MISSION

To transform lives and communities through higher education

Overall Purposes:

> **To ensure Dallas County is vibrant, growing and economically viable for current and future generations.**

> **To provide a teaching and learning environment that exceeds learner expectations and meets the needs of our community and employers.**

The Dallas College Board of Trustees' Strategic Priorities continue to guide the work of the district in its mission to transform lives and communities through higher education and achieving 60x30TX.

The Board is committed to an annual assessment of progress and impact for the Strategic Priorities using appropriate metrics.

DALLAS COLLEGE
STRATEGIC PRIORITIES
DALLAS COLLEGE BOARD OF TRUSTEES 2020-2021

	ENGAGEMENT AND IMPACT CATEGORY				THEMATIC PRIORITIES			
	INDIVIDUALS	COMMUNITIES	EMPLOYERS	ORGANIZATIONS	STUDENT SUCCESS	EMPLOYEE SUCCESS	COMMUNITY ENGAGEMENT	INSTITUTIONAL EFFECTIVENESS
IMPACT INCOME DISPARITY THROUGHOUT OUR COMMUNITY • **Careers**: Help prospective and current students understand the value and necessity of Career Connected Learning leading to living wages and sustainable careers. • **Underserved:** In partnership with other providers, target underserved communities and individuals to support skills development for youth and adults. • **Scholarships:** Provide scholarship support for skills development in high demand jobs leading to careers. • **Life Issues**: Increase support for student life issues that impact completion such as housing, food, health care, mental health, childcare, emergency aid and transportation. • **Pipeline:** Strengthen the education pipeline through engagement with parents and students and through partnerships with school districts, community organizations, universities and employers.	✓	✓	✓	✓	✓		✓	✓
STREAMLINE AND SUPPORT NAVIGATION TO AND THROUGH OUR COLLEGE AND BEYOND • **Technology and Training:** Remove barriers to educational goals completion through targeted training for advisors and navigators, technology support for Guided Pathways (Navigate), centralized course scheduling (master scheduling process) and immediate availability of learning materials (IncludeED). • **Supportive Environment:** Provide a welcoming, accessible and responsive environment at all levels of our organization that demonstrates sensitivity and respect for individual needs, giving timely accurate and consistent information and resolving issues as needed. • **Career Resources:** Enhance availability of career resources to increase student employment in high value jobs. • **Advanced Degrees:** Pilot new models for transfer to baccalaureate programs including employer-paid tuition arrangements, guaranteed admissions, co-enrollment and fast-tracked core completion. • **Student Experience Quality:** Develop an agenda of research topics needed for the student experience, continuously monitoring quality and changes in learner expectations.	✓	✓	✓	✓	✓	✓	✓	✓

STRATEGIC PRIORITIES
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	INDIVIDUALS	COMMUNITIES	EMPLOYERS	ORGANIZATIONS	STUDENT SUCCESS	EMPLOYEE SUCCESS	COMMUNITY ENGAGEMENT	INSTITUTIONAL EFFECTIVENESS
STRENGTHEN THE CAREER CONNECTED LEARNER NETWORK AND IMPLEMENT THE STUDENT-CENTRIC ONE COLLEGE ORGANIZATION • **New Structure:** Redesign and staff a new organizational structure to support One College. • **Technology Improvements:** Invest in technology and software to support One College. • **Discipline-based Schools:** Implement the Education Plan for discipline-aligned schools. • **Capital Improvements:** Meet the short and long-term educational needs of our students, employers and communities through construction of new buildings and renovation of existing facilities within sustainability and fiscal guidelines. • **Community Engagement**: Create enhanced community engagement through welcoming environments with more visible "front doors", easier way-finding, and services. • **Partners for Needs:** Continue to add appropriate partners to support student, employer, and community needs. • **Network Development:** Assess and sustain network deployment including short-term and long-term needs.	✓	✓	✓	✓	✓	✓	✓	✓
FOSTER AN EQUITABLE, DIVERSE AND INCLUSIVE ENVIRONMENT FOR EMPLOYEES AND STUDENTS • **Resource Groups:** Support diversity, inclusion and belonging through facilitation of employee resource groups linked to affiliations (race/ethnicity/other categories), roles, responsibilities, and interests. • **Student Programming:** Encourage student programming designed to address inequities and to increase inclusion and engagement of all individuals in the life of the college and the community.	✓	✓	✓	✓	✓	✓	✓	✓
RE-DESIGN PROFESSIONAL DEVELOPMENT TO CREATE A DIVERSE AND INCLUSIVE HIGH PERFORMING WORK AND LEARNING ENVIRONMENT • **Transitions Support:** Support staff transitioning into new roles resulting from One College changes. • **Faculty Development:** Develop and implement a faculty development program aligned with new learning environments and the complex mix of students with varied background and needs. • **Career Development:** Develop a career development guided pathway program for staff, and administrators to build skills in student support, operations and leadership. • **Leadership Capacity:** Provide targeted leadership and management skills training designed to build an inclusive environment and professional growth of employee. • **Job Descriptions:** Through re-design of job descriptions, align positions with the leadership, instructional and operational needs of One College. • **Evaluation System:** Review and revise the employee evaluation system to incorporate best practices and position-aligned expectations.	✓	✓	✓	✓	✓	✓	✓	✓
SERVE AS THE PRIMARY PROVIDER IN THE TALENT SUPPLY CHAIN THROUGHOUT THE REGION • **Employer Needs:** Adapt rapidly to changing environment of employer-driven education models. • **Youth Apprenticeships**: Initiate and implement youth apprenticeships for ECHS/PTECHS and others. • **Apprenticeships:** Expand Registered and Industry Recognized apprenticeship programs and industry recognized certifications across employer spectrum. • **Non-traditional Accountability Measures:** In collaboration with major Texas community college districts, TEA, THECB and TWC, devise methods for capturing apprenticeship and industry certification records and incorporating results in state accountability measures (success points). • **Innovation Hub:** Develop and implement an innovation hub supporting small business development, entrepreneurship, technology applications, and access to capital aligned with market demands and employer skills needs in collaboration with higher education and other partners. • **Business Support:** Support development, expansion and relocation of small, medium and large businesses. • **Skills Gaps:** Respond nimbly to skills gaps.	✓	✓	✓	✓	✓	✓	✓	✓