

ST. CHARLES COMMUNITY COLLEGE

STRATEGIC PLAN

Plan for the Future: 2019-2023



Colleagues and friends of
ST. CHARLES COMMUNITY COLLEGE:



Please take a moment to review SCC's new strategic plan. It is my pleasure to share these goals and objectives with you, and I am confident you will find them, along with the work we do, to be quite extraordinary.

It is thanks to the good work of many talented individuals over the years that St. Charles Community College has flourished into a place that connects students to universities, graduates to meaningful careers and area residents to cultural experiences and lifelong learning. The work we do and the services we provide fuel the local workforce and foster economic stability.

Now, it is our responsibility as the college's current faculty, staff and administration to both continue and improve in these areas. This new plan will serve as a road map to getting us there. You'll find we have narrowed our focus to five overarching goals of student success, developing our people, accountability, innovation and diversity.

I am proud of all that SCC has accomplished throughout the decades and look forward to seeing where these new tools will take us.

Best wishes,

A handwritten signature in blue ink that reads "Barbara Kavalier". The signature is fluid and cursive, with a large initial "B".

Barbara Kavalier, Ph.D.
SCC President

MISSION, VISION, VALUES



College Mission

SCC serves our community by focusing on academic excellence, student success, workforce advancement, and life-long learning within a global society. We celebrate diversity and we enrich the economic and cultural vitality of the region by providing an accessible, comprehensive, and supportive environment for teaching and learning.

Vision

Our passion for student success is reflected in an array of innovative academic, career/technical, workforce development, and community programs. Our partnerships and cultural opportunities enrich and transform our community.

Values Statement

Student Success: We commit to provide the finest instruction, resources, and support services to enhance the growth and development of our students.

Communication and Respect: We value respect and encourage open communication within the college community.

Service: We engage, support, and seek to inspire our students, community, and colleagues through our commitment to providing excellent service.

Innovation: We pursue innovative approaches to enhance teaching, document student learning, and improve operations.

Inclusion: We maintain an environment where diversity of thought is embraced, and where student, staff, faculty, and community diversity is supported.

Collaborative Decision Making: We seek diversity of thought in making informed decisions.

Accountability and Responsible Stewardship: We protect and manage the resources entrusted to us.

Learning for Life: We recognize learning as a continuous process

PURPOSE

St. Charles Community College strategically provides high-quality educational programs and support services to ensure our students explore, define and achieve their educational and career goals. We are dedicated to addressing the challenges of all students, from those in college preparatory courses to those in noncredit programs, to inspire excellence in faculty and staff and ultimately to fulfill the mission of the College.

Overall Assumptions:

1. Common policies and procedures and consistent business practices will guide the College as the Plan is implemented. Leaders of the College may serve in multiple leadership roles, but the priority role must always be to the College-wide focus, "What is best for the St. Charles Community College community as a whole?"

2. The Plan also assumes that the College will allocate and repurpose funding sources to adequately support these identified initiatives and strategies. It goes without saying

that the College will continue to seek ways to operate more efficiently and examine methods to reduce costs.

3. The strategic planning committee has established the following high-level goals and objectives. We expect that specific key performance indicators and/or measurable outcomes will be associated to each objective by the identified responsible party. The strategic planning committee will update the strategic plan with this additional information.



Goal 1:

STUDENT SUCCESS

*Better serving our students
and community through
improving educational and
institutional practices.*

Objectives:

- Establish and implement Pathways model to guide students and enhance student success.
- Improve schedules to allow more flexibility for students.
- Connect Pathways to academic and career goals for students.
- Ensure a seamless student recruitment and onboarding experience.
- Develop and execute a retention-centered marketing campaign to support enrollment goals and student success/completion.
- Develop strategies to increase tutoring in ACE Center.
- Remove barriers in financial aid to increase access to aid for students with financial need.





Goal 2:

DEVELOPING OUR PEOPLE

Enabling faculty, staff and administration to practice their profession at the highest standards by maintaining an environment for continuous learning, inclusion and growth.

Objectives:

- Establish an “innovation academy” for faculty at the college.
- Develop a strategy for hiring faculty, staff and administration to increase racial diversity.
- Develop a long-term strategy for hiring new faculty based on the ongoing college-wide program review.
- Implement systemic methodologies to promote and reward staff professional development and service excellence.

Goal 3:

ACCOUNTABILITY

Promoting a data-informed purpose-driven culture of responsibility and professionalism to meet the goals of the College by being good stewards of campus resources and utilizing assessment results for continual improvement.

Objectives:

- Promote a collaborative and transparent budget process.
- Using the college-wide program review data available to all stakeholders, align the budgeting process with the planning and decision-making process.
- Maintain a transparent and constructive teaching environment.
- Ensure accountability of assessment and program review results.
- Explore Enterprise Resource Planning solutions to replace Colleague to improve business processes, increase efficiencies, get more, better and on-demand data from our ERP to inform decision making, and ultimately improve the student experience.
- Ensure committees have continued progress that aligns with institutional goals.
- Ensure effective use of \$30 million bond issue.





Goal 4: **INNOVATION**

Developing and leveraging entrepreneurial strategies and outreach with community partners in line with the college mission to increase enrollment and become more fiscally self-reliant.

Objectives:

- Utilize grants and other funds from the private sector to develop revenue streams that contribute to the college mission and to the community.
- Develop a plan and secure funding for STEM and workforce development facilities.
- Raise the profile of SCC in the community.
- Expand online and hybrid academic offerings.
- Produce and execute an enhanced online virtual campus tour.
- Increase opportunities for non-credit to credit pathways.
- Expand dual credit/dual enrollment.

Goal 5:

DIVERSITY

Developing strategies to ensure inclusivity, equity and social justice for students, faculty, staff and the community.

- Increase success and retention rates of our racial minority student groups to equal non-minority rates.
- Create a more diverse faculty and staff in order to reflect diverse student populations.
- Provide a welcoming, inclusive and multicultural campus experience.
- Prepare students for the global marketplace.
- Build collaborative community DEI partners.





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The College is committed to non-discrimination and equal opportunity regarding the treatment of students, faculty, and staff. The College adheres to a strict non-discrimination policy in student admission, educational programs, activities, and employment regardless of race, color, sex, sexual orientation, religion, creed, national origin, ancestry, age, veteran status, disability, or genetic information.

The College is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools, ncacihe.org.