

Estrella Mountain Community College

Building a Learning College

Strategic Directions and Priorities 2008-2011

These Strategic Directions and 3-Year Institutional Priorities are designed to position Estrella Mountain to become a comprehensive, learning community college serving the West Valley.

I. Student Success

Create and expand learning centered programs and strategies to support student access and success.

- ❖ Expand programs to support the success of underprepared students
- ❖ Foster student engagement campus wide
- ❖ Enhance career and education planning

II. Technology

Use appropriate technology primarily to improve and expand student learning.

- ❖ Expand programs to support faculty in the effective use of technology to support student learning
- ❖ Maximize access to innovative technology for students and employees
- ❖ Implement technology to enhance student support services

III. Staff Recruitment & Development

Create or expand (a) recruitment and hiring programs to ensure that new staff and faculty are learning centered and (b) professional development programs that prepare all staff and faculty to become more effective facilitators of learning.

- ❖ Expand employee learning and development opportunities in support of the learning college principles
- ❖ Commit to continuous pedagogy improvement
- ❖ Recruit and hire employees to support the learning college

IV. Organizational Culture

Cultivate an organizational culture where policies, programs, practices, and personnel support learning as the major priority.

- ❖ Focus and improve planning and resource development and allocation processes in support of learning
- ❖ Commit to a culture of accountability
- ❖ Develop innovative employee recognition programs

V. Learning Outcomes

Agree on core program competencies and strategies to a) improve learning outcomes, b) assess processes to measure acquisition of learning outcomes, and c) provide means for documenting achievement outcomes.

- ❖ Strengthen assessment of learning outcomes at the college, program and course level
- ❖ Integrate learning college principles in program evaluation processes
- ❖ Ensure community and student input