Century College 2020
Strategic Plan 2015–2020

Century College is committed to transforming lives through an innovative, rigorous, and compassionate approach to education. In preparing for a changing world and increasing the success of all students, the College’s 2015-2020 Strategic Plan focuses on eliminating the racial achievement gap; establishing the College as an institution dedicated to exceptional learning; creating clear, supported paths to transfer and to employment; providing integrated student support; and assessing and aligning our resources and ourselves to meet these goals.

Century College Mission Statement
Century College inspires, prepares, and empowers students to succeed in a changing world.

Vision
To be a national leader in transforming lives through an innovative, rigorous, and compassionate approach to education.

• We continually strive to strengthen and improve the positive impact we have on our students and community, transforming their lives, as well as our own, through our work.
• We will become known nationally as an institution that “makes a difference.”
• We continually strive to innovate—finding new and more effective ways to educate and serve students.
• We sustain rigor in our work—holding high standards and expectations for both our students and for ourselves.
• We approach our work with compassion—acknowledging the whole person, working with integrity and caring, accepting people where they are and moving them forward without sacrificing standards or expectations; bringing joy, honesty, and understanding to our work.

FY2017 College Priorities

Student Recruitment
Actions that support recruitment of new students.

Student Success
Actions that support student persistence and program and degree completion.

Achievement Gap
Actions that support Strategic Plan Goal One strategies.

Enhance Learning
Actions that support learning assessment and expand experiential and active learning.

College Communication and Engagement
Actions that improve communication with employees and increases employee engagement in College activities.

Community Engagement
Actions that increase the visibility and value of the College to local community, increase the College's understanding of local community needs and provide necessary services to meet those needs.

Efficiency and Effectiveness
Actions that improve processes and services.

We will communicate throughout the year as we continue to implement the plan. Additional material related to the plan can be found on myCentury at:

https://my.century.edu/workspace/projects/sap/SitePages/Home.aspx
Goal 1: Educational Equity - Progressively reduce and ultimately eliminate the racial achievement gap.

Strategies
1. Hire and retain diverse employees, especially racially and ethnically diverse employees.
2. Increase the cultural competence of our faculty, staff, and administrators.
3. Analyze and revise existing processes to ensure they are culturally responsive in order to increase enrollment, retention, transfer and graduation of our students of color.
4. Implement schedules and programming that are responsive to our culturally diverse student population to ensure timely completion.
5. Create culturally responsive experiences and pedagogy more broadly across the campus.

Goal 2: Exceptional Learning - Establish Century as an institution dedicated to rigorous, experiential learning that stimulates inquiry.

Strategies
1. Emphasize high impact, experiential learning for every student.
2. Support co-curricular programming that enhances learning, contributes to the educational experience of students, and aligns with curricular programs.
3. Institutionalize an iterative assessment process that ensures student success and mastery of learning outcomes. (AQIP Action Project)
4. Leverage the knowledge, skills, and scholarship of College faculty in curriculum development and pedagogy to provide innovative learning experiences for students and to model continuous learning and the process of inquiry.

Goal 3: Clear Paths to Success - Improve student completion and readiness for transfer and employment.

Strategies
1. Restructure the institution into Academic Pathways.
2. Expand and develop strategic partnerships with K-12 system, four-year universities, area employers, and our community to increase transfer and improve transfer readiness.
3. Develop coordinated credit and non-credit pathways which respond to the workforce development needs of local and state employers, meet the training needs of workers in transition, and provide paths into post-secondary education.
4. Develop and offer flexible and/or accelerated options of courses and programs to increase completion; systematically study the effectiveness of those options.

* Achievement gap refers to the observed, persistent disparity of educational outcomes between the performances of groups of students, specifically those differentiated by race/ethnicity, identified as measured by the MnSCU Performance metrics: Student Success - Students of Color Ratio to White Students and Completion Rate - Students of Color Ratio to White Students. Other associated metrics are Student Diversity - Students of Color and Employee Diversity - Employees of Color.

Goal 4: Comprehensive Student Support - Provide integrated holistic student support services to improve access and success.

Strategies
1. Develop, implement, and invest in a deliberate approach to managing enrollments that positions Century for the future.
2. Integrate proven successful academic support services in courses and programs.
3. Leverage technology to improve service, communication, and advising to students.
4. Connect students in need with available Century College and community resources.

Goal 5: Institutional Improvement and Support - Assess and align our resources to support the College mission.

Strategies
1. Implement a comprehensive program review process that demonstrates quality, stimulates improvement, and incorporates external needs (AQIP Action Project).
2. Create inclusive, engaged, and open communication processes surrounding decision making (AQIP Action Project).
3. Systematically evaluate College services, processes and programs (AQIP Action Project).
4. Invest in human resources, technology, and facilities that support improved learning outcomes, innovative curriculum, and high-impact learning environments.
5. Expand and effectively align public advocacy and external funding opportunities with College priorities and student needs.
6. Provide a safe, welcoming, inclusive, and respectful environment for learning and work.