

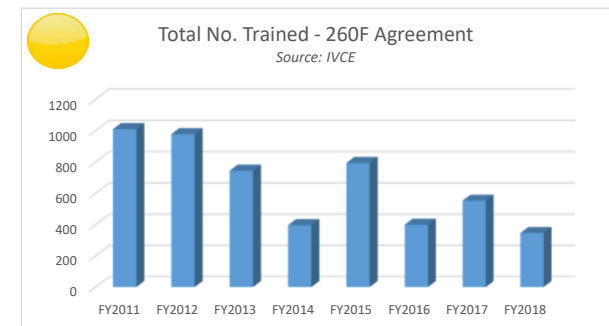
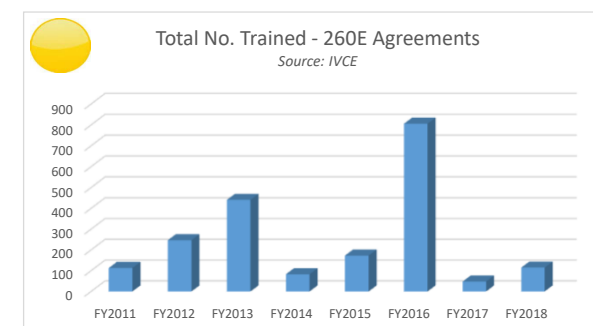
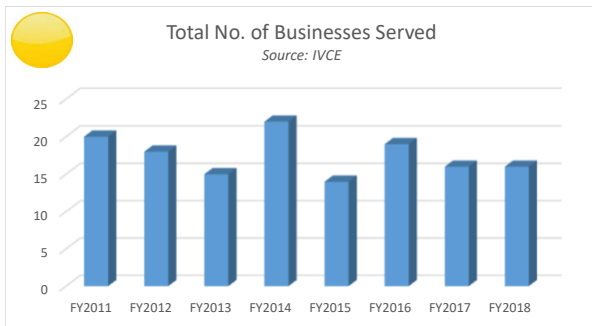
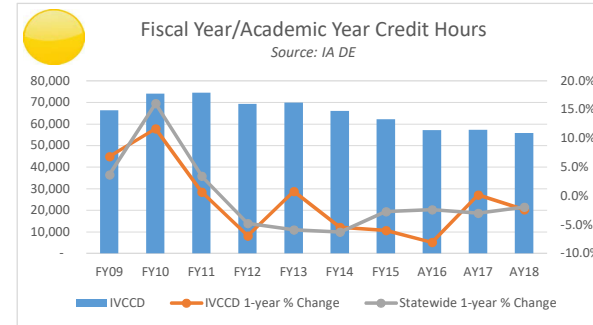
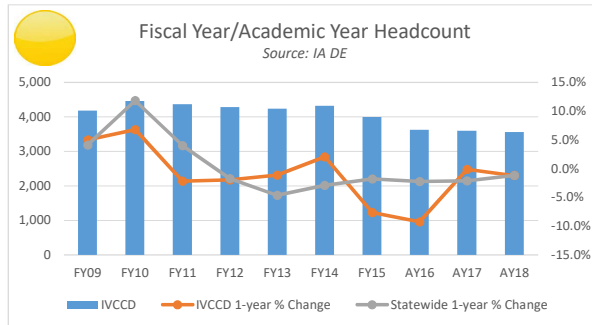
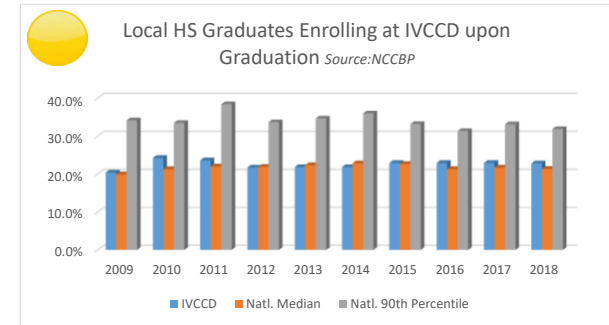
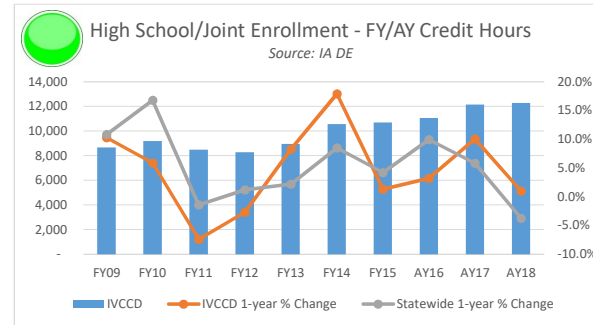
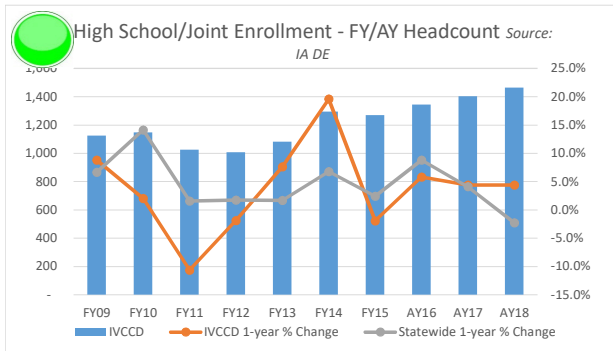
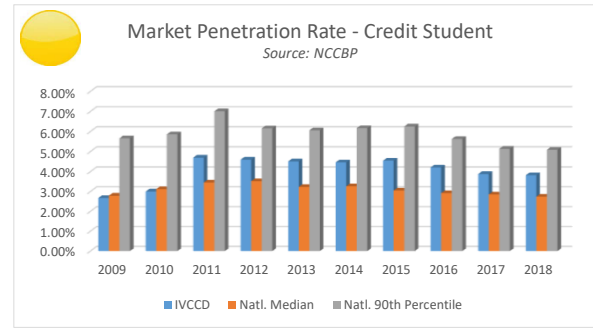
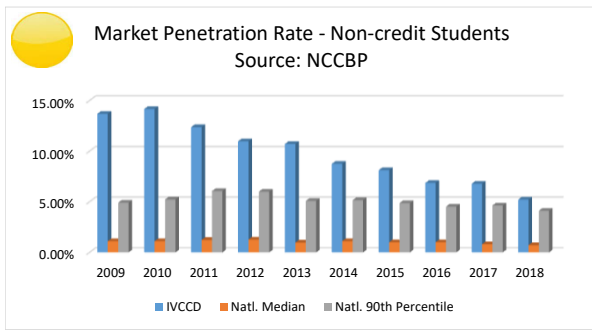
Iowa Valley Community College District's 2014 – 2019 Strategic Plan

Alignment of IVCCD Key Objectives to Leverage Competencies & Strengths				
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	Key Core Competencies	Key Strategic Strengths	Key Strategic Challenges	Strategies
1. Strengthen community partnerships.	<ul style="list-style-type: none"> - Cultivating stakeholder engagement - Dedicated workforce - Excellence through continuous quality improvement 	<ul style="list-style-type: none"> -Quality, committed faculty, staff & leaders -High levels of external community support/involvement -Smaller size with fewer impediments to innovative ideas 	<ul style="list-style-type: none"> -Recruitment and retention of students -Shifting demographics -Unpredictability of the economy and its impact on budgets 	<ul style="list-style-type: none"> 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.
2. Strengthen quality learning experiences and support services resulting in optimized enrollment, retention and completion.	<ul style="list-style-type: none"> -Commitment to student success -Cultivating stakeholder engagement -Dedicated workforce 	<ul style="list-style-type: none"> -Quality, committed faculty, staff & leaders -Smaller size with fewer impediments to innovative ideas -High success rate of credit students -Diversity of students 	<ul style="list-style-type: none"> -Shifting demographics -Recruitment and retention of students -Education reform 	<ul style="list-style-type: none"> 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.
3. Create a culture that promotes diversity, collaboration and performance excellence.	<ul style="list-style-type: none"> -Excellence through continuous quality improvement -Dedicated workforce 	<ul style="list-style-type: none"> -Quality, committed faculty, staff & leaders -Smaller size with fewer impediments to innovative ideas -Leadership that promotes growth, excellence & the pursuit of improvement -Diversity of students 	<ul style="list-style-type: none"> -Shifting demographics -Unpredictability of the economy and its impact on budgets -Education reform 	<ul style="list-style-type: none"> 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.
4. Strengthen IVCCD's long-range sustainability.	<ul style="list-style-type: none"> -Excellence through continuous quality improvement 	<ul style="list-style-type: none"> -Quality, committed faculty, staff & leaders 	<ul style="list-style-type: none"> -Unpredictability of the economy and its impact on budgets 	<ul style="list-style-type: none"> 4.1 Evaluate programs/services to ensure relevancy and cost effectiveness. 4.2 Align resources with strategic initiatives/priorities.

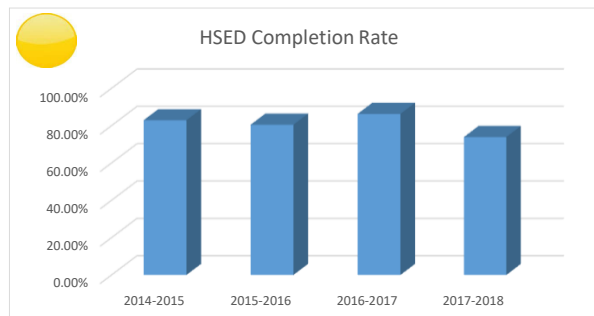
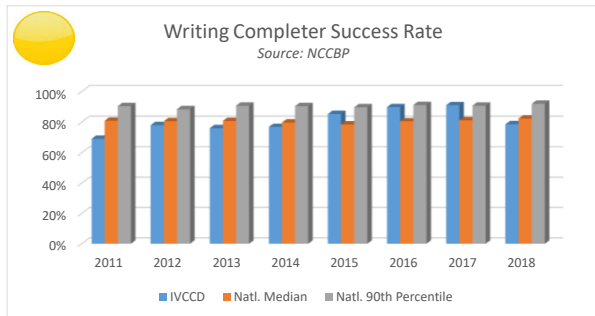
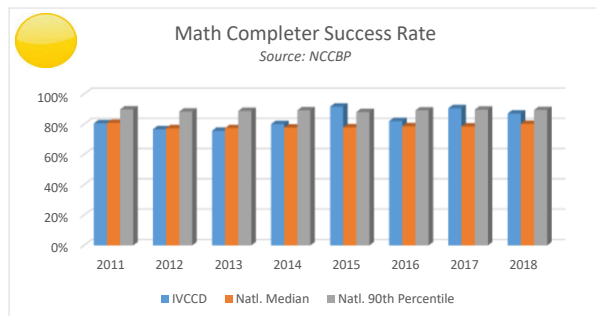
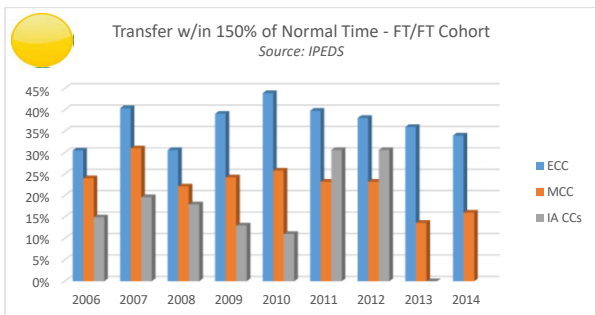
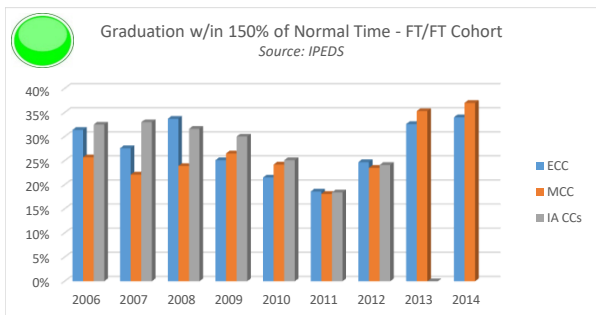
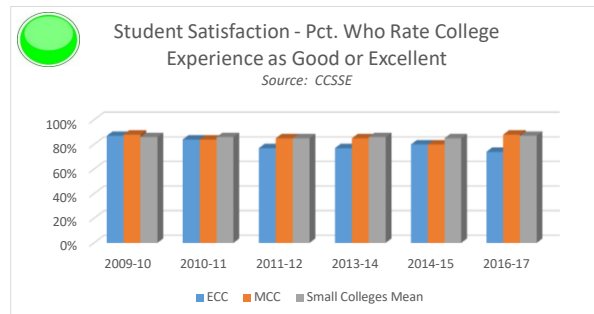
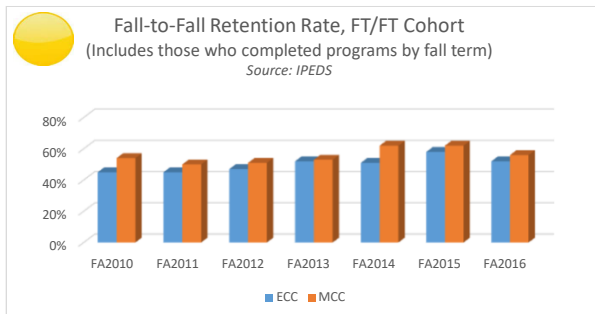
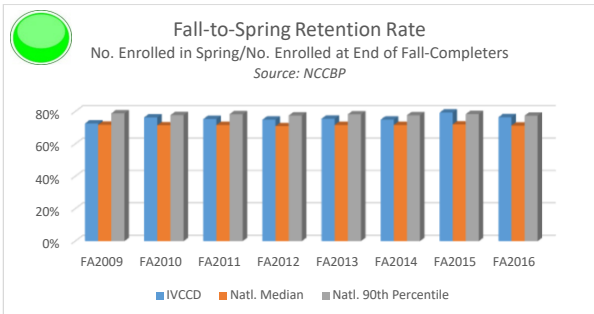
Alignment of IVCCD Key Objectives to Leverage Competencies & Strengths

	<p>-Dedicated workforce</p>	<p>-Smaller size with fewer impediments to innovative ideas -Leadership that promotes growth, excellence and the pursuit of improvement -High levels of external community support/involvement</p>	<p>-Education reform -Competition with other CCs -Cash-flowing new facilities -Compliance -Shifting demographics</p>	<p>4.3 Improve the safety and security of IVCCD/s facilities and stakeholders. 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.</p>
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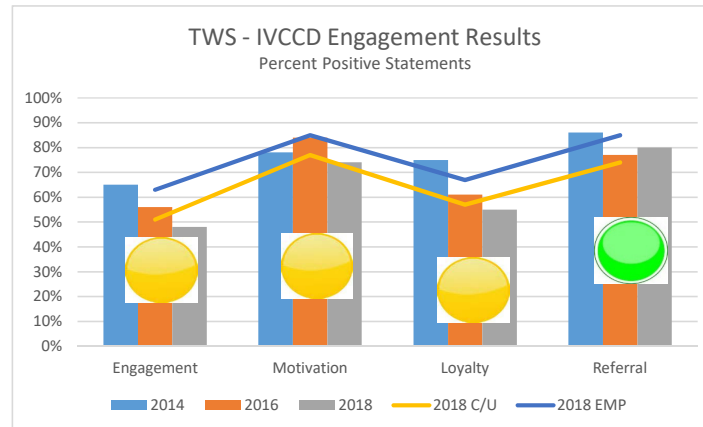
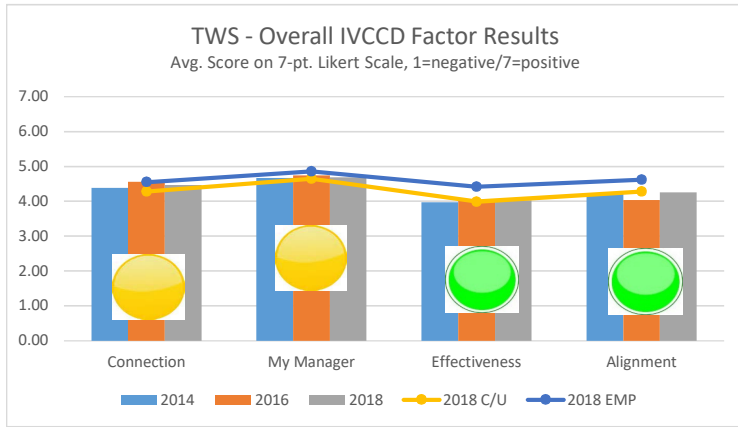
IVCCD Objective #1: Strengthen community partnerships.



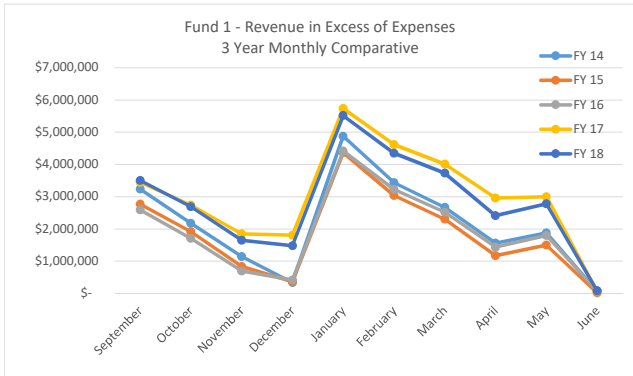
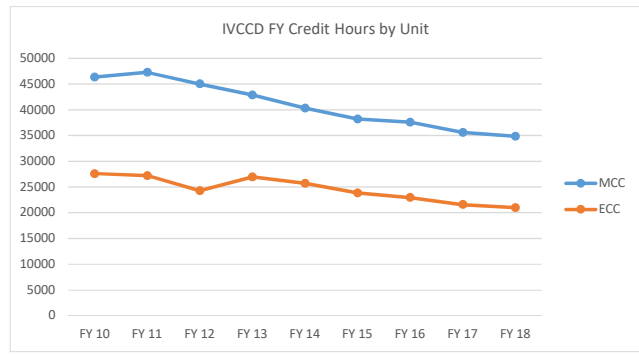
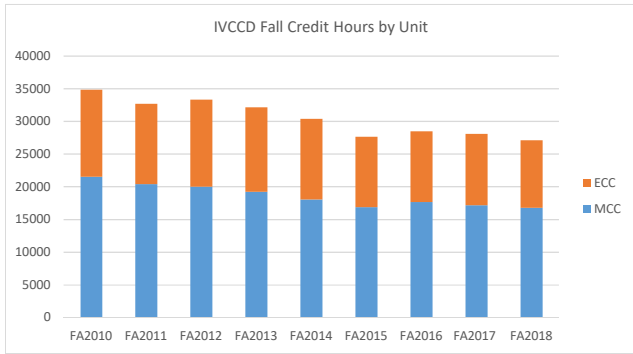
IVCCD Objective #2: Strengthen quality learning experiences and support services resulting in optimized enrollment, retention, and completion.



IVCCD Objective #3: Create a culture that promotes diversity, collaboration and performance excellence.



Leading Indicators:



Updated 11/2018