

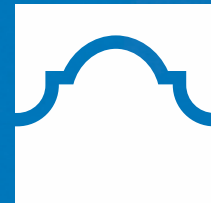
Your Voice. Our Vision.

*Maximizing student success & performance excellence
at the Alamo Colleges District*

An Overview of the Strategic Planning Process and Updates to the Strategic Plan

Dr. Mecca Salahuddin

Director of Strategic Initiatives and
Performance Excellence



ALAMO
COLLEGES
DISTRICT



Malcolm Baldrige
National Quality Award

2018 Award Recipient

Achieving the Dream | LEADER COLLEGE

Strategic Planning Process - Your Voice

October 2018 – January 2019



Conversations For The Future

1,300 Voices

12 Conversations with Faculty, Staff and the Community at each of the five Alamo Colleges and the District Support Offices



ALAMO
COLLEGES
DISTRICT



Achieving LEADER
the Dream COLLEGE

Strategic Planning Process – Your Voice

February 2019

March 2019

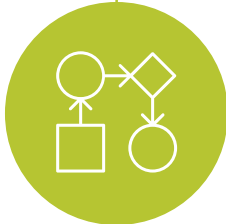
April 2019

July 2019



Theme Consolidation

12 Voices
Faculty, Staff and Student Leadership Community



Strategic Planning Retreat

200 Voices
Faculty, Staff, Students and Community



District Leadership Team

30 Voices
Administrators, Faculty, Staff and Student Leadership



Tactical Leadership Team

District and Colleges Administrators



ALAMO COLLEGES DISTRICT



Strategic Planning Process – Our Vision



THE ALAMO WAY



Student
Success



Principle-Centered
Leadership



Performance
Excellence

Board Policy B.9.1

Recommended 2020-2023 Strategic Plan



STRATEGIC OBJECTIVE I: STUDENT SUCCESS

Provide academic and student support and align labor market-based pathways with a focus on student access, completion, and social mobility.

Goal A: Improve Processes

Goal B: Eliminate Barriers to Enrollment

Goal C: Increase Student Performance

Goal D: Close Performance Gaps

Goal E: Improve Student Learning



Recommended 2020-2023 Strategic Plan



STRATEGIC OBJECTIVE II: PRINCIPLE-CENTERED LEADERSHIP

Provide opportunities for Alamo Colleges District students and employees to develop as leaders and collaborators.

Goal A: Incorporate a culture of Principle-Centered Leadership

Goal B: Build Talent and Empower Employees

Goal C: Build Internal and External Communications



Recommended 2020-2023 Strategic Plan



STRATEGIC OBJECTIVE III: PERFORMANCE EXCELLENCE

Continuously improve our student, employee, financial, technological, physical and other capabilities with a focus on effectiveness, efficiency, agility and quality.

Goal A: Improve the Overall Student Experience

Goal B: Improve the Overall Employee Experience

Goal C: Ensure Sound Financial Management

Goal D: Maximize the Use of Technology

Goal E: Develop Workforce Innovation and Intelligent Risk-Taking



ON THE HORIZON: Implement the Big Ideas

- One Day Enrollment
- Free College Plus
- Free Instructional Materials
- Creating Higher Education Leaders
- Leadership Development Innovation
- Program Based Learning
- Merit Pay, Recognition, and Employee appreciation
- Robust Path to Career:
Credential to Career
- Alamo Anytime:
A Degree in 12 steps or less





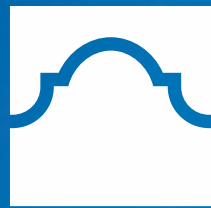
ON THE HORIZON: Develop the Student and Employee Experience Statements

Example: “Alamo Colleges
District commits to
delivering an amazing
student experience
characterized by...”

ON THE HORIZON: Implement the Strategic Priority-Initiative Review and Effectiveness (SPIRE)



Thank you.



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COLLEGE