



## Strategic Plan Goals, Objectives, Strategies

### Great Basin College's Mission:

*Transforming lives through education*

**Vision:** *Great Basin College prepares students for lifelong learning in an evolving global workplace.*

### Philosophy:

Great Basin College matches the needs of our students, industry, and state, preparing for careers in an evolving workplace now and in the future through a robust and flexible mixture of degrees, certificates, workforce training, and community education—with open access, through innovative delivery, with an interdisciplinary and equity lens, and by dedicated faculty and staff.

### Strategic Plan Themes, Goals and Objectives:

#### Theme 1: The Student Experience

**Goal:** Increase the percentage of students pursuing and completing their educational goals through Great Basin College providing affordable, flexible, and equitable opportunities.

- 1.1. Student Success: Support the student's journey from point of contact to program completion or transfer.**
  - 1.1.1. Improve and expand educational programs from dual enrollment through bachelor's degree opportunities with well-lighted pathways.
  - 1.1.2. Continue to create clear pathways, from initial recruitment to initial enrollment for all students. (Recruitment and advising).
- 1.2. Student Satisfaction: Increase student satisfaction in their variety of experiences at GBC.**
  - 1.2.1. Increase the percentage of GBC students who believe GBC has contributed to their personal and professional development by meeting their educational goals.
  - 1.2.2. Measure student job placement and solicit feedback from alumni and employers for their satisfaction with a GBC education.
- 1.3. Student Retention and Completion: Assess and improve student retention from course to degree completion or transfer.**
  - 1.3.1. Monitor student enrollment and success, with an emphasis on disaggregated data, and apply resources efficiently to meet challenges to retention and success.
  - 1.3.2. Provide an education and well-lit pathway through a rich mix of course delivery options, scheduling options, and additional approaches to student achievement.



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### **Theme 2: Inclusion, Diversity, Equity, Access and Sustainability (IDEAS)**

**Goal: Enhance IDEAS across all college operations and services.**

#### **2.1. Access: Remove barriers to student access and opportunities.**

- 2.1.1. Improve the college culture of understanding of student access barriers.
- 2.1.2. Promote more flexible scheduling and instructional delivery formats to be inclusive of all student's needs.

#### **2.2. Diversity: Focus on inclusive and equitable practices.**

- 2.2.1. Identify and provide training each semester to focus on inclusive and equitable practices.
- 2.2.2. Provide training on equitable hiring practices with selection and hiring committees.
- 2.2.3. Recruit and retain diverse exceptional faculty and staff.

### **Theme 3: Workforce Development**

**Goal: Provide a skilled and knowledgeable workforce.**

#### **3.1. Partnerships, Collaborations, and Outreach: Build relationships and collaboration opportunities to provide seamless connections between community colleges, high schools, universities, and employers.**

- 3.1.1. Continue to build the relationship with University of Nevada, Reno as we converge our purpose, mission, and operations.
- 3.1.2. Identify and engage stakeholders through relevant sources of data to align a GBC education for workforce needs and to create experiential learning opportunities.
- 3.1.3. Partnership with Nevada high schools and other workforce development entities to engage with employers and industry associations to identify workforce needs to collaboratively develop a workforce ready pipeline.

### **Theme 4: Community (Continuing Education, Marketing, and Alumni)**

**Goal: Lifelong Learning and Collaborations: Create lifelong learning opportunities and partnerships with the communities we serve.**

#### **4.1. Develop and promote new continuing education and programming opportunities for community engagement.**

- 4.1.1. Identify and define program offerings from target audiences and GBC service areas.
- 4.1.2. Develop an alumni-relationship program to mentor students and increase connections within the communities.

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#### **4.3. Implement data-driven marketing strategies to increase and strengthen community outreach.**



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### **Theme 5: Institutional Effectiveness**

**Goal: Institutional Effectiveness: Demonstrate a continuous process to assess institutional effectiveness—from course to program to institution—using disaggregated data to define mission fulfillment.**

- 5.1. Develop a continuous improvement loop that will empower the institution to make effective change.**
  - 5.1.1. Identify GBC's internal and external environments for current and emerging patterns, trends, and expectations.
  - 5.1.2. Develop leading and lagging indicators to anticipate future needs.
- 5.2. Improve and inform decision-making through increased access to comprehensive, timely, and quality data.**
  - 5.2.1. Implement the closing the loop process and annually review outcomes and the NSHE strategic plan metrics for institutional effectiveness.
  - 5.2.2. Analyze and publish disaggregated indicators of student achievement to implement strategies and deploy resources for mitigation of perceived gaps in equity and success.

### **Theme 6: Resources**

**Goal: Resources: Secure and sustain the resources necessary to maximize the College's capacity for excellence.**

- 6.1. Evaluate and improve available resources annually.**
  - 6.1.1. Use data and funding as a guide to utilize resources to meet the needs of GBC students and institution.
  - 6.1.2. Assess current technology trends that lead to continuous improvement.
  - 6.1.3. Enhance transparency and usefulness of the budget process.
  - 6.1.4. Develop a diverse revenue stream to maximize success and support our long-term growth.
- 6.2. Promote a culture of professional development and the sustainable balance of mental, physical and emotional wellness.**