The Process:

The development of Destination 2015, the 2012-2015 Strategic Plan, was the most comprehensive, inclusive venture in the history of Pueblo Community College. Led by a 30-member Cabinet team, the plan was developed over the spring 2012 semester. The process included seven three-hour planning sessions, 16 one-hour feedback sessions that included faculty, staff, student and community members from Pueblo, Canon City, Durango and Manos/Cortez, and approximately 25 key leaders in planning, preparation, and documentation. In total, over 100 hours of work by 650 individuals produced revised mission, vision and values statements, six strategic imperatives, and 17 corresponding strategies. The energy was high, the creative juices flowed, and the passion was undeniable. As a result, there was but one common theme: our students.

• Students are the number one priority.
• Whatever the task at hand, use data – not emotions – to drive the decisions, and always seek avenues that will lend greater value for students.
• Stay focused and true to the role of the College and our mission, vision, and values, but most importantly, to the students.
• Academic excellence and student success go hand-in-hand.
• The key to student success lies with our most important assets – our faculty and staff.

The next step is to empower the exceptional faculty and staff of PCC to develop action plans and tasks that will ensure we achieve our goals. The process included seven three-hour planning sessions, 56 one-hour feedback sessions that included faculty, staff, student and community members from Pueblo, Canon City, Durango and Manos/Cortez, and approximately 25 key leaders in planning, preparation, and documentation. In total, over 100 hours of work by 650 individuals produced revised mission, vision and values statements, six strategic imperatives, and 17 corresponding strategies. The energy was high, the creative juices flowed, and the passion was undeniable. As a result, there was but one common theme: our students.

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• Academic excellence and student success go hand-in-hand.
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Mission:

To provide quality educational opportunities that transform the lives of our students, enrich our communities, and strengthen the regional economy.

Vision:

Pueblo Community College will be nationally recognized as a premier educational leader and partner committed to providing pathways to higher education, relevant career opportunities, and personal growth opportunities.

Core Values:

• Respect for People
• Accessibility
• Lifelong Learning
• Integrity, Responsibility, and Accountability
• Excellence
• Teamwork

AQIP Categories

II. Student Engagement & Success
III. Technology/Equipment/Infrastructure
IV. Affordability & Financial Stability
V. Continuous Quality Improvement

Strategic Plan

Imperatives

Strategies

2012-2015

and

from national and state level associations and agencies.

Pueblo Community College is accredited by The Higher Learning Commission and is a member of the North Central Association (accredit.nca.org, 312.263.0456), 30 North LaSalle Street, Suite 2400, Chicago, IL 60602. In addition, several programs hold approval or accreditation from national and state level associations and agencies.

For more information on the Academic Quality Improvement Program, visit www.ncahlc.org/AQIP/AQIP-Home/
For more information on the Colorado Community College System, visit www.cccs.edu.

Foreword:

Destination 2015 – “Imperatives for Student Success” documents for all stakeholders of Pueblo Community College a renewed three-year Strategic Plan that not only addresses the challenges facing higher education in the State of Colorado but reaffirms an unconditional commitment to students, faculty and staff, taxpayers and other benefactors.

The mission, vision, and core values of Pueblo Community College were scrutinized to ensure that the institution’s ideals, passion, and dedication were articulated in a manner that personified our ability to provide the best continuum of post-secondary academics and technical training in our service area and perhaps the nation. From here, the roadmap is well set. The Imperatives and Strategies, as outlined, have been thoughtfully identified and collectively aligned with:

• The Higher Learning Commission’s Accreditation Criteria
• The new Academic Quality Improvement Program (AQIP) Categories
• The Colorado Community College System Five-Year Strategic Plan
• The Colorado Commission of Higher Education’s Master Plan and the impending Performance Funding Measures

This Strategic Plan was built with input from faculty, staff, students, civic leaders, and business partners alike. As you review this document, you will become aware of the cohesive thumbprint of a diverse group of individuals focused on student success. This institution is well poised for academic greatness - as evidenced by the imperative direction of increased student retention and success. I am committed to leading this institution to national recognition by working side by side with great faculty, staff, and community advocates. Please join me as we look for great things to come for (and from) the students of Pueblo Community College!

Patty Eryan
President, Pueblo Community College

Patty Erjavec, MNM
PCC President

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**First Step to Success**

**Our Core Values:**
- Awareness and Access
- Strategic Imperative: Awareness and Access
- Strategy 5: Strengthen outreach through targeted marketing and recruitment efforts.
- Strategy 6: Align programs and services to meet the varied and evolving needs of a diverse prospective student population.
- Strategy 7: Actively engage students by building meaningful relationships, providing rigorous and relevant learning throughout their community college experience.

**Strategic Imperative Two: Student Engagement & Success**

Pueblo Community College will develop a learning environment that helps students acquire the knowledge, skills, and experience necessary for advanced education, successful careers, and personal growth.

**Strategy 1:** Actively engage students by building meaningful relationships, providing rigorous and relevant learning throughout their community college experience.

**Strategy 2:** Effectively and efficiently prepare students for college success through appropriate placement, comprehensive support, and innovative educational pathways.

**Strategy 3:** Tackle coordinated and integrated academic and student support services.

**Strategy 4:** Deliver curricula, leading to mastery of knowledge, skills, and experiences necessary for success and societal benefit.

**Strategy 5:** Resources for successful transition to advanced education through quality programs, rigorous curricula, and effective transfer services.

**Strategy 6:** Foster a culture of continuous improvement through student feedback and national standards of student achievement and growth.

**Strategy 7:** Globally analyze, and data science to continuously improve assessment across disciplines and support institutional and national standards of student achievement and growth.

**Strategic Imperative Three: Technology, Equipment, and Infrastructure**

Pueblo Community College will maintain and create an environment in which students, faculty, and staff have access to leading-edge technology, state-of-the-art equipment, and a modern physical infrastructure that is conducive to student success.

**Strategy 1:** Actively seek and collaborate partnerships to create state-of-the-art learning environments outside of the traditional educational setting and instructional delivery methods.

**Strategy 2:** Expand collaborative efforts with the PCC Foundation to identify needs and augment the resources necessary to maintain and exceed standards of academic excellence as we move toward a more personalized learning experience.

**Strategy 3:** Develop a fluid technology/environment and facilities master plan that serves the basic and evolving needs of our students, faculty, staff, and other stakeholders.

**Strategy 4:** Engage in an ongoing curriculum renewal and update process, and augment the resources necessary to maintain and exceed standards of academic excellence as we move toward a more personalized learning experience.

**Strategy 5:** Strategically allocate financial resources to meet the basic and evolving needs of our students, faculty, staff, and other stakeholders.

**Strategy 6:** Ensure all college personnel possess and continue to acquire the technical skills relevant to their positions to advance institutional excellence.

**Strategy 7:** Engage in an ongoing curriculum renewal and update process, and augment the resources necessary to maintain and exceed standards of academic excellence as we move toward a more personalized learning experience.

**Strategic Imperative Four: Affordability & Financial Stability**

Pueblo Community College will continue to provide affordable educational opportunities and services to the students and communities it serves.

**Strategy 1:** Secure institutional eligibility for federal student aid programs while pursuing students with the information and skills they need to manage their finances in college and beyond.

**Strategy 2:** Reduce operational costs by maximizing classroom utilization and overall capacity while maintaining quality instruction and meeting student needs.

**Strategy 3:** Offset increasing costs of affording Pueblo Community College by honoring and providing resources, and transporting with innovative products and services.

**Strategy 4:** Reduce operational costs by maximizing classroom utilization and overall capacity while maintaining quality instruction and meeting student needs.

**Strategy 5:** Ensure institutional eligibility for federal student aid programs while pursuing students with the information and skills they need to manage their finances in college and beyond.

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**Strategy 7:** Secure institutional eligibility for federal student aid programs while pursuing students with the information and skills they need to manage their finances in college and beyond.

**Strategic Imperative Five: Continuous Quality Improvement**

Pueblo Community College will maintain continuous quality improvement to drive operational improvements to deliver superior programs and services to students and stakeholders.

**Strategy 1:** Actively engage students by building meaningful relationships, providing rigorous and relevant learning throughout their community college experience.

**Strategy 2:** Expand collaborative efforts with the PCC Foundation to identify needs and augment the resources necessary to maintain and exceed standards of academic excellence as we move toward a more personalized learning experience.

**Strategy 3:** Develop a fluid technology/environment and facilities master plan that services the basic and evolving needs of our students, faculty, staff, and other stakeholders.

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**Strategy 6:** Ensure all college personnel possess and continue to acquire the technical skills relevant to their positions to advance institutional excellence.

**Strategy 7:** Engage in an ongoing curriculum renewal and update process, and augment the resources necessary to maintain and exceed standards of academic excellence as we move toward a more personalized learning experience.

**Strategic Imperative Six: High Performance Workforce**

Pueblo Community College will attract, develop, and retain a highly qualified workforce centered to student success and institutional excellence.

**Strategy 1:** Attract quality hires from diverse cultures, backgrounds, and experiences through transparent and consistent recruitment and selection processes.

**Strategy 2:** Advance and implement comprehensive programming for all staff employees.

**Strategy 3:** Develop and sustain a work environment that maximizes employee fulfillment, productivity, and continuous quality improvement.

**Strategy 4:** Continuously improve the quality and effectiveness of our institutional services.

**Strategy 5:** Develop a full-time faculty and staff core that can meet the basic and evolving needs of our students, faculty, staff, and other stakeholders.

**Strategy 6:** Engage in an ongoing curriculum renewal and update process, and augment the resources necessary to maintain and exceed standards of academic excellence as we move toward a more personalized learning experience.

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