

STRATEGIC DIRECTIONS AND PRIORITIES 2021 - 2025

TEACHING AND LEARNING

Employees will enhance and sustain a campus community conducive to quality teaching and learning.

Key Result:

Increase successful rates in college-level courses in the first year.

1.1 Enhance instruction and student support programs through assessment of student engagement and learning outcomes.

1.2 Enhance teaching and learning through faculty and staff development.

1.3 Support innovative instructional activities, assessments, and delivery systems to enhance student learning.

1.4 Develop and implement comprehensive assessment of student learning outcomes at the course, program, institutional and student support levels.

STUDENT SUCCESS AND COMPLETION

Students will identify personal strengths, connect to their college community, and achieve personal goals.

Key Result:

Increase the number of unduplicated graduates, with strategic efforts focusing on equity, from 397 to 500 by August 2025.

2.1 Utilize a systemic approach to recruitment, college readiness and retention with a focus on success, graduation and transfer.

2.2 Maintain a comprehensive student development framework that fosters diversity, equity, and inclusion.

2.3 Develop and enhance programs, services and resources to foster student success.

2.4 Create civic engagement and global awareness opportunities to support student success.

2.5 Integrate Strengths and Wellbeing learning opportunities into the student experience.

COMMUNITY PARTNERSHIPS AND WORKFORCE DEVELOPMENT

Partnerships will be developed and enhanced to foster relationships with the community and to create workforce development and career opportunities.

Key Result:

Establish and/or enhance three community partnerships and workforce development opportunities each year.

3.1 Leverage partnerships and community outreach to create opportunities for students.

3.2 Focus on community need, workforce demand and economic competitiveness and implement workforce development and career opportunities.

3.3 Serve the community by offering programs, services and resources that meet the community's needs.

EMPLOYEE AND ORGANIZATIONAL EXCELLENCE

Employees will engage in a culture of organizational excellence through comprehensive orientation, training and continuous learning.

Key Result:

100 percent of staff will complete the South Mountain employee onboarding and professional development experience.

4.1 Promote orientation, training and learning opportunities that advance accountability, innovation, diversity, and inclusion.

4.2 Recognize employees and celebrate accomplishments.

4.3 Enhance the comprehensive employee development model to maximize employee performance and experiences.

4.4 Integrate Strengths and Wellbeing learning opportunities into the employee experience.

ORGANIZATIONAL EFFECTIVENESS

Employees will use systems, processes, data, and continuous improvement to maximize organizational effectiveness.

Key Result:

Implement and evaluate continuous improvement initiatives in each functional area annually.

5.1 Maximize both human and capital resources to leverage organizational effectiveness.

5.2 Continuously improve college policies, processes and systems to ensure long-term sustainability.

5.3 Create and sustain a technological environment and institutional practices that foster exemplary experiences in all learning environments and modalities.

5.4 Conduct frequent data informed program review that drives future planning.

OUR VISION, MISSION, AND VALUES

OUR VISION

South Mountain Community College educates minds, transforms lives, touches hearts, and builds community.

OUR MISSION

South Mountain Community College provides quality higher education for our diverse community. We create a caring teaching and learning environment that fosters student development and supports productive citizenship in an increasingly global and technological society.

WE VALUE:

COLLABORATION

We are inclusive in our relationships with colleagues, departments and community, and respectful of their ideas.

COMMUNITY

We serve our community by recognizing our inter-dependence, celebrating our history, honoring our diverse cultures, and building our future.

EXCELLENCE

We model exemplary teaching, learning, service and leadership through continuous improvement, creativity and innovation.

INTEGRITY

We are accountable to the communities we serve and are truthful, sincere, transparent and responsible for our actions.

WELLBEING

We are a college community that encourages and develops social, physical, career, community and financial wellbeing.