

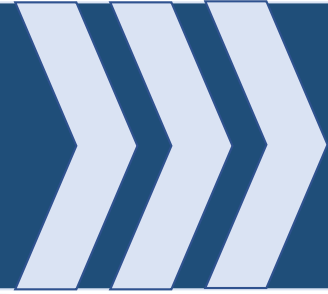
# Blue Mountain Community College

## Strategic Plan, 2021 - 2024



# The Strategic Plan

## Guided Pathways + DEI



Offer relevant and dynamic education in response to community and industry needs.

Empower students on their educational path in a Students First learning environment.

Foster a culture of learning and growth in an environment of diversity, equity, and inclusion.

Align Pathways to Student End Goals

Assist Students to Choose and Enter a Pathway

Ensure Students are Learning

Keep Students on The Path

Diversity, Equity, and Inclusion Work

# GOAL 1: Community + Industry Engagement

## The Goal

- › **Goal:** Offer relevant and dynamic education in response to community and industry needs.
- › **What will BMCC look like when this goal is achieved?**

Every program at BMCC will be designed to guide and prepare students to enter employment and further educational opportunities in fields key to the college's service area. Students will have access to clearly mapped out programs that guide them from where they are in their knowledge, skills, and abilities when they enter the college to their final career or educational goals. Students and BMCC's community and industry partners will have access to detailed information about further employment and educational opportunities for students in a clear and consistent manner.

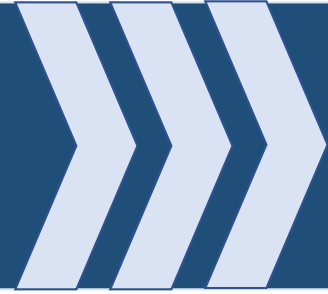
# GOAL 1: Community + Industry Engagement

## The Initiatives

- › **1-A:** Work with BMCC's community and industry partners to align program and student learning outcomes to student end goals; career, professional or further education.
- › **1-B:** Each BMCC program, with their educational Community, will develop and maintain detailed web-based Program Maps that present pathways for students that start with the skills, knowledge and abilities students enter the institution with. Courses, course sequences, courses that are critical for success, progress milestones, and student supports will be clearly marked.
- › **1-C:** Each program, with their education Community and college administration, will create and maintain a clear and concise tool (web and hardcopy) for presenting employment and further educational opportunities to students in a consistent format.

# GOAL 2: Students First

## The Goal

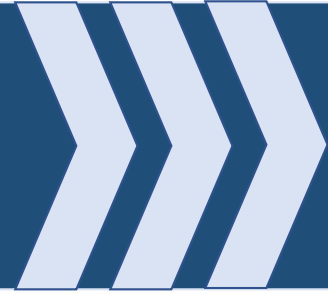


- › **Goal:** Empower students to advance on their educational path in a Students First learning environment.
- › **What will BMCC look like when this goal is achieved?**

BMCC will have a consistent and student focused onboarding process, from recruitment to the start of a student's first term. This will provide both traditional and non-traditional students with the information they need to move forward with their educational and career goals. The college will work with high school partners to help students align their high school experience with their educational goals and reduce the challenges in transitioning from high school to college. BMCC will have consistent and student-focused first term retention supports for all students. Further, Communities, programs, and student supports will be clearly designed for students to help them track their progress and keep on track to program completion. Support systems, both academic and non-academic, will be designed and proactively executed to assist students who are falling off track in a timely manner.

# GOAL 2: Students First

## The Initiatives



- › **2-A:** Develop, enhance, and implement student onboarding processes (from recruitment to the start of a student's first term) and supports to assist all students entering the institution to identify career and further educational options and selecting a program of study based on their career and educational goals.
- › **2-B:** Develop and enhance academic and student success resources and supports to help all students reach their academic goals through clear academic pathways, careful tracking of student progress, embedded academic and non-academic supports, and proactive interventions.
- › **2-C:** Work with high school partners to create clear pathways that align dual-credit, early high school options, and high school programs to ease students' entrance into BMCC.

# GOAL 3: Diversity, Equity and Inclusion

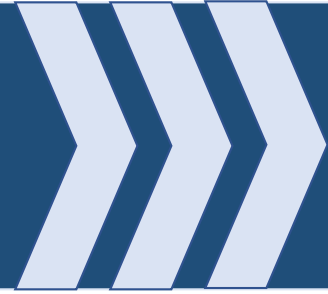
## The Goal

- › **Goal:** Foster a culture of learning and growth in an environment of diversity, equity, and inclusion.
- › **What will BMCC look like when this goal is achieved?**

BMCC will use available data to design curriculum, student supports, and professional development around diversity, equity, and inclusion to adapt the college structure to current needs. The college will use the same data to develop and maintain continuous improvement processes to sustain or adjust that structure as appropriate. This will include giving students who have experienced opportunity gaps in their education the chance to experience active learning modalities and demonstrate their learning in ways that are appropriate to their career and/or further educational goals.

# GOAL 3: Diversity, Equity and Inclusion

## The Initiatives



- › **3-A:** Each Community will design and embed appropriate High Impact Practices (HIPs, as defined by AACU) and alternative ways for students to document their learning beyond transcripts into program design and learning outcomes to enhance student readiness and their ability to articulate or show that readiness for their career or educational goals.
- › **3-B:** Each Community, and each program within a Community, will develop appropriate assessments that identify if all students are learning the skills needed to meet the needs of the career or further education appropriate to their community and adjust to meet those needs as appropriate. Data will be disaggregated to clearly identify learning outcomes for all students.
- › **3-C:** Using available data, the College will identify and implement institution-wide and teaching specific professional development that fosters a culture of learning and growth with a focus on diversity, equity, and inclusion. Data will be disaggregated to clearly identify learning outcomes for all students.
- › **3-D:** BMCC will create and foster culture in which students, faculty, and staff feel welcome, wanted, and safe.