

CMC'S 2009-2011 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:

Stretch Goal 1a. Identify and develop curriculum for 21st century skills that prepare students for transfer, the workforce & global citizenship
1b. Develop academic programs for new "green" careers (e.g. develop AA/AAS/Certificate programs for transfer, etc.)
1c. Anticipate new trends

Stretch Goal 2a. Establish and implement college wide strategies for assessment of student learning & success (e.g. Gen. Ed., course/ program learning outcomes, learning styles)
Stretch Goal 2b. Improve recruitment (e.g. local, state & international)
Stretch Goal 2c. Increase persistence (FYE, Pre-Class Engagement, In-Class Engagement, support of tutoring, labs, advising, counseling & mentoring)
2d. Improve course delivery options (e.g. Distance Learning, teaching methods such as learning communities)
2e. Increase scholarship & outreach opportunities (e.g. Latino & college readiness)

Stretch Goal 3a. Focus on partnerships with local education entities (P20, PSEO, HS Counselors & articulations)
3b. Grow community partnerships via expanded non-credit offerings targeting specific markets (e.g. 50+, site-specific, etc.)

Stretch Goal 4a. Focus on partnerships with local businesses and serve as a catalyst for economic recovery

Stretch Goal 5a. Build capacity by training continuous improvement teams
5b. Streamline and increase the transparency of internal processes to maximize efficiency & effectiveness
5c. Manage our fiscal resources better by aligning budgeting & planning
5d. Maximize & embed the use of data in decision-making (balanced score card, data integrity & web site)
5e. Maximize & embed (automate) the use of technology
5f. Maximize usage of facilities & invest in quality facilities
5g. Develop a process for & conduct program reviews (academic & functional area)
5h. Assess the effectiveness of 2008-09 organizational restructure
5i. Increase college wide sustainability efforts

Stretch Goal 6a. Develop and implement a comprehensive employee personal & professional development program including enhanced orientation & training
6b. Foster innovation, creativity & positive change by creating a CMC Learning Academy or University
6c. Improve employee recruitment, hiring, reward & retention
6d. Promote teamwork, collaboration, communication & core values (T2R2)
6e. Continue to embed Learning College principles throughout CMC

