



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
 - 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 to align transfer pathways, enhance learning opportunities and provide career readiness and transfer opportunities.
- 2) Student Engagement
 - 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 writing center.
 - c. Services and appropriate accommodations for special populations, to include adult literacy and distance education.
 - d. Empower students through a commitment to diversity, opportunity and access.
- 3) Community Engagement
 - a. Quality social, cultural, and intellectual enrichment experiences for the community.
 - b. Equity-minded and diverse campus that leverages the San Antonio community's ongoing diversity efforts to create an environment of healing and transformation.
 - c. Opportunities for 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>STUDENT SUCCESS Provide academic and student support and align labor market-based pathways to achieve student completion.</p>	<ul style="list-style-type: none"> 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. b. Increase student performance to exceed the state and national benchmarks (retention, graduation, persistence, transfer, job placement, and other key performance indicators). c. Increase overall student success by closing performance gaps between ethnic/racial, gender, socioeconomic groups, and other special population groups. 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. e. Build Campus Capacity by expanding infrastructure, creating an operational model for evening and weekend courses, and expanding in programs of high demand. f. Assess and improve student learning outcomes/competencies for all academic and workforce/continuing education programs. g. Establish and deploy the Alamo Institutes to align our instructional and institutional system to labor market demand and career pathways.
2	<p>LEADERSHIP Provide opportunities for St. Philip’s College students and employees to develop as leaders.</p>	<ul style="list-style-type: none"> 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. b. Promote current and accurate data-informed innovation, risk-taking and entrepreneurship. 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). d. Build upon and foster two-way internal communication with students and employees to improve collaboration and teamwork and build trust to promote leadership. 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.
3	<p>PERFORMANCE EXCELLENCE Continuously improve our employee, financial, technological, physical and other capacities to enhance efficiency and effectiveness.</p>	<ul style="list-style-type: none"> a. Deploy to scale performance excellence (Baldrige) approaches to ensure organizational sustainability through use of data and efficient, effective work systems. b. Improve Operational Excellence across campus by intentionally enhancing cybersecurity of IT systems, establishing a holistic OER plan and creating Advocacy Centers on MLK & SWC. c. Build Research Capacity to establish St. Philip’s College as the recognized “Go to Community College in San Antonio. d. Ensure sound financial management with emphasis on cost containment. e. Build talent and empower all employees to improve collaboration and teamwork in support of the student success agenda. 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. 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.