



**SOUTHEASTERN**  
COMMUNITY COLLEGE

## Strategic Plan 2017 - 2022

### Mission

Southeastern Community College provides accessible, quality programs and services which promote student success and economic vitality.

### Vision

Southeastern Community College, a visionary leader in lifelong learning, embraces diversity, transforms lives, strengthens communities, and inspires individuals to excellence.

### Values

**Excellence:** we are committed to the highest standards in all aspects of teaching, learning, and service.

**Integrity:** we encourage honesty, respect and personal accountability among and between students, staff, and stakeholders.

**Stewardship:** we are effective and vigilant stewards of our financial, physical, and human resources.

**Continuous Improvement:** we promote evidence-based decisions and systems within a culture of empowerment and teamwork.

Approved by SCC Board of Trustees December 11, 2017

# Strategic Goal 1 – Promote Student Success

## Strategy 1 - Develop and distribute district-wide strategic enrollment management plans

- **Initiative:** Create an awareness that all employees have responsibility for student attraction, retention, and success
- **Initiative:** Determine and establish maximum capacity enrollment for each program
- **Initiative:** Develop athletic team expansion plan with targeted number of student-athletes
- **Initiative:** Establish international student plan and program
- **Initiative:** Enhance veterans' admissions and services

## Strategy 2 - Systematically assess student learning college-wide

- **Initiative:** Develop, implement, and administer an assessment of student learning based on Core Competencies utilizing competency indicators
- **Initiative:** Develop a co-curricular assessment process
- **Initiative:** Enhance Academic Program Review process to include Arts & Science
- **Initiative:** Utilize assessment data to enhance student learning

## Strategy 3 - Improve student retention

- **Initiative:** Refine and coordinate current operations into a comprehensive New Student Experience plan
- **Initiative:**- Research and implement an online, student-user based academic planning/tracking system
- **Initiative:** Expand programming with external resources that will provide personal and social support to SCC students
- **Initiative:** Develop an enhanced developmental education program
- **Initiative:** Implement a faculty advising and/or student mentoring program

## Strategy 4 – Increase the completion rate of SCC students

- **Initiative:** Increase awareness of the importance to complete
- **Initiative:** Develop completion rate definitions plan based on Voluntary Framework of Accountability (VFA)
- **Initiative:** Establish and refine processes that award credit for prior learning

## Strategy 5 - Maintain/increase affordability and access to educational opportunities

- **Initiative:** Develop additional short-term certificates for workforce training
- **Initiative:** Develop a comprehensive distance learning plan that integrates quality oversight, program planning, and curriculum development
- **Initiative:** Increase scholarships and endowment programs towards targeted educational programs as aligned with the enrollment plan
- **Initiative:** Develop a more effective and efficient grantsmanship program and grants management plan system
- **Initiative:** Enhance the collaborative, cross-functional process for scheduling courses

## Strategy 6 - Enhance/encourage student engagement and personal development to increase retention

- **Initiative:** Promote a culture which embraces diversity in all realms.
- **Initiative:** Develop plan to infuse service learning into curricular programming and co-curricular activities

## Strategic Goal 2 – Strengthen Human, Financial, and Facility Resources

### Strategy 1 - Increase financial resources from individuals and private and public entities

- **Initiative:** Secure additional private and public donations and grants
- **Initiative:** Enhance business and industry outreach and partnership to increase financial support
- **Initiative:** Expand public/private partnerships in support of college goals and objectives
- **Initiative:** Maximize the use of public funding options

### Strategy 2 - Enhance systems that engage employees in learning opportunities that provide professional and/or institutional growth

- **Initiative:** Research and implement online based professional training system related to state and federal compliance issues as dictated by individual job responsibilities
- **Initiative:** Align employee in-service and professional development activities with major SCC initiatives and the strategic plan

### Strategy 3 - Implement strategies that connect adjunct faculty to the college community

- **Initiative:** Assign a mentor or liaison for each adjunct faculty
- **Initiative:** Develop and implement a comprehensive onboarding process for new adjunct faculty
- **Initiative:** Enhance adjunct faculty presence on HawkNet

### Strategy 4 - Continuously improve campus facilities

- **Initiative:** Conduct annual review of facilities and maintenance 1-5 year plan and update as needed to support college priorities
- **Initiative:** Update the Master Facilities Plan

### Strategy 5 - Align college staffing, budget, and related resources to match college priorities

- **Initiative:** Establish a system that helps attract and retain highly qualified employees
- **Initiative:** Analyze academic and non-academic programs to optimize institutional effectiveness

## Strategic Goal 3 – Enhance Collaborative Partnerships

### Strategy 1 - Strengthen connections with business, industry, and workforce

- **Initiative:** Implement a regional leadership team comprised of business leaders /CEOs targeted at regional workforce needs that will be aligned with the mission and vision of SCC

### Strategy 2 - Enhance collaborative efforts that link K-12, community agencies, and business/industry partners to support teaching and learning

- **Initiative:** Establish a secondary education/college CTE Regional Planning Partnership
- **Initiative:** Establish, expand, and evaluate career exploration initiatives, i.e. STEM events, Art Conferences, Advanced Manufacturing events, Kidtek U, SCC co-sponsored entrepreneurship events, SCC Career Days, and area high school Steps to Success programs.
- **Initiative:** Expand quality high school concurrent enrollment

### Strategy 3 - Expand high-quality connections between SCC and other post- secondary institutions

- **Initiative:** Enhance institution-to-institution articulation agreements that promote seamless transfer of credit
- **Initiative:** Expand the number of program-to-program articulation agreements
- **Initiative:** Expand the number of 2+2 program agreements

## Strategic Goal 4 – Practice Continuous Improvement

### Strategy 1 - Meet state/federal and regional accreditation and compliance requirements

- *Initiative:* Review the feedback from the Systems Portfolio and identify and develop key processes and systems as needed
- *Initiative:* Submit the Systems Portfolio and maintain at least one active action project
- *Initiative:* Enhance default prevention efforts with SCC's federal student loan borrowers

### Strategy 2 - Implement specific processes and systems that demonstrate SCC's institutional effectiveness

- *Initiative:* Define and implement an Institutional Effectiveness plan
- *Initiative:* Develop Key Performance Indicators (KPIs) in alignment with SCC's mission, vision, and strategic plan

### Strategy 3 - Integrate best practices in process improvement techniques

- *Initiative:* Review process improvement training
- *Initiative:* Develop a culture of continuous improvement.

### Strategy 4 - Develop annual divisional plans that are aligned with the Strategic Plan

- *Initiative:* Develop, implement, and monitor annual tactical plans in all divisions/departments reporting to the President