Our College. Our Future.

OVERVIEW

The Strategic Plan, 2015-2020, is the result of the work of the entire Schenectady County Community College. The planning process was initiated in January 2014 with the formation of a strategic planning council followed by a series of meetings with various constituencies. Over the course of the spring and fall semesters, faculty and staff were engaged in the planning process with the goal of identifying areas that the college must address in developing the 2015-2020 Strategic Plan. This plan, anchored by five strategic goals, includes and synthesizes results from these listening sessions and strategic conversations

This plan articulates Schenectady County Community College's hopes, dreams, and aspirations to fully build upon the best of our history while positioning the College to be open, flexible, and dynamic in responding to new opportunities.

MISSION STATEMENT

We are an inclusive, collaborative community, built on a foundation of excellence in teaching and learning, quality support services, and a personalized approach to education, which empowers our students and engages our communities.

VISION STATEMENT

We will be the regional leader in supporting and expanding innovative and collaborative educational programs that transform our students and communities.

I. EXPAND ACCESS AND INCREASE STUDENT SUCCESS

SCCC will reach as many students as might benefit from higher education by reducing financial, geographic, programmatic, and academic barriers to enrollment. We will look for opportunities to develop new markets in under-served parts of the county and region by implementing the Strategic Enrollment Management Plan.

Strategic Initiatives

   A. Design student services to support student transition from entry to completion and to employment or transfer.
   B. Increase the reach of the college into underserved markets and increase overall enrollment.

C. Ensure financial affordability and strengthen financial aid processes that support successful student enrollment, progression, and program completion.

D. Develop a one-stop services approach that allows students to move easily between testing, advising, counseling, registration, admissions, financial aid, and payment services both in person and via the web.

E. Create clear educational pipelines for all prospective students by coordinating curricula with secondary educational institutions and by developing an effective marketing plan.

F. Design, implement, and market comprehensive international student programs in order to broaden global opportunities for students and expand our reach as an institution.

G. Develop program pathways that provide students with flexible scheduling options.

II. ENSURE A QUALITY, RELEVANT, COHERENT AND INNOVATIVE CURRICULUM

SCCC believes that student success requires a strong faculty, excellent academic programs, and a cohesive academic plan that guide the institution. We will continue to develop academic quality, and curriculum coherence, as well as to improve program delivery and innovation in pedagogy.

Strategic Initiatives

A. Create a professional development program that supports the building of a highly engaged and innovative full-time and adjunct faculty.

B. Simplify and clarify program pathways that lead to increased transfer and/or degree (credential) attainment rates.

C. Further expand a plan and process for assessing outcomes at all levels and use the results to improve the learning environment and to ensure that academic programs, courses, and instructional delivery tools meet the needs of all learners.

D. Design and establish a Professional Development Center for full-time and adjunct faculty with programming that focuses on the improvement of teaching practices and the development of new pedagogies which enhance student learning.

E. Transform the existing library into a comprehensive Learning Commons that supports learning and is a destination for students, faculty, and the community.

F. Ensure that the academic program review process is consistent, timely, and facilitates the introduction of new programs and modifications of existing programs.

III. INVEST IN CAMPUS RENEWAL

A modern and welcoming physical facility and strong technological capacity are critical factors in enabling faculty and staff to work successfully toward student achievement and academic quality. We will invest in the renewal of facilities consistent with the principles and practices of campus sustainability. We will further develop our capacities to gather information to improve institutional research in order to support student success, academic quality, and institutional innovation and improvement.

Strategic Initiatives:

    A. Build an effective facilities management structure to provide a safe, clean, well-maintained, and inviting environment to support students, faculty, employees, and the community.

    B. Update, develop, and implement the Facilities Master Plan to 2025.

    C. Develop a comprehensive 5-Year information technology strategic plan.

    D. Develop and implement human resources policies and practices that are fair and consistent, and reflect the best practices in areas such as hiring, evaluation, benefits management, and supervision.

    E. Implement a comprehensive program to ensure that jobs and job responsibilities are aligned with today's needs and that compensation is equitable, consistent, and competitive across the range of job functions.

    F. Develop mechanism for the College to celebrate the contributions and accomplishments of employees with college-wide reward and recognition programs.

    G. Increase opportunities for professional development for all college employees.

    H. Develop a comprehensive employee orientation program for new and part-time employees.

    I. Ensure that the demographics of the college faculty, staff, and administration reflect the diversity of the student body through recruitment, retention, and promotion of qualified diverse candidates; by building on the College's Equal Employment Opportunity (EEO) policies; and through creative outreach.

    J. Create a culture that attracts and respects all forms of diversity.

    K. Further develop the College's analytical capacity to support data-informed decision making.

    L. Secure accreditation reaffirmation from the Middle States Commission of Higher Education (MSCHE) in 2018, and use this self-evaluation process to support continuous improvement and planning efforts.

IV. STRENGTHEN AND EXPAND COMMUNITY AND STRATEGIC PARTNERSHIPS

SCCC believes that partnerships with the community are critical to supporting student success. Such partnerships enable the college to meet the lifelong learning needs of our students and our communities. They also enable these communities to better understand the work of the college. We commit to further develop our partnerships with the area's elementary schools, high schools, colleges, and universities; the arts and creative community-based organizations; businesses and industries; and government agencies.

Strategic Initiatives:

3

A. Deepen our relationships with regional school districts from elementary to secondary levels to increase the awareness of students, parents, and teachers of SCCC as an option for attendance.

B. Deepen connections with the region's workforce development agencies to ensure that college degree programs and training efforts are supporting industry needs.

C. Build partnerships with business and industry to become a "go-to" regional resource for workforce development and to support the career planning and placement needs of students.

D. Engage in community revitalization efforts in targeted areas where higher educational attainment levels might drive community renewal.

E. Further develop relations with local, state, and federal legislators in order to enhance their knowledge and understanding of the work of SCCC in particular and of community colleges in general, as well as of the critical contributions these institutions provide their communities.

F. Strengthen the college's processes of identifying, evaluating, and responding to community needs.

G. Expand and sustain partnerships that enrich the cultural life of our community.

V. ENSURE THE COLLEGE'S FINANCIAL SUSTAINABILITY

SCCC is committed to finding new resources to complement the public financial support of our college in order to further extend our reach, enhance student success, and ensure continued academic quality.

A. Secure additional funding from grants and other public and private sources to support ongoing college operations as well as to advance special college priorities.

B. Expand programs to retain donors and attract new supporters to the college.

C. Develop the means to establish and maintain communications with alumni and provide programming to encourage them to stay connected to the college.

D. Enhance SCCC's name recognition by energetically publicizing the college's programs, achievements, and initiatives.

E. Seek public/private partnerships to secure resources to support new facilities; technology; academic programs; and student activities, including athletics.

F. Evaluate and improve the management of auxiliary services to ensure student satisfaction, as well as to secure alternative revenues.