome students to the college.



IMMIGRATION ENFORCEMENT ACTIVITES

Immigration Enforcement Activities

- Virtual Immigration Enforcement Activities Training provided December 6 and 13 by Libert, Cassidy & Whitmore.
- [AR 3415 - Immigration Enforcement Activities](#) (issued Jan. 17, 2025)
- New [“Know Your Rights” webpage](#)

Both the AR and the link to the new webpage were emailed to all employees and students on January 17, 2025.

- CHIRLA-provided resources are available in Admissions & Records, Human Resources, and the Financial Aid Office – including “Know Your Rights” information cards.

Administrative Regulation 3415

- District personnel shall advise all students and employees to immediately notify the President/CEO or the Chief of Police if they are informed that an officer engaged in immigration enforcement is expected to enter, will enter, or has entered the campus for immigration enforcement purposes.

Call CAMPUS POLICE at EXT. 2999.

- No District personnel may consent to entry of non-public District facilities or portions thereof.
- District personnel should not attempt to physically interfere with an officer, even if the officer appears to be acting without consent or exceeding the authorization given under a warrant or other document. If an officer enters the premises without consent, District personnel shall record the contact and forward the information to the President/CEO's Office and the Campus Police Department.
- District personnel shall be available to assist any student, faculty, and staff who may be subject to an immigration order or inquiry, or who may face similar issues, and whose education or employment is at risk because of immigration enforcement actions.

Next Steps

- The **Immigration Legal Resource Center’s “Red Cards”** have been ordered and should be available for distribution next week.
 - All people in the United States, regardless of immigration status, have certain rights and protections under the U.S. Constitution. The ILRC’s Red Cards help people assert their rights and defend themselves in many situations, such as when ICE agents go to a home.
- A communication will be sent to students on ***Friday, February 14, 2025***, providing an update immigration enforcement resources and activities.
- Professional Development will provide a “Know Your Rights & Immigration Enforcement Activities” information session on ***February 21, 2025, from 11:00 a.m. to 12:00 p.m.***
- We are working with the UndocuAlly Taskforce to utilize **\$208,149.27** in their budget to support professional development and other activities for students.

All of this will be reviewed at Division Meetings this afternoon.





FACILITIES UPDATE



Current Construction Projects

On January 17, 2025, the Compton Community College District celebrated a significant milestone with a well-attended groundbreaking ceremony for the 86,000-square-foot student housing facility, which is an \$80.3 million facility project funded by the State of California.

- Compton College will be the first community college with student housing in Los Angeles County.
- The new student housing facility will accommodate Compton College students, including those with dependents.
- The construction project is targeted for completion in summer 2027.



Future Construction Projects

Physical Education Complex: This \$52 million project includes:

- **Demolition:** Current gymnasium, men's and women's showers/lockers, classroom V, and the pool.
- **Construction:** New gymnasium, men's and women's locker room, faculty office space, and physical education support space.



Future Construction Projects

Visual Performing Arts Complex: This \$17.9 million project includes the replacement of three of four wings of the Music Y Building, which have not been touched since their construction in 1958.

The new Visual and Performing Arts Complex will bring modern, seismically safe, efficient spaces to the music, dance, and theater programs.



Envisioning Compton College 2035

FUTURE CAMPUS

2035 Facilities Plan

The Facilities Plan includes recommendations for new construction, building renovations, and site development projects. All projects are intended to provide the necessary spaces to support program needs. In addition, a series of landscape improvements are proposed to enhance the campus experience including new fruit and vegetable-bearing trees that will be accessible to students and campus visitors.

NEW CONSTRUCTION PROJECTS

- Student Union
- Student Housing – Phase 1 and 2
- Physical Education (PE) Complex
- Visual and Performing Arts (VAPA)
- Science Building
- Urgent Care/Community Health Clinic
- Athletics and Community Zone Facilities

RENOVATION PROJECTS

- Building D – Basic Needs
- Building T – Childcare
- Vocational Technology Building
- MIS Building
- Math Building
- Facilities

- EXISTING BUILDINGS
- IN DESIGN/CONSTRUCTION
- RENOVATION
- NEW CONSTRUCTION



Envisioning Compton College 2035

FUTURE CAMPUS

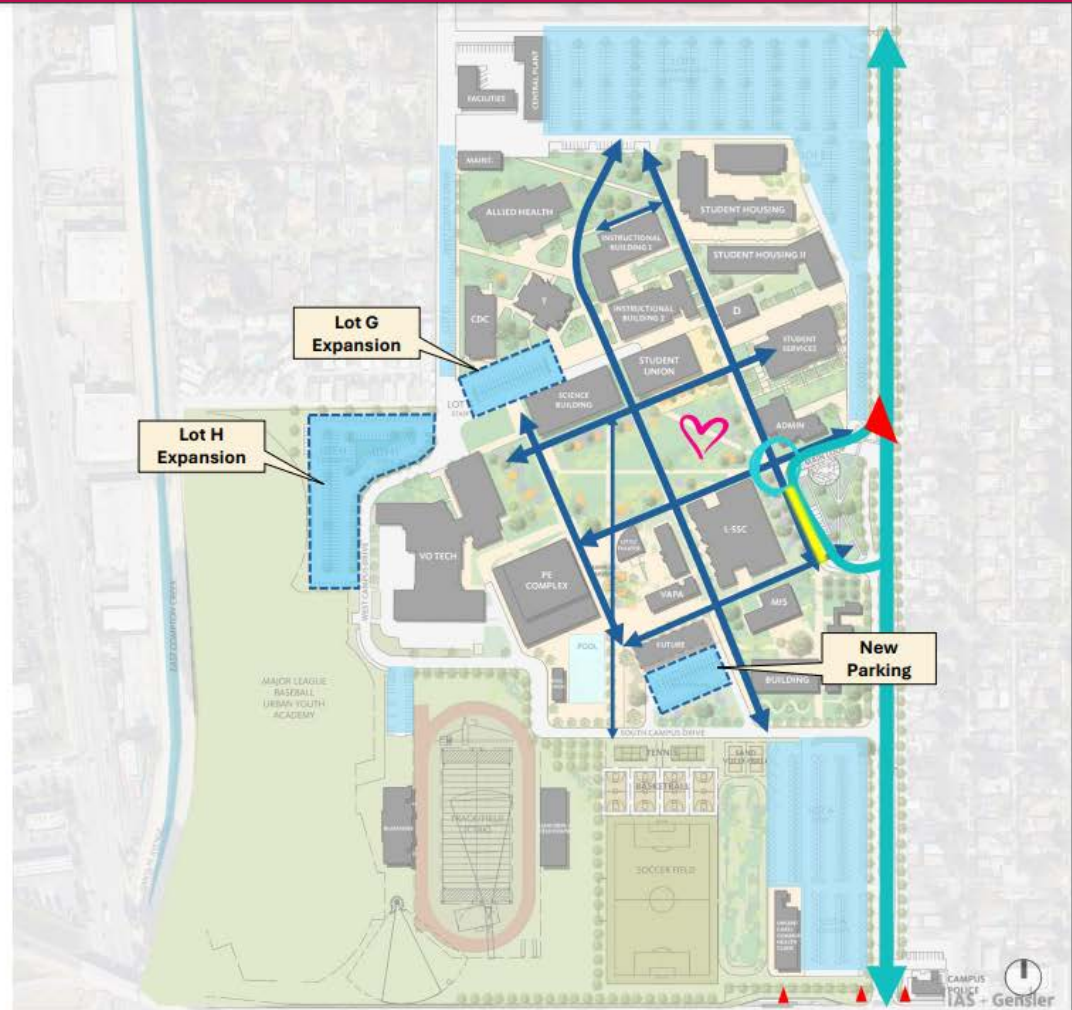
Circulation + Parking

Circulation patterns and parking areas are illustrated in the adjacent plan. Main circulation paths are clarified to establish clear wayfinding across the campus, with a main entry located between the Administration and Student Services Buildings. The heart of the campus remains in the central quad, surrounded by key student services.

Parking expansion areas are noted in 3 areas:

- Adjacent to the new Pool and existing Math Building
- Lot G, to provide access and a service path to the new Student Union
- Lot H, following the removal of the construction trailers

- EXISTING PARKING
- NEW PARKING
- CIRCULATION PATH
- VEHICULAR CIRCULATION
- MAIN ENTRY
- DROP-OFF





BIG PLANS/IDEAS



Focusing On

- **Immigration/AB540/DACA**
- **\$1.9M Ballmer Grant Implementation**
- **Student Housing Construction and Operations**
- **New BSI Designation**
 - AB 335 The Designation of California Black-Serving Institutions Grant Program (Gipson, 2025-2026)
- **Caring Campus Initiative – Guided Pathways Funding in the amount of \$6,500.**



Thank You!

**I appreciate everyone's
hard work and dedication
to the success of our students.**





WELCOME NEW EMPLOYEES



New Employees

Classified Professionals:

- **Brin Sheriff**, Cybersecurity - Network Special, 09/06/24
- **David Zamora**, Alternative Media And Assistive Technology Specialist, 10/01/24
- **Felicia Marshall**, Student Services Advisor 10/21/24
- **Richard Cuellar**, Student Services Advisor, 12/3/24
- **Renee Madrid-Rios**, Event Coordinator/Scheduler 12/11/24
- **Patricia Mendoza**, Categorically Funded Program Technician, 12/11/24

New Employees

Classified Professionals:

- **Jose Javier Carlos**, Student Services Advisor, 12/16/24
- **Danielle Falcon**, Accountant, 01/06/25
- **Daniel Miranda**, Administrative Assistant, 01/06/25
- **Toishia Dockins**, Records Specialist, 01/06/25
- **Jason Malonzo**, Records Specialist, 01/06/25
- **Lashone Gaston**, Permanent/Part Time (30 Hours A Week)
Cook, 01/22/25

New Employees

Management:

- **Darlene Zarazu**, Director Of Educational Partnerships, 01/14/25
- **Gerson Valle**, Dean Of Student Learning, 02/03/25

New Employees

Faculty:

- **Abraham Gutierrez**, *Biotechnology*, Science, Technology, Engineering and Mathematics, 02/13/25