



# **VALLEY UP! INITIATIVE 2025-2030**

Come with a Dream, Leave with a Future

## INTRODUCTION

The “**Valley Up! Initiative 2025-2030**” strives to advance the mission of Valley College through intentional strategic planning that leverages existing planning documents and sets the vision as Valley College enters its second century.

The Initiative is the culmination of a transformative journey for San Bernardino Valley College. A journey that reflects our commitment to clarity, focus, and measurable progress in serving our students and community.

In the past, our college operated with over a hundred goals spread across various departments and plans. While each goal had merit, the sheer volume made it difficult to prioritize, align resources, and demonstrate progress. As a result, we recognized that to truly serve our students and community, we need a more focused and strategic approach that would unify our efforts, maximize our resources, and ensure accountability.

The **Valley Up! Initiative 2025-2030** refines our strategic approach and sets a clear direction for the college by focusing on one guiding principle—**Advancing Community**. Our guiding principle is supported by four college priorities:

1. Career and Transfer
2. Health & Safety
3. Boldly Student-Centered
4. Opportunities for All

The plan also includes ten measurable college targets that aim to increase degrees and certificates awarded, student transfers, dual enrollment, completion of transfer-level math and English, and student participation in financial aid and work-study programs.

These college targets were identified to intentionally align with all major institutional plans, such as:

- Accreditation
- Educational Master Plan
- Facilities Master Plan
- Guided Pathways Work Plan
- Student Equity Plan
- Enrollment Management Plan
- San Bernardino Community College District Strategic Plan
- CCCC Vision 2030
- CCCC Student Centered Funding Formula (SCFF)

In addition to aligning with District and College planning documents, **Valley Up! Initiative 2025-2030** provides Valley College with the opportunity to maximize the college's funding allocation and ability to capture supplemental resources through the SCFF as well as pursue additional grant opportunities.

In conclusion, **Valley Up! Initiative 2025-2030** is not just a plan—it is a testament to our belief in our students, our community, and our collective capacity to transform lives. We invite everyone to “Come with a dream, leave with a future” as we move forward, together.

## **MISSION**

San Bernardino Valley College provides innovative instructional programs and cohesive student services to support the educational goals of a culturally diverse community of learners by engaging in continuous improvement and actively working towards an antiracist culture to foster an environment of meaningful learning and belonging for our students, employees, and the community.

## **VISION**

Through offering a variety of degrees, certificates, skill-building courses, and opportunities for personal and professional enrichment, San Bernardino Valley College strives to be the institution of choice for the region. Our inclusive culture, quality education, and comprehensive support services will create leaders dedicated to promoting social justice and community advocacy on a local and national level.

## **VALUES**

**Diversity, Equity, Inclusion, and Anti-Racism:** Our strength as an institution is enhanced by the cultural diversity, and varied lived experiences of our students, faculty, staff, and external community. Policies, plans, and decisions must be data-informed, utilize an equity lens, and be based on thoughtful consideration of what will best serve our students and the community at large.

**Student Success:** Quality education and training supports students in improving their lives and the lives of their families, while uplifting the community. Students will enhance their ability to think critically, to communicate clearly, and to grow personally and professionally within an enriched learning environment that promotes creativity, self-expression, and the development of critical thinking skills. We strive to

identify and address equity gaps through evidence-based research to ensure that each student has the opportunity to succeed.

**Open Access:** We are committed to providing quality programs and services for every member of our community regardless of their level of preparedness; socioeconomic status; gender and gender expression; sexual orientation; cultural, religion, ethnic background; and abilities. Additionally, we must provide students with access to the resources, services, and technological tools that will enable them to achieve their educational goals.

**Campus Climate:** We value a campus-wide climate that is student-focused, fosters mutual respect between all constituencies, values multiple perspectives, and appreciates diverse cultures and human experiences. We must hold ourselves and our students to the highest ethical and intellectual standards.

**Participatory Governance:** As part of the collegial consultation process, all levels of the college must openly engage in sharing ideas and suggestions to develop innovative ways to improve our programs and services. We value equitable, inclusive, collaborative, and transparent governance processes grounded in open, honest, and reflective discourse.

### **Guiding Principle –Advancing Community**

For 100 years, Valley College has provided the community with access to education and social mobility. We understand how much Valley College means to the community and how much the community means to Valley College. We embrace our identity as a community institution.

Our collective work “advancing community” will be grounded in the “servingness” framework by leading HSI scholar, Dr. Gina Ann Garcia. As part of the Valley Up! Initiative, we strive to elevate a sense of belonging for everyone who seeks opportunity through education. Our history shares a story of innovation, cultural diversity, and a strong connection with the diverse communities served by the college.

We commit to a college where all communities are proud to call Valley College home. Collectively, we embrace our diverse identities and work intentionally to define Valley College as a Black-Serving Institution (BSI), Hispanic-Serving Institution (HSI), LGBTQ+ friendly College, military-friendly College, and open access school. Further, despite the fact that our student body does not meet the minimum threshold to qualify to be an Asian

American and Native American Pacific Islander-Serving Institution (AANAPISI), we strive to advance the tenets of the AANAPISI designation.

## **COLLEGE PRIORITIES**

### **1. Career and Transfer**

With an open access approach, California community colleges help provide people with workforce development opportunities and transfer options with the goal of upward social mobility.

Valley College serves as a regional leader in career technical education, adult education, and workforce preparation. The recent addition of the new Applied Technology Building demonstrates a bold investment in upskilling the labor force for the jobs of today and tomorrow. In addition, we are a well-respected leader in Allied Health. We are proud of the apprenticeship pathways, job placement, alumni network, community partnerships, and regional collaborations that advance this work.

In 2025, Valley College celebrated the largest graduating class in the 100-year history of the school. Our students transfer to prestigious public and private institutions. We strive to become the #1 feeder community college for CSU San Bernardino as well as strengthen outcomes for students with UC Riverside and University of Redlands. We also want to fully develop pathways in Engineering with Cal Poly Pomona. Expanding transfer and career options for Valley College students will be crucial to the success of the Valley Up Initiative.

### **2. Health & Safety**

Central to fostering a sense of belonging is prioritizing the health and safety of the College community. During the 2024-25 academic year, College Council received a presentation about the mental health of our students—the presentation demonstrated the need for expanded mental health support for our campus community. We also must prioritize the student health needs by strengthening the organizational structure in Student Health Services.

In terms of safety, Valley College will foster safety as a collective priority, including physical, emotional, and psychological safety. We must prioritize expanded safety training opportunities, emergency preparedness, active shooter training, earthquake preparedness, and bring our emergency planning current with new personnel at Valley College.

### **3. Boldly Student-Centered**

A boldly student-centered College creates an organizational structure, decision-making processes, and culture based on the student experience. Decisions should all be made based on what is best for students.

To be boldly student-centered:

- The College must foster continuous learning and professional growth to ensure every employee feels supported and equipped to deliver exceptional service to students.
- The management team must be empowered with the tools, trust, and shared responsibility needed to guide with clarity, accountability, and compassion.
- The College must serve employees holistically for our teams to serve students holistically.
- The College must entrust faculty to lead 10+1 efforts centered on the student experience and provide faculty with support to advance teaching and learning.
- The College must empower classified professionals to support the work of the College and define a boldly student-centered experience with stellar service standards. The College must collectively prioritize operations around the instructional and support needs of students.
- Employees must embrace collective ownership in college priorities, decision-making, and accountability.

Advancing professional development, cultural intelligence, and wellness are essential to building strong teams to support the diverse needs of our students and the communities served by Valley College.

### **4. Opportunities for All**

The first core value listed for San Bernardino Valley College is diversity, equity, inclusion, and antiracism. It is important for the College to advance this core value through action, transparency, and collective ownership. Valley College must embrace the “servingness” framework as well as the fundamental concept that our College exists to educate and

serve the dynamic and diverse needs of students. We must embrace opportunities to transform our college to meet the educational and career needs of our students and not expect our students to transform themselves to fit into Valley College.

To advance opportunities for all students:

- We must embrace a culture of accountability for diversity and equity metrics.
- We must establish high standards of excellence for our students inside and outside of the classroom.
- We must measure what we value and value what we measure. In addition to statewide and federal research deliverables, we must design real-time intervention data. We must revisit our program review processes, how we evaluate programs and services, and our planning and resource allocation processes.
- We must provide structural support to key equity programs and services, such as Financial Aid, Counseling, EOPS/CARE, Dual Enrollment, MAP/CPL, supplemental instruction, academic support services, learning communities, and a growing list of areas to advance student success and student equity.
- We must improve the built environment and provide physical spaces and places that embrace the diverse cultures and identities that define San Bernardino Valley College.
- We must provide institutional support for employee professional development designed to improve student success and student equity.
- We must collectively embrace a College culture where the diversity of opinions is central to our core value of participatory governance.
- We must collectively celebrate our cultural differences and champion our cultural similarities.

## COLLEGE TARGETS

The ten measurable college targets aim to increase student success, student equity, and maximize the revenue generated by the Student-Centered Funding Formula as well as pursue additional grant opportunities that align with our guiding principle and four (4) college priorities.

10 TARGETS: VALLEY UP! INITIATIVE, 2025-30		BASELINE 2023-24	GOAL 2029-30
1	Increase the number of <b>certificates</b> (16+ units) awarded by <b>30%</b> or <b>383</b> .	1,276	1,659
2	Increase the number of <b>degrees</b> awarded by <b>56%</b> or <b>726</b> .	1,299	2,025
3	Increase the number of students <b>transferring*</b> to a 4-year university by <b>38.8%</b> or <b>265</b> .	683	948
4	Increase the number of <b>dual enrollment</b> students by <b>25%</b> .	1,379	1,724
5	Increase the percentage of students <b>completing both transfer-level English and math</b> within one year of enrollment by <b>3 percentage points</b> .	10.5%	13.5%
6	Increase the number of students receiving <b>Pell Grants</b> by <b>10%</b> .	4,170	4,587
7	Increase the number of students receiving California College <b>Promise Grants</b> (CCPG) by <b>10%</b> .	9,256	10,182
8	Increase the number of students participating in the <b>Federal Work Study</b> program by <b>10%</b> .	77	85
9	Increase overall successful <b>course completion</b> rates by <b>3 percentage points</b> .	68.9%	71.9%
10	Increase overall <b>fall-to-spring term persistence</b> rates by <b>2%</b> .	64.2%	66.2%

The college targets above align with the CCCCCO Vision 2030 standards, Student Equity standards, major institutional plans listed above, and the SBCCD Strategic Directions.

## **CONCLUSION**

This overview of the Valley Up Initiative provides the framework for a College initiative that will be championed through participatory governance during the 2025-26 academic year. Valley College looks forward to strengthening the details of the initiative with a collective voice. Advancing community and focusing on the four (4) college priorities will transform opportunities for our students and community for years to come.