

Access

The community Pierce College serves will have access to comprehensive educational offerings and support services.

- Learning opportunities will align with students' educational and career goals, and will be consistent with workforce needs.
- Students will have timely access to the support services they need to accomplish their educational and career goals.
- We will engage with, and equitably serve, our diverse communities.

Excellence

Pierce College will assure quality and continuous improvement in all endeavors.

- Departments and programs will meet or exceed their stated outcomes.
- We will meet the requirements for accreditations, fiscal viability, compliance measures, and other elements necessary to sustain our work.
- We will provide, and employees will engage in, learning and development opportunities that contribute to mission fulfillment.

Contribution to Community

Pierce College will be a recognized leader in building and sustaining academic, industry, and broad-based community partnerships to advance educational opportunities and align with economic development.

- We will initiate, lead, and sustain mission-driven partnerships and collaborations within our community.
- Our community will recognize Pierce College's value and impact.
- We will foster economic equity and development within our community.

Equity, Diversity, and Inclusion

Pierce College will promote an equitable, diverse environment for teaching, learning, and working, with collaborative decision-making and mutual respect.

- Our infrastructure will foster positive teaching, learning, and working opportunities.
- Employees and students will be engaged in, and support, shared governance.
- We will engage students, employees, and community members in ways that respect human dignity and lead to equitable, inclusive experiences.

Student Learning and Success

Students will experience quality, relevant learning that maximizes their potential for success.

- Students will make timely progress toward their educational and career goals.
- Students will achieve institutional and programmatic learning outcomes.
- Students will be successful when they transfer for further education or move directly into the workforce.

1. The Board is committed to achieving equity, diversity, and inclusion through culturally responsive engagement to close student achievement gaps by 2020. Using principles of Achieving the Dream, with a focus on institutional efforts to implement Guided Pathways, the Board will monitor institutional data to ensure the District is making progress on measures of student access, completion, and transition, with a specific goal of having all new students on a pathway by Fall 2018.
2. 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 expects demonstrated commitment to those relevant elements of the nine areas in on-going professional development and post-tenure review.
3. 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 monitor and respond to the Year One Accreditation process, including updated metrics, and demonstrate knowledge of and compliance with accreditation standards.
4. The Board recognizes the important role of professional development for all employees and supports institutional efforts to create an employee learning and development plan that incorporates the seven capacities of the Institutional Capacity Assessment Tool (ICAT).
5. 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.
6. The Board appreciates the work of the Pierce College Foundation and continues to recognize the importance of enhancing the District's visibility, community connections, and resource development. Through efforts of the Office of Advancement, the Board commits to increasing their involvement in community outreach and advancement activities, and to actively participate in the Foundation's upcoming Student Success Campaign.
7. 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, and demonstrate commitment to, crisis communication, emergency management strategies, and culturally responsive engagement; and 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.
8. 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 local school boards 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.