

# **SC4 Strategic Plan Goals, Objectives and Initiatives**

St. Clair County Community College's Strategic Plan was created through a collaborative effort of faculty and staff in 2010 to provide direction for the next three to five years. The college will continue to monitor the plan and make refinements as situations change and initiatives are added or completed.

## **Goal I: Maximize the success of our students.**

1. Improve efficiency and effectiveness of developmental education.
  - a. Consistently review and assess developmental curriculum and programs.
  - b. Design and promote support services to meet the needs of our developmental students.
2. Create and implement student success strategies through participating in Achieving the Dream.
  - a. Implement data-driven strategies to improve student performance and retention.
  - b. Establish dashboard reporting of institutional measurables.
3. Engage in a culture of continuous improvement by maximizing the efficiency and quality of college operations, academic experiences, and services to our students and community.
  - a. Create a Data Task Force to establish guidelines for data collection and make recommendations for institutional data policies.
  - b. Continue to engage the Student Process Task Force to examine processes, evaluate the effectiveness of the services provided to students and make recommendations for improvements based upon data.
  - c. Maximize efficiency and quality of college operations, services and academic experiences (teaching and learning) to support students' academic success.
4. Continue to use assessment as a tool to improve student learning.
  - a. Use a variety of methods to measure different types of learning.
  - b. Use employer, student and assessment data for continuous improvement of programs.
5. Improve academic and professional attainment of students.
  - a. Improve student performance for program completion and national certifications.
  - b. Align programs with work-force needs to increase job placement rates.

## **Goal II: Cultivate a campus culture that is nurturing and supportive of all students, faculty and staff.**

1. Hire, orient and retain the best employees.
  - a. Review and update processes and procedures for recruiting, hiring and determining needs.
  - b. Initiate an employee orientation model.
  - c. Design initiatives to support retention.
2. Invest in employees by increasing training/professional development opportunities for all employees.
  - a. Coordinate efforts for effective and efficient professional development on campus.
  - b. Identify training and provide resources, as available, to support established college goals.
  - c. Continue to engage the World Class College Committee for researching, suggesting and promoting professional development opportunities.
3. Implement shared governance.
  - a. Infuse shared governance practices into daily interactions.
  - b. Foster constructive dialogues through established task forces, committees, department meetings, etc.
  - c. Continue to engage the Shared Governance Task Force to promote the concept of shared governance.
4. Ensure we have the best-maintained, up-to-date campus.
  - a. Develop, update and/or recommend plans for capital projects.
  - b. Review, design and revise, as needed, the process for capital budgeting.
  - c. Continue to recommend and implement green initiatives.
5. Ensure efficient and effective processes and state-of-the-art technology.
  - a. Identify processes for improvement and assign to appropriate committees and offices.
  - b. Consistently review and recommend new opportunities for emerging technologies.
6. Continue to ensure the college is financially sound.
  - a. Assess long-range revenue and expense estimates and implement approved plans.
  - b. Continue to engage the Budget Task Force to research and provide suggestions for upcoming fiscal challenges.
  - c. Establish a Health Care Task Force to review health care benefits, assist in educating employees about available benefits and explore options for addressing future needs.

7. Use various communication methods to provide the opportunity for all employees to see their roles within the goals and sub goals of the plan.
8. Continue to promote and support the importance of diversity, mutual respect and tolerance among all members of the campus community.
  - a. Expand learning opportunities with diversity components.
  - b. Provide additional opportunities to explore diverse points of view sponsored by campus groups such as the Diversity Advisory Council and student clubs.

**Goal III: Provide high-quality certificates, degrees, programs and training to meet present and future needs of students and the community.**

1. Ensure cutting-edge programs and training leading to in-demand careers and advanced degree programs.
  - a. Continually review and revise program curriculum.
  - b. Align occupational programs with career ladders leading to high-wage, high-demand occupations.
  - c. Develop new educational programs to meet present and future needs.
2. Encourage entrepreneurship/innovation.
  - a. Facilitate and support student entrepreneurial endeavors.
  - b. Develop campus workspaces for student entrepreneurial pursuits.
  - c. Integrate concepts of entrepreneurship and innovation into existing curriculum.
3. Provide greater time/day/delivery options for class offerings, based on data and student needs.
  - a. Using a variety of data sources, develop a course schedule and scheduling process that ensures student needs are met, including, but not limited to, the sequencing of courses.
  - b. Explore alternative delivery methods for courses and programs.
4. Enhance global awareness/education.
  - a. Support innovative instruction and assessment of the global awareness general education competency.
  - b. Promote global awareness through a variety of campus activities.

**Goal IV: Develop and align quality partnerships and strategically manage college resources to maximize benefits for our students and community.**

1. Encourage additional business and economic development partnerships.
  - a. Develop new educational and training opportunities that support economic development.
  - b. Engage business and industry leaders in dialogues to support economic growth.
2. Assess and recommend additional community partnerships that align with the college.
3. Assess and recommend additional opportunities for college/alumni partnerships.
4. Assess and recommend additional opportunities for college/SC4 Foundation partnerships.
5. Increase awareness of higher education options and build bridges from K-12 to SC4 to university through data-driven assessment.
  - a. Strengthen communication channels with educational partners to gather data and better understand how we interrelate.
  - b. Use data to guide academic and support services decisions.