

Strategic Plan 2020-2025

Second Draft of Goals & First Draft of
Objectives

Empower Student Success: Equitably link students with their aspirations

Goal #1: Identify and reduce the barriers to academic and personal success

Objectives:

1. Build a network of support services that align personal well-being (such as childcare, transportation, housing or food insecurity, etc) with academic learning
2. Enhance ongoing and continuous connections between students and their advisors from entry to graduation
3. Continue to provide accelerated learning opportunities for students who are underprepared for degree pathways

Empower Student Success: Equitably link students with their aspirations

Goal #2: Provide personalized resources and guidance to ensure student readiness to succeed at SUNY Orange

Objectives:

1. Create and implement a guided first-year experience that addresses self-efficacy, college readiness and a sense of belonging within the SUNY Orange community
2. Provide mentorship opportunities to better connect students to the college community through multiple touchpoints
3. Integrate career and transfer guidance throughout the student curricular and co-curricular experience

Empower Student Success: Equitably link students with their aspirations

Goal #3: Increase program flexibility for the students of today and tomorrow

Objectives:

1. Create program maps for part-time students
2. Strengthen resources and technologies for online learning
3. Create long term course sequencing for on-campus and online learners

Empower Student Success: Equitably link students with their aspirations

Goal #4: Create accessible pipelines between non-degree, degree, and certificate programs

Objectives:

1. Provide targeted placement measures for historically underserved students, creating multiple pathways/flexible schedule options to program completion
2. Bridge ESL/HSE students to the college community in order to facilitate equitable transition to and persistence in college and certificate programs
3. Provide opportunities for current students who are dual-enrolled (such as P-Tech, CCHS) and those who are enrolled in non-degree programs (such as BRIDGES, LPP) to progress into degree programs

Strengthen Our Region's Economic Future: Teach and train for a brighter tomorrow

Goal #1: Expand workforce development in emerging, innovative fields

Objectives:

1. Identify and respond to evolving business, industry and cultural trends, and community needs
2. Target emerging local skill sets that will lead to an increase in business growth, entrepreneurship, and innovation
3. Offer more opportunity to meet the growing need of blue-collar to white-collar professional development

Strengthen Our Region's Economic Future: Teach and train for a brighter tomorrow

Goal #2: Identify and address the needs of an increasingly diverse regional population and workforce

Objectives:

1. Identify and recognize changing student demographics when planning new workforce initiatives
2. Offer expanded evening, weekend, and online course offerings
3. Develop innovative and flexible approaches to educational design and programming that will meet the needs of students and area employers
4. Provide short term credentials aligned with workforce needs to increase career ladder progression and degree completion

Strengthen Our Region's Economic Future: Teach and train for a brighter tomorrow

Goal #3: Increase non-credit pathways to degree completion and the regional workforce through greater integration of CAPE

Objectives:

1. Re-imagine and integrate the role of workforce development and CAPE into all areas of the College through pathways that encourage/link/lead noncredit pathways to the workforce and/or degree completion
2. Utilize pathway designers and certificate coordinators to facilitate the training process
3. Increase and strengthen school-to-work programming opportunities

Strengthen Our Region's Economic Future: Teach and train for a brighter tomorrow

Goal #4: Realign the image of the College as a realistic opportunity for all residents of the region

Objectives:

1. Strengthen awareness of the college as an educational hub for community learning, engagement, enrichment and growth
2. Continue to emphasize the pillars of our institution: academic and faculty excellence
3. Collaborate with government entities to support and promote the college's role in the future of our region

Sustain and Invigorate Our Planned Future: Reimagine Human, Financial, and Physical Resources

Goal #1: Improve the effectiveness of our human resources to achieve holistic, student-centered outcomes that enhance the student and employee experience

1. Foster a culture of collaboration, communication, and civility within and among departments as well as between campuses
2. Equip and train our faculty and staff to anticipate and meet the needs of our students in an efficient and effective manner
3. Assess and redistribute existing human resources to provide services that meet the needs of our diverse and evolving student population
4. Provide meaningful ongoing faculty and staff development to ensure competence with rapidly developing technologies and information through interdisciplinary training and educational programming

Sustain and Invigorate Our Planned Future: Reimagine Human, Financial, and Physical Resources

Goal #2: Collaborate with community partners and other educational institutions to expand funding and educational opportunities in pursuit of student-centered outcomes

Objectives:

1. Provide unique workforce development programs to develop innovative degrees and credentials based on institutional strengths, student needs, and partner feedback
2. Implement ongoing and consistent assessment to ensure the goals of the college, the Foundation, and community partners are aligned
3. Grow educational partnerships to expand opportunities for students

Sustain and Invigorate Our Planned Future: Reimagine Human, Financial, and Physical Resources

Goal #3: Maximize and more efficiently use technologies and physical resources to enhance the student experience

Objectives:

1. Establish sustainable plans and processes that allow for upgrading and maintaining existing resources in an environmentally responsible manner
2. Consistently assess resource utilization in collaboration with all stakeholders
3. Be proactive in evaluating and adopting new technologies