



SOUTHEASTERN
COMMUNITY COLLEGE

Strategic Plan 2023-2028

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

Date: June 13, 2022

It is the policy of the Southeastern Community College not to discriminate on the basis of race, color, national origin, sex, disability, age, employment, sexual orientation, gender identity, creed, religion, and actual or potential family, parental, or marital status in its program, activities, or employment practices. If you have questions or complaints related to compliance with this policy, please contact the Director of Human Resources (employment concerns) at 319-208-5063 or the Vice President of Student Affairs (student concerns) at 319-208-5049, 1500 West Agency Road, West Burlington, Iowa 52655, equity@scciaowa.edu or the Director of the Office for Civil Rights U.S. Department of Education, John C. Kluczynski Federal Building, 230 S. Dearborn Street, 37th Floor, Chicago, IL 60604-7204, Telephone: (312) 730-1560 Facsimile: (312) 730-1576, TDD 800-877-8339 Email: OCR.Chicago@ed.gov. Nondiscrimination statement is pursuant to requirement by Iowa Code §§ 216.6 and 216.9, Titles VI and VII of the Civil Rights Act of 1964 (42 U.S.C. §§ 2000d and 2000e), the Equal Pay Act of 1973 (29 U.S.C. § 206, et seq.), Title IX (Educational Amendments, 20 U.S.C. §§ 1681 – 1688), Section 504 (Rehabilitation Act of 1973, 29 U.S.C. § 794), and Title II of the Americans with Disabilities Act (42 U.S.C. § 12101, et seq.).

Strategic Goal 1 - Promote Student Success

Strategy #1: Exercise strategic enrollment management

- *Initiative #1 Implement and maintain a Student Recruitment Plan*
- *Initiative #2 Implement and maintain a Student Retention Plan*
- *Initiative #3 Develop an Athletic Program Growth Plan*
- *Initiative #4 Increase housing options*

Strategy #2: Improve Persistence and Completion through Guided Pathways

- *Initiative #1 Expand use of Student Planning module*
- *Initiative #2 Increase tutoring support and advising including concurrent enrollment*
- *Initiative #3 Establish an SCC Career Services and Placement Center*
- *Initiative #4 Provide systematic training on student-wellbeing support methods and technical systems*
- *Initiative #5 Expand new student orientation options*

Strategy #3: Deliver accessible, quality programming

- *Initiative #1 Expand and/or develop new programs and career pathways*
- *Initiative #2 Expand and/or develop alternative scheduling and modality offerings*
- *Initiative #3 Systematically assess student learning*
- *Initiative #4 Implement strategies to connect adjuncts to SCC*

Strategy #4: Develop student mentoring

- *Initiative #1 Implement student (peer) mentorship programs*
- *Initiative #2 Establish an alumni mentor program*

Strategy #5: Enhance student engagement, personal development, and inclusive culture

- *Initiative #1 Implement and monitor tele-mental health*
- *Initiative #2 Expand programming for personal and social support to students utilizing external resources*
- *Initiative #3 Expand student activity programming*
- *Initiative #4 Research feasibility of a scheduled student activity hour*
- *Initiative #5 Promote student communication*

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

Strategy 1 – Continuously improve campus facilities

- Initiative #1 Conduct annual review of facilities and maintenance 1-year and 8-year plans
- Initiative #2 Construct new student center
- Initiative #3 Explore options for construction of safe room
- Initiative #4 Construct soccer/track complex
- Initiative #5 Research renovations for bookstore, cafeteria, student affairs offices, academic achievement center, athletic offices, Keokuk auto lab and other needs

Strategy 2 – Align college staffing, budget and related resources to match college priorities

- Initiative #1 Collaborate and gain information from our colleagues to prioritize key staffing and resource needs within PEC with available funding
- Initiative #2 Prioritize budgetary resources to align with assessment, marketing, recruitment, and retention strategies
- Initiative #3 Expand academic program reviews to optimize institutional effectiveness
- Initiative #4 Establish a compensation structure and develop an implementation plan over the next 5 years that helps to attract and retain highly qualified employees.

Strategy 3 – Increase financial resources from individuals and private/public entities

- Initiative #1 Secure additional private and public donations and grants
- Initiative #2 Expand public/private partnerships in support of college goals and objectives

Strategy 4 – Maintain/Increase affordability and access to educational opportunities

- Initiative #1 Increase scholarships aligned with enrollment strategies and targeted educational programs
- Initiative #2 Increase student completions of the SCC Foundation scholarship application

Strategic Goal 3 – Enhance Collaborative Partnerships

Strategy 1 – Develop collaborative relationships that will increase SCC enrollment

- Initiative #1 Implement a partnership with Southeast Iowa Regional Medical Center
- Initiative #2 Expand Southeast Iowa Higher Education Alliance programs, services, and resources
- Initiative #3 Collaborate and support regional career academies

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

- Initiative #1 Develop industry sponsorship models
- Initiative #2 Expand work-based learning programs and IETs
- Initiative #3 Develop sector partnerships
- Initiative #4 Strengthen participation of industry on Advisory Councils
- Initiative #5 Improve high school concurrent enrollment registration process

Strategic Goal 4 – Practice Continuous Improvement

Strategy 1 – Develop annual divisional tactical plans that are aligned with the Strategic Plan

- *Initiative #1 Annually assess the effectiveness of the Strategic Plan*

Strategy 2 – Enhance workplace communication and culture

- *Initiative #1 Facilitate communication initiatives from stakeholder input*
- *Initiative #2 Benchmark local workplace culture programs*
- *Initiative #3 Promote use of employee self-care resources*
- *Initiative #4 Facilitate activities to identify and reverse implicit bias*
- *Initiative #5 Update digital resources for easy access of information*

Strategy 3 – Enhance onboarding of employees

- *Initiative #1 Conduct year-round onboarding of new hires*
- *Initiative #2 Create cross-departmental awareness with all employees*

Strategy 4 – Cultivate involvement and connections among staff and students

- *Initiative #1 Provide and encourage opportunities for staff to engage with students*
- *Initiative #2 Provide time and opportunity to create connections among colleagues*
- *Initiative #3 Annually communicate common employee spaces on both campuses*
- *Initiative #4 Establish expectations for timely communications*