CLARENDON COLLEGE

HONORING OUR LEGACY, SHAPING OUR FUTURE

STRATEGIC PLAN

2024-2028

VISION:

Building on 125 years of educational excellence, we envision a future where our community college empowers every student to achieve their dreams through innovative learning, community engagement, and lifelong opportunities.

PHILOSOPHY:

The faculty, Board of Regents, and administrators at Clarendon College are committed to the concept that our College be an open door to learning. With this goal in mind, we extend an educational opportunity to students of all ages who can profit from instruction. Every effort is made to provide equal access to the educational opportunities offered at Clarendon College without regard to race, color, national origin, sex, and/or disability.

In keeping with this philosophy, Clarendon College recognizes and accepts the responsibility for providing curricula for university-bound students, for students seeking career opportunities in various occupations, and for community members seeking cultural enrichment, short-term skill training, or personal improvement opportunities. The College will seek to achieve these goals within the limits of its legal responsibilities and available fiscal resources.

MISSION:

Clarendon College is a comprehensive community college committed to teaching, learning, and providing access to opportunities that assist in the holistic development of its constituents and community. In pursuit of this mission, the college offers academic transfer programs, career/technical education, student services, developmental education programs, and continuing education/community service courses through various instructional methodologies, including but not limited to face-to-face, distance education, and hybrid delivery. Clarendon College strives to provide diverse cultural enrichment opportunities for its constituents.

Adopted 10/17/2024

PURPOSES:

The purposes of Clarendon College, as defined in Texas Education Code, §130.003, shall be to provide the following:

1. Technical programs up to two years in length leading to associate degrees or certificates;

2. occupational programs leading directly to employment in semi-skilled and skilled occupations;

3. freshman and sophomore courses in arts and sciences;

4. continuing adult education programs for occupational or cultural upgrading;

5. compensatory education programs designed to fulfill the commitment of an admissions policy allowing the enrollment of disadvantaged students;

6. a continuing program of counseling and guidance designed to assist students in achieving their   individual educational goals;

7. workforce development programs designed to meet local and statewide needs;

8. adult literacy programs and other basic skills programs; and,

9. other purposes may be prescribed by the Texas Higher Education Coordinating Board or local governing boards in the best interest of post-secondary education in Texas.

Clarendon College serves these purposes as they relate first to the local service area, then to the State of Texas, and finally, to the nation. It has accepted the challenge of providing the resources, curricula, instructional support, and personnel required best to serve the many educational needs of its students.

HONORING OUR LEGACY, SHAPING OUR FUTURE
STRATEGIC GOALS
2024-2028

GOAL 1

Quality Education: Enhance the quality of education by implementing innovative teaching practices, expanding access to resources, and fostering a culture of continuous improvement to ensure that all students achieve their academic and career objectives.

GOAL 2

Student Success: Foster an inclusive and supportive environment that empowers all students to achieve their academic, personal, and career goals through comprehensive support services, engaging learning experiences, and a commitment to equity and access.

GOAL 3

Employee Success: Cultivate a dynamic and supportive work environment that promotes employee success through professional development, recognition, and engagement, ensuring that all staff and faculty can contribute effectively to the college's mission and student outcomes.

GOAL 4

Institutional Resources: Optimize and expand institutional capital resources to enhance the college's infrastructure, technology, and facilities, ensuring a sustainable and effective learning environment that supports student success and institutional growth.

GOAL 1: Quality Education: Enhance the quality of education by implementing innovative teaching practices, expanding access to resources, and fostering a culture of continuous improvement to ensure that all students achieve their academic and career objectives.

Objectives:

1. Curriculum Development: Review and update academic programs and curricula every three years to align with industry standards and workforce needs, ensuring relevance and rigor.

2. Faculty Development: Invest in professional development for faculty, providing training in innovative teaching methodologies, technology integration, and student engagement strategies to enhance instructional quality.

3. Student Support Services: Expand access to academic advising, tutoring, and mental health resources to support diverse student needs and promote successful learning outcomes.

4. Assessment and Feedback: Implement a comprehensive assessment framework to regularly evaluate student learning outcomes and gather feedback from students and faculty to inform continuous improvement efforts.

5. Technology Integration: Enhance the use of technology in the classroom and online learning environments to provide flexible, engaging, and accessible educational experiences for all students.

Measurement of Success:

Increase in student retention and graduation rates by 15% over the next five years.

Positive feedback from student surveys regarding the quality of instruction and support services.

Growth in partnerships with local industries and universities, leading to more internship and job placement opportunities for students.

Regularly updated curriculum that reflects current industry trends and student needs.

Adopted 10/17/2024

GOAL 2: Student Success: Foster an inclusive and supportive environment that empowers all students to achieve their academic, personal, and career goals through comprehensive support services, engaging learning experiences, and a commitment to equity and access.

Objectives:

1. Holistic Support Services: Develop and enhance comprehensive support services, including academic advising, tutoring, counseling, and career services, to address the diverse needs of students and promote their overall well-being.

2. Engagement and Retention: Implement initiatives to increase student engagement through co-curricular activities, mentorship programs, and community-building events, aiming to improve retention rates by 20% over the next five years.

3. Academic Pathways: Create clear and accessible academic pathways that guide students from enrollment to graduation, including degree maps, transfer agreements, and career exploration resources.

4. Data-Driven Decision Making: Utilize data analytics to track student progress, identify barriers to success, and inform continuous improvement efforts in programs and services to enhance student outcomes.

5. Professional Development for Staff: Provide ongoing training and professional development for faculty and staff to equip them with the skills and knowledge necessary to support student success effectively.

Measurement of Success:

Increase in overall student graduation rates by 15% within five years.

Improvement in student satisfaction scores related to support services and engagement activities.

Reduction in achievement gaps among different student demographics, demonstrating progress toward equity in student success.

Adopted 10/17/2024

GOAL 3: Employee Success: Cultivate a dynamic and supportive work environment that promotes employee success through professional development, recognition, and engagement, ensuring that all staff and faculty can contribute effectively to the college's mission and student outcomes.

Objectives:

1. Professional Development Opportunities: Establish a comprehensive professional development program that offers ongoing training, workshops, and resources to enhance the skills and competencies of all employees, with a focus on leadership, teaching effectiveness, and technology integration.

2. Employee Engagement and Recognition: Implement initiatives to foster a culture of engagement and recognition, including regular feedback mechanisms, employee appreciation events, and opportunities for staff to contribute to decision-making processes.

3. Work-Life Balance: Promote policies and practices that support work-life balance, including flexible work arrangements, wellness programs, and mental health resources, to enhance overall employee well-being and job satisfaction.

4. Career Advancement Pathways: Create clear pathways for career advancement within the college, including mentorship programs, succession planning, and opportunities for lateral movement across departments to encourage professional growth.

5. Performance Evaluation and Feedback: Develop a transparent and constructive performance evaluation process that encourages regular feedback, goal setting, and professional growth discussions between employees and supervisors.

Measurement of Success:

- Employee satisfaction scores increased by 10% within three years, as measured by annual surveys.

- Growth in participation rates in professional development programs by 10% over the next five years.

- Reduction in employee turnover rates by 10% within the next three years.

Adopted 10/17/2024

GOAL 4: Institutional Resources: Optimize and expand institutional capital resources to enhance the college's infrastructure, technology, and facilities, ensuring a sustainable and effective learning environment that supports student success and institutional growth.

Objectives:

1. **Infrastructure Assessment and Improvement:** Maintain the comprehensive assessment of existing facilities and infrastructure used to identify areas for improvement and prioritize upgrades that enhance the learning environment, including classrooms, laboratories, and common areas.

2. Technology Integration: Invest in modern technology and digital resources to support innovative teaching and learning practices, ensuring that both faculty and students have access to the tools necessary for success in a rapidly evolving educational landscape.

3. Capital Funding Strategy: Create a strategic plan for securing diverse funding sources, including grants, partnerships, and community investments, to support capital projects and resource enhancements, ensuring long-term financial sustainability.

4. Stakeholder Engagement: Engage faculty, staff, students, and community stakeholders in the planning and decision-making processes related to capital resource development, ensuring that their needs and perspectives are considered.

Measurement of Success:

- Completion of a facilities assessment report with actionable recommendations within one year.

- Increase in technology resources available to students and faculty by 10% over the next three years.

- - Successful acquisition of at least three new funding sources for capital projects within the next two years.

- Positive feedback from stakeholders regarding facility improvements and resource availability, as surveys indicate.

Adopted 10/17/2024