Dear Colleagues and Friends of SCC:

I am pleased to share SCC’s new mission, vision, and values and our new long-range strategic plan with you in these pages. I hope you will take a few minutes to review what you find here.

We are grateful for the tenacity and vision of the individuals who lobbied for and created St. Charles Community College (SCC) in the late 1980s.

Now it’s our turn to make sure access to a high-quality, affordable college education remains possible for future generations in our communities. That is why we undertook a long-range planning initiative that yielded this strategic plan.

Healthy communities rely on a readily-available, educated workforce that is technically adept as well as committed to citizenry, leadership, personal development, innovation, and progress. Access to education has never been more expansive due in large part to our nation’s robust community college system.

Access is most beneficial if educational institutions are able to keep pace with demand, which means more than just having enough buildings and seats. We must remain vigilant in preserving the integrity and worth of our programs and services so students, employers, and communities are successful in their pursuits. That is the aim of this strategic plan.

For more information about SCC’s long-range plan, our community impact or how you can join in making a transformative difference in people’s lives, reach out to Kasey McKee, vice president for college advancement, at 636-922-8472 / kmckee@stchas.edu.

Sincerely,

Ron Chesbrough, Ph.D.
SCC President
Mission

SCC serves our community by focusing on academic excellence, student success, workforce advancement, and life-long learning within a global society. We celebrate diversity and we enrich the economic and cultural vitality of the region by providing an accessible, comprehensive, and supportive environment for teaching and learning.

Vision

Our passion for student success is reflected in an array of innovative academic, career/technical, workforce development, and community programs. Our partnerships and cultural opportunities enrich and transform our community.

Values

Communication, Trust, and Respect
We value mutual trust and respect and encourage open communication within the college community.

Commitment to Student Success
We are committed to providing the finest instruction, resources, and support services to enhance the growth and development of our students.

Learning for Life
We recognize learning as a continuous process.

Collaborative and Democratic Decision Making
We value informed decisions made by people closest to the issue.

Innovation and Excellence
We encourage the highest quality of instruction within the classroom and service throughout the campus community.

Cooperation
We value teamwork.

Service
We value service to students, the community, and one another.

Responsible Stewardship
We prudently protect and manage the resources entrusted to us.
Strategic Directions: Six areas of focus to integrate and synchronize activities.

Goals: Fifteen overarching messages within the strategic directions that answer the questions “why” and “to what end?”

Objectives: Relative to goals, there are 38 broad activities to complete.

Increase Student Success and Persistence

{ STRATEGIC DIRECTION #1 }

Goal 1: Students are prepared for college
O1: Enhance partnerships with PreK-12 institutions
O2: Create developmental pathways to provide students with the opportunity to be successful
O3: Increase students’ personal, social, and financial skills

Goal 2: Students identify their educational/career aspirations and understand the path they must take to achieve them
O1: Identify and implement the appropriate advising model for SCC
O2: Identify and implement the appropriate career services model for SCC

Goal 3: Students successfully complete their educational/career aspirations
O1: Define student success and how best to assess it on an annual basis
O2: Ensure the College continues to offer high-quality courses
O3: Enrich the student environment with diversity and multi-cultural experiences

Attract, Support, and Retain a Diverse and Outstanding Faculty and Staff

{ STRATEGIC DIRECTION #2 }

Goal 1: Faculty and staff are highly qualified to support our students and community
O1: Recruit and hire faculty and staff from a qualified, diverse applicant pool
O2: Develop faculty and staff through access to resources for teaching and learning
O3: Retain quality faculty and staff through effective policies, practices, and programs

Goal 2: The work environment is enriched by inclusion and diversity
O1: Identify tasks for implementation based on the Diversity Task Force report
O2: Identify tasks for implementation based on the Adjunct Faculty Task Force report
Align Programs With Demand

{ STRATEGIC DIRECTION #3 }

**Goal 1:** Programs meet the educational needs of our students and community and prepare them for work in a global economy

O1: Analyze and update academic programs
O2: Expand capacity in existing growth programs
O3: Identify and develop new programs
O4: Pursue more collaborative articulations that provide dual-admission opportunities
O5: Develop and implement an honors program
O6: Strengthen career/technical programs
O7: Enhance workforce programs

**Goal 2:** Courses are offered in multiple formats to enhance student learning and success

O1: Evaluate and increase distance learning offerings and modalities
O2: Provide technology to enhance student learning
O3: Develop and implement alternative locations and scheduling formats

Strengthen Internal and External Communications

{ STRATEGIC DIRECTION #4 }

**Goal 1:** Faculty and staff are well informed about college decisions, activities, programs, services, policies, and procedures

O1: Create new processes for communication among departments and across divisions

**Goal 2:** Our story is shared with the community to demonstrate our quality, value, and stewardship

O1: Improve the public perception of SCC by expanding the external understanding of the role of SCC in the community
O2: Investigate and determine appropriate use of low-tech (i.e. face-to-face) and emerging-tech methods of communication with our constituencies

**Goal 3:** We are considered a college of choice for those seeking higher education

O1: Develop a comprehensive recruitment plan
O2: Align marketing program to articulate a persuasive message to prospective students
Develop and Align Resources With the Strategic Plan

{ STRATEGIC DIRECTION #5 }

**Goal 1: Financial resources maintain current operations, as well as support future initiatives**

O1: Expand federal, state, local, and private funding

O2: Expand role of the Foundation in funding programs and projects

O3: Evaluate expenditures and operational efficiencies

**Goal 2: Technology is implemented in order to improve efficiency and effectiveness**

O1: Review and integrate the effective use of technology

**Goal 3: Capacity is maximized and added strategically to support future initiatives**

O1: Review and determine physical space allocations
Advance Our Community Offerings

{ STRATEGIC DIRECTION #6 }

Goal 1: Workforce education and training programs are specialized to meet the needs of local business and industry
O1: Expand and improve partnerships to support the employment and development of a qualified workforce
O2: Align career/technical capacity to demand in both credit and non-credit offerings

Goal 2: We promote a higher quality of life for our community
O1: Create and expand campus-based, off-site, and distance continuing education offerings
O2: Develop and implement a uniform, collaborative system to support the advancement and promotion of community events on campus
O3: Provide cultural enrichment and leadership to the community through a variety of educational and entertainment offerings
Next Steps

Considerable work still remains to turn objectives into action plans. Objectives have been prioritized and will be addressed within the next five years by cross-departmental teams of SCC employees. Once enacted, objective outcomes will be documented and measured within the annual planning process.

Resources

Information was gathered, compiled, and analyzed during the decision making process. In addition to the three key resources below, the steering committee captured and integrated feedback from employees and members of the community through advisory meetings, campus events, and town halls.

Environmental Scan
This document is general in nature and provided SCC’s planners with a common understanding of trends and issues for the future so they were able to develop a vision. There are two major components to an environmental scan – the external environment and the internal environment.

SWOT Analysis
This procedure helped planners identify SCC’s strengths, weaknesses, opportunities, and threats in the institutional environment to help define the actions in the strategic plan.

Gap Analysis
This procedure assessed the “gap” between SCC’s current state and the specific features of our vision.

Leadership and Participation

A steering committee was formed and charged with the leadership role of developing the strategic plan for SCC. SCC employees were appointed based on their positions within the college to provide a broad, comprehensive perspective of SCC’s activities and operations. Special thanks to the following individuals for their time, leadership, and insight throughout the process.

Ron Chesbrough, Committee Co-Chair
Kasey McKee, Committee Co-Chair
Chris Breitmeyer, Committee Vice Chair
Members: Kathy Brockgreitens, Donna Davis, Todd Galbierz, Jacqueline Grey, Mitch Harden, Amy Koehler, Heather McDorman, Ron Pettus, Susie Rubemeyer, Amanda Sizemore, Bill Strecker, Yvonne Wills

In addition, special thanks to our advisory committee members, campus community, and external community members for providing valuable insight and feedback to the steering committee throughout the process.