As a Historically Black College and a Hispanic Serving Institution, St. Philip’s College strives to be an important force in the community, responsive to the needs of a population rich in its ethnic, cultural, and socio-economic diversity.

St. Philip’s College seeks to create an environment fostering excellence in academic and technical achievement while expanding its commitment to opportunity and access. The College takes pride in its individual attention to students in a flexible and sensitive environment. As a dynamic and innovative institution, St. Philip’s College values the role of creative and critical thought in preparing its students, campus and community to meet the challengers of a rapidly changing world.

Members

Erick Akins
Lawrence Balza
Diego Bernal
Paul Borrego Jr.
Charles Bower
Rusty Boyd
Julia Briggs
Rafael Brisita
Maureen Cartledge
Althea Bonnett
James Cliburn
Pearl Conyers
Mary Coffler
Sharon Crockett-Bell
Burton Crow
Randall Dawson
Rosalinda DeHoyos
Miguel Delgado
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Rebecca Duran
John Eichelberger
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Ana Lisa Garza
Janie Gonzales
Julio Gordon
Marsha Hall
Betsy Hamilton
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Patricia Heckman
Ruben Izaguirre
Cynthia Jaime
George Johnson
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Frances Klein
Stanley Krause
Mary Kunz
Sarai LaBoy
Allfred Landeros
Leonard Leos
Felipa Lopez
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John Martin
Dennis McDonough
Donna McPeek
Aurora Medina
Sean Nighbert
Blanca Padilla
Christopher Pate
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Jorge A. Ramirez
Dimas Reyes
Mecca Salahuddin
Rebecca Sanchez
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Eleanor Sellerth
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Table of Contents

Foreword from President, Dr. Adena Williams Loston........................................................................................................2
St. Philip’s College: Through the Decades....................................................................................................................4
Alamo Colleges Vision, Mission, Values ......................................................................................................................6
College Mission Statement........................................................................................................................................7
College Goals and Provocative Propositions...........................................................................................................8
College Goals, Strategies, and Priorities ..................................................................................................................15
Strategic Planning Committee....................................................................................................................................16
These are rewarding, and yet, very challenging times at St. Philip’s College. While our successes continue to mount, we are undergoing the stresses and challenges that education is facing throughout the nation. Our enrollment increases, but our funding decreases. State funding is down, along with the economy. And in higher education, we know that enrollment increases when the job market is slow.

So every day we are challenged to continue to work at the highest level possible. We live in very nice real estate, but it is a challenge to continue to occupy it. We are the best in the state at serving at-risk students; we have the highest LVN pass rates; we continue to earn exemplary ratings for programs from the Texas Higher Education Coordinating Board. But our accomplishments come in an environment of dwindling resources, so we have to continue to work hard, and more importantly, to work smartly. That is where strategic planning becomes crucial.

For the past several years, we have taken major steps to hone our strategic planning. These include implementing basic unit planning; a Good to Great Strategic Planning Process, performance based budgeting, and our President’s Academy, which evaluates all our different components and plans for their continuous quality improvement.

Now we are taking our efforts a few steps forward and upward, aligning our efforts and commitment to professionally recognized standards of excellence. In June we were recognized by the Texas Quality Award Foundation at the Engagement Level in our quest towards the Texas Award for Performance Excellence. Eventually, we are striving to compete for the highest award of this type, the nationally recognized Baldrige National Quality Program Award.

Those activities and processes have set the stage for creating the following Strategic Plan, with 82 employees plus the President and 3 Vice Presidents participating. Our basis for the plan lies in the Alamo College goals: access to higher education, providing maximum student support, maximizing workforce development, developing human capital and our capacity to serve, and bettering organizational communication. By precise and creative planning, working smartly, striving for the highest standards of excellence, and aligning ourselves with our community and our organizational goals, we will continue to thrive.

Dr. Adena Williams Loston
President
St. Philip’s College was founded in 1898 by Bishop James Steptoe Johnston, son of a slave owner and Bishop of St. Philip’s Episcopal Church of the West Texas Diocese.

The school, which opened on March 1, 1898, began as a sewing class for girls with fewer than 20 students in a house located in the area known today as the historic La Villita area in downtown San Antonio.

Artemisia Bowden, a teacher and daughter of a former slave, later assumed leadership of the school. Under the direction of Miss Bowden over the ensuing 52 years, St. Philip’s underwent monumental transformation, evolving from parochial day school to industrial school to a fully accredited two-year college offering a diverse curriculum.

Changes included a move in 1917 from the school’s original site to a new location just east of downtown, and an affiliation with San Antonio College and the San Antonio Independent School District in 1942 that marked the end of the college’s era as a private institution.

St. Philip’s ceased to function as a private institution, becoming a municipal junior college for Negroes under a new name: St. Philip’s Branch, San Antonio Junior College, a public Institution.

Change came again in 1945 when St. Philip’s College and San Antonio College formed the San Antonio Union Junior College District under the direction of a newly formed district board of trustees.

St. Philip’s received official notification of its approval for accreditation by the Southern Association of Colleges and Secondary Schools. The same year, the Southern Association eliminated the double standards of classification for black and white schools and instead used a single standard.
In 1982, the district changed its name to the Alamo Community College District.

The college grew again in 1987 when Southwest Campus, formerly part of East Kelly Air force Base, was designated as an official campus of St. Philip’s. The campus, which had operated as a district extension since 1975, continues to serve students as well as business and industry as a hub for technical training programs.

A multi-million-dollar capital expansion added major buildings; a state-of-the-art theater complex at the MLK campus; the Northeast Learning Center in 1996; and the Learning and Leadership Development Center in 1997 (in collaboration with the City of San Antonio).

The college opened the Welcome Center, Center for Learning Resources and the Center for Health Professions, which holds state-of-the-art nursing simulators. The college reached the largest recorded enrollment of 11,000 students.
ALAMO COLLEGES

Is comprised of five colleges and serves Bexar County with associate degrees, certificates and licensures in occupational programs that prepare students for jobs, as well as arts and science courses that transfer to four-year colleges and universities and lead to AA and AS degrees.

VISION
To be the best in the nation

MISSION
Empowering our diverse communities for success

VALUES

INTEGRITY
We have the courage to act ethically, building a culture of trust and respect.

COMMUNICATION
We engage in open and transparent communication, information sharing, and collaboration.

COMMUNITY
We commit to a joyful culture of learning and service where unity in diversity occurs through mutual respect, cooperation, and accessibility.

ACADEMIC FREEDOM
We value creativity, growth, and transformation through vigorous inquiry and a free exchange of ideas for all.

ACCOUNTABILITY
We take responsibility for our actions and strive for continuous learning and improvement.
ST. PHILIP'S COLLEGE MISSION

St. Philip's College, founded in 1898, is a comprehensive, public community college whose mission is to provide a quality educational environment, which stimulates leadership, personal growth and a lifelong appreciation for learning.

The College fulfills its mission by providing:

• General education courses in arts and sciences;
• Transfer education for students desiring to attend a senior institution; Developmental courses that improve the basic skills of students whose academic foundations need strengthening;
• Applied Science and technical programs designed to prepare students for employment or for the updating of skills.
• Special occupational training and upgrading programs for business, industry and government;
• Continuing education programs for occupational or cultural enrichment; Counseling and guidance designed to assist students in achieving their educational and professional goals; Educational support services that include library services, tutoring, open use computer labs, and a writing center.
• Services and appropriate accommodations for special needs individuals;
• Quality social, cultural and intellectual enrichment experiences for the community;
• Opportunities for participation in community research and economic development.
COLLEGE GOALS
and PROVOCATIVE PROPOSITIONS
2010-2015
GOAL 1:
ACCESS TO HIGHER EDUCATION

St. Philip’s College offers programs, activities and events that are specifically designed to
1) Bridge the academic, social and curricular gaps that can occur during the high school and college transition
2) Increase college participation among those individuals who had either not considered college as an option or who require skills improvement for better employment, and
3) Connect the College with its neighbors through dialogues, shared events and collaborative efforts.

GOAL 2:
STUDENT SUPPORT

St. Philip’s College current and perspective students exemplify their lives’ passion for learning as evidenced by GPAs, CCSSE scores, enrollment rates, and an A on the college scorecard for student success.

St. Philip’s College leads the nation’s community colleges in student success, measured by graduation, transfer, retention, job placement, and number of academic and workforce training programs of high distinction. It successfully markets to a regional, national, and international audience. St. Philip’s achievement is recognized by the Baldrige Award.
GOAL 3: WORKFORCE DEVELOPMENT

“Nosotros educamos a todos.” SPC is recognized for its targeted skills initiatives particularly in serving special populations of students. By collaborating with community-based organizations, as well as business and industry, the college assesses and identifies beneficiaries of these programs who are offered intense, short-term modules of instruction which include, but are not limited to, English, reading, math, technology and study skills.

St. Philip’s College is an innovative leader in collaborative models between Continuing Education (CE) and credit programs serving under-represented student populations and industries. These models serve to establish a CE platform within targeted credit departments; increase the number of students transitioning from workforce/CE programs to credit programs by 20%; increase revenue; increase student enrollment; and increase community awareness and partnerships.
GOAL 4: CAPACITY TO SERVE

St. Philip’s College has increased return on investment by implementing performance based budgeting, supported by feasibility studies and industry collaboration, resulting in efficient delivery of instructional programs.

St. Philip’s College has implemented exemplary training programs that bring the College into full compliance with laws and regulations.

St. Philip’s College has a proactive monitoring and management system in place that leads the district in insuring full compliance.

St. Philip’s College fosters an environment that encourages employees to maintain their skills at the optimum level of performance.

St. Philip’s College has an aggressive recruiting program for employees and staff that reflects the Alamo Colleges and St. Philip’s College service areas and has created an environment that encourages employees to avail themselves of wellness programs.

St. Philip’s College proactively addresses acquiring resources that respond to community needs for delivery of world class educational and technical programs.

St. Philip’s College has efficient project management to insure effective, on budget and ontime management of building programs.
St. Philip's College programs rated exemplary by the American Culinary Federation, the only non-proprietary institution in the state with this designation. Only 25 in the world hold this honor.

Source: American Culinary Federation

St. Philip's College LVN Program in Seguin has consistently exceeded NCLEX PN licensure pass rates for Texas and the US 2002-2007.
GOAL 5: ORGANIZATIONAL COMMUNICATION

Faculty and staff collaboration and coordination will consist of formal and informal dialog across departments, as well as establishing an orientation program, mentoring program, cross training employees within a department, and actively recruiting students.
St. Philip's College is #1 in the state for awarding the most degrees and certificates to at-risk students in critical fields (science, technology, engineering and math).

Source: Texas Higher Education Coordinating Board
COLLEGE GOALS, STRATEGIES
and PRIORITIES
2010-2015

Goal I. Access to Higher Education
Maintain and extend an open door and affordable access to quality higher education for citizens of Bexar County and surrounding service area.
A. Recruit/Enroll to Reflect the Diversity of Our Communities
B. Recruit/Enroll from Low Educational Participation Areas

College Priorities: College Access and Community Involvement

Goal II. Student Support
Increase academic support of all students.
A. Achieve High Completion Rates
B. Maximize P-16 Partnerships
C. Achieve the Dream
D. Measure and Increase Student Success
E. Maximize Employee Accountability for Student Success
F. Enable Students to Become Responsible Local and Global Citizens
G. Achieve Outstanding Student Learning and Support Programs

College Priorities: Culture of Student Success

Goal III. Workforce Development
Build a world-class workforce education and training capacity in partnership with businesses and community-based organizations.
A. Assert Regional Workforce Leadership
B. Offer Excellent Programs that Meet Employer Needs

College Priorities: New Program Development

Goal IV. Capacity to Serve
Develop the human capital and strengthen the financial, technological, and physical capacities of ACCD for first-rate student and community services.
A. Attract, Develop, and Retain Employee Talent
B. Ensure Sound Financial Management
C. Utilize Technology for Success
D. Maximize Facilities Stewardship

College Priorities: Diversity and Institutional Efficiencies

Goal V. Organizational Communication
Foster integrated organizational communication to consistently promote the positive impact and value of ACCD to the community of Bexar County and surrounding service area.
A. Cultivate Community Support and Loyalty
B. Ensure Effective Internal Communication

College Priorities: Faculty and Staff Collaboration and Coordination
Strategic Planning Committee

Senior Leadership

Adena Williams Loston, President
Ruth Dalrymple, Vice-President of Academic Affairs
Sherri Lang, Vice-President of Student Success
Benjamin Kraft, Vice-President of College Services
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