

# STRATEGIC PLAN

2019-2022

## MISSION STATEMENT

To empower our community for success by meeting the postsecondary learning needs of a diverse and globally-networked society. To help students achieve their full potential by preparing them to graduate, transfer, or enter the workforce with effective critical thinking skills, communication proficiency, leadership ability, personal and civic responsibility, empirical and quantitative understanding, performance proficiency, and the ability to work effectively in teams.

## VISION

San Antonio College will be the best in the nation in Student Success and Performance Excellence.

## VALUES

SAC is committed to building individual and collective character through the following sets of values in order to fulfill their vision and mission.

**Students First | Respect for All | Collaboration | Community Engaged | Can Do Spirit | Data-Informed**

## STRATEGIC PRIORITIES

## STRATEGIC GOALS

### 1 STUDENT SUCCESS

Sustain, assess, and improve student pathways and optimize campus environments to expand access, increase retention, and guide and support student success through completion.

**GOAL 1:** Achieve higher rates of enrollment, persistence, retention, engagement, completion, and graduation across all student groups.

**GOAL 2:** Achieve and sustain excellent student and college support services, delivery of world-class programs, and high-quality instruction to create a best place to learn environment.

**GOAL 3:** Continue to develop, assess, and improve data-informed pathways to support student academic success and career planning, and to advance equity.

### 2 PRINCIPLE-CENTERED LEADERSHIP

Develop a work environment that supports and empowers every employee to perform at the highest level.

**GOAL 1:** Develop strategies and systems that promote leadership development and accountability.

**GOAL 2:** Provide employee engagement, development, and empowerment, and create a best place to work environment.

### 3 PERFORMANCE EXCELLENCE

Commit to organizational growth, excellence, and sustainability through improved academic, administrative, financial, and operational efficiency and effectiveness.

**GOAL 1:** Implement a college-wide scorecard process to share and cascade goals, measures, and outcomes aligned to the strategic plan.

**GOAL 2:** Create a college-wide system for improvement allowing for implementing, tracking, and documenting results from best practices and strategies.

**GOAL 3:** Invest in innovation, growth, and performance.

### 4 EQUITY

Create an environment that places equity at the forefront, informing strategic priorities of student success, principle-centered leadership, and performance excellence.

**GOAL 1:** Define, develop, and implement an equity strategy and action plan that informs each strategic priority.

**GOAL 2:** Ensure data availability and access for equity-focused, metric-based decision-making.

**GOAL 3:** Establish aspirational goals and recognize achievements in equity.



**ALAMO COLLEGES DISTRICT**  
**San Antonio College**