Employees will enhance and sustain a campus community conducive to quality teaching and learning.

Key Result: Develop and implement assessment of student learning outcomes in 100 percent of courses and student support programs.

1.1 Enhance instruction and student support programs through assessment of student engagement and learning outcomes.

1.2 Enhance teaching and learning through faculty and staff development.

1.3 Support innovative instructional activities, assessments, and delivery systems to enhance student learning.

Students will identify personal strengths, connect to their college community, and achieve personal goals.

Key Result: Increase the fall to spring persistence rate to 70 percent, the fall to fall persistence rate to 40 percent (NCCBP definition) and the percentage of annual award recipients to 10 percent of the fall semester headcount.

2.1 Utilize a systemic approach to recruitment, college readiness and retention with a focus on success, graduation and transfer.

2.2 Implement a comprehensive student development framework to enhance the student experience.

2.3 Develop and enhance programs, services and resources to foster student success.

2.4 Create civic engagement and global awareness opportunities to support student success.

2.5 Integrate Strengths and Wellbeing learning opportunities into the student experience.

Partnerships will be developed and enhanced to foster relationships with the community and to create workforce development and career opportunities.

Key Result: Establish and/or enhance three community partnerships and workforce development opportunities each year.

3.1 Leverage partnerships and community outreach to create opportunities for students.

3.2 Focus on community need, workforce demand and economic competitiveness and implement workforce development and career opportunities.

3.3 Serve the community by offering programs, services and resources that meet the community’s needs.

Employees will engage in a culture of organizational excellence through comprehensive orientation, training and continuous learning.

Key Result: 100 percent of staff will complete the South Mountain employee onboarding and professional development experience.

4.1 Create orientation, training and learning opportunities that advance accountability, innovation and inquiry.

4.2 Recognize employees and celebrate accomplishments.

4.3 Implement a comprehensive employee development model that maximizes employee performance and experiences.

4.4 Integrate Strengths and Wellbeing learning opportunities into the employee experience.

Employees will use systems, processes, data, and continuous improvement to maximize organizational effectiveness.

Key Result: Implement and evaluate continuous improvement initiatives in each functional area annually.

5.1 Maximize both human and capital resources to leverage organizational effectiveness.

5.2 Continuously improve college policies, processes and systems to ensure long-term sustainability.

5.3 Create and sustain a technological environment that fosters exemplary learning experiences.

5.4 Conduct frequent data informed program review that drives future planning.