



### Mission Statement

St. Philip's College, founded in 1898, is a comprehensive public community college offering associate's degrees and certificates, whose mission is to empower our diverse student population through educational achievement and career readiness. As a Historically Black College and Hispanic Serving Institution, St. Philip's College is a vital facet of the community, responding to the needs of a population rich in ethnic, cultural, and socio-economic diversity. St. Philip's College creates an equitable and inclusive environment, fostering excellence in academic and technical achievement, while expanding its commitment to diversity, opportunity and access.

### Core Competencies

The college fulfills its mission through three core competencies:

#### 1) Quality Instruction for Educational Programs

We will prepare students through:

- a. General courses in arts and sciences leading to an associate degree.
- b. Transfer education for students desiring to attend senior institutions.
- c. Developmental courses that improve the basic skills of students whose academic foundations require strengthening.
- d. Applied Science and technical programs leading to an associate degree or certificate designed to prepare students for employment and/or to update crucial skills.
- e. Workforce and Career development training programs for business, industry and government.
- f. Continuing education programs for occupational and educational enrichment or certification.
- g. High School Program partnerships that align pathways, enhance learning and provide career readiness and transfer opportunities.
- h. Continuous quality improvement of programmatic offerings based on a culture of assessment.

#### 2) Student Engagement

We will empower students through:

- a. Counseling and guidance designed to assist students in achieving their educational and professional goals.
- b. Educational support services including library services, tutoring, open use computer labs and a writing center.
- c. Services, accommodations and advocacy support provided in appropriate formats and modalities.
- d. A commitment to diversity, opportunity and access.

#### 3) Community Engagement

We will partner, leverage, and collaborate through:

- a. Quality social, cultural, and intellectual enrichment experiences for the community.
- b. Equity-minded and diverse campus activities and events.
- c. Participation in community service and economic development projects.

### Vision

St. Philip's College will be the best in the nation in Student Success and Performance Excellence

### Values

St. Philip's College is committed to building individual and collective character through the following set of shared values in order to fulfill our vision and mission.

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

### Institutional Priorities

*SACSCOC Compliance - Diversity, Equity, & Inclusion  
- Graduation, Persistence, Productive Grade Rate Improvement*

# STRATEGIC PLAN

2022 - 2025

STRATEGIC OBJECTIVES		
	OBJECTIVE	ACTION PLAN FY22-FY25
1	<p><b>STUDENT SUCCESS</b> Provide academic and student support and align labor market-based pathways to achieve student completion.</p>	<ul style="list-style-type: none"> <li>a. Leverage and strengthen resources, with special emphasis on the High School Program’s capability and capacity, targeted to engagement with P-12 and industry partners to improve the college-readiness and transition of students from high school to college and to the workforce.</li> <li>b. Increase student performance to exceed the state and national benchmarks (retention, graduation, persistence, transfer, job placement, and other key performance indicators).</li> <li>c. Increase overall student success by closing performance gaps between ethnic/racial, gender, socioeconomic groups, and other special population groups.</li> <li>d. Establish a Strategic Enrollment Management Plan to improve access to the MyMAP student experience and integrate AlamoENROLL, AlamoADVISE AlamoPROMISE, and other associated strategies along the student academic pathway.</li> <li>e. Build Campus Capacity by expanding infrastructure, creating an operational model for evening and weekend courses, and expanding in programs of high demand.</li> <li>f. Assess and improve student learning outcomes/competencies for all academic and workforce/continuing education programs.</li> <li>g. Establish and deploy the Alamo Institutes to align our instructional and institutional system to labor market demand and career pathways.</li> </ul>
2	<p><b>LEADERSHIP</b> Provide opportunities for St. Philip’s College students and employees to develop as leaders.</p>	<ul style="list-style-type: none"> <li>a. Incorporate personal and social responsibility, global citizenship, critical thinking and lifelong learning as the framework of principle-centered leadership into the culture of St. Philip’s College.</li> <li>b. Promote current and accurate data-informed innovation, risk-taking and entrepreneurship.</li> <li>c. Enrich Academic Excellence by balancing faculty/staff with course requirements, expanding CTE offerings and establishing flexible scheduling (Evening/Weekend courses and course scheduling offerings that meet the needs of our students in all course modalities).</li> <li>d. Build upon and foster two-way internal communication with students and employees to improve collaboration and teamwork and build trust to promote leadership.</li> <li>e. Develop a robust DEI initiative that focuses on inclusion of all students and employees across the college, extends to hiring and promotion practices and transforms SPC to an equity-minded campus culture.</li> </ul>
3	<p><b>PERFORMANCE EXCELLENCE</b> Continuously improve our employee, financial, technological, physical and other capacities to enhance efficiency and effectiveness.</p>	<ul style="list-style-type: none"> <li>a. Deploy to scale performance excellence (Baldrige) approaches to ensure organizational sustainability through use of data and efficient, effective work systems.</li> <li>b. Improve Operational Excellence across campus by intentionally enhancing cybersecurity of IT systems, establishing a holistic OER plan and creating Advocacy Centers on MLK &amp; SWC.</li> <li>c. Build Research Capacity to establish St. Philip’s College as the recognized “Go to Community College in San Antonio.</li> <li>d. Ensure sound financial management with emphasis on cost containment.</li> <li>e. Build talent and empower all employees to improve collaboration and teamwork in support of the student success agenda.</li> <li>f. Create a Culture of Assessment where every faculty/staff member understands and implements a routine, data-informed, assessment of their activities/student outcomes and their alignment with SPC MVV/Strategic Plan.</li> <li>g. Brand and Implement a Marketing and Communications Plan for all annual communications (enrollment cycle, advising, graduation) that leverages the student voice as brand ambassadors.</li> </ul>