

# STRATEGIC PLAN 2014 2018



PDF Version

**Vision** – We will serve our communities as the essential catalyst for educational and economic vitality.

**Mission** – Iowa Valley Community College District is committed to providing quality learning experiences, ensuring student success, responding to diverse community needs, and building community partnerships

Objectives	Strategies	Key Core Competencies	Key Strategic Strengths	Key Strategic Challenges	
<b>1</b> Strengthen community partnerships.	1.1 Increase partnership with area school districts. 1.2 Expand outreach to local employers to meet skill demands. 1.3 Create a comprehensive sector board system to expand career pathways. 1.4 Increase community awareness of current IVCCD partnerships across the district.	>Cultivating stakeholder engagement >Dedicated workforce >Excellence through continuous quality improvement	>Quality, committed faculty, staff & leaders >High levels of external community support/involvement >Smaller size with fewer impediments to innovative ideas	>Recruitment and retention of students >Shifting demographics >Unpredictability of the economy and its impact on budgets	<a href="#">Projects</a>
<b>2</b> Strengthen quality learning experiences and support services resulting in optimized enrollment, retention and completion.	2.1 Implement a student success/retention program. 2.2 Create innovative programs and revise current program offerings to maximize enrollment. 2.3 Improve assessment and program review processes to ensure programs meet stakeholder needs and resources/facilities adequately address academic needs. 2.4 Create pathways from high school equivalency programs to credit certificate, diploma, and degree programs and non-credit career training programs.	>Commitment to student success >Cultivating stakeholder engagement >Dedicated workforce	>Quality, committed faculty, staff & leaders >Smaller size with fewer impediments to innovative ideas >High success rate of credit students >Diversity of students	>Shifting demographics >Recruitment and retention of students >Education reform	<a href="#">Projects</a>
<b>3</b> Create a culture that promotes diversity, collaboration and performance excellence.	3.1 Continually improve IVCCD work systems and processes. 3.2 Develop and deploy an employee performance management process and professional development plan that emphasizes each individual's role in organizational excellence and student recruitment, retention, and completion. 3.3 Develop and deploy a district-wide employee needs assessment process. 3.4 Increase the cultural competency of our workforce.	>Excellence through continuous quality improvement >Dedicated workforce	>Quality, committed faculty, staff & leaders >Smaller size with fewer impediments to innovative ideas >Leadership that promotes growth, excellence & the pursuit of improvement	>Shifting demographics >Unpredictability of the economy and its impact on budgets >Education reform	<a href="#">Projects</a>
<b>4</b> Strengthen IVCCD's long-range sustainability.	4.1 Evaluate programs/services to ensure relevancy and cost effectiveness. 4.2 Align resources with strategic initiatives/priorities. 4.3 Improve the safety and security of IVCCD's facilities and stakeholders.	>Excellence through continuous quality improvement >Dedicated workforce	>Quality, committed faculty, staff & leaders >Smaller size with fewer impediments to innovative ideas	>Unpredictability of the economy and its impact on budgets >Education reform	<a href="#">Projects</a>

4.4 Optimize the short and long-term functionality of IVCCD's facilities.  
4.5 Provide technology infrastructure, applications, services, training, and support that are capable, reliable, secure, empowering, and fiscally responsible.  
4.6 Develop a process to address compliance mandates.

>Leadership that promotes growth, excellence & the pursuit of improvement  
>High levels of external community support/involvement

>Competition with other CCs  
>Cash-flowing new facilities  
>Compliance  
>Shifting demographics