



A STRATEGIC PLAN FOR ROCHESTER COMMUNITY AND TECHNICAL COLLEGE

STRATEGIC PLAN 2024

Pathways to Success

GOAL ONE

STUDENT SUCCESS

Improve student retention and completion by increasing access to learning opportunities, leveraging educational technology, enhancing support services and resources, and strengthening pedagogy and curriculum.

- **Strategy 1: STUDENT SUCCESS PLANNING:** Create processes, structures, and opportunities for students to successfully plan and achieve their educational goals in a timely manner.
- **Strategy 2: FLEXIBLE AND ACCESSIBLE EDUCATION:** Expand access through high-quality online learning, flexible scheduling, and alternative pathways to fit the needs of students
- **Strategy 3: SUPPORTING LEARNING:** Implement integrated institutional practices, technology, and services aimed at supporting student learning and improving student outcomes.
- **Strategy 4: ASSESSMENT OF STUDENT LEARNING:** Further cultivate a culture of assessment to better understand how students learn and use assessment results to improve teaching and learning inside and outside of the classroom.

GOAL TWO

INSTITUTIONAL SUSTAINABILITY

Ensure the College's offerings, functions, and processes are sustainable and responsive to the evolving needs of internal and external stakeholders.

- **Strategy 1: ADVANCE A CULTURE OF CONTINUOUS IMPROVEMENT:** Institution-wide commitment to foster systematic processes for assessing, evaluating, measuring, and communicating RCTC improvement efforts.
- **Strategy 2: BOLSTER AN EXCEPTIONAL TEAM OF EMPLOYEES:** Recruit talent and further develop staff and faculty to meet the changing needs of students and stakeholders.
- **Strategy 3: EFFECTIVE PLANNING & ALIGNMENT:** Realize RCTC's Mission through a meaningful planning process that aligns resources with the College's strategic priorities.
- **Strategy 4: ENSURE INSTITUTIONAL CONTINUITY:** Establish structures and processes that ensure continuity of services and processes that impact the ability to serve students and constituents.

GOAL THREE

DIVERSITY, EQUITY, & INCLUSION

Promote equity and inclusion across the institution by increasing cultural competency, culturally responsive pedagogy and service, and partnering with community organizations.

- **Strategy 1: FOSTER A CULTURE OF EQUITY AND INCLUSION:** Implement a dynamic equity and inclusion plan that integrates equity minded strategies across all institutional divisions.
- **Strategy 2: EQUITY IN STUDENT OUTCOMES:** Ensure equity in student experience and success by applying the lens of Diversity, Equity & Inclusion (DEI) to institutional academic and non-academic services and functions.
- **Strategy 3: FURTHER DIVERSITY ENGAGEMENT:** Expand resources, opportunities, and infrastructure to better understand and engage diversity, in efforts to impact the experiences of students and employees.

GOAL FOUR

CAMPUS AND COMMUNITY ENGAGEMENT

Promote campus and community engagement that fosters collaborative relationships which mutually benefit the College, our students, partnering organizations, and the economic vitality of the region.

- **Strategy 1: GROW EXTERNAL COLLABORATIONS:** Establish collaborations and relationships with external partners that bring value to the College and favorably impact the experiences of students, faculty, and staff.
- **Strategy 2: GROW INTERNAL COLLABORATIONS:** Establish internal collaborations that build collegial relationships in order to better serve the needs of students and employees.
- **Strategy 3: PARTNER TO MEET THE NEEDS OF STAKEHOLDERS:** Ensure the College's educational offerings serve the best interests of students and needs of the community through engagement of external constituents.
- **Strategy 4: ADVANCE THE COLLEGE'S SERVICE TO, AND PRESENCE IN, THE COMMUNITY:** Active engagement of faculty, staff, and students in the community.

MISSION | Rochester Community and Technical College provides accessible, affordable, quality learning opportunities to serve a diverse and growing community.

VISION | Rochester Community and Technical College will be a universal gateway to world-class learning opportunities.