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PIERCE COLLEGE 
possibilities. realized.

STRATEGIC PLAN
2025-2032

MISSION, VISION, AND VALUES

MISSION

Pierce College creates quality educational opportunities for a diverse community of learners to thrive in an evolving world.

VISION

Possibilities realized: Innovative and engaged learners enriching our local and global communities.

VALUES

- Learning
- Integrity
- Respect
- Accountability
- Sustainability

ABOUT OUR STRATEGIC PLAN

Pierce College welcomes students at all stages of their educational journey, providing pathways for economic and social mobility and overall well-being in a rapidly changing demographic, economic, and technological environment.

As evidenced in our 2023 Institutional Effectiveness Report we are underserving Black and Brown students and students experiencing intersecting marginalizations, including the intersections of race, ethnicity, socioeconomic status, gender, sexual identity, family status, disability status, active duty and veterans, first-generation status, and age.

Guided by these insights, Pierce College centers racial equity and a commitment to building an antiracist institution as core drivers in achieving its mission. We are dedicated to identifying and dismantling structural oppressive practices, eliminating inequities in college opportunities and completion for students, improving outcomes, and building a college community where all can belong, advance, and thrive. As such, equity, inclusion, and belonging serve as the foundation upon which the four strategic areas are built, rather than being represented as a separate strategic area.

STRATEGIC AREAS AND OBJECTIVES

Belonging

Pierce College will actively facilitate equitable opportunities to comprehensive educational offerings and student services that foster a sense of belonging.

We will:

- create a transparent pathway for students throughout their educational journey from outreach to admission to enrollment to graduation;
- ensure learning pathways and career opportunities align with business and industry needs and student economic and social mobility;
- cultivate inclusion and belonging in the college community.

Institutional Sustainability

Pierce College invests in employees; facilities; technology; communications; finances; and institutional, departmental, and operational policies and procedures in sustainable and responsive ways that support and inform equitable and inclusive decision-making and mission fulfillment.

We will:

- use sustainable systems and processes to meet the needs of the institution;
- engage in learning and growth that supports mission fulfillment at departmental and employee levels.

Student Learning and Success

Pierce College will design learning experiences that equitably foster learning to enrich students' lives and achieve their educational goals. We will specifically focus on inclusive practices that increase equitable outcomes for Black and Brown students and student groups who are systemically minoritized in educational settings.

We will:

- empower students in achieving degree outcomes (Core Abilities, Fundamental Areas of Knowledge, and Program Outcomes) on their career pathway;
- equip students to be successful in the completion of their desired credential, transfer for further education, or moving into the workforce.

Community Vibrancy

Pierce College will build and sustain partnerships with P-12 school districts, local business and industry, Tribal governments, nonprofit and community organizations, and four-year colleges and universities to advance educational opportunities that align with economic mobility and social justice. We will emphasize community building efforts with organizations and community leaders that best support growth for low-income and Black and Brown students and community members.

We will:

- equitably position students for economic mobility;
- build and sustain community relationships that foster racial and economic justice.