



2022-25 Strategic Plan

Version 2 | 2023-2025



HACC

Core Values: A Circle of Caring

Caring by Creating Our Future Together

- We work together to shape and build our preferred future.
- We encourage and celebrate creativity and innovation.
- We set high goals and strive to achieve them.
- We strive to provide exceptional service to all who help shape our future.

Caring for Each Other

- We are gateways to student success and opportunity.
- We promote respect, collegiality, diversity and equity-mindedness in all we say and do.
- We nurture awareness and cultural sensitivity to create a climate of trust.
- We are growth-minded, believing that each of us is capable of learning, developing and growing to support our mission.

Caring by Doing What is Right

- We are honest and hold each other and ourselves to the highest ethical standards.
 - We provide the most accurate information available in all communications.
 - We are transparent about our decisions as individuals and teams.
 - We embrace broad engagement in the shared governance process.
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HACC, Central Pennsylvania's Community College

2022-25 Strategic Plan - Pathways to Success

PURPOSE STATEMENT

Learning for all; learning for life.

OVERALL COMMITMENTS

- 1 Reimagine Employee Success Together**
Review and enhance systems and structures that engage and support employees and promote a culture of care and belonging.
- 2 Reimagine Student Success Together**
Assess and enhance systems and structures that support strong existing programs, develop new in-demand programs and create greater opportunities for student success by promoting an environment of care and belonging.
- 3 Amplify Our Impact through Strategic Partnerships**
Expand and strengthen strategic partnerships by providing additional resources to support our objectives; promoting equity; and providing relevant and affordable opportunities for our students and the community.
- 4 Embrace and Promote Next-Generation Teaching and Learning**
Implement and support equitable, innovative teaching and learning experiences that respond to the ever-changing needs of students, employers and the community.
- 5 Ensure HACC's Long-Term Sustainability**
Practice sustainability through responsible stewardship of economic and public resources to accomplish its educational mission.

OVERALL COMMITMENTS AND GOALS

Commitment 1

Reimagine Employee Success Together

Review and enhance systems and structures that engage and support employees and promote a culture of care and belonging.

Goal 1.1 Create a culture of care and belonging, celebrate success, and value work-life balance.

Goal 1.2 Create a rich, diverse learning environment by hiring employees that reflect the student body in positions with direct contact.

Commitment 2

Reimagine Student Success Together

Assess and enhance systems and structures that support existing programs, develop new in-demand programs and create greater opportunities for student success by promoting an environment of care and belonging.

Goal 2.1 Ensure every student has the chance to succeed at HACC.

Goal 2.2 Define Student Success and vet sense of belonging through measurement of entry semester to second semester retention.

Goal 2.3 Implement two pathways in business and trades to further bridge workforce development and credit programming by May 2024.

Goal 2.4 Align our programs and services to meet the needs of our communities.

Goal 2.5 Leverage technology to make HACC more accessible to broader groups of learners.

Commitment 3

Amplify Our Impact through Strategic Partnerships

Expand and leverage strategic partnerships by providing additional resources to support our objectives; promoting equity; and providing relevant and affordable opportunities for our students and the community.

Goal 3.1 Ensure HACC has the systems, processes and teams that will support its ambition for broader, strategic partnerships.

Goal 3.2 Align HACC student's academic and nonacademic needs through collaborative partnerships.

Goal 3.3 Build strategic partnerships to support community engagement.

Goal 3.4 Increase support for HACC by engaging external stakeholders.

Goal 3.5 Implement an integrated marketing communications plan that promotes the relevance and importance of HACC to its communities and beyond.

Commitment 4

Embrace Next-Generation Teaching and Learning

Implement and support equitable, innovative teaching and learning experiences that respond to the ever-changing needs of students, employers and the community.

Goal 4.1 Scale and expand culturally relevant curricular and co-curricular initiatives that build confidence, motivation, and engagement for all HACC students.

Goal 4.2 Deliver accessible and affordable technologies that enhance student learning and success.

Commitment 5

Ensure HACC's Long-Term Sustainability

Practice sustainability through responsible stewardship of economic and public resources to accomplish its educational mission.

Goal 5.1 Advance HACC's long-term financial sustainability.

Goal 5.2 Strengthen HACC's ability to support its purpose through data-informed decision-making.

Goal 5.3 Streamline HACC's administrative business processes.

Goal 5.4 Develop and implement new revenue streams and expand current revenue streams.