



WAUBONSEE  
COMMUNITY COLLEGE

# STRATEGIC PLAN FY2023

*To be the top choice for learning in our community.*



# FY2023 STRATEGIC PLAN

The FY2023 Strategic Plan carries forward the pillars that are essential to our success: Student Equity and Success, Community Connections, and Employee and Organizational Excellence. This strategic framework was first developed in 2020 through a comprehensive research and data gathering process and continues to appropriately outline the stakeholder groups that make up our present and future direction.

Our Student Equity and Success pillar has the largest number of goals, and that is by design. We believe that teaching and learning is at the core of our mission of providing an exceptional, accessible, equitable, and innovative experience for our students. We have continued to focus on increasing our enrollment and are in the process of launching a three-year Strategic Enrollment Management Plan to speak to all of the things that we focus on in the recruitment and retention of our students. Gathering ongoing feedback from our students is important and helps us figure out what and how we should be communicating to them consistently. We want to continue to be responsive and create new programs, while understanding the challenges that our varying student populations face in terms of their technology and access to educational resources.

As a community college, the connections that we build and develop are vital to creating value for the many people we serve in and around our district. We have received certification as a sponsor of the Department of Labor Registered Industrial Maintenance Apprenticeship Program. This will allow us to offer students the opportunity to earn a college degree while working in growing, in-demand professions. The development and planning of a new Career and Technical Education building will allow us to innovate our learning space and continue to meet the needs of employers. And as we grow, with more students earning credentials, we want to remain connected to our alumni base so that we can continue to expand that network for our students and foster relationships that are mutually beneficial.

Of course, none of this work can be done without our employees, and so we are continuing to realize and support the need for improved work and life balances, with respect to our hybrid and virtual working environments. Through the pandemic, we have seen a blending of our personal and professional lives; we want to capitalize on that and help our employees feel as if they can share who they are and what is important to them through their roles here at Waubonsee. The more we can engage our employees, listen to them, and change into the future, all while fostering a culture of diversity, equity, and inclusion, we can continue to be a great place to work and an employer of choice in our region.

Thank you for your continuing support of Waubonsee Community College. We look forward to seeing you on campus and helping us to realize our primary goal of being the top choice for learning in our community.



## MISSION

Waubonsee Community College provides exceptional learning through accessible, equitable, and innovative education. We are committed to enriching the lives of our students, employees, and community by working together to create opportunities to discover new passions, share knowledge, and embrace diversity.

## VISION

Waubonsee Community College opens the door of knowledge, sparks imaginations, and enlightens lives through learning. We welcome the diverse abilities, goals, and experiences of individuals standing on the threshold of discovery. Our success is defined by the dreams we help shape, the opportunities we help design, and the futures we help create.



## VALUES

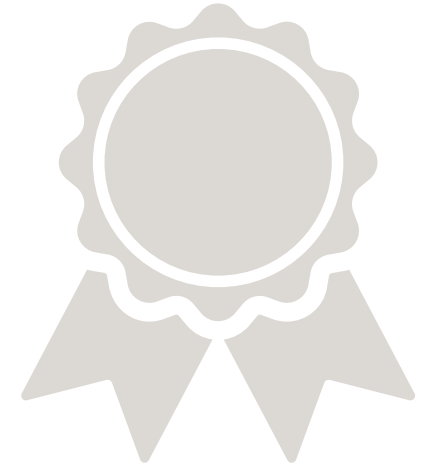
**QUALITY:** We constantly redefine what it means to be “the best,” seeking to improve in every area and exceed the expectations of those we serve.

**VALUE:** We focus every resource directly on the search for learning, creating tangible benefits in everything we do.

**INNOVATION:** We are actively engaged on the frontiers of education, continuously improving the learning environment of our students and communities.

**SERVICE:** We view the world from the perspective of those we serve, anticipating needs and striving to exceed expectations while demonstrating a caring, knowledgeable, consistent connection with each individual every time they meet us.

**ACCESSIBILITY:** We remove barriers to learning formed by time, geography, education, culture, experience or beliefs to provide a full range of quality educational opportunities for all who can benefit.



# STUDENT EQUITY AND SUCCESS

*Waubonsee partners with all students to ensure their success, providing equity for our diverse and historically underserved students; developing broad, integrative, specialized, and applied knowledge; and meeting their academic, professional, and personal goals.*

**Goal One:** Implement a Strategic Enrollment Management Plan to optimize recruitment, retention, and completion.

**Goal Two:** Refine student communication and feedback mechanisms to create a more engaging student experience.

**Goal Three:** Create new programs and make improvements to curriculum and instruction to ensure that all students succeed in reaching their goals.

**Goal Four:** Provide the necessary technology and academic support for students to ensure more equitable access and outcomes.





# COMMUNITY CONNECTIONS

*Waubonsee partners with our community members and alumni to promote cultural and economic development, civic partnerships, and lifetime educational opportunities.*

**Goal One:** Focus on work-based learning, apprenticeship programs, and skill attainment to support the rapidly shifting needs of employers and assist students with faster entry into the labor market.

**Goal Two:** Foster the development of a professional network to engage alumni with each other, and with current and prospective students.

**Goal Three:** Design a Career and Technical Education building to strengthen our learning environment, and meet and respond to workforce needs.



# EMPLOYEE AND ORGANIZATIONAL EXCELLENCE

*Waubonsee values and respects all employees, promoting organizational excellence by upholding the highest standards set by our accrediting bodies, careful stewardship of our resources, and meaningful work defined by the successful fulfillment of our mission.*

**Goal One:** Continue to find ways to better support and engage employees as we adapt to the changes of a hybrid work environment.

**Goal Two:** Streamline technology to support more efficient student and organizational processes.

**Goal Three:** Support projects related to the college's Employee Engagement Plan, Diverse Hiring Plan, and other initiatives to create systems that support the workplace of the future.



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*Waubonsee does not discriminate on the basis of any individual's actual or perceived race, color, creed, religion, gender, gender identity, sex, sexual orientation, age, national origin, ancestry, veteran's status, military status, unfavorable discharge from military service, marital status, order of protection status, pregnancy, disability, citizenship status or any other characteristic protected by law in its programs or activities. Inquiries regarding this policy may be directed to: Michele Needham, Title IX/ADA/Section 504 Coordinator, Route 47 at Waubonsee Drive, Sugar Grove, IL 60554, [compliance@waubonsee.edu](mailto:compliance@waubonsee.edu).*