



Strategic Plan Focused Priorities 2023-2025

MISSION

Peninsula College educates diverse populations of learners through community-engaged programs and services that advance student equity and success.

VISION

Peninsula College is a destination of cultural and environmental diversity where academic excellence transforms students' lives and strengthens communities.

CORE THEMES

- 1. Advancing Student Success** – Students receive robust support services embedded across clearly defined academic/career pathways.
- 2. Achieving Academic Excellence** – Academic programs and instructional methods are rigorous, engaging, and evidence-based.
- 3. Fostering Equity and Inclusion** – College-wide policies and practices close equity gaps in enrollment and academic achievement.
- 4. Strengthening Communities** – The college's workforce development, community education, and arts and culture programs strengthen the communities we serve.

CORE THEME OBJECTIVES

OBJECTIVE 1: Peninsula College supports students in achieving their educational goals.

OBJECTIVE 2: Peninsula College provides engaging, high-quality academic and professional technical programs.

OBJECTIVE 3: Peninsula College strives to eliminate systemic disparities in educational outcomes.

OBJECTIVE 4: Peninsula College strengthens the economic and cultural vitality of its service region and beyond.

CORE THEME OBJECTIVE MEASURES

- » Retention
- » Completion
- » Transfer out
- » Entering workforce
- » Review/assessment of program learning outcomes
- » Class completions
- » Retention by demographic group
- » Basic education students' completion of some college-level credits
- » Economic contribution to service area
- » Annual number of industry partnerships, community education courses, and community/cultural programs

STRATEGIC GOAL 1

Increase enrollments to meet State FTE targets.

OBJECTIVE 1.1. Align scheduling, course formats, and programs to student needs.

OBJECTIVE 1.2. Strengthen retention by enhancing supports at critical points along the student progression pipeline.

STRATEGIC GOAL 2

Institutionalize the Guided Pathways model at scale to improve student success.

OBJECTIVE 2.2. Integrate career, transfer, and academic planning across the student experience.

STRATEGIC GOAL 3

Deploy resources and develop policies and procedures that foster equity and inclusion.

OBJECTIVE 3.1. Increase diversity among faculty and staff.

OBJECTIVE 3.2. Increase enrollment among diverse and special populations, including expanding tribal and community partnerships.

OBJECTIVE 3.3. Expand the use of inclusive practices and incorporate indigenous and global perspectives across the curriculum.

STRATEGIC GOAL 4

Strengthen fiscal stability by cultivating innovative responses to rapid disruptive changes in technology, economics, and higher education.

OBJECTIVE 4.1. Expand and leverage community partnerships to incorporate community-engaged programming into credit and non-credit instruction.

OBJECTIVE 4.2. Anticipate and respond to learning needs in high-growth fields.

DEI DEFINITIONS

Overall Qualifier: Given that race is a socially defined construct, some of these definitions are dynamic and evolve across time.

Communities of Color: Communities of color are self-defined communities that share an identity based on racial characteristics among community members. The community typically has a shared history and shared current/historic experiences of racism.

Community Organizations, also known as Community-Based Organizations: Organizations aimed at making improvements to a community's social health, well-being, and overall functioning.

Culturally Appropriate: The understanding of what is suitable given a particular context as defined by that community. Being sensitive, understanding, non-judgmental and respectful with people whose culture is different from your own; being flexible and skillful in responding and adapting to cultural contexts and circumstances.

Cultural Competence (Culturally Competent): Understanding the effects of culture on oneself and others. Developing a range of communication skills that lead to appropriate interactions with people.

Diversity: We understand that the term "diversity" requires attention to power, privilege, social justice, and change and points to a commitment to examining political and cultural dynamics including but not limited to race, class, gender, sexuality, and ability.

Equity: Peninsula College aspires to ensure that all students, faculty, and staff have access to resources and support in proportion to their needs and that they feel respected, connected, and can thrive in their goals.

Historically Marginalized Communities: Groups who have historically been and may continue to be denied political, economic, and social equity. Many of these communities were ignored or misrepresented in traditional historical sources.

Inclusion: Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

Low-Income Communities: A local community, neighborhood, or rural district in which 20% of people live below the poverty line or the median income does not exceed 80% of the median family income for the area.