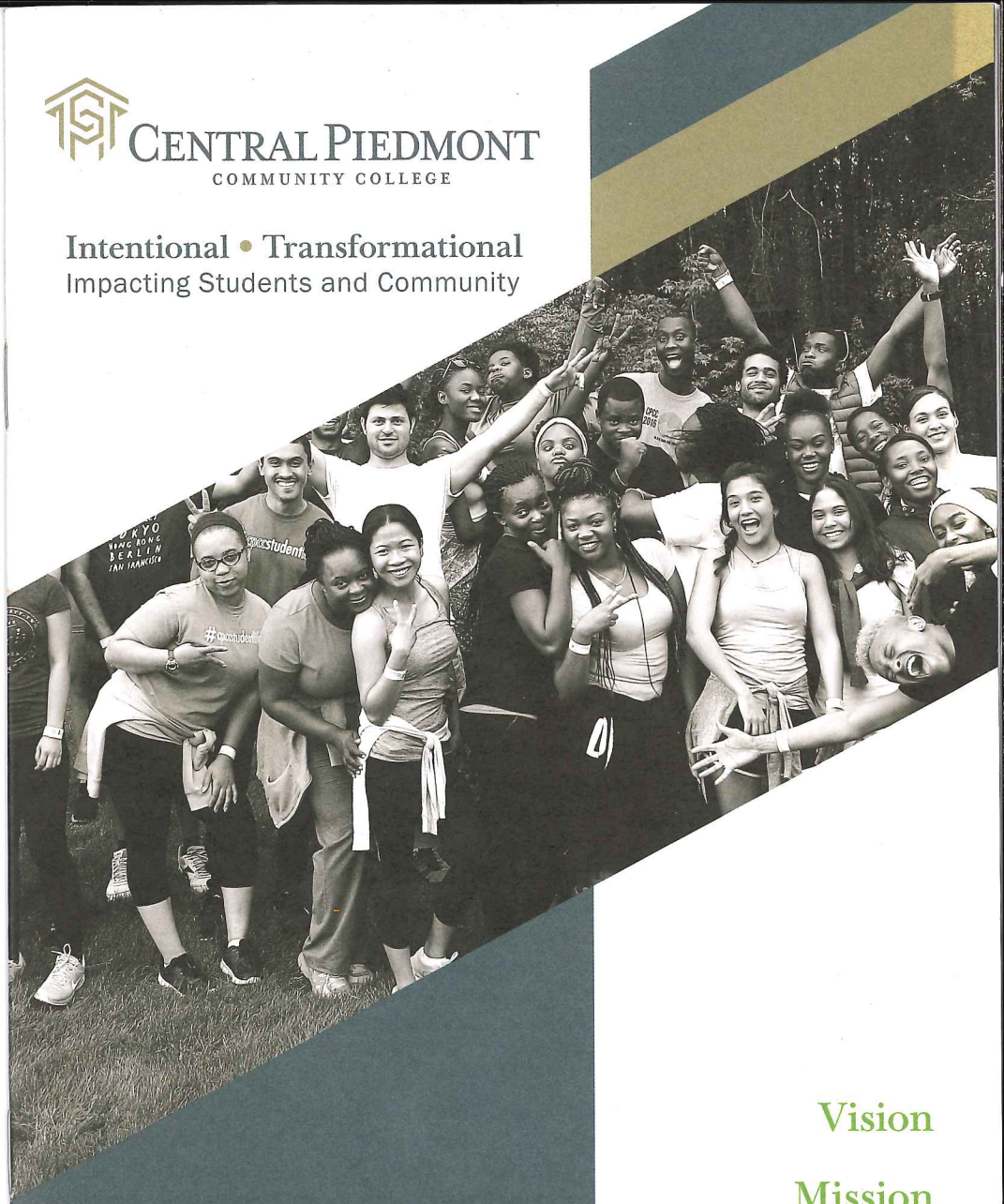
CENTRAL PIEDMONT
COMMUNITY COLLEGE

Intentional • Transformational

Impacting Students and Community



Vision

Mission

Values

Strategic Goals

The College Re-defines Excellence

Dr. Kandi Deitemeyer began her work as the fourth president of Central Piedmont Community College on January 2, 2017. Among her first actions as president was to simply listen. She asked college faculty and staff members what Central Piedmont was doing well and where improvements could be made.

Responses to a survey of all employees indicated a majority felt the college needed to narrow its scope of work and focus more on student success and completion, while continuing to serve the workforce development needs of Mecklenburg County. Soon thereafter, the college launched four, large-scale initiatives aimed at helping Central Piedmont re-define its vision of excellence and determine its chief priorities moving forward.

In September 2017, Dr. Deitemeyer appointed college employees and student leaders to a newly established Strategic Planning Committee. The employee members included faculty and staff who brought in-depth knowledge and understanding of college operations from various perspectives. The objective of the planning process quickly became making the college more intentional and dedicated toward helping students persist and complete their programs of study.

Collaborating with these strategic planning efforts, the college also undertook an in-depth self-assessment with the Aspen Institute and Achieving the Dream to examine current student success initiatives and identify where growth could be realized.

At the same time, Central Piedmont began a college-wide examination of how human, financial and facility resources are used and how they might be deployed better.

Finally, the college conducted perhaps its first-ever branding and marketing study, gaining opinions and insights from more than 3,000 students and prospective students, parents, college employees, high school counselors, employer partners, alumni and other college stakeholders and community members.

The Strategic Planning Committee's work now included taking information gained from these other three initiatives to craft a plan that would be intentional and transformative.

Working with noted strategic planning consultants Paulien and Associates, the committee gathered stakeholder feedback on the college mission, vision, values, and strategic goals. During open sessions at each of the college's six campuses in March, April, May, and October 2018, the consultants facilitated employee discussions directed at capturing the college's role and aspirations in serving the needs of students and Mecklenburg County residents. In more than 40 open sessions, more than 1,000 students and employees seized the opportunity to actively participate in the collaborative and comprehensive strategic planning process.

The new vision and mission statements, college values and strategic goals were presented to the college for the first time at the 2019 spring semester forum, held on January 8. College employees also learned of plans to launch a branding/marketing campaign later in 2019, designed to position Central Piedmont as Mecklenburg's best option for real-world, affordable, hands-on education that transforms lives and impacts the community.

Intentional

Transformational

Impacting Students and Community

Central Piedmont's future will be built on a well-defined set of vision, mission, and value statements that guide our every action.

Our Vision

Central Piedmont will be a champion of students, a catalyst for opportunity, and an exceptional provider of learning experiences that transform lives and strengthen our community.

Our Mission

To facilitate student learning, success and completion, Central Piedmont provides exceptional education and globally competitive training in an engaging, supportive environment.

Our Values

Student-Centered:
We are committed to students and learning. Student success is the heart of everything we do.

Collaboration:
We recognize the power of partnerships and effective communication and work collaboratively within our organization and externally in the Charlotte-Mecklenburg community and beyond.

Excellence:
We strive to achieve excellence by recognizing opportunities, solving problems, and innovatively serving our students and community.

Accountability:
We demonstrate integrity, transparency, and effective use of resources by assessing our programs and services and using data to inform our decisions.

Equity:
We believe all individuals have the potential to succeed and we will provide student-focused pathways to achievement.

Courage:
We are passionate about our work. We are willing to acknowledge our strengths and weaknesses and confront challenges with intentionality.

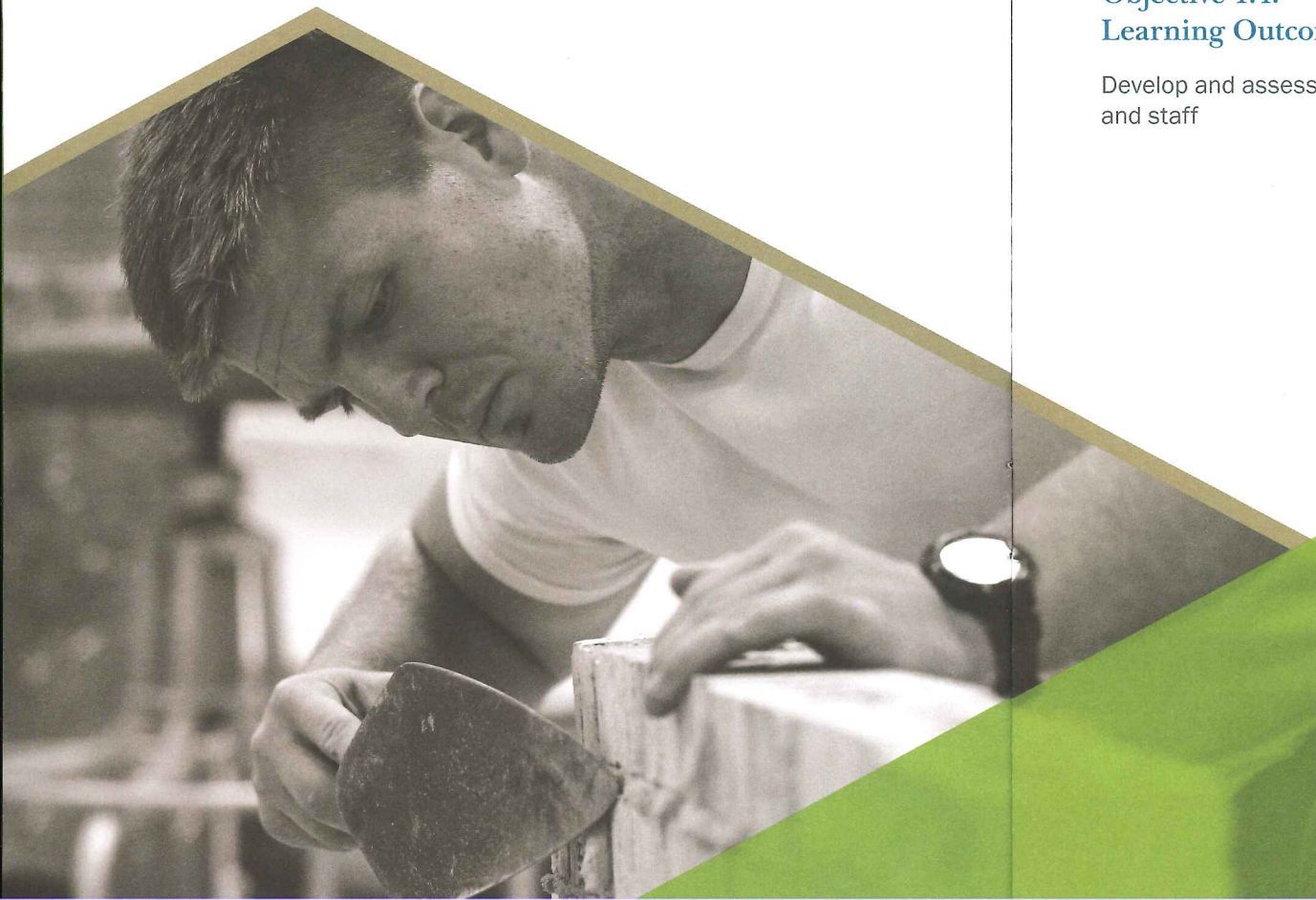
Strategic GoalS

Setting strategic goals is key in creating, defining, and achieving clear, measurable objectives. Central Piedmont utilized collaborative processes to establish the goals, and faculty and staff are committed to accomplishing the plan collaboratively.

Goal #1:

Creating a Unified and Focused Vision for Student Success

Central Piedmont will create and communicate a cohesive vision to promote student success and implement targeted strategies to improve learning outcomes for all students.



Objective 1.1: Student Success

Provide a unified definition of student success and consistent metrics of college-wide student success, including but not limited to completion, retention and persistence rates

Objective 1.2: Continuous Improvement

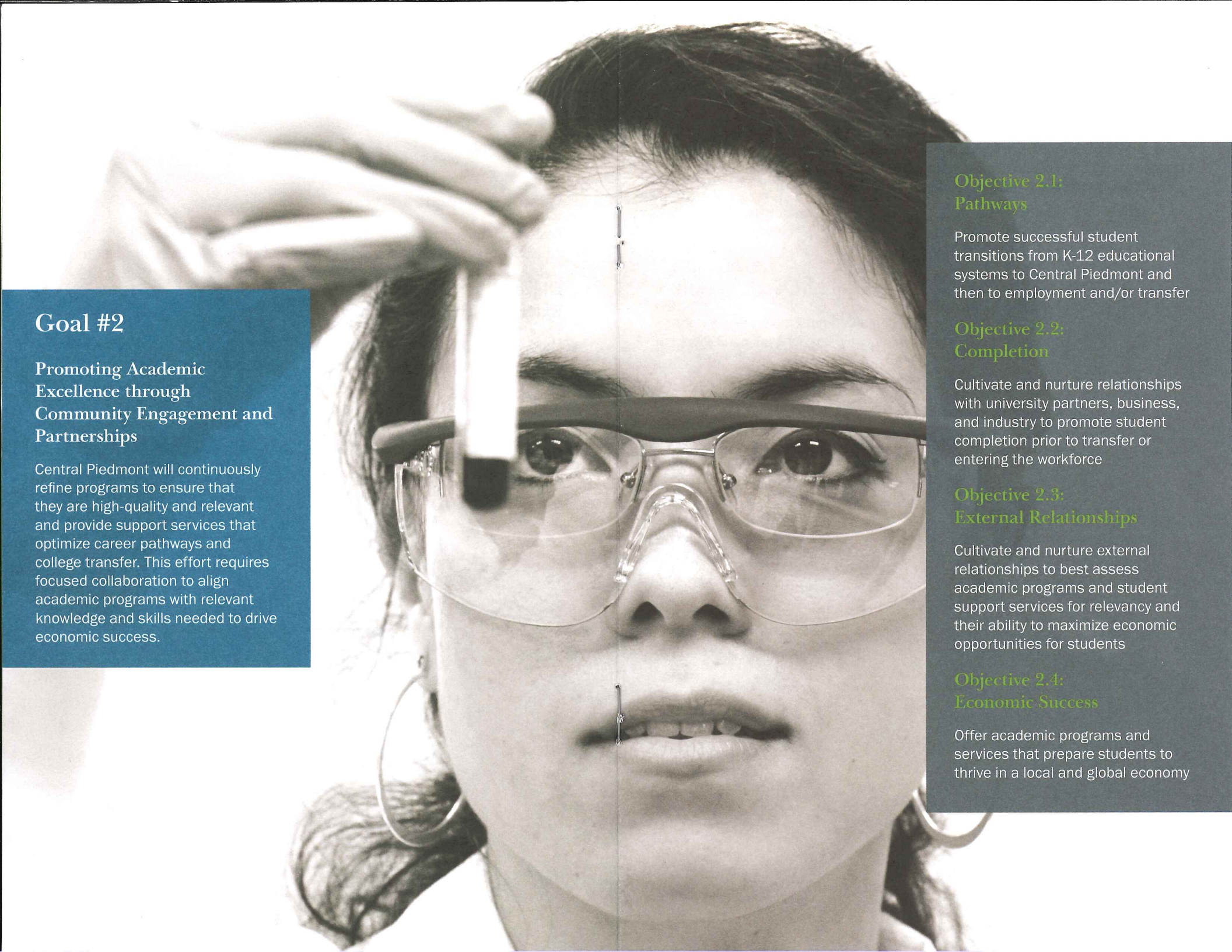
Foster a culture of evidence, inquiry, and continuous improvement of educational programs and holistic, integrated student support strategies

Objective 1.3: External Measures

Meet or exceed the North Carolina Community College System, regional and program accreditors, and governmental student success measures

Objective 1.4: Learning Outcomes

Develop and assess learning outcomes and provide the results to faculty and staff



Goal #2

Promoting Academic Excellence through Community Engagement and Partnerships

Central Piedmont will continuously refine programs to ensure that they are high-quality and relevant and provide support services that optimize career pathways and college transfer. This effort requires focused collaboration to align academic programs with relevant knowledge and skills needed to drive economic success.

Objective 2.1: Pathways

Promote successful student transitions from K-12 educational systems to Central Piedmont and then to employment and/or transfer

Objective 2.2: Completion

Cultivate and nurture relationships with university partners, business, and industry to promote student completion prior to transfer or entering the workforce

Objective 2.3: External Relationships

Cultivate and nurture external relationships to best assess academic programs and student support services for relevancy and their ability to maximize economic opportunities for students

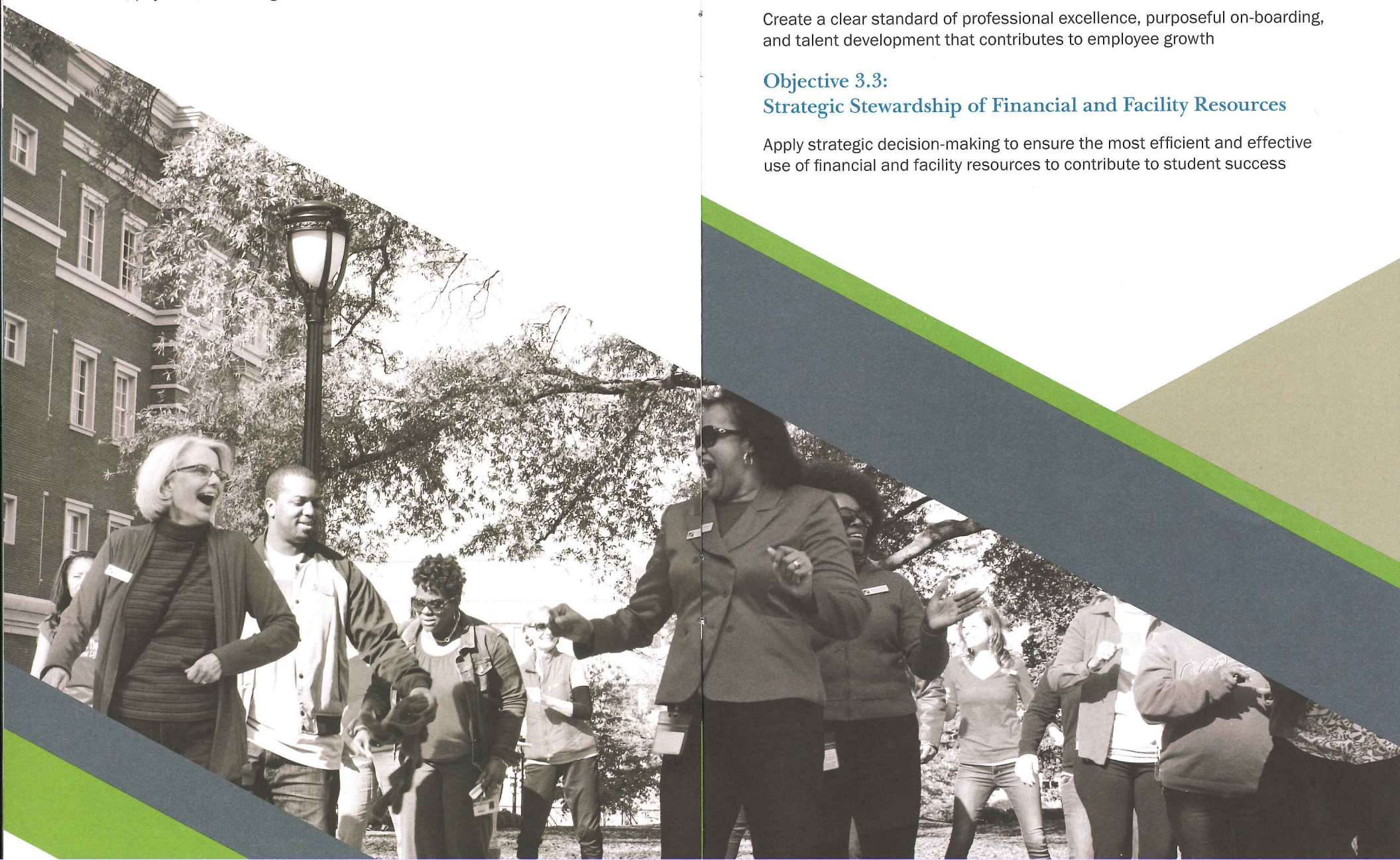
Objective 2.4: Economic Success

Offer academic programs and services that prepare students to thrive in a local and global economy

Goal #3:

Advancing our Organizational Culture

Central Piedmont will recruit, develop, and retain a diverse, respectful, and responsible workforce who will foster an organizational culture of transparency and collaboration dedicated to mission-driven allocation of financial, physical, technological and human resources.



Objective 3.1: Employee Empowerment

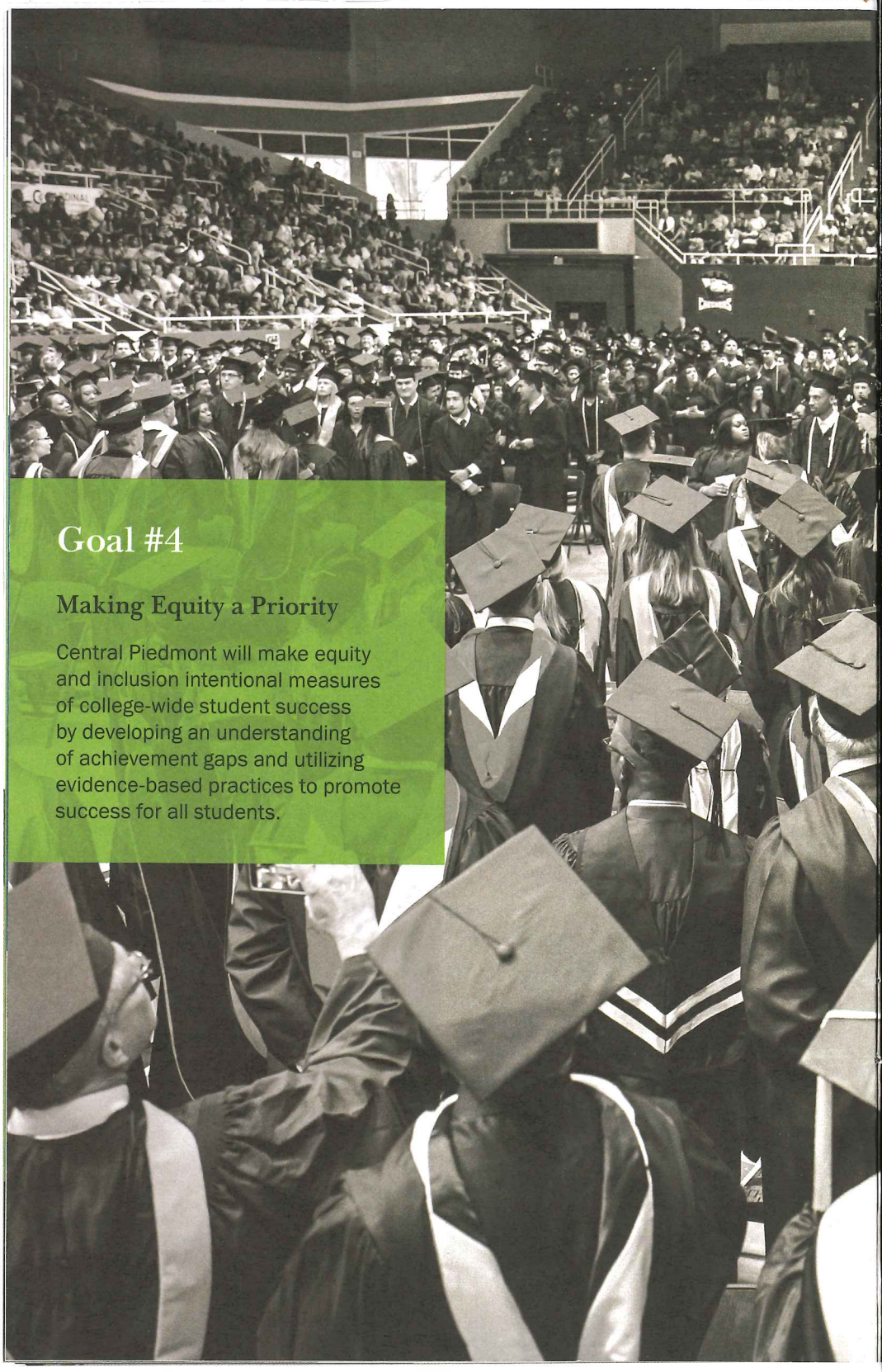
Empower employees to make intentional, collaborative, data-informed decisions regarding aligning resources to support student success

Objective 3.2: Talent Development

Create a clear standard of professional excellence, purposeful on-boarding, and talent development that contributes to employee growth

Objective 3.3: Strategic Stewardship of Financial and Facility Resources

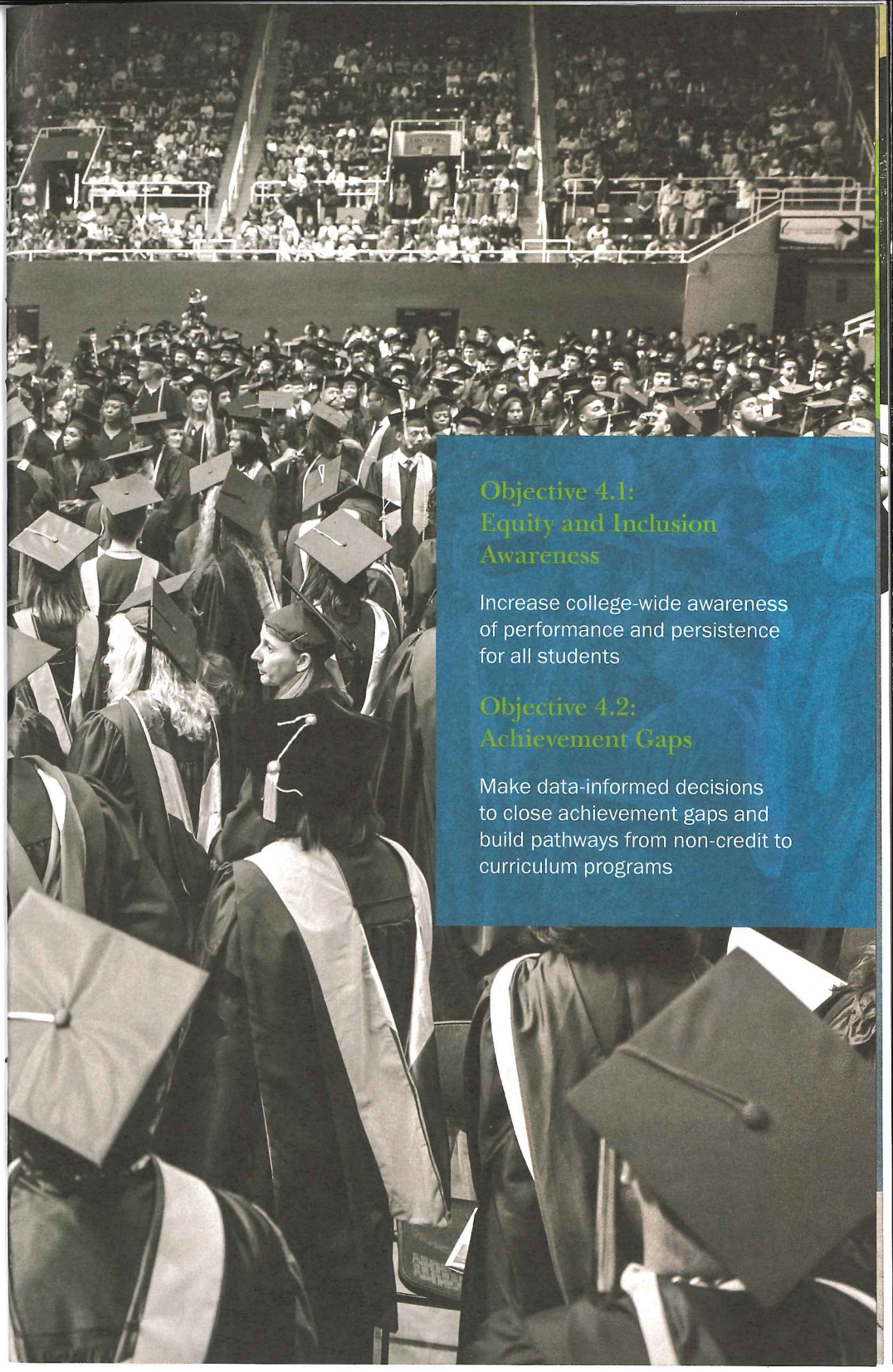
Apply strategic decision-making to ensure the most efficient and effective use of financial and facility resources to contribute to student success



Goal #4

Making Equity a Priority

Central Piedmont will make equity and inclusion intentional measures of college-wide student success by developing an understanding of achievement gaps and utilizing evidence-based practices to promote success for all students.

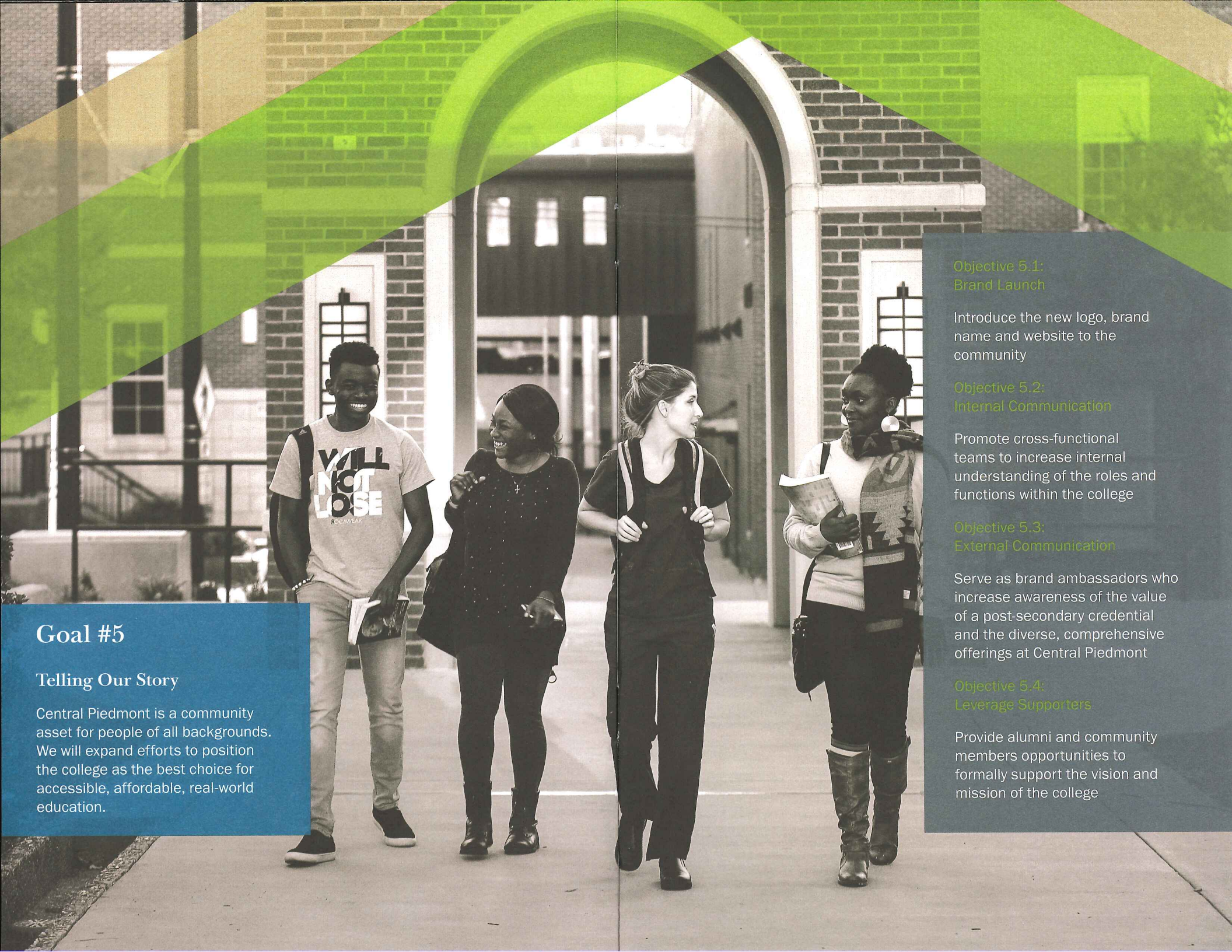


Objective 4.1: Equity and Inclusion Awareness

Increase college-wide awareness of performance and persistence for all students

Objective 4.2: Achievement Gaps

Make data-informed decisions to close achievement gaps and build pathways from non-credit to curriculum programs



Goal #5

Telling Our Story

Central Piedmont is a community asset for people of all backgrounds. We will expand efforts to position the college as the best choice for accessible, affordable, real-world education.

Objective 5.1: Brand Launch

Introduce the new logo, brand name and website to the community

Objective 5.2: Internal Communication

Promote cross-functional teams to increase internal understanding of the roles and functions within the college

Objective 5.3: External Communication

Serve as brand ambassadors who increase awareness of the value of a post-secondary credential and the diverse, comprehensive offerings at Central Piedmont

Objective 5.4: Leverage Supporters

Provide alumni and community members opportunities to formally support the vision and mission of the college

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Central Piedmont Community College is an equal opportunity institution. CPCC 21499