

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 will provide mission directed leadership by reviewing institutional effectiveness reports to ensure that Core Themes and Indicators of Achievement that measure mission fulfillment, accomplish a minimum of 70 percent with a target goals of 90 percent or greater and will focus efforts to eliminate areas of inequity for historically marginalized and minoritized students with particular attention on increasing access for males and degree completion for black males and single parents.
2. The Board will monitor institutional response to COVID-19 as the college begins its "return to campus" to ensure equity, health and safety of students and employees, quality educational opportunities, and fiscal impacts.
3. The Board acknowledges the critical role quality faculty play in institutional excellence and student learning and success and will tenure only candidates who clearly and consistently demonstrate quality performance in all evaluation areas. The Board will incorporate outcomes of the Racial Equity Leadership Academy in supporting changes to the tenure process, including post tenure review, to advance inclusive, equitable, and anti-racist action.
4. The Board will conduct a review of board policy to ensure policy supports equity, diversity, and inclusion and the institution's goal of becoming an anti-racist institution.
5. The Board will provide direction for budget policy and priorities that advances the college's equity-centered mission and anti-racist commitments, supports strategic resource allocations and clean fiscal audits, ensures institutional sustainability and enhancement of the college's facilities, and invests in transformational innovations and capacity-building to achieve those ends.
6. The Board recognizes the important role of professional development for all employees and will support institution efforts to incorporate ATD's Institutional Capacity Assessment Tool with an anti-racist focus to meet mission.
7. The Board in its advocacy role will actively engage in efforts to 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; will support efforts of Pierce College Foundation and the Student Success Campaign; and will actively lobby legislators and congressional leaders for state and federal funding for operating and capital budgets, financial aid, and grant funding.
8. The Board will conduct a self-evaluation to review performance and to identify professional development opportunities. Specifically, they will participate in, and demonstrate commitment to culturally relevant and sustaining engagement to achieve racial and social equity, and participate in local, regional, and national conferences and meetings to gain insight into the innovative programs and strategic governing options that promote the mission of Pierce College and the Washington State Community and Technical College System.
9. The Board will develop a trustee succession plan that identifies and recommends individuals for gubernatorial appointment and will implement a comprehensive new trustee orientation that focuses on Pierce College's strategic plan, structures, programs, processes, policy governance, and Washington's 34-college system.