

APPENDIX B

Mission Statement

St. Philip's College empowers our diverse student population through personal and educational growth, career readiness and community leadership.

Vision

St. Philip's College will be the best in the nation in Student Success and Performance Excellence.

Values

St. Philip's College is committed to building individual and collective character through the following set of shared values in order to fulfill our vision and mission.

Students First - Respect for All - Community Engaged - Collaboration - Can-Do Spirit - Data-Informed

Institutional Priorities

STRATEGIC OBJECTIVES		
	OBJECTIVE	ACTION PLAN FY15-FY18
1	STUDENT SUCCESS Provide academic and student support and align labor market-based pathways to achieve student completion.	a. Leverage and strengthen engagement with P-12 and industry partners to improve the college-readiness and transition of students from high school to college and to workforce. b. Increase student performance to exceed the state and national benchmarks (retention, graduation, transfer, job placement, and other key performance indicators). c. Increase overall student success by closing performance gaps between ethnic/racial, gender and socioeconomic groups. d. Deploy and streamline the MyMAP student experience to integrate advising, support and academic progress. e. Deploy and align a comprehensive approach to accelerate completion of the required AlamoPREP and AlamoREADY, aimed toward improving students' progress toward their academic and career goals. f. Assess and improve student learning outcomes/competencies for all academic and workforce/CE programs. g. Establish and deploy the Alamo Institutes to align our instructional and institutional system to labor market demand and career pathways. h. Improve access (through financial aid, scholarships, high school-to-college, and other programs)
2	LEADERSHIP Provide opportunities for St. Philip's College students and employees to develop as leaders.	a. Incorporate personal and social responsibility and critical thinking into the culture and curriculum of St. Philip's College. b. Incorporate personal and social responsibility into the SDEV and EDUC 1300 course c. Promote data-informed innovation, risk-taking and entrepreneurship. d. Implement two-way internal communication with students and employees to improve collaboration and teamwork and build trust to promote leadership.
3	PERFORMANCE EXCELLENCE Continuously improve our employee, financial, technological, physical and other capacities to enhance efficiency and effectiveness.	a. Deploy to scale performance excellence (Baldrige) approaches to ensure organizational sustainability through use of data, continuous improvement, and efficient and effective work systems. b. Build talent and engage employees with a focus on collaboration, application of knowledge and skills, and high performance teams. c. Ensure sound financial management with emphasis on cost containment Innovate and maximize technology to support student and employee success.. d. Develop environmental sustainability initiatives and processes. e. Improve partnerships and alliances by two-way communication with external communities.
4	REAFFIRMATION Successful submission of the decennial SACSCOC reaffirmation report.	a. Develop, refine and implement a project management process that engages the broad SPC community to address SACSCOC Reaffirmation Compliance and QEP requirements. b. Develop and implement strategies to ensure the issue of college autonomy is effectively addressed.

Process Improvement - SACSCOC Reaffirmation - Graduation, Persistence, Productive Grade Rate Improvement