



Mission Statement

St. Philip's College, founded in 1898, is a comprehensive public community college whose mission is to empower our diverse student population through personal educational growth, ethical decision-making, career readiness, and community leadership. 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 environment fostering excellence in academic and technical achievement while expanding its commitment to opportunity and access.

The college fulfills its mission by offering:

- 1) General courses in arts and sciences leading to an associate degree.
- 2) Transfer education for students desiring to attend senior institutions.
- 3) Developmental courses that improve the basic skills of students whose academic foundations require strengthening.
- 4) Applied Science and technical programs leading to an associate degree or certificate designed to prepare students for employment and/or to update crucial skills.
- 5) Workforce and Career development training programs for business, industry and government.
- 6) Continuing education programs for occupational and educational enrichment or certification.
- 7) Counseling and guidance designed to assist students in achieving their educational and professional goals.
- 8) Educational support services including library services, tutoring, open use computer labs and writing center.
- 9) Services and appropriate accommodations for special populations, to include adult literacy and distance education.
- 10) Quality social, cultural, and intellectual enrichment experiences for the community.
- 11) 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 Reaffirmation - Ethical Decision-Making - Graduation, Persistence, Productive Grade Rate Improvement

STRATEGIC PLAN

2014 - 2018

STRATEGIC OBJECTIVES		
OBJECTIVE	ACTION PLAN FY15-FY18	
1	STUDENT SUCCESS Provide academic and student support and align labor market-based pathways to achieve student completion.	a. Leverage and strengthen resources 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 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. Streamline and provide access to the MyMAP student experience to integrate advising, support and academic progress. e. Align and provide access to a comprehensive approach to accelerate completion of the required AlamoPREP and AlamoREADY, aimed toward improving students' progress toward their academic and career goals. f. Assess and improve student learning outcomes/competencies for all academic and workforce/CE programs. g. Establish and deploy the Alamo Institutes to align our instructional and institutional system to labor market demand and career pathways. h. Improve access (through financial aid, scholarships, high school-to-college, and other programs)
2	LEADERSHIP Provide opportunities for St. Philip's College students and employees to develop as leaders.	a. Incorporate ethical decision making into the culture and curriculum of St. Philip's College (ex: SDEV and EDUC 1300 courses) b. Promote current and accurate data-informed innovation, risk-taking and entrepreneurship. c. Build upon and foster two-way internal communication with students and employees to improve collaboration and teamwork and build trust to promote leadership.
3	PERFORMANCE EXCELLENCE Continuously improve our employee, financial, technological, physical and other capacities to enhance efficiency and effectiveness.	a. Deploy to scale performance excellence (Baldrige) approaches to ensure organizational sustainability through use of data and efficient, effective work systems. b. Build talent and engage employees through professional development with a focus on collaboration, application of knowledge and skills, and high performance teams. c. Ensure sound financial management with emphasis on cost containment. d. Innovate and maximize technology to support student and employee success. e. Develop, communicate, and implement environmental sustainability initiatives. f. Maximize two-way communication with internal and external communities.
4	REAFFIRMATION Successful submission of the decennial SACSCOC Focused Report and QEP Proposal.	a. Successfully submit and immediately address all fourteen SACSCOC principles/standards of non-compliance through the timely submission of the SACSCOC Focused Report and through adequate and informative preparation of the SACSCOC On-Site Visit in October 2015. b. Successfully submit the SACSCOC QEP Proposal that engages broad SPC community involvement through compliance of the following SACSCOC standards: Core Requirement 2.12 requires among other things an institution to develop a plan for increasing the effectiveness of its educational program relating to student learning and/or the environment supporting student learning and accomplishing the mission of the institution. Comprehensive Standard 3.3.2 mandates that the institution demonstrate institutional capability for completion of the QEP, involve institutional constituencies in both planning and implementation of the QEP, and establish goals and an assessment plan. c. Refine, implement and assess the QEP through broad SPC community involvement.