James Sprunt Community College's Strategic Plan 2020-2025

Goal 1				
To partner with students who, through educational programs and support services, are prepared for the workforce or continued education at other institutions of higher learning.				
Objective 1	**Objective 2**	**Objective 3**	**Objective 4**	**Objective 5**
Develop, implement, evaluate, and revise educational programs to ensure that Spartan Skills have been incorporated and program offerings are meeting workforce needs.	Develop and implement alternative instructional delivery methods for courses to address changes in demographics and workforce development needs.	Ensure that support services are equally available for all students.	Continue promoting articulation agreements with partner universities and look for opportunities for additional articulation collaborations.	Provide activities that connect graduates and the community with local employment opportunities.
Current Strategy	**Current Strategy**	**Current Strategy**	**Current Strategy**	**Current Strategy**
Week of Welcome Weekly Core Leadership Team Meetings Monthly JSCC Newsletter Mandatory Professional Development Revamped Faculty Expectations New Logo & Slogan "Join our family."	Hybrid Classes Blended Classes Traditional Classes Online Classes	Utilize Aviso Retention to make students aware of support services.	Developed a site on the JSCC webpage dedicated to articulation agreements.	Job Fair collaboration with NCWorks Workforce Wednesday with NCWorks

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Goal 2 To enhance student academic credential achievement and retention by improving the total college experience.				
Objective 1	**Objective 2**	**Objective 3**	**Objective 4**	**Objective 5**
Provide up-to-date learning environments and state-of-the-art equipment for program offerings.	Provide new students with an online new student orientation followed by a seated informational tutorial.	Connect students to various resources to help meet personal and academic needs.	Provide students with enrichment activities through student clubs/organizations and intramural sports.	Work to infuse global concepts/ international education into programs/services.
Current Strategy	**Current Strategy**	**Current Strategy**	**Current Strategy**	**Current Strategy**
Hybrid Classes Blended Classes Traditional Classes Online Classes	New students complete new student orientation in Moodle. New students can finalize the registration process quickly by attending Registration Day. During Registration Day, new students register with a faculty advisor, complete financial aid, pick up parking stickers/student IDs, and log in to their JSCC account.	The Student Success Center is now located in the Boyette Library. Spartan Table now operates as a non-perishable food pantry, providing students with greater access to food. Student Support Services attends various student events such as Registration Day to connect new and returning students to support services.	Intramural Sports Library Maker Space SGA Events Student Support Services Summer camps and field trips	JSCC celebrates several events such as World Cultural Day and Black History Month Intramural Soccer Literature and resources are featured monthly in Boyette Library Study aboard opportunities

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Goal 3			
To support the professional development and career advancement of our staff and faculty and foster a collegial atmosphere of open communication, innovation, and partnerships among students and faculty.			
Objective 1	**Objective 2**	**Objective 3**	**Objective 4**
Ensure college departments and divisions reflect succession planning by reviewing job assignments to allow for career advancement within departments.	Review current policies and make necessary updates to ensure opportunities for professional development are available and proper procedures are in place to allow implementation.	Collaborate with faculty to introduce different teaching styles to promote student engagement by incorporating technology.	Identify opportunities to collaborate with students and offer more diverse club and student organizations that are faculty-driven.
Current Strategy	**Current Strategy**	**Current Strategy**	**Current Strategy**
Review of job descriptions. Cross-train within departments and create opportunities for advancement within departments Final job descriptions to be reviewed during performance evaluation. Current employees to job shadow.	Moodle Excel Informer 101	Gain input from IT and faculty committee members Share the use of technology with employees concerning how to work remotely and expectations.	Conduct student/employee surveys to gain protentional interest: 1. Intramural sports 2. JSCC newsletter 3. JSCC gospel choir 4. JSCC yearbook

Goal 4				
To ensure high quality in all programs and services by providing students, faculty, and staff with appropriate facilities, equipment, and technology.				
Objective 1	Objective 2	Objective 3	Objective 4	Objective 5
Account for all computers on campus and develop a 5-year migration plan. This will keep all computers current and allow for more efficient planning and budgeting.	Facility wearables such as carpeting and paint will be put on a 10-year plan to keep buildings from looking dated and worn. This will result in a capital budget benefit by being able to forecast and plan a fixed yearly budget.	The college will make capital improvements/ renovations to the interior of buildings to make the campus look more unified and fluid from building to building. There is currently very little continuity when going between buildings.	More and diverse spaces need to be created for students to gather and collaborate. Creating such space will develop a stronger collegiate environment and encourage student success.	Proper training opportunities will be offered for current technology. A survey will be sent in order to prioritize topics and multiple delivery options will be available.
Current Strategy	Current Strategy	Current Strategy	Current Strategy	Current Strategy
Replacing computers campus-wide at one time is not fiscally feasible. DoIT will assess the computer needs across campus and develop a roll-out plan that is budgetarily responsible and will order and place new computers and shuffle used computers throughout campus based on the greatest need.	Keep a rolling process for updates such as painting and carpeting to be completed. Devise a budget-based plan for the maintenance department to follow when scheduling campus improvements.	Use similar paint schemes New furniture comparable to that found in Hoffler, Hall & Herring.	Offer students more places to gather, easier access to resources and wi-fi. Newer picnic tables with umbrellas Outside wi-fi areas Merging student success center with the library Hall 125 E & F Place signage around campus that advertises	As technology increases and changes, more training will be needed. Surveys will be sent by DoIT or Distance Learning to identify the needs of staff & faculty.

			outdoor wi-fi access.	

Goal 5		
To involve the college in addressing community needs and goals and to build relationships with local, state, and national partners in an effort to improve our community's economic and workforce competitiveness.		
Objective 1	**Objective 2**	**Objective 3**
Engage business and industry to build relationships and understand immediate and future workforce by implementing a college-wide advisory committee for each program.	Broaden our work based learning to offer students more opportunities to earn college credit while improving their employability.	To offer lunch and learn opportunities promoting soft skills and other identified workforce needs.
Current Strategy	**Current Strategy**	**Current Strategy**
Form advisory committees for each program.	Form apprenticeship programs and have these advertisements on billboards across the county.	Employee and student engagement using Makerspace and other equipment available within the Library.

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Goal 6
To ensure funding received from all sources utilized by the college is in line with the mission, goals, and priorities of the institution, as well as the educational and workforce needs of the community.

Objective 1	Objective 2	Objective 3
Strengthen connections with community members and business partners in order to stay abreast of regional educational and workforce needs.	Submit relevant grant applications and maintain eligibility requirements for federal funding that supports instruction and student success.	Perform community outreach with potential partners and community members to increase private donations and scholarship opportunities.
Current Strategy	**Current Strategy**	**Current Strategy**
EDC Board with Duplin County Chamber of Commerce Foundation Industrial maintenance program Workforce Development Center	Lend the way – mobile plumbing lab (state) EDA – nursing addition/ apply for Workforce Development Center TRIO/WIOA Project 361 funds (state) supports instruction needed by local business and industry partner.	Foundation – fundraising Customized training Community job fair held by JSCC Nursing Lab Scholarly Men of Success Tools for Tech – for Diesel and Heavy Equipment Technology program 5K Fun Run Golf Tournament Casino Night

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Goal 7				
To incorporate organizational excellence in all areas of the institution.				
Objective 1	**Objective 2**	**Objective 3**	**Objective 4**	**Objective 5**
Create a safe and welcoming environment for students, staff, and faculty.	Review and revise College processes and procedures to increase efficiency and maximize resources.	Achieve academic effectiveness with optimal efficiency, resulting in a highly trained workforce.	Attract, empower, and retain excellence in staff and faculty.	Acquire and sustain robust, modern, and relevant technology.
Current Strategy	**Current Strategy**	**Current Strategy**	**Current Strategy**	**Current Strategy**
Strong cleaning and maintenance staff Signage is adequate Security presence until midnight	A disclaimer currently exists on the J drive for the manual.	New simulation technology in Nursing Education Committees have been restructured to achieve better effectiveness. Program Reviews are being restructured Programs have been moved to maximize resources, such as Nurse Aide.	Marketing and advertising to create a message of family atmosphere and promotes pride in our workplace Review salaries to make sure we are competitive with neighboring institutions. Broadened social media outlets and modes to advertise job openings Schedule flexibility- 4- day work week in the summer and close at noon on Fridays during spring and fall semesters. Restructured committees to encourage more participation from faculty and staff.	New simulation technology in Nursing Education New agriculture technology has been purchased Changing to LED lighting Wi-Fi expansion on campus Charging stations have been placed on campus