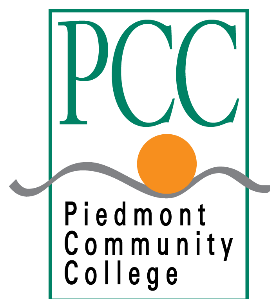# Piedmont Community College

Strategic Plan 2021-2031

MISSION

Piedmont Community College transforms lives, strengthens community, and inspires individuals to excellence.

VISION

Piedmont Community College strives to be recognized nationally for achieving exceptional levels of success in student learning and completion, gainful employment, equity, and affordability.

VALUES

PCC Values:

Learning by committing to PCC's core competencies -- writing, reading, communication, math, and computer skills -- and engaging instruction and training in a supportive environment that inspires each person to learn at the highest levels of achievement for personal and professional success.

People by creating a caring, inclusive, and safe environment that inspires all people to achieve their goals, express their creativity, share their successes, and encourage others.

Diversity by fostering understanding and appreciating the dimensions it adds to our quality of life.

Access by reaching out to our communities and inviting and supporting all learners and partners to achieve their goals thereby improving the economic prosperity of our students, our community, and the surrounding regions.

Integrity by respecting the ideals of freedom, civic responsibility, academic honesty, personal ethics, and courage to act.

Continuous Improvement by ensuring that all employees engage in ongoing meaningful professional development that will produce ever evolving, data-driven policies, procedures, and practices to ensure excellence in every area of the College.

LEARNING
Goal 1: Develop an instructional staff well adapted to the integrated use of new technologies and best practices.
Objective 1: Ensuring the use of technology in the classroom is current and appropriate while remaining accessible for all student demographics.
Objective 2: Create opportunities for professional development to focus on diversity, equity, inclusion efforts.
Objective 3: Consider costs of textbooks and learning materials to reduce supply costs and allow for quick pivots to emerging information and literature. Use open educational resources whenever possible.
Goal 2: Piedmont Community College will support the enhancement of all course offerings (traditional, online, blended, hybrid, and third-party vendors) through continuous quality improvement techniques.
Objective 1: Enhance or redevelop courses to address diversity in curriculum and/or for inclusion in global distinction.
Objective 2: Courses throughout all programs will undergo a regularly scheduled review using either an internal PCC quality review tool or Quality Matters (QM) certification.
Goal 3: Increase student academic achievement and employability.
Objective 1: Faculty and staff will include activities that address soft skills based on input from advisory committee and others.
Objective 2: Increase experiential learning experiences equitably for all students.
Objective 3: Encourage student attendance at civil discourse and global distinction events.

COMPLETION
Goal 1: Strengthen student support services and advising.
Objective 1: Provide targeted student support through early alerts and success coaching.
Objective 2: Provide training opportunities focusing on retention efforts and completion.
Objective 3: Increase scheduled offerings, including 8-week formats.
Objective 4: Develop and implement standard advising protocols (recommended road maps for 2, 3, and 4-year completion).
Objective 5: Improve retention and time to completion through efficient guided pathways.
Goal 2: PCC will increase the rate of students completing high school credentials.
Objective 1: Implement an adult high school program partnering w/ service-area high schools.

TRANSFER
Goal 1: PCC will develop more meaningful articulation agreements to streamline transfer processes for students. (money on the table).
Objective 1: PCC employee devoted to articulation agreements.
Objective 2: Communicate information to students about articulation agreements through transfer workshops and marketing.

ECONOMIC DEVELOPMENT AND COMMUNITY PARTNERSHIPS
Goal 1: Align college programs with regional workforce needs.
Objective 1: Collaborate with P14, advisory committees, workforce development boards, economic development boards, and MyFutureNC.
Objective 2: Obtain commitment from regional industry, small business, and organizations representatives to support the college.
Objective 3: Develop a full-service career center responsible for outreach and job placement assistance.
Goal 2: Strategically partner with community organizations in ways that support the mission of the college.
Objective 1: Facilitate community conversations, awareness, and experiences around topics of diversity, equity, justice, inclusion, cultural, and global issues.
Objective 2: Encourage volunteer service within the community (board service, student activities, coaching, mentoring, etc.).
Objective 3: Embed cultural (Kirby Cultural Arts Center) and entrepreneurial (Small Business Center) facets into instructional areas where appropriate.

INSTITUTIONAL CULTURE
Goal 1: Recruit and retain a student body that reflects the demographics of our service area.
Objective 1: Offer support services (on-campus and virtual) to increase student retention.
Objective 2: Develop a more responsive and student-centered environment at PCC.
Goal 2: Provide appropriate College resources to support needs across campus.
Objective 1: Update the college's technology infrastructure to be strategic across the College.
Objective 2: Update facility master plan.
Objective 3: Develop a cache of free resources for all PCC students.
Goal 3: Develop a framework that fosters, embraces, and supports a culture and climate that is equitable, diversified, and inclusive.
Objective 1: Commit to recruitment and retention of diversified, qualified personnel.
Objective 2: Enhance employee recruitment advertising to target populations of color locally, regionally, nationally.
Objective 3: Assess areas of potential implicit and explicit bias on PCCs campus.
Objective 4: Develop expectations for a positive environment stressing diversity, equity, and inclusion for all students and employees.
Objective 5: Conduct ongoing training for faculty and staff on a variety of current best practices on improving institutional culture.