

# CMC'S 2011-2012 STRATEGIC PLAN OVERVIEW

## Vision: "First Choice"

First Choice in Learning  
 First Choice in Partnerships  
 First Choice in Leadership

## Mission: "To create a better future"

Creating a better future for our students, our communities, our partners and our team members

## "CMC will become a destination college".

Scope: Local, State, National and World

## Values: Truth, Trust, Respect, Responsiveness (T2R2)

### Strategic Focus Areas:

CMC will be our community's choice for learning.

CMC will be our community's choice for partnerships.

CMC will be our community's choice for leadership.

### 3-5 Year Objectives:

1. We will anticipate new curriculum needs.

2. We will maximize student learning & success.

3. We will focus on education partnerships.

4. We will focus on business partnerships.

5. We will build our capacity for organizational excellence.

6. We will recruit, reward & retain the best employees.

### 1-2 Year Goals:

<p><b>Stretch Goal 1a.</b> Identify and develop curriculum that prepares students for graduation, the workforce &amp; global citizenship  <b>1b.</b> Develop academic programs for new alternative energy careers (e.g. develop BA/AA/AAS/Certificate programs)  <b>1c.</b> Anticipate new trends</p>	<p><b>Stretch Goal 2a.</b> Apply college wide strategies for assessment of student learning &amp; success for two-and four-year programs (e.g. Gen. Ed., course/program learning outcomes, learning styles)  <b>Stretch Goal 2b.</b> Improve recruitment (e.g. local, state &amp; international)  <b>Stretch Goal 2c.</b> Increase persistence &amp; engagement (FYE, Pre-Class Engagement, In-Class Engagement, support of tutoring, labs, advising, counseling &amp; mentoring)  <b>2d.</b> Improve course delivery options (e.g. Distance Learning, teaching methods such as learning communities)  <b>2e.</b> Increase scholarship &amp; outreach opportunities (e.g. Latino &amp; college readiness)</p>	<p><b>Stretch Goal 3a.</b> Focus on partnerships with local education entities (P20, Dual Enrollment, HS Counselors &amp; articulations)  <b>3b.</b> Continue to expand and make Customized Business Services (CBS) self-sustainable</p>	<p><b>Stretch Goal 4a.</b> Focus on partnerships with local businesses and serve as a catalyst for economic recovery</p>	<p><b>Stretch Goal 5a.</b> Build leadership capacity by training continuous improvement teams  <b>5b.</b> Streamline and increase the transparency of internal processes to maximize efficiency &amp; effectiveness  <b>5c.</b> Manage our fiscal resources better by aligning budgeting &amp; planning  <b>5d.</b> Maximize &amp; embed the use of data in decision-making (balanced score card, data integrity &amp; web site)  <b>5e.</b> Maximize &amp; embed (automate) the use of technology  <b>5f.</b> Maximize usage of facilities &amp; invest in quality facilities  <b>5g.</b> Develop a process for &amp; conduct program reviews for academic areas &amp; self-studies for functional areas for two-and four-year programs  <b>5h.</b> Increase college wide sustainability efforts</p>	<p><b>Stretch Goal 6a.</b> Develop and implement a comprehensive employee personal &amp; professional development program including enhanced orientation &amp; training  <b>6b.</b> Foster innovation, creativity &amp; positive change by creating a CMC Learning Academy or University  <b>6c.</b> Improve employee recruitment, hiring, reward &amp; retention</p>
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