

Strategic Plan

FY 2022-2024



OUR VISION is to prepare learners to live and work in diverse global communities through the relentless pursuit of student success, innovation and educational excellence.

OUR MISSION is to inspire students, develop talent and strengthen communities.

STRATEGIC PRIORITIES

BE A LEADER IN STUDENT SUCCESS AND OUTCOMES

We will prepare all students for rewarding careers and futures.

To do this, we will:

1. Enhance and expand innovative teaching and learning practices and support services that promote quality educational experiences.
2. Implement systematic assessment of learning in academic programs, co-curricular activities and student services that inform and improve curriculum and student success.
3. Foster an equitable and inclusive learning and student support environment.
4. Identify and close equity gaps in student retention, persistence and program completion rates.

EMBRACE DIVERSITY, EQUITY AND INCLUSION AS PART OF WHO WE ARE

We will model an inclusive, equity-minded college that educates and celebrates the unique contributions of all members of our community.

To do this, we will:

1. Create an inclusive college community of learners in an atmosphere of mutual respect, inclusiveness and acceptance where all feel welcome and able to contribute.
2. Provide targeted outreach and enrollment opportunities to historically underserved populations.
3. Recruit and retain quality employees who reflect the diversity of our communities.
4. Provide opportunities for civic engagement in a diverse, multicultural society.

DEVELOP WORKPLACE CULTURE: WORK AS IF ANYTHING IS POSSIBLE

We will develop a work environment where employees are innovative, engaged and make a difference.

To do this, we will:

1. Implement programs to strengthen a culture of trust, accountability and collaboration resulting in innovation and resiliency within the college.
2. Establish career pathways for employees through the use of job shadowing, mentoring and succession planning.
3. Invest in strategic professional development opportunities for all employees to advance their skills, competencies and professional qualities in delivering and supporting best practices in higher education.

STRENGTHEN INSTITUTIONAL EFFECTIVENESS THROUGH INTEGRATION OF ASSESSMENT, PLANNING AND RESOURCE ALLOCATION

We will demonstrate continuous improvement and reflection based on systematic collection, analysis and communication of the use of information.

To do this, we will:

1. Ensure institutional effectiveness through the development, collection and transparent communication of strategic key performance metrics.
2. Implement processes that use data-informed decision making to drive continuous improvement, allocate resources and enable initiatives that align with the institution's strategic priorities.
3. Provide stewardship of our resources to ensure financial and environmental sustainability.
4. Adhere to accreditation expectations through continuous improvement, evidence-based documentation and annual monitoring processes

STRENGTHEN THE COMMUNITY THROUGH ENGAGEMENT AND WORKFORCE DEVELOPMENT

We will be the leading provider of workforce and economic development solutions.

To do this, we will:

1. Expand participation as a genuine economic development partner on regional economic agency bodies.
2. Develop and align college transfer and career and technical programs to meet regional employer needs.
3. Provide co-curricular learning opportunities, such as, but not limited to, internships, apprenticeships, job shadowing, clinicals, competitive academic teams, etc., providing students with experiences and pathways from college to work/career.

Improving Life Through Learning