

## CORE THEMES

**ACCESS:** *Individuals will have access to comprehensive and affordable educational offerings and services.*

- Learning opportunities are offered at times, places and in ways that meet student needs.
- Resources are aligned to meet enrollment demands in core mission areas of academic transfer, workforce development, basic literacy and life-long learning opportunities.
- Learning opportunities are increased for students with social, financial, cultural, and educational barriers.

**INSTITUTIONAL EXCELLENCE:** *The District will ensure quality, continuous improvement, and sustainability in programs and services.*

- Mission driven systematic and inclusive planning, implementation and assessment are used and results are applied to ensure quality and gain improvement.
- Accessible, functional, safe and comfortable facilities are provided.
- Realistic, responsible, and accountable budget and financial practices are used.
- Opportunities for professional growth and development are established through clear expectations, employee evaluation, and self-assessment processes.
- Information, educational technology and support are provided in order to facilitate student learning and the District's ability to access, organize, process, and present information.

**CONTRIBUTION TO COMMUNITY:** *The District will be a recognized leader in building and maintaining educational, industry, and broad-based community partnerships to advance local, regional, and global prosperity and civic responsibility.*

- The district continuously develops external partnerships with employers, employment and training agencies, and employer associations.
- The district partners with K-12 and other higher education institutions to provide a seamless career pathway for students.
- The Foundation conducts outreach to the community and individuals to raise awareness for the district and build relationships with potential donors and persons of influence.
- District representatives actively and strategically participate in community events, activities, and organizations.
- The District presents the Pierce College image in compelling and consistent ways to broaden student recruitment, enhance general awareness, and increase community support.

## DIVERSE AND POSITIVE COLLEGE

**ENVIRONMENT:** *Students, faculty, and staff will be acknowledged for and will use their unique knowledge, skills, abilities, perspectives, and cultural backgrounds to advance quality learning, and to maintain a positive environment in which each person can effectively work and learn.*

- A diverse faculty, staff and student population is recruited, retained and involved to maximize talents, productivity, and learning.
- Effective and inclusive decision-making processes are implemented that value collaboration, honor multiple perspectives, respect differences, and foster contributions from all students, faculty staff and community members.
- Effective and inclusive communication is established in an environment that fosters respect and civility towards others.
- The deliberate integration of multiple perspectives into the curriculum is promoted.

**STUDENT LEARNING AND SUCCESS:** *Students will experience quality, relevant learning that increases their knowledge, skills, and abilities to maximize potential for individual success and to enhance the economic, social and cultural base of our communities.*

- Students apply core abilities of: effective communication, critical thinking, information competency, multiculturalism, and responsibility in their personal and professional lives to successfully work and live in a dynamically changing world.
- Educational programming assists students in effectively and efficiently transitioning between and among the mission areas (academic transfer, workforce development, basic literacy and life-long learning) and to meet personal and professional goals.



## BOARD OF TRUSTEE GOALS 2016-17

The Board is committed to the principles of Achieving the Dream and will monitor institutional data to ensure the District is making progress on measures of student success and completion with a specific focus on supporting institutional efforts to implement Guided Pathways and to achieve cultural competency, equity and diversity to close the student achievement gap by 2020.

The Board recognizes the important role that quality faculty play in institutional excellence and student learning and success. Therefore, the Board will tenure only candidates who clearly and consistently demonstrate quality performance in nine evaluation areas of the tenure manual and who demonstrate commitment to those relevant elements of the nine areas in on-going professional development and post-tenure review.

The Board will work closely with the Chancellor to achieve the goals of the trustees and provide mission directed leadership by reviewing Pierce On-Line Strategic Tracking (POST) and institutional effectiveness reports to ensure meeting core themes and indicators of achievement that measure mission fulfillment. The Board will actively participate in the 2016 NWCCU self-study evaluation process and demonstrate knowledge of and compliance with accreditation standards.

The Board recognizes the important role of professional development for all employees and supports institutional efforts for professional growth activities. Specifically, the Board will review actions taken by the District to grow cultural competency of all employees to support a positive, diverse, and equitable college environment.

The Board will provide direction for budget policy and priorities that support sound fiscal decisions and clean fiscal audits, encourage innovation and entrepreneurial efforts including capital projects, and ensure institutional sustainability.

The Board appreciates the work of the Pierce College Foundation and continues to recognize the importance of increasing visibility and resource development of the District. Through efforts of the Office of Advancement, the Board commits to increasing their involvement in community outreach and advancement activities in support of the 50th Anniversary of the college.

The Board will use results of their annual self-evaluation to identify opportunities for professional development and leadership training to guide their work. Specifically, they will participate in crisis communications, emergency management and cultural competency trainings and will participate in local, regional, and national conferences and meetings to gain insight into innovative programs and strategic governing options that support student success and the overall mission of Pierce College.

The Board in its advocacy role will promote to business, industry and government the economic, workforce development and self-sufficiency role of our colleges; will meet with a local school board to promote collaborations and partnerships; and will take an active role in lobbying legislators and congressional leaders to stress the need for state and federal funding for operating and capital budgets, financial aid and grant funding.