Carl Sandburg College
Strategic Plan
Outcomes and Strategies

A. Student Access and Success
1. Advance equitable access, engagement, and success of all students.
    1. Provide institutional leadership that integrates inclusion in all aspects of the College.
    2. Create avenues in which current and potential students can provide input on their needs.
    3. Provide conducive environments for students that nurture engagement.
    4. Facilitate a streamlined journey for the student that begins with recruiting and culminates in the student-determined successful completion.
    5. Champion engagement with external partners and stakeholders.
    6. Provide academic and co-curricular opportunities that facilitate inclusivity.

2. Implement strategies as determined by the students' voice.
    1. Build student support structures that respond to individual students' needs while maintaining quality.
    2. Advance connections between students and college personnel.

3. Increase the retention, persistence, and completion of an inclusive student body.
    1. Expand efforts to attract a diverse student population.
    2. Enable the student experience to flow seamlessly from recruitment through completion.
    3. Create learning opportunities through community partnerships.
    4. Expand efforts to provide financial support for students.

4. Increase direct communication with students and employees at all locations.
    1. Embed ambassadorship into all college position responsibilities.
    2. Initiate avenues that provide the sharing and accessibility of resources, new initiatives, and best practices of all departments.

5. Increase individualized attention for students.
    1. Utilize Starfish to increase student engagement.
    2. Broaden connections between students and all members of the college community.

B. Teaching and Learning
1. Enhance the quality of educational programs through assessment-driven continuous improvements.
    1. Ensure fairness and equity in course delivery.
    2. Leverage technology to enrich course content.
    3. Drive student success with the assessment of General Education Outcomes.
    4. Develop and cultivate industry-specific partnerships to ensure high-quality curricula.
    5. Implement student experiences that result in greater opportunities for career exploration and employment.

C. Community Collaboration
1. Broaden dynamic connections with external stakeholders: students, alumni, K-12 programs, four-year colleges and universities, community members, and business partners.
    1. Increase education opportunities using off-site/partner locations throughout the district.
    2. Target communication efforts to increase external stakeholder awareness.

2. Assure programs of study provide a quality workforce for our district's communities.
    1. Partner with employers, community members, and workforce-based organizations to foster innovation, meet workforce needs, and promote regional economic development.
    2. Focus on a commitment to community education and enrichment.

D. Sustainability and Excellence
1. Promote an environment of understanding between the College and stakeholders.
    1. Amplify institutional standards and practices to streamline internal and external communication.
    2. Provide targeted and timely communication.
    3. Expand information sharing practices.
    4. Establish communication methods that promote the free exchange of ideas from stakeholders.

2. Attain an institutional culture of integrated problem-solving.
    1. Develop an avenue to identify and discuss cross-departmental problems/issues.
    2. Empower "problem-solving" teams to implement and assess continuous improvement efforts.
    3. Advance the use of data in the institutional culture for decision-making.
    4. Provide centralized access for data and student success strategies.

3. Strengthen human resource capital.
    1. Administer a competitive compensation program that enables the College to attract and retain a quality workforce.
    2. Execute strategies focused on employee retention.
    3. Cultivate a commitment to inclusivity in hiring.

4. Assure the innovative use of resources.
    1. Maintain a sustainable budget that fully meets the College's needs and responsibly uses the district's resources.
    2. Obtain new grant funding and maintain ethical stewardship of grant money.
    3. Maintain and refresh high-quality facilities and grounds that support innovation, teaching, and learning.

E. Culture of Continuous Learning and Development
1. Ensure professional development and growth opportunities for college employees.
    1. Promote professional growth and development opportunities that contribute to student success.
    2. Support professional development opportunities focused on teaching and learning strategies, technology, course delivery methods, and assessment practices.