



2025-2030 STRATEGIC PLAN FRAMEWORK

Revised 11/14/24

OUR MISSION

Empowering all students to reach their full potential.

OUR VALUES

Accessibility | Collaboration | Community | Inclusivity | Integrity

OUR VISION

We envision Clatsop Community College as a diverse, dynamic center for education, workforce development, and community enrichment.

STRATEGIC PRIORITIES

1. Improve Student Access

Expanding outreach, simplifying the enrollment process, and maximizing financial support to ensure more students can access opportunities.

2. Increase Student Success

Enhancing support systems, improving academic resources, and fostering a sense of belonging to ensure students stay on track and achieve their goals.

3. Strengthen Our Reputation

Showcasing academic excellence and the college's impact on enrichment and economic development in the region.

4. Increase Organizational Effectiveness

Improving internal processes and communication to support faculty and staff in delivering high-quality education and services.

5. Build & Sustain Partnerships

Developing and maintaining strong collaborations with high schools, universities and industry to create successful pathways for students.

2025

2026

2027

2028

2029

2030

PRIORITY

ACTIONS

INDICATORS

1. Improve Student Access

- 1.1 Increase regular presence at high schools
- 1.2 Streamline student onboarding experience
- 1.3 Expand programs and course offerings
- 1.4 Outreach to underrepresented communities

- 1.A Annual growth in Reimbursable FTE
- 1.B Growth in aid and scholarships dollars
- 1.C Improve GED to college transition rate
- 1.D Student demographic reflects the district

2. Increase Student Success

- 2.1 Enhance student belonging efforts
- 2.2 Expand student employment opportunities
- 2.3 Leverage resources for basic needs support
- 2.4 Create ongoing student satisfaction survey

- 2.A Fall-to-Winter retention above 60%
- 2.B Fall-to-Fall retention above 40%
- 2.C 3-year grad/transfer rate above 30%
- 2.D Student satisfaction above 75%

3. Strengthen Our Reputation

- 3.1 Strengthen relationships with high schools
- 3.2 Promote student success stories
- 3.3 Conduct annual staff and NPS surveys
- 3.4 Implement fund facilities maintenance plan

- Annual growth in prospective inquiries
- Growth in Net Promoter Score
- Annual Staff satisfaction above 70%
- Annual Student satisfaction above 75%

4. Increase Organizational Effectiveness

- 4.1 Sustain effective leadership structure
- 4.2 Build comprehensive hire-to-retain plan
- 4.3 Implement a strategic budgeting process
- 4.4 Streamline workflows and approvals

- Leadership vacancy below 10%
- Staff performance reviews updated at 95%
- Budget reserves maintained above 15%
- Annual FT staff turnover rate less than 10%

5. Build and Sustain Partnerships

- 5.1 Expand advisory committee participation
- 5.2 Add university and accelerated programs
- 5.3 Expand high school dual credit opportunities
- 5.4 Launch and maintain student job board

- Growth in industry partners and donations
- Growth in university transfer partnerships
- Growth in dual credit students
- Growth in job and internship opportunities