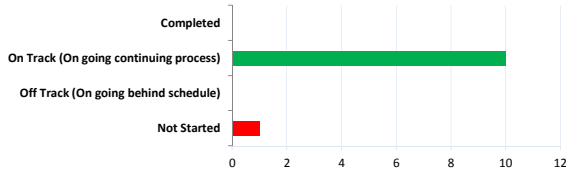


# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 1. STUDENT SUCCESS

PCC will intensify its effort to enhance existing programs and services, as well as develop new ones, all in an effort to improve student success.



### STATUS CATEGORIES

**Completed.** Indicates that all activities associated with the objective have been completed /met.  
**On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.  
**Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.  
**Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.  
**Not Started.** Indicates that objective has not been started/not implemented.  
**Revisit Plan.** Stated objective has to be reviewed.

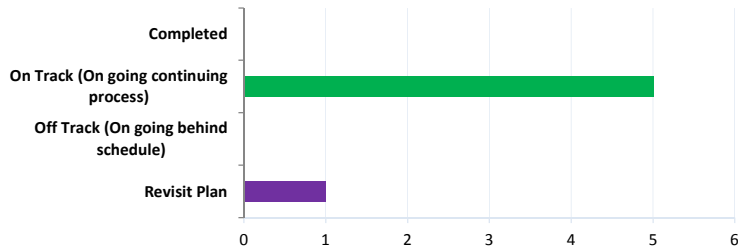
Goal 1.1	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 1.1. The College will maintain a vibrant and diverse range of education and training programs/offering that reflects the changing learning environment to meet the needs of students and community, through exploring new possibilities for program development, enhancing current programs and discontinuing those no longer meeting the viable needs of students.</b>	1.1.1 Ensure that Student Learning Outcomes (SLO) and Rubrics at the course, program, certificate, and degree levels are known and predictable	All courses and programs have SLO's and Rubrics and is a standard part of syllabus. SLOs are regularly assessed and changes are made when need arise. Student Learning Outcomes assessment at the course level and program level is scheduled at least once a school year. SLOs assessment is aligned with the semester by semester course offering. All courses scheduled for fall semester only are assessed in the fall; all courses scheduled for the spring semester only are assessed in the spring; all courses offered in the summer session only are assessed in the summer; all internship courses and student teaching courses are assessed anytime the course is offered; and general education courses such as math and English are assessed according to math and English departments calendar of assessments. Courses offered in the fall and spring are assessed according to individual program calendar.	On-going (Continuing Process)
	1.1.2 By 2009, conduct current program/department reviews based on a three-year cycle	3-Year Program Review (PR) Calendar is in place. Program and Department reviews are implemented according to review cycle calendar. Program Reviews are submitted to IREO and is reviewed by IAC. A 10-Year Program Review Calendar was developed in 2014 and will end in 2024 scheduling all degree program & certificates, academic departments and services areas expected Program Review Reports submission dates. Program Review Reports indicate action plans of academic programs and non-academic service areas that needed to be implemented within the next review cycle. Institutional Assessment Committee review the reports and present its recommendations to the College President through the Executive Committee Meetings. Institutional Research and Evaluation Office helps academic and non-academic areas in ensuring implementation of action plans. This year - 2018, there were 14 non-academic and non-instructional areas required to submit their PR reports to IREO.	On-going (Continuing Process)
	1.1.3 By 2010, PCC will utilize program assessment results to improve programs	Has met with Advisory Committees to improve programs; CPC is working on assessment with program chairs regarding assessment results. Assessment results develop or revise action plans accordingly to meet the needs of students. Every academic and non-academic areas need to carry on their action plans to improve College services to ensure success. Assessment results must drive action plans, implementation, budgeting and institutional improvements.	On-going
	1.1.4 Offer new and relevant programs that meet the needs of students and community with references to Palau Medium Term Development Strategy	STEM Discipline (SD) Program was offered in Fall 2012; CPH was offered in Fall 2013. Palau Studies (PW) received its approval from ACCJC-WASC and was implemented in Fall 2016.	On-going (Continuing Process)
	1.1.5 Adopt a school or establish a lab school to be used as a lab center for Ed students and Instructors	Academic Affairs is in the process of identifying a Lab School. In Fall 2017, PCC Career & Technical Education (CTE) Lab School was established. The school opened its doors to seven 9th grade students with second enrollment of 10 9th grade students to begin in the fall of 2018. The College has hired a student-teacher from the Education Program who will be doing his student-teaching in the fall of 2018 who will be concentrating on the 11th graders while another student in the Education program will be doing her student-teaching in the same fall semester concentrating on the new 9th graders.	On-going
	1.1.6 Offer new courses that meet the needs of students and the community	CPH and STEM programs were created to assist the Ministry of Health - Public Health and new students in STEM. In 2016, PW courses were created to support those interested in the Palauan Studies program. When English and Math developmental courses went into inactive in fall 2016, the College developed EN 100 and MA 103 as pre-requisite courses for EN 112 and MA 105.	On-going
	1.1.7 Align and articulate courses with high schools	Meeting is on-going with MOE and PHS staff to align courses with high schools. In the Spring of 2018, PCC and the Ministry of Education began articulating courses from the high school to the college. The English teachers / instructors are meeting on a regular basis to review the curriculum and learning outcomes of the high school English and college English, align the curriculums and discuss ways to help students improve and be college ready when they graduate from high school. The Math department of both PHS and PCC are also meeting on a regular basis aligning the Math curriculum, as well as the Business programs from both institutions are meeting on a regular basis for the Business curriculum alignment. The English, Math and Business departments will be reporting to the PHS Principal and the PCC Dean of Academic Affairs by the end of Summer 2018.	On-going (Continuing Process)
	1.1.8 Establish a Summer Conferencing Center and Intensive Program		REVISIT / NOT STARTED
	1.1.9 By 2011, Expand the current agriculture program.	Still working with Bureau of Agriculture and Advisory committee to expand Agriculture Program. In what aspect of the Agricultural Science Program is the College working on expanding? AG enrollment wise - after 10 years of the 15-YIMP implementation, 103 students have enrolled into the AG program, and 68 of the 103 have graduated. Since school year 2014-2015, AG program's enrollment has been decreasing.	On-going
	1.1.10 Seek ways to support the offering of 4-year degree programs	In Fall 2013, an agreement with FNU and MOH for Bachelor Degree in Nursing was established. In 2015, more than 10 individual in-service nurses from Belau National Hospital completed their Nursing-Bachelors in Science Degree (FNU/MOH). The college is currently developing two four year degree programs for implementation in fall 2019. These are bachelors of applied science in Organizational Management and bachelors of science in general sciences.	On-going
	1.1.11 By 2012, have expanded the use of instructional technology.	Refer to Technology Plan. In Spring 2018, the College established and opened the Center for Teaching Excellence (CTE) and hired an IT staff to run the office. The CTE was established to provide support to faculty promoting the use of technology with instructional matters. The IT staff helps provide technology support to all faculty, such support includes instructional methods and approaches using technology in providing instructions to students, using learning support available on the web to support learning, and also making instructional videos to support students from out-lying areas outside of the main city where the campus is located.	On-going

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 1. STUDENT SUCCESS

PCC will intensify its effort to enhance existing programs and services, as well as develop new ones, all in an effort to improve student success.



Percent of Objective by Status			
Completed	On Track	Off Track	Revisit
	83% (5/6)		17% (1/6)

### STATUS CATEGORIES

- Completed.** Indicates that all activities associated with the objective have been completed /met.
- On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.
- Off Track (Ongoing- Behind Schedule)** Indicates that activities associated with the stated objective is actually in process but is behind schedule.
- Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.
- Not Started.** Indicates that objective has not been started/not implemented.
- Revisit Plan.** Stated objective has to be reviewed.

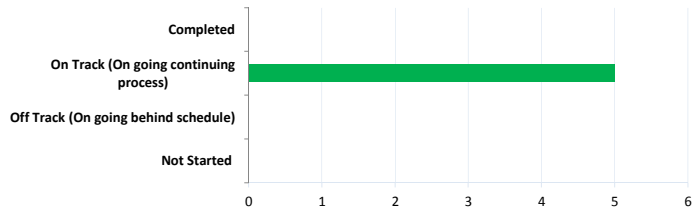
Goal 1.2	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 1.2 By the year 2024, the College will increase enrollment by 10%.</b>	1.2.1 Beginning 2010, continue to facilitate and increase enrollment of High School Students, Returning Students and Local Workforce	Dean of Students- The College continue in its effort to increase enrollment through recruitment plans/activities for high schools, returning students and local workforce.	On-going
	1.2.2 Increase participation of regular UB, UBMS, and Talent Search Program graduates	The UBMS program ended after school year 2012-2013; the UB and Talent Search programs continue to serve the number of students required under the programs' goals and objectives.	On-going / Annual Objectives Met
	Upward Bound (UB)	PCC UB continues to support PCC's goal of increasing student enrollment by 10% yearly. UB Program continues to encourage program graduates to enroll in PCC and has continuously enroll 50% or more of them at PCC since 2009.	On-going / Annual Objectives Met
	Upward Bound Math & Science (UBMS)	The UBMS program ended after school year 2012-2013.	
	Talent Search	PCC Talent Search continues to work towards increasing the number of its program high school graduates who enroll at PCC. More than 50% of the graduates of the program have enrolled at PCC since the 2011-2012 school year.	On-going / Annual Objectives Met
	1.2.3 Beginning 2010, develop an aggressive recruitment plan to increase enrollment in career/technical education programs	Dean of Students- There is a need to <u>revisit and develop plan to continue to increase students enrollment for CTE programs from the region especially RMI, Pohnpei and Kosrae States.</u> One option being considered at the moment is to use travel grants for Yap students to increase travel grants for these students. Sending recruitment team is another option being considered. <u>The college continues to recruit students from the region and support their interest with Palau Community College through travel grant. The number of travel grant for each of the FSM states and RMI has increased from five travel grant to ten travel grant each school year.</u>	Revisit and develop plan
	1.2.4 Beginning 2010, PCC will increase enrollees of adult high school graduate in the academic track of the program	The PCC Adult High School program continues to work with the students enrolled in the College Preparation Track to enroll at PCC. Our records show that each year the percentage of AHS graduates in the Track II program who enroll at PCC is increasing over the past five years. <u>Since 2009, 144 AHS students have graduated from the program; out of the 144, 92 graduates have enrolled into college (Palau / abroad); and 57 of the 92 attended PCC. In 2018 commencement exercises, one AHS student who graduated from the program in 2013 graduated with an Associate of Applied Science in Tourism and Hospitality Degree Program.</u>	On-going

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 1. STUDENT SUCCESS

PCC will intensify its effort to enhance existing programs and services, as well as develop new ones, all in an effort to improve student success.



### STATUS CATEGORIES

- Completed.** Indicates that all activities associated with the objective have been completed /met.
- On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.
- Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.
- Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.
- Not Started.** Indicates that objective has not been started/not implemented.
- Revisit Plan.** Stated objective has to be reviewed.

Percent of Objective by Status			
Completed	On Track	Off Track	Not Started
	100%		

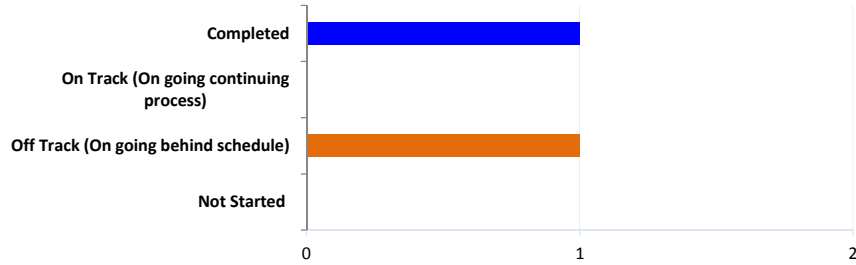
Goal 1.3	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 1.3. The College will increase its student retention rate by 10% . (term to term; year to year)</b>	1.3.1 Continue to operate Day Care Center for the benefit of the PCC students	Day care center is still priority to PCC Students.	On-going
	1.3.2 Increase success rate at the course, certificate, and degree level	Dean of Students-Support services/activities continues to be provided to increase success rate and reduce probation. These services/activities are assessed and student progress data are collected/reviewed for continuous improvement. Dean of Academic Affairs- Lookin into training & workshops to improve teaching skills for faculty; Student evaluation results are used to identify areas for improvement in the classroom. <b>ISSA # 4 course level - S.Y. 2015-16 was 76% succession rate &amp; S.Y. 2016-17 succession rate was 81%. ISSA # 8 (graduate within 2 - 2.5 years) cohort of 2013 - 6%; cohort of 2014 - 3%; and cohort of 2015 - 9%. ISSA # 9 (graduate within 3 - 3.5 years) cohort of 2013 - 9.4%; cohort of 2014 - 16%; cohort of 2015 - pending 2018 report from the Admissions and Records. For more information of Succession rate at the course, certificate and degree level, see ISSA reports 2015-16 &amp; 2016-17 on college website.</b>	On-going
	1.3.3 Increase success rate of students enrolled in developmental courses	<b>Dean of Students-</b> Services/activities continues to be provided /assessed to increase passing rate of students in the developmental courses. Passing/falling data are compiled/reviewed for continuous improvements. <b>Institutional Researcher</b> - provided developmental course success report to Dean of Students. <b>During school year 2015-16, developmental courses in the fall of 2015 sucession rate was 69%; spring 2016 was 53%; and summer 2016 was 70%. School year 2015-16 succession rate in developmental courses was 64%. Developmental courses was put into inactive in fall 2016.</b>	On-going
	1.3.4 Increase persistence rate from term to term, and year to year	<b>Dean of Students-</b> Services/activities continues to be provided /assessed to increase persistence/retention rate. Student progress data are compiled/reviewed for continuous improvements. <b>Institutional Researcher</b> - retention rate for first time students has been formally tracked. <b>Persistence rate from fall 2015 to spring 2016 was 73% and fall 2015 to fall 2016 was 59% below expected ISSA #5 of 60%. Persistence rate of fall 2016 to spring 2017 was 83% and fall 2016 to fall 2017 was 62%. Persistence rate from term to term and year to year is available on the college website, as well as IREO Annual under ISSA.</b>	On-going
	1.3.5 Continue Proactive Monitoring of Educational Progress	Counseling/advising services/activities continues to be provided/assessed to increase passing rate at the course leading to program completion in a timely manner. Students IEPs are monitored and needs are identified to ensure educational progress. <b>The college continues to use student progress report (SPR) to monitor students educational progress. SPR is required three/our times a semester where instructors informed the academic advisors of students progress in their studies. Academic advisors uses the SPR information to help students succeed their classes.</b>	On-going

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 1. STUDENT SUCCESS

PCC will intensify its effort to enhance existing programs and services, as well as develop new ones, all in an effort to improve student success.



Percent of Objective by Status			
Completed	On Track	Off Track	Not Started
50% (1/1)		50% (1/1)	

### STATUS CATEGORIES

**Completed.** Indicates that all activities associated with the objective have been completed /met.

**On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.

**Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.

**Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.

**Not Started.** Indicates that objective has not been started/not implemented.

**Revisit Plan.** Stated objective has to be reviewed.

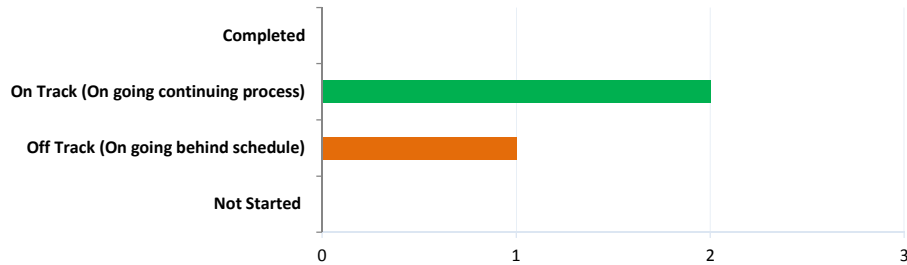
GOAL 1.4	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 1.4 . The College will ensure that Learning Support Services is sufficient to support instructional programs.</b>	<b>1.4.1 Establish Student Learning Center.</b>	Learning Resource Center was established in 2011	Completed
	<b>1.4.2 Establish English as a Second Language (ESL) Program *.</b>	ESL needs are currently assessed (EN157)	On-going ??? (behind Schedule)

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 1. STUDENT SUCCESS

PCC will intensify its effort to enhance existing programs and services, as well as develop new ones, all in an effort to improve student success.



Percent of Objective by Status			
Completed	On Track	Off Track	Not Started
	70% (2/3)	30% (1/3)	

### STATUS CATEGORIES

- Completed.** Indicates that all activities associated with the objective have been completed /met.
- On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.
- Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.
- Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.
- Not Started.** Indicates that objective has not been started/not implemented.
- Revisit Plan.** Stated objective has to be reviewed.

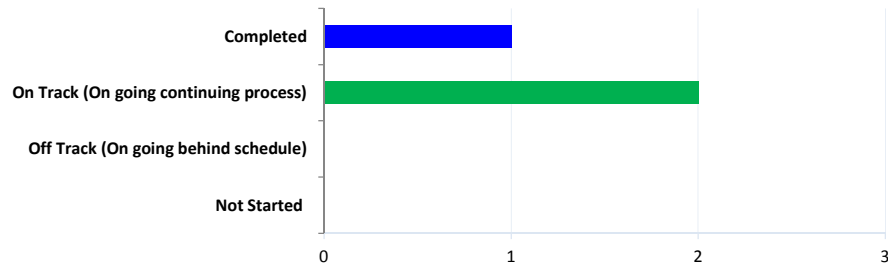
Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 1.5. The College will increase effort for job placement and transfer of graduates.</b>	<b>1.5.1 Increase job placement for all graduates</b>	Internship program is coordinated under Academic Affairs and CPC also provides assistance in securing job placement for students. <b>ISSA # 11 results of graduates entering the workforce after academic year 2015-16 was 41% and academic year 2016-17 was 57%. See ISSA reports on the college website.</b>	On-going
	<b>1.5.2 PCC will work in collaboration with NDBP and WIOA to have a Business Incubation Plan to support selected graduates</b>	??????	On-going Behind Schedule
	<b>1.5.3 Increase transfer rate of PCC graduates</b>	The college has hired a Career/Transfer Counselor at Learning Resource Center (LRC) who works closely with Student Life Counselors to provide services/activities in a continuous effort to increase transfer rate of PCC graduates. <b>ISSA # 10 results of school year 2015-16 shows that 22% of graduates transferred to 4-year college/university and for school year 2016-17 results showed that 19% of graduates transferred to 4-year college/university. See ISSA reports on the college website.</b>	On-going

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 1. STUDENT SUCCESS

PCC will intensify its effort to enhance existing programs and services, as well as develop new ones, all in an effort to improve student success.



Percent of Objective by Status			
Completed	On Track	Off Track	Not Started
30% (1/3)	70% (2/3)		

### STATUS CATEGORIES

**Completed.** Indicates that all activities associated with the objective have been completed /met.

**On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.

**Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.

**Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.

**Not Started.** Indicates that objective has not been started/not implemented.

**Revisit Plan.** Stated objective has to be reviewed.

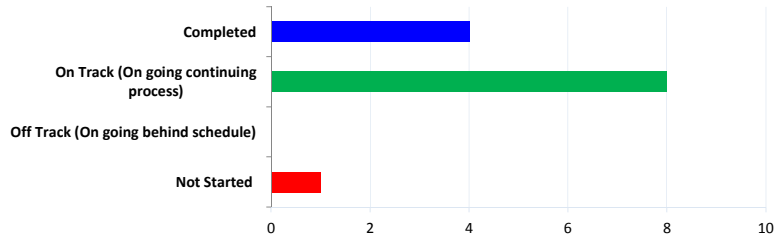
Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 1.6. The College will strengthen programs and services in the area of student support services.</b>	<b>1.6.1 College will ensure that SLO for student support services are identified and implemented</b>	SLOs are identified and implemented.	<b>Completed</b>
	<b>1.6.2 Provide programs to support diverse student population.</b>	The college continues to provide programs including international night, Male/Female Retreats. State Organizations, and many others that support diverse student population. These programs/activities are assessed regularly for continuous improvements. <b>Academic Tutoring Center is another avenue used to support diverse student population and learning needs. Individuals who may not feel comfortable seeking tutorial help from LRC may use tutorial assistance from the Academic Tutoring Center.</b>	<b>On-going</b>
	<b>1.6.3 Provide comprehensive counseling to ensure student success</b>	Counseling/advising services/activities continues to be provided/assessed to increase passing rate at the course level, improve persistence rate, leading to program completion in a timely manner. Student IEPs are monitored and needs are identified to ensure educational progress.	<b>On-going</b>

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 1. STUDENT SUCCESS

PCC will intensify its effort to enhance existing programs and services, as well as develop new ones, all in an effort to improve student success.



### STATUS CATEGORIES

**Completed.** Indicates that all activities associated with the objective have been completed /met.

**On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.

**Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.

**Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.

**Not Started.** Indicates that objective has not been started/not implemented.

**Revisit Plan.** Stated objective has to be reviewed.

Percent of Objective by Status			
Completed	On Track	Off Track	Not Started
31% (4/13)	62% (8/13)		7% (1/13)

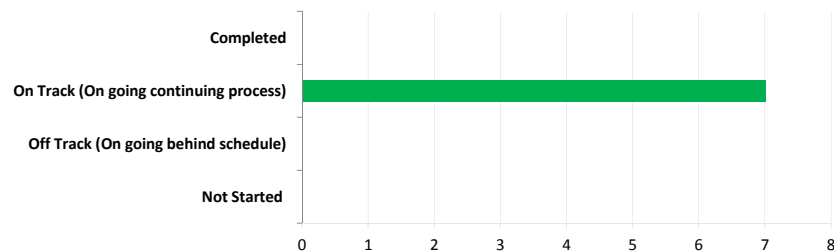
Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 1.7. By the year 2024, the PCC Library will have met the standards for community, junior, and technical colleges learning resources programs spelled out in the Association of College and Research Libraries.</b>	1.7.1 Organize and automate the Western Curriculum Coordination Center	WCCC used as Lab for LS program and activities are undertaken by the program.	On-going
	1.7.2 Improve Micronesia-Pacific Collection	Backlogged materials were processed. Staff were trained to digitize Micro-P materials; Project is ongoing.	On-going
	1.7.3 PCC will improve the Library webpage to prepare for distance education programs.	One library staff received web development training, is currently creating a new library webpage.	On-going
	1.7.4 PCC Library will produce a Library Procedures Manual	Library Policy Manual has been completed and implemented. Library procedures have been updated and reviewed.	On-going
	1.7.5 Produce CD-ROM versions of local newspapers providing full-time searchable versions of Palau's newspapers to the community	Scanning area is complete. Staff have begun digitizing Micro-P materials, including newspapers.	On-going
	1.7.6 Library personnel will possess at least an Associate degree in Library and Information Services or Related Programs	Three of the library staff have updated their degrees and there are three staff continue to work toward their LS degrees, are supported by the college. <b>Currently, all library staff have received their two-year degree in Library and Information Services. The two newest staff of the library are currently working on their two-degree associate degree in the same field.</b>	On-going
	1.7.7 The library will be managed by a librarian holding appropriate credentials	Library is properly, effectively and appropriately managed. <b>Currently, PCC Library is managed by an Interim Director holding a bachelor of science degree in Education with more than 15 years of library experience. The college continues to advertise the library Director's position for hiring.</b>	Completed
	1.7.8 By 2011, develop a Learning Resources mission statement.		Completed
	1.7.9 By 2020, enhance current services and programs.	New services and programs have been introduced to meet patron needs, continue to be developed and evaluated.	On-going
	1.7.10 By 2015, continually evaluate appropriate staffing levels and make recommendations as needed	All library areas have adequate staff.	Completed
	1.7.11 Establish a Learning Resources advisory committee	????? (PAL)	Not Started
	1.7.12 Improve skill levels and application for staff in relevant technology.	All staff members take advantage of opportunities for professional development.	On-going
	1.7.13 Develop a Technology Replacement cycle for the library consistent with Technology Plan.	see Technology Plan	Completed

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 1. STUDENT SUCCESS

PCC will intensify its effort to enhance existing programs and services, as well as develop new ones, all in an effort to improve student success.



Percent of Objective by Status			
Completed	On Track	Off Track	Not Started
	100%		

### STATUS CATEGORIES

- Completed.** Indicates that all activities associated with the objective have been completed /met.
- On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.
- Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.
- Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.
- Not Started.** Indicates that objective has not been started/not implemented.
- Revisit Plan.** Stated objective has to be reviewed.

Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 1.8. The College will ensure all non-credit programs will have Student Learning Outcome (SLO) for all its offerings.</b>	1.8.1 Develop SLOs for Continuing Education/Professional Development / Compensatory Education	All CE courses have SLO's. From time to time, there are new courses offered depending to community needs. <b>In spring 2018, Continuing Education worked with IREO to update and revise its mappings from programs/service areas to institutional learning outcomes. Currently, CE and IREO is working to complete all student learning outcomes of all courses offered, as well as working together to make CE's non-credit courses to be all credit and accredited courses.</b>	On-going
	1.8.2 Have Continuing Education Unit (CEU)for students/employee recognized advancement or college graded purposes.	See Micronesian Voyaging Society (Shallum Etpison) see todd. <b>See 1.8.1 report.</b>	On-going
	1.8.3 Conduct state visits to assess community training needs	<b>CE worked closely with the state offices to arrange trainings. With the CE mapping, CE is required to work with state offices to identify state needs, as well as offer training programs to accommodate those needs. CE is required to assess and provide at least two trainings annually to accommodate community needs.</b>	On-going
	1.8.4 Work closely with ministries, agencies, private sectors, NPGO to assess training needs.	CE worked closely with the ministries, state government, non- profit organization and responded to their needs. Koror State Cultural Affairs Office has been working closely with CE and Workforce Investment Act Program to provide Youth Training in the last three years. <b>See 1.8.3 report.</b>	On-going
	1.8.5 Provide appropriate and effective apprenticeship program.	All apprentice trainings have SLOs. CE also provides apprenticeship program to Yap in coordination with Yap MOE. <b>See 1.8.3 report.</b>	On-going
	1.8.6 Provide crash courses to support in-service training of newly hired teachers	CE is working with Yap State of Education about the Course. For Palau, Academic Affairs is working with MOE. <b>PCC continues to accommodate request from the Ministry of Education and Palau Head Start program. Courses are offered through summer academies to satisfy training needs of outside agencies in Palau and Micronesian region.</b>	On-going
	1.8.7 Provide Non Instrumental Navigation and sea-faring classes to the community.	see Micronesian Voyaging Society (Shallum Etpison) see todd.	On-going



# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 1. STUDENT SUCCESS

PCC will intensify its effort to enhance existing programs and services, as well as develop new ones, all in an effort to improve student success.

### STATUS CATEGORIES

**Completed.** Indicates that all activities associated with the objective have been completed /met.

**On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.

**Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.

**Annual Objective Met.** *(For objectives with annual target)*. Indicates that annual target was achieved.

**Not Started.** Indicates that objective has not been started/not implemented.

**Revisit Plan.** Stated objective has to be reviewed.

Percent of Objective by Status			
Completed	On Track	Off Track	Not Started
	100%		

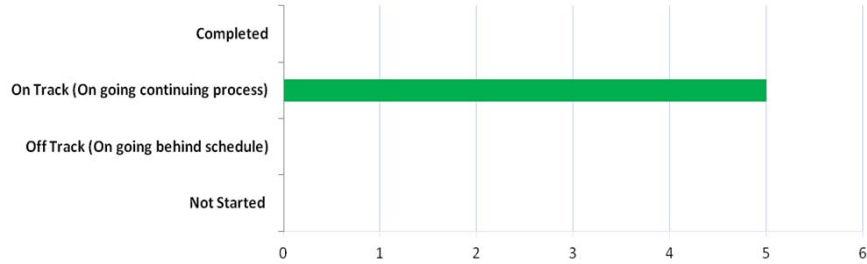
Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 1.9. The College will ensure that all other Community-Based Programs are accessible and offered throughout Palau.</b>	1.9.1 Continue to develop and implement MAP training classes to the extent that external funding is available	Trainings are offered to different agencies and outlying states. <b>OMIP is now known as MAP - Maintenance Assistance Program. MAP continues to provide request trainings from the community through the Academic Affairs, Dean's office. Trainings cover different topics, such as computer (technology), electricity, green machine, etc.</b>	On-going

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 1. STUDENT SUCCESS

PCC will intensify its effort to enhance existing programs and services, as well as develop new ones, all in an effort to improve student success.



Percent of Objective by Status			
Completed	On Track	Off Track	Not Started
	100%		

### STATUS CATEGORIES

**Completed.** Indicates that all activities associated with the objective have been completed /met.

**On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.

**Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.

**Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.

**Not Started.** Indicates that objective has not been started/not implemented.

**Revisit Plan.** Stated objective has to be reviewed.

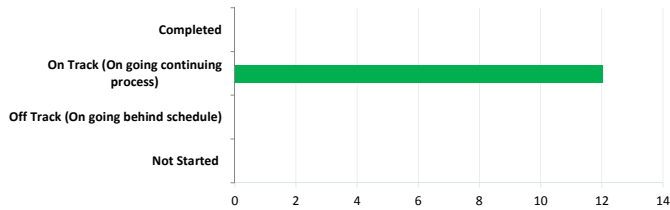
Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 1.10. The College will strengthen and diversify its partnership with external agencies to help with the achievement of its mission and goals.</b>	1.10.1 Strengthen working relationship with Republic of Palau's Ministries.	MOU's are already in place with MOE and MOH. <b>Currently, the college holds MOU's and/or MOA's with the Ministry of Education, Palau Head Start program, Ministry of Justice and Ministry of Health where educational services are offered to meet the needs of these various agencies.</b>	On-going
	1.10.2 Strengthen and expand Online Learning opportunities with other degree granting institutions	Still looking at other programs outside of English and Social Sciences. Library Science is the next possibility with approval from President.	On-going
	1.10.3 Continue to adhere to Pohnpei Accord in regards to PPEC articulation agreements.	For articulation we do accept all classes from participating schools after review from Faculty as to which course it is equivalent to.	On-going
	1.10.4 Continue to operate Day Care Center for the benefit of the PCC students.	PCC students are still priority	On-going
	1.10.5 Maintain Memorandum of Understanding with Penn Foster Career School	MOU is in place.	On-going

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 1. STUDENT SUCCESS

PCC will intensify its effort to enhance existing programs and services, as well as develop new ones, all in an effort to improve student success.



### STATUS CATEGORIES

- Completed.** Indicates that all activities associated with the objective have been completed /met.
- On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.
- Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.
- Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.
- Not Started.** Indicates that objective has not been started/not implemented.
- Revisit Plan.** Stated objective has to be reviewed.

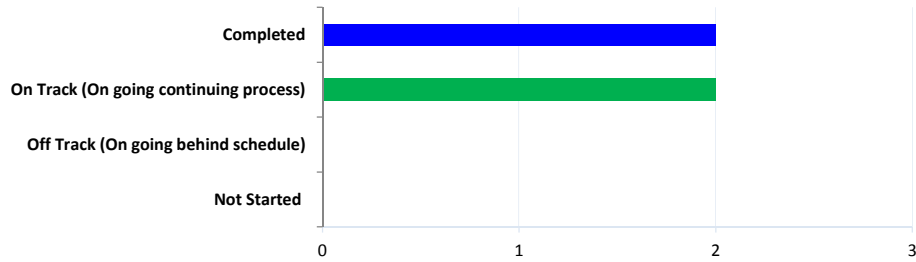
Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>Goal 1.11. The Cooperative Research and Extension Division will collaborate with partners and clients to generate, develop, and disseminate practical, relevant and sustainable technologies and knowledge in agriculture, environment, food and human sciences to benefit the people of Palau.</b>	1.11.1 Global Food Security and Hunger	CRE continues to provide outreach programs on issues of food safety and quality, including food security. The department continues to provide different activities annually to help educate the public and communities on how to secure food for the future through agriculture and aquaculture. For more information, see PCC Annual Reports 2016 & 2017 under the Cooperative Research & Extension.	On-going
	1.11.1.1 Promote Integrated Pest Management (IPM)	Pest management programs are provided throughout the year to inform farmers of agricultural production practices that protect the fragile island ecosystem integrity and biodiversity. Programs also included resistant crop varieties and practical biological pest control measures to provide useful tools for stakeholders to combat crop pests and diseases and increase productivity. The trainings also emphasized on the reduce of pest threats on crops using beneficial organisms. The pest management programs also includes the use of bio control agents for the control of invasive weeds and pests of taro and cassava to local farmers to protect their fields and crops. In August 2017, CRE conducted a four-days workshop on Pesticide Applicator. Twenty participants attended the training where they learned major pests and their control as well as control measure for each major pest, including how to use chemicals for control of pests. CRE continues to help educate the public and communities on this subject matter.	On-going
	1.11.1.2 Support the development of tissue culture technology		On-going
	1.11.2 Promote the development of the aquaculture industry		On-going
	1.11.3 Food Safety		On-going
	1.11.4.1 Support food nutrition and healthy living	Mitigation and adaptation programs on climate change, food security, food safety and childhood obesity programs were launched in 2017 including supplemented programs on proper hygiene and healthy lifestyle that were important in safeguarding the well-being of citizens. R&D's activities continues to promote agricultural productivity and food security for self-sufficiency and enhancement of quality of life. CRE's activities to support food nutrition and healthy living is evident through several CRE published books. Such published books include "Processing Sweet Potato in Palau"; "Economic Entomology in Micronesia"; and "Cassava".	On-going
	1.11.4.2 Promote the development of value added/new product using local produce		On-going
	1.11.5 Develop adaptation options to reduce vulnerability in crop production and climate change		On-going
	1.11.5.1 Promote youth development of environmental awareness	PCC CRE continues to provide and promote youth development of environmental awareness activities. In 2016, more than 338 clientele participated in different R&D station presentations. Various presentation topics included the conservation and maintenance of root crops germplasm; dry litter piggery; invasive weeds; pests of taro and cassava; Palau insects collection; small business opportunities on animal production; crop production; aquaculture; healthy food; food safety; local food; and proper preparation of healthy meals. More than 275 individuals participated in different CRE presentations throughout the year. The numbers of participants does not include the individual farmers and community folks who were recipients of root plants and harvested crops. For more information on promotion of youth development of environmental awareness, see PCC's 2016 & 2017 Annual Reports under Cooperative Research and Extension.	On-going
	1.11.6 Sustainable Energy		On-going
1.11.7 The College Research & Development Station to serve as a repository for local root crops	In 2016, Cassava germplasm, sweet potato germplasm, Weeding and fertilization of taro was conducted at R&D station; it was harvested and donated to Ngeremlengui and Kayangel communities, including PCC cafeteria and to individual farmers at different communities in Palau. Yam germplasm was also planted for multiplication. Micro propagation and in vitro conservation continues to be done in the R&D station laboratory. There were 21 variety of taro that were maintained in the same lab during 2016. Variety of bananas and pineapple were also propagated in the laboratory for mass planting in a much bigger field. In 2017, The maintenance of root crop germplasm continues at R&D station laboratory. Root crop germplasm includes sweet potato, yam, taro, banana and pineapple. Throughout the year, these root crops are harvested and replanted again. Crops and plants are shared and donated to individual farmers and communities around Palau. For more information on PCC CRE - R&D station and the root crop germplasm, see PCC Annual Reports 2016 & 2017 under Cooperative Research & Extension.	On-going	
1.11.8 Disseminate Research findings to the communities	CRE continues to disseminates its research findings to the community through the PCC Annual Report 2016 and 2017.	On-going	

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 2. INSTITUTIONAL CULTURE

The institutional culture of PCC will be one that embraces planned changes to continually improve and links the mission and vision in guaranteeing quality and excellence.



**STATUS CATEGORIES**

**Completed.** Indicates that all activities associated with the objective have been completed /met.

**On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.

**Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.

**Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.

**Not Started.** Indicates that objective has not been started/not implemented.

**Revisit Plan.** Stated objective has to be reviewed.

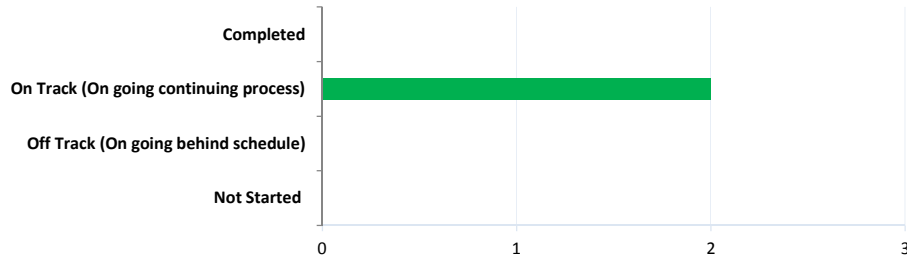
Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 2.1 The leadership &amp; governance of PCC will continue to be transparent and collaborative in order to foster a positive institutional culture that instills confidence and trust.</b>	2.1.1 Through 2024, have governance contribute to the institution's culture of excellence through improved Board effectiveness.	A comprehensive orientation program for new board members was developed. The Board continues to conduct annual evaluations	Completed
	2.1.2 Through 2024, engage in decision-making structures and processes as stipulated under RPPL 4-2.	Organizational Chart was updated in January 2014 that depicts the current administrative structure. <b>The current organizational chart needs to be update to include changes of Admissions and Financial to Financial Aid alone and to add Admissions and Records.</b>	Completed
	2.1.3 Utilize/assess clearly defined communication channels and methods in which instructions, ideas and concerns are openly communicated throughout the institution and the community		On-going
	2.1.4 Through 2024, communicate effectively the values and expectations regarding ethics, equity, social responsibility and community involvement	Orientation program to every staff members of the college is being developed. <b>Human Resources Division provides new employee orientation; however, important tasks and responsibilities of all employees regardless of type of contract must be adhered to and to follow submission dates as to make sure the college continues to comply with policies, regulations and standards of the US Department of Education and ACCJC-WASC.</b>	On-going

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 2. INSTITUTIONAL CULTURE

The institutional culture of PCC will be one that embraces planned changes to continually improve and links the mission and vision in guaranteeing quality and excellence.



### STATUS CATEGORIES

**Completed.** Indicates that all activities associated with the objective have been completed /met.

**On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.

**Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.

**Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.

**Not Started.** Indicates that objective has not been started/not implemented.

**Revisit Plan.** Stated objective has to be reviewed.

Percent of Objective by Status			
Completed	On Track	Off Track	Not Started
	100%		

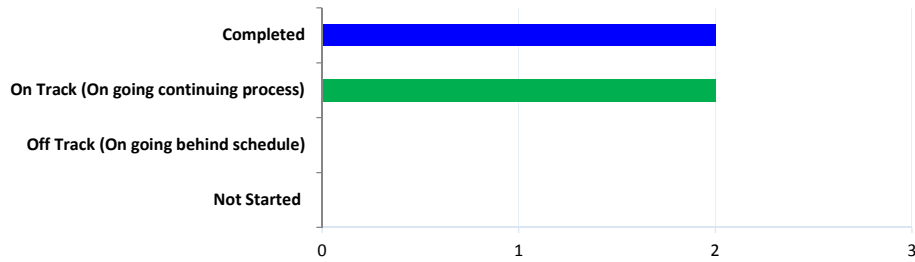
Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 2.2 The College will strengthen its effort to instill a sense of common purpose among its employees of diverse backgrounds, values, and experiences.</b>	2.2.1 Through 2024, communicate effectively the institutional Mission, Vision, Values, ILOs and Strategic Directions to the college community.	Posters, flyers, and wallet size cards have been developed and disseminated to each departments/divisions, and offices of the College. Next review of Mission, Vision will be on 2014. College website has been updated to include Vision, Mission, Values, and ILO's. All major college publications such as Annual Reports, 15th Yr. IMP, Factbook, General Catalog, and Handbooks contain College Mission, Vision, Values, and ILO's. <b>During the revisit and revision of the college mission and vision, the college vision was revise to include the word "strive". The college vision now reads "We <u>Strive</u> to Guarantee Quality and Excellence."</b>	On-going
	2.2.2 By 2011, develop and implement among the college family and community activities to protect the gains that have been made and promote school spirit to instill pride	Faculty & Staff were recognized according to length of service; Identification (ID) system was implemented. <b>The college continues to provide activities to support the college pride and integrity through annual Charter Day celebration, Thanksgiving Lunch appreciated and employee Christmas lunch with family members.</b>	On-going

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 2. INSTITUTIONAL CULTURE

The institutional culture of PCC will be one that embraces planned changes to continually improve and links the mission and vision in guaranteeing quality and excellence.



Percent of Objective by Status			
Completed	On Track	Off Track	Not Started
50%	50%		

### STATUS CATEGORIES

- Completed.** Indicates that all activities associated with the objective have been completed /met.
- On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.
- Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.
- Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.
- Not Started.** Indicates that objective has not been started/not implemented.
- Revisit Plan.** Stated objective has to be reviewed.

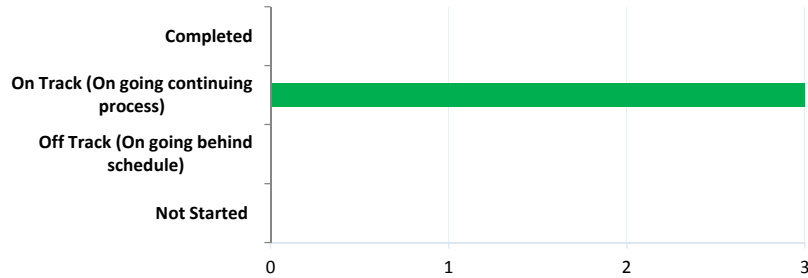
Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 2.3 The College will enhance and build upon the positive image of Palau Community College in Palau, the region and the world.</b>	2.3.1 Foster a positive image and perception to the community	Goal activities were completed except for activity g. ( <i>creation of Grant Office or hiring of responsible person for grant writing</i> )	<b>Completed</b>
	2.3.2 Strengthen MOC/PCC Alumni Association.	Alumni activities are announced through Mesekiu news distribution. Contacts have been established in each State and Territories.	<b>On-going</b>

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 3. RESOURCES

The College will diversify and increase resources to provide quality programs and services, facilities, technology, and human resources to support its vision, mission and goals. The College will be prudent in the allocation of its resources.



### STATUS CATEGORIES

**Completed.** Indicates that all activities associated with the objective have been completed /met.

**On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.

**Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.

**Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.

**Not Started.** Indicates that objective has not been started/not implemented.

**Revisit Plan.** Stated objective has to be reviewed.

Percent of Objective by Status			
Completed	On Track	Off Track	Not Started
	100%		

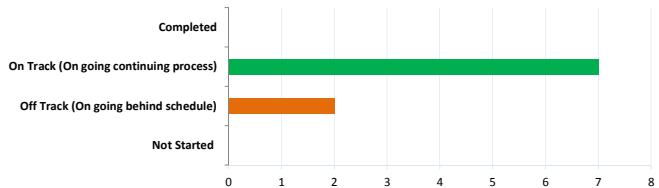
Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 3.1 The College will secure and allocate financial resources to support operations and activities.</b>	3.1.1 Secure enough funding to support the annual operation of the college	Revenue from outside workorders for construction of items such as coffins and from food orders to cafeteria, also rent of equipments and space. <b>The college continues to secure its funds through college bookstore bento markets, construction of coffins, cafeteria outside work orders, space rentals, and requested trainings and summer programs.</b>	On-going
	Settle \$60K+ outstanding balances/accounts from the 2005 Mini-games	Has been written off due to statute of limitation	
	Settle \$32K+ outstanding balances/accounts from MOE	Has been written off due to statute of limitation	
	Continue Applying for US Grants, JICA, AUSAID, NZAID, CANFUND, KOICA	Annual objective met; Grants such as Upward Bound, Upward Bound Math & Science, Talent Search & ANNAAPISI. <b>Upward Bound program and Talent Search program continue to comply with program objectives to receive funding. Upward Bound Math and Science, and ANNAAPISI grants have ended.</b>	On-going
	3.1.2 Through 2024, seek to generate and utilize effective use of resources to increase the PCC Endowment to reach \$10 million	The College continues to receive ROP Bi-Weekly allotments including PCC staff allotments. Other local businesses, organizations and individuals donated on a yearly basis. Cafeteria, Bookstore, etc..support endowment fund through 10% deductions of all market sales. The Annual Thanksgiving Endowment Fundraising raised over \$38,000.00 this year and will continue to raise funds to meet this goal. <b>The college continues aggressively to increase its Endowment goal of \$10 million by 2024 through various activities annually. See annual Endowment Fundraiser Report available at the Development Office or the college website.</b>	On-going

PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

STRATEGIC DIRECTION 3. RESOURCES

The College will diversify and increase resources to provide quality programs and services, facilities, technology, and human resources to support its vision, mission and goals. The College will be prudent in the allocation of its resources.



STATUS CATEGORIES

- Completed.** Indicates that all activities associated with the objective have been completed /met.
- On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.
- Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.
- Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.
- Not Started.** Indicates that objective has not been started/not implemented.
- Revisit Plan.** Stated objective has to be reviewed.

Percent of Objective by Status			
Completed	On Track	Off Track	Not Started
	78%	22%	

Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 3.2 Facilities and Equipment. The College will improve a system of acquisition and management of property, facilities, and depreciable assets such as vehicles, information technology, accessories and major equipment.</b>	3.2.1 Through 2024, provide adequate, safe and accessible facilities to meet the space needs of a learning-centered institution	<ul style="list-style-type: none"> <li>• New academic building (Science/IT &amp; general classrooms)- ongoing/funding availability</li> <li>• Established Palau Tourism School of Excellence - 1st quarter Completed in 2011</li> <li>• Renovated dorms- Dorms major renovation completed. Only minor maintenance work.</li> <li>• Campus power plant to serve college need as well as a platform for Pacific Power Association (PPA) Training - ongoing ( Plan in place)</li> <li>• Every building to have its own meters - ongoing (meters have been purchased; will start at PCC lower campus-Dorm and Cafeteria)</li> <li>• Repaired Dort building - Building has been repaired to Assembly Hall &amp; Conference Room.</li> <li>• Badminton Court - Not Started.</li> <li>• Multi-purpose building for Faith-based activities - Not Started.</li> <li>• Apply roof-gard (paint) on the roofs - Roof guard has been applied to some of the buildings (Ukall, Dort and Shop Buildings) and some are still pending.</li> <li>• Sailing and Canoeing- vessels in place (Sailing 101) - completed</li> <li>• Housing for married personnel - completed</li> <li>• Functional PCC wharf with floating dock and bigger ramp - ongoing, awaiting for permit from KSG; Hatchery in Ngeremlengui (floating dock) -completed</li> <li>• PCC vehicle plates are stamped - Completed</li> <li>• Fenced PCC campus for security purposes - ongoing ( scheduled meeting with KSG)</li> <li>• Completed road below shop area - completed</li> <li>• Office and Classroom Space for PCC Adult High School Program - completed From 2016 to present (completion) - Tan Siu Lin PCC Library roofing; sand and gravel storage; Diangel extension; Temekai bldg repair; installation of new gutters for the library bldg, Btaches, Sebus, and Smuuch bldgs.; renovations of GE, ET and Education classrooms; SE classroom roof repairs; ditch/culvert for concrete blocks storage; Melangmud bldg. repairs; regular repairs and maintance of Dorm A, B &amp; C; repair and relocation of Student Services (dean's office) and Computer Services office; semesterly maintance and repair of classrooms and labs; new additional conference room; and regular campus facelifts. Cafeteria roofing project is on-going at the moment with completion to be accomplished by the end of the summer 2018.</li> </ul>	On-going
	3.2.2 Have in place an existing maintenance working plan matrix to ensure safety & quality	Bi-weekly matrix inspection; monthly maintenance working plan matrix continues to ensure safety and quality around the campus.	Ongoing
	3.2.3 Maintain a complete and accurate inventory of equipments/facilities	The business office has a weekly update of fixed assets and straightline depreciation is being calculated to all PCC fixed assets. Major campus inventory is completed by Physical Plant. According to the college Business office, the last inventory of equipments/facilities (walk-through) happened about two years ago.	On-going / behind two years schedule
	3.2.4 Disposed equipment with hazardous waste properly (collaborate with Strategic Approach to International Chemical Management (SAICM))	Equipments for disposal are temporarily stored at temekai building. Awaiting for EQPB for proper disposal of said equipments.	On-going behind schedule
	3.2.5 By 2016, have secured funding to support programs	The business office secures funding for all programs that are offered by the College	On-going
	Secure funding to support current programs	Funding is available	On-going
	Secure funding to support certified programs	Funding is available	On-going
	Secure funding to build new proposed programs	Funding is available once a proposed program has been approved	On-going
3.2.6 Establish a Wall of Honor to recognize past and present high achievers and major donors	Major donors in regards to the college Endowment, the Wall of Honor has been established and put in place by the Administration office. The Wall of Honor provides donors name and amount of donations they have donated to the college Endowment fund.	On-going	



# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 3. RESOURCES

The College will diversify and increase resources to provide quality programs and services, facilities, technology, and human resources to support its vision, mission and goals. The College will be prudent in the allocation of its resources.

Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
3.3 Technology Plan		See Technology Plan and Technology Committee updates and reports.	see technology plan

On Track = 46

Completed = 2

PCC 15 Year Master Plan Report Card

**TECHNOLOGY PLAN (2nd 5-Year Cycle) Goals and Plan of Action 1/13 – 12/18**

\*Carried over from 2007-12 plan, \*\*added goal/task for 2013-18 plan

Objectives	Status	Progress Report / Accomplishment Details	2013	2014	2015	2016	2017	2018
<b>1. Secure Funding for College Technology</b>								
1.1 Continue to inform college community of process for requesting technology needs.*	Completed	Completed in 2011 - Director will send bulletin on a needs basis						
1.2 Continue to contact organizations for nonprofit funding/donations and follow up on tax exempt number for US donations.*	On going	Development Office is informed and woking on this task						
1.3 Hire/Contract a grant writer coordinator for the college*								
1.4 Monitor technology budget (technology fee source)**	On going	Budget approved 2008, part of TRC meeting agenda						
<b>2. Acquire software with legal license for the college use</b>								
2.1 Continue to identify needed software through annual surveys (end of spring semester)*	On going	1st survey completed 2011 Survey instrument is being revised for 2013						
2.2 Continue to purchase needed software with educational discount such as Antivirus, MS Office, Email software, Desktop Publishing, PhotoShop software, to be installed into computers two year old or newer*	On going	Licensed software continues to be purchased, latest Avira Anti Virues and Ms Office 2010.						
2.2.1 Pay for license, maintenance, support, and upgrade fees for software used at the college**	On going	TracDat 2013						
2.2.2 Pay for annual maintenance, support and upgrade fees for finance (including HR), Library and registrar specialized software programs**	On going	Approved Registrar fee on 3-2013						
2.3 Continue to research and make use of the open source software, such as Apache and Moodle	On going	Updated open source: Moodle; Apache; Thunderbird; Firefox; Linux OS; bind						
<b>3. Upgrade College Local Area Network (LAN)</b>								
3.1 Replace network devices based on needs and speed to keep them robust, secure, and modern. (e.g. firewall, switches, network cable wire, access point hubs)*	On going	Some have been replaced; network switches, wireless access point hub, and network cables.						
3.2 Subscribe as necessary to hardware and network device services for technical support assistance.*	On going	Update subcription for library, online, admin, & talent search firewall.						

3.3 Subscribe to blacklisted web site to monitor our domains name**	On going	Currently subscribe to and use free monitoring sites					
3.4 Contract network designer to design and install a solid college wide network backbone*	On going	Contract students from Carnegie Mellon University (on 6-8, 2013) for network design.					
3.5 Involve TRC with planning of any new building or relocation ahead of time to plan for needed network connection devices**	On going						
3.6 Train technical support staff to oversee and maintain network**	On going	Included when working with network designer					
3.7 Increase number of DSL lines or increase speed to accommodate campus wide need*	On going	Talent Search, Financial Aid, Tourism & Hospitality own DSL line					
<b>4. Establish replacement of hardware on a systematic cycle</b>							
4.1 Upgrade or replace servers every five years if necessary	On going	Some replacement was completed under first tech plan					
4.2 Replace computers & battery backups in classrooms every three years (using rotation cycle)	On going	Replace as needed or every three years					
4.3 Upgrade, repair, and/or replace all necessary technology needs as necessary	On going	As needed					

Objectives	Status	Progress Report / Accomplishment Details	2013	2014	2015	2016	2017	2018
<b>5. Increase Technology Support</b>								
5.1 Hire a Computer Technician to assist current computer service staff. Duties will include trouble shooting and maintaining all campus computers on a regular maintenance schedule	Completed	Hired Evan on June 10, 2013, but need office space.						
5.2 Continue to equip the library with technology equipment for teaching/learning needs as necessary	On going	As needed						
5.3 Provide support for web based conferencing	On going	Dependent on Internet speed						
5.4 Continue to establish additional computer labs for student use as needed*	On going	based on enrollment and student needs (Recommended that room 31 be for computer classroom and room 60 be for open lab. LRC needs to be open lab also now that grant is for all students)						
5.5 Provide training for computer support personnel and Information Technology faculty*	On going	Searching trainings that fits the needs						
5.6 Create a depository for two (2) copies of CDs to be stored in Computer Services office and Academic Affairs Faculty Technology Support's office for all college computers and printers*	On going	Done on any new computer equipment acquired by the college						
5.8 Create a depository of quarterly network server backup at the Library, online lab, and Talent Search Office**	On going	Done on a quarterly basis						
Objectives	Status	Progress Report / Accomplishment Details	2013	2014	2015	2016	2017	2018
6.1 Support Distance Education Committee (DEC), as a subcommittee of TRC, to develop and review policies and procedures necessary for the implementation and evaluation of the distance education program**	On going	DEC formed and compiled procedures which are awaiting presidential approval						
6.2 Working with the ALO, ensure through DEC that distance education activities comply with accreditation standards**	On going							
6.3 Ensure dedicated server, computers and other necessary equipment to support online courses are purchased, maintained or upgraded as necessary*	On going	Server (07) Computers (09) Surges (09)						
6.4 Train faculty and other necessary support staff in developing and/or overseeing distance education courses*	On going	Training provided as needed; Moodle support staff also need training to keep updated (Annual Moodle Moot )						
6.5 Monitor online budget for distance education activities (online fees)	On going	Budget approved 2008; Included in every meeting agenda						

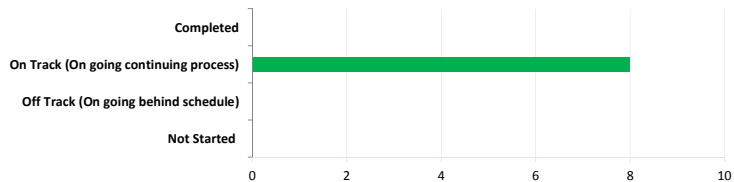
6.6 Continue to provide storage space for backup of online courses*	On going	External hard drive bought (2011)					
<b>7. Implement Online Registration for all students</b>							
7.1 Continue to maintain and upgrade dedicated server with an up-to-date Operating System for Registration and Advising Software **	On going	New server bought 2012 but online registration has not started yet.					
7.2 Continue to research for a new registration program for online registration that has better security and reliability**	On going	Research Kualii (open source) Need finance module to be included for centralization					
7.3 Provide training for online registration*	On going	Depends on getting an online registration module					
<b>Objectives</b>	<b>Status</b>	<b>Progress Report / Accomplishment Details</b>	2013	2014	2015	2016	2017
<b>8. Establish an IT Laboratory classroom</b>							
8.1 Continue to upgrade or replace as needed classroom computers with battery backups/surge protectors*	On going	21 computers purchased (sp2011)					
8.2 Continue to upgrade or replace multi-media licensed software, Networking software, database, website designing, computer language programming, for the IT laboratory*	On going	License software purchased (sp2011)					
8.3 Continue to upgrade or replace digital projector and other computer accessories as needed*	On going	Digital projector purchased (fa2012)					
8.4 Maintain a controlled Internet connection for the IT laboratory**	On going	Connection completed (fa2011)					
<b>9. Provide adequate training for appropriate personnel</b>							
9.1 Continue to conduct surveys for students and staff/faculty on an annual basis (end of year) *	On going	Survey needs to include training					
9.2 Continue to provide appropriate training as needed for faculty & staff	On going	based on the needs					
9.3 Continue to provide training for computer support personnel and Information Technology faculty*	On going	Refer to 5.5					
<b>10. Assess Technology Plan</b>							
10.1 Continue to conduct and analyze survey results used to identify technology needs	On going	One survey needs to include these question concerns					
10.2 Assess faculty computers used to support teaching**	On going	annually					
10.3 Assess student computers used to support learning**	On going	Classroom computers annually; online lab semesterly, library computers semesterly					
10.4 assess staff computers to support work related needs**	On going	annually					
10.5 Continue to monitor, review, and revise technology plan**	On going	monthly					

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 3. RESOURCES

The College will diversify and increase resources to provide quality programs and services, facilities, technology, and human resources to support its vision, mission and goals. The College will be prudent in the allocation of its resources.



**STATUS CATEGORIES**

**Completed.** Indicates that all activities associated with the objective have been completed /met.

**On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.

**Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.

**Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.

**Not Started.** Indicates that objective has not been started/not implemented.

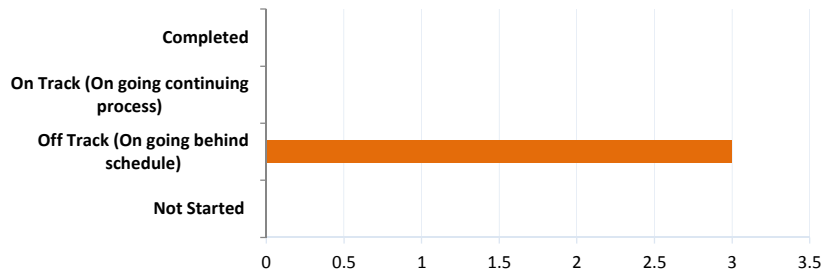
Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 3.4 Human Resources. The college will recruit, hire, promote and retain a diverse and qualified workforce needed to achieve institutional priorities.</b>	3.4.1 Have diverse, qualified and appropriately credentialed personnel.	PCC is an equal opportunity employer. We advertise vacancies on the web and through public announcements hoping to pull in qualified prospects from all walks of life. When applications or inquires are received HR forwards a "new applicant" checklist that includes what is required from PCC. This checklist informs the applicant/prospect to submit an application, resume, official transcripts, cover letter and a police clearance. By completing the checklist HR works to certify that all personnel are qualified and appropriately credentialed.	On-going
	3.4.2 Review periodically the Personnel Rules and Regulations (PRR) Manual	The Personnel Rules and Regulations manual is currently going through a comprehensive review by a committee appointed by the college president and headed by the HR Director. A complete first reading has been completed and the committee needs to meet to discuss the first reading changes and to decide on the next course of action.	On-going
	3.4.3 Improve and expand staff and faculty development programs	HR keeps a list of training needs suggested or requested on employees annual reviews By identifying the training needs of individual staff members HR works to consolidate needs that affect the most individuals. Through the annual review HR also works on identifying problem areas that may require training not suggest in the review.	On-going
	3.4.4 Review periodically the performance appraisal and evaluation process	The last review was on August 2011. HR will suggest that the policy review committee review the form after it has completed its review of the PRRM.	On-going
	3.4.5 Establish benefits for faculty and staff	PCC is an equal opportunity employer. We advertise vacancies on the web and through public announcements hoping to pull in qualified prospects from all walks of life. When applications or inquires are received HR forwards a "new applicant" checklist that includes what is required from PCC. This checklist informs the applicant/prospect to submit an application, resume, official transcripts, cover letter and a police clearance. By completing the checklist HR works to certify that all personnel are qualified and appropriately credentialed.	On-going
	Salary Increment	The Personnel Rules and Regulations manual is currently going through a comprehensive review by a committee appointed by the college president and headed by the HR Director. A complete first reading has been completed and the committee needs to meet to discuss the first reading changes and to decide on the next course of action.	On-going
	Career Development	HR keeps a list of training needs suggested or requested on employees annual reviews By identifying the training needs of individual staff members HR works to consolidate needs that affect the most individuals. Through the annual review HR also works on identifying problem areas that may require training not suggest in the review.	On-going
	3.4.6 Develop a succession plan	The last review was on August 2011. HR will suggest that the policy review committee review the form after it has completed its review of the PRRM.	On-going

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 3. **RESOURCES**

The College will diversify and increase resources to provide quality programs and services, facilities, technology, and human resources to support its vision, mission and goals. The College will be prudent in the allocation of its resources.



### STATUS CATEGORIES

- Completed.** Indicates that all activities associated with the objective have been completed /met.
- On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.
- Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.
- Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.
- Not Started.** Indicates that objective has not been started/not implemented.
- Revisit Plan.** Stated objective has to be reviewed.

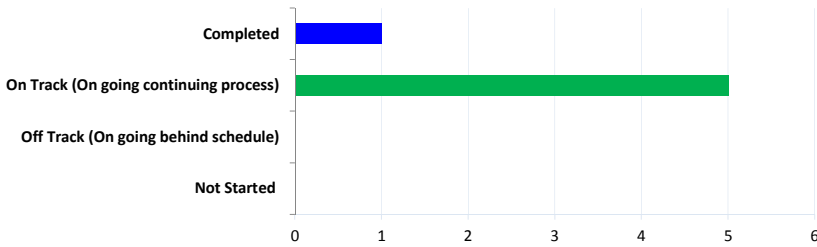
Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>3.5 Emergency Preparedness. The College is committed to protect its human resources and safeguard its physical resources. It will develop a systematic approach of emergency preparedness to facilitate current responsive and recovery measures to address health, safety, and emerging environmental threats including but not limited to terrorism, natural disasters, and pandemic situations in order to ensure a safe and secure learning environment for college faculty, staff, students, and community members and depreciable assets such as vehicles, information technology, accessories and major equipment.</b>	3.5.1 Protect the well-being of students and faculty and staff through an intensive awareness campaign of emergency preparedness	Pending ???	
	3.5.2 Create a college-wide system of communication in crisis situations	Pending ??? Mass email/texts to staff (staff must need edu email address)	
	3.5.3 Establish a Crisis Management Team	Pending ???	

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 4. CULTURE OF EVIDENCE

The college will provide data driven assessment which generates accurate and reliable information, identify specific evidence of its efforts in strategic areas, analyze that evidence, and use its findings to make planning and resources allocation decisions as the basis for continuous improvement.



### STATUS CATEGORIES

- Completed.** Indicates that all activities associated with the objective have been completed /met.
- On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.
- Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.
- Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.
- Not Started.** Indicates that objective has not been started/not implemented.
- Revisit Plan.** Stated objective has to be reviewed.

Percent of Objective by Status			
Completed	On Track	Off Track	Not Started
27%	83%		

Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>4.1 The College will establish an Institutional Research Office (IRO). The primary mission of the office is to collect, analyze, interpret and disseminate information; preserve comprehensive and longitudinal data; conduct surveys and ad hoc studies; develop an institutional fact-book; and function as a central repository of data information to support management operations, planning, and decision-making processes.</b>	4.1.1 Establish Institutional Research Office under the direction of the College President	In 2009 Institutional Researcher was hired. In 2014, Institutional Research and Evaluation Office was established. <b>IREO covers the area of accreditation, research and assessment under the supervision of the director.</b>	Completed
	4.1.2 Collect, analyze, interpret and disseminate information.	Data on students, staffing and financial are updated on a timely manner. IR also collects and provides information to IPEDS, College Board and other External Surveys.	On-going
	4.1.3 Preserve comprehensive and longitudinal data.	Annual Reports from Development Office is collected every year. SAT 10 Report for Palau Private schools is published annually by IR. <b>SAT10 Palau wide results is analyzed by the PCC IREO; college program reviews; course and program assessments; non-academic and non-instructional programs/service areas assessment; and institutional effectiveness evaluation for both students and employees remained the responsibility of the IREO. IPEDS and college Factbook are completed on a regular basis to meet the requirements of the US Department of Education, ACCJC-WASC, and PPEC.</b>	On-going
	4.1.4 Conduct surveys and ad hoc studies.	Each year, IR provides analysis/survey reports for non-academic division for their use in assessing their goals/services. IR also conducted surveys of first time students and graduating students following a regular schedule. <b>IREO consolidated all service areas evaluation tools into one Institutional Effectiveness survey for employees and one for students. Both of these survey evaluations were implemented in spring 2018.</b>	On-going
	4.1.5 Develop annual Institutional FACTBOOK.	Institutional Fact Book is published annually.	On-going
	4.1.6 Function as a central repository of data information	Currently, IREO is using CS Pro and Excel for its database. <b>Nuventive, LLC product "TracDat" (Improve is used for student learning outcomes and service area outcomes assessments. Improve (TracDat) is currently going through revisions and configurations to meet required needs of all non-academic and academic programs and services of the college.</b>	On-going

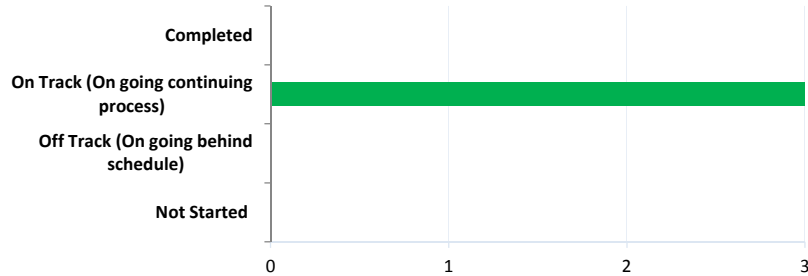


# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 4. CULTURE OF EVIDENCE

The college will provide data driven assessment which generates accurate and reliable information, identify specific evidence of its efforts in strategic areas, analyze that evidence, and use its findings to make planning and resources allocation decisions as the basis for continuous improvement.



### STATUS CATEGORIES

- Completed.** Indicates that all activities associated with the objective have been completed /met.
- On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.
- Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.
- Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.
- Not Started.** Indicates that objective has not been started/not implemented.
- Revisit Plan.** Stated objective has to be reviewed.

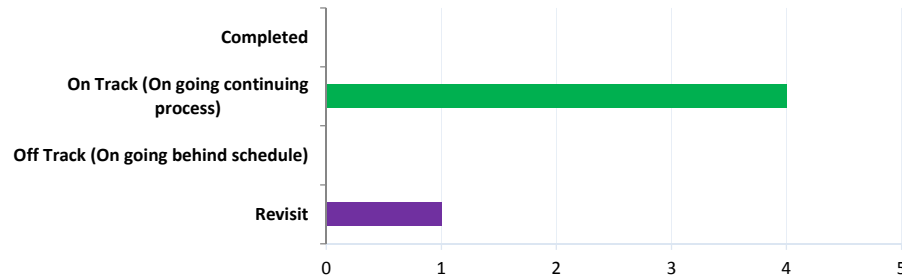
Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 4.2 The Institutional Research Office will provide information about the FAMED assessment cycle, generate an assessment plan and continue to coordinate institutional research and assessment practices at PCC.</b>	4.2.1 Familiarize the FAMED assessment cycle to support the administrative decision-making processes	FAMED Assessment cycle is used in planning and decision-making process. <b>The FAMED process is in place, it is being utilized by all academic degree programs and academic departments; non-instructional areas, and non-academic areas for assessments. There is a need to make sure that decision-making process includes data, analysis, and action plans in place and should be integrated with institutional planning, institutional budget and implementation.</b>	Completed / On-going
	4.2.2 Develop and implement IR and Assessment Plan	Institutional Research practices is continually coordinated with IR's in the region through meetings and trainings conducted by PPEC, AIR and PacAir. <b>Institutional Assessment Calendar 2014-2024 has been developed and implemented. All functions of the college are required to go through program reeview every three years in a cycle. Program reeviews are submitted to IREO and are reeviewed with final recommendation to the college President through the Institutional Assessment Committee (IAC).</b>	On-going
	4.2.3 Continue to coordinate institutional research and assessment practices tthrough regular meetings/trainings of PPEC Member institutions-adopted from PPEC Multi-Year Strategic Plan	Institutional Research practices is continually coordinated with IR's in the region through meetings and trainings conducted by PPEC, AIR and PacAir.	On-going

# PCC 15 Year Master Plan Report Card

Status Date: 2016 / Updates June 2018 (Information & Data - Program Review Reports, Annual Reports & different offices)

## STRATEGIC DIRECTION 4. CULTURE OF EVIDENCE

The college will provide data driven assessment which generates accurate and reliable information, identify specific evidence of its efforts in strategic areas, analyze that evidence, and use its findings to make planning and resources allocation decisions as the basis for continuous improvement.



### STATUS CATEGORIES

- Completed.** Indicates that all activities associated with the objective have been completed /met.
- On Track (Ongoing, Continuing Process)** The objective is being actually in process. Forward progress is being made on objective.
- Off Track (Ongoing- Behind Schedule)** indicates that activities associated with the stated objective is actually in process but is behind schedule.
- Annual Objective Met.** (For objectives with annual target). Indicates that annual target was achieved.
- Not Started.** Indicates that objective has not been started/not implemented.
- Revisit Plan.** Stated objective has to be reviewed.

Percent of Objective by Status			
Completed	On Track	Off Track	Revisit
	80%		20%

Goal	Sub Goal (Objectives)	Progress Report / Accomplishment Details	Status
<b>GOAL 4.3</b> The Institutional Research Office will serve as a repository of program review and student services data and will be the center point where all factual information about student learning outcomes and institutional learning outcomes can be obtained.(this goal will be linked to the website).	4.3.1 Provide Program Review and Assessment Report.	Program Review and assessment report is compiled in IREO, IAC reviews and provide report and recommendation to the college President through the Executive Committee meetings. <b>Other assessment reports such as the ISSA, course and program assessment results, and others are reported to the college President and constituents through the college website.</b>	On-going
	4.3.2 Provide Course Review and Assessment Report.	Course Review and Assessment reports is provided by AAC. <b>Course assessment reports and any other assessment reports are reported to the college President and campus wide through annual IREO report.</b>	On-going
	4.3.3 Evaluate Institutional Learning Outcome	Needs to be reviewed along with Mission and Vision Statements (5 yr cycle). <b>Institutional Learning Outcomes is evaluated on a regular basis along side the student learning outcomes at the course level and program level. ILOs are also assessed and evaluated along side with the service area outcomes assessments at the service area level.</b>	On-going
	4.3.4 Collect Student Services SLO's and Assessment Report	SLO's and Assessment report is collected in a timely manner	On-going
	4.3.5 Conduct collaborative research with academic affairs and FSA on the effectiveness of the current grading system will be done	?????	Revisit