

Strategic Goals and Objectives

The purpose of Allen Community College is to provide quality educational and support services in an atmosphere that is caring, safe, and conducive to learning. The college is committed to a wide range of accessible, affordable educational programs that enable students to reach their academic, occupational, and personal potential.

2025-2030



Goal 1

Innovative and Relevant Academic Programs



Objectives

- [1.1]** Research, develop, and invest in new Career and Technical Education (CTE) pathways.
- [1.2]** Research and develop innovative modalities for classes that provide hybrid, flexible, or experiential learning.
- [1.3]** Personalized offers and retargeting campaigns convert at double the rate.
- [1.3]** Research, develop, and invest in academic programs in the northern tier to promote regional advancement.

Allen will grow its impact by expanding high demand programs.



Goal 2

Advance Student Success



Objectives

- [2.1]** Increase the successful completion rates of all students.
- [2.2]** Develop and implement a Strategic Enrollment Management and Marketing Plan (SEMMP) reflecting evidence-based best practices in access and equity.
- [2.3]** Implement student advising system that will assist students in attaining their educational goals.
- [2.4]** Develop and implement an academic support model.
- [2.5]** Explore communication preferences of staff and students to assist in determining the most appropriate way to disseminate information.
- [2.6]** Ensure clear, well-defined processes that result in positive student experiences and well-being.

Allen will engage in college completion initiatives and prepare students for success.



Goal 3

Strengthen Business and Industry Engagement



Objectives

- [3.1]** Partner with business and industry for workforce credentials.
- [3.2]** Increase participation and relevancy of our business and strategic industry partners on our advisory boards.
- [3.3]** Market the pathways and partnership with our business and industry partners.
- [3.4]** Expand our reach in our northern tier and the remainder of our service area with business and industry.

Allen will actively identify and pursue partnerships that unlock career opportunities for students and accommodate the workforce with talent.



Goal 4

Strengthen Community Relations



Objectives

- [4.1]** Increase active engagement of athletic and other student organizations within the community and the service region.
- [4.2]** Explore opportunities for community events on campus.
- [4.3]** Increase active engagement of staff within the community and the service region.
- [4.4]** Exploring opportunities to collaborate with community resources.
- [4.5]** Establish an alumni association and increase giving beyond Allen County.

Allen will increase brand awareness and community relations through its service region.



Goal 5

Enhance Employee Experience and Development



Objectives

- [5.1]** Recruit and retain high quality talent and an effective workforce.
- [5.2]** Develop and revise board policies and administrative procedures.
- [5.3]** Review and/or refine the employee onboarding, evaluation and offboarding processes.
- [5.4]** Evaluate and clarify the role of the Staff Council representation group and consider dividing into two groups that represent professional and classified staff.
- [5.5]** Develop, evaluate, and ensure robust professional development opportunities that meet college needs.
- [5.6]** Conduct maintenance of internal employee classification and compensation yearly and reassessed every three years.

Our faculty and staff will engage in professional and leadership development opportunities to continuously improve in their area of expertise. Allen will educate, support, and invest in resources that enhance their wellbeing.



Goal 6

Establish a Culture of Organizational Excellence



Objectives

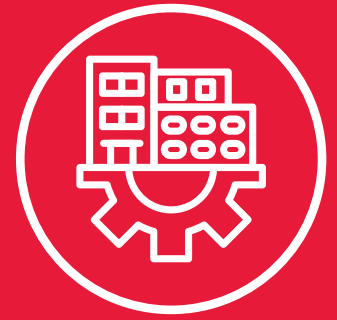
- [6.1]** Fully implement and maintain the Student Information System.
- [6.2]** Pursue, secure and administer grants and external funding to support organizational excellence.
- [6.3]** Foster a culture of high performance, evidence based, and data informed decision making for continuous improvement.
- [6.4]** Comply with all federal, state, and accrediting body requirements and regulations.

Cultivate a culture of institutional integrity, compliance, and continuous improvement.6.1 Fully implement and maintain the Student Information System.



Goal 7

Invest in Facilities, Campus Safety and Security Infrastructure



Objectives

- [7.1]** Upgrade and maintain campus safety measures.
- [7.2]** Reduce outstanding deferred maintenance.
- [7.3]** Develop a comprehensive campus master plan.

Allen will provide and maintain updated facilities through ongoing deferred maintenance and assessment plan that will provide for a safe and secure environment for all.

