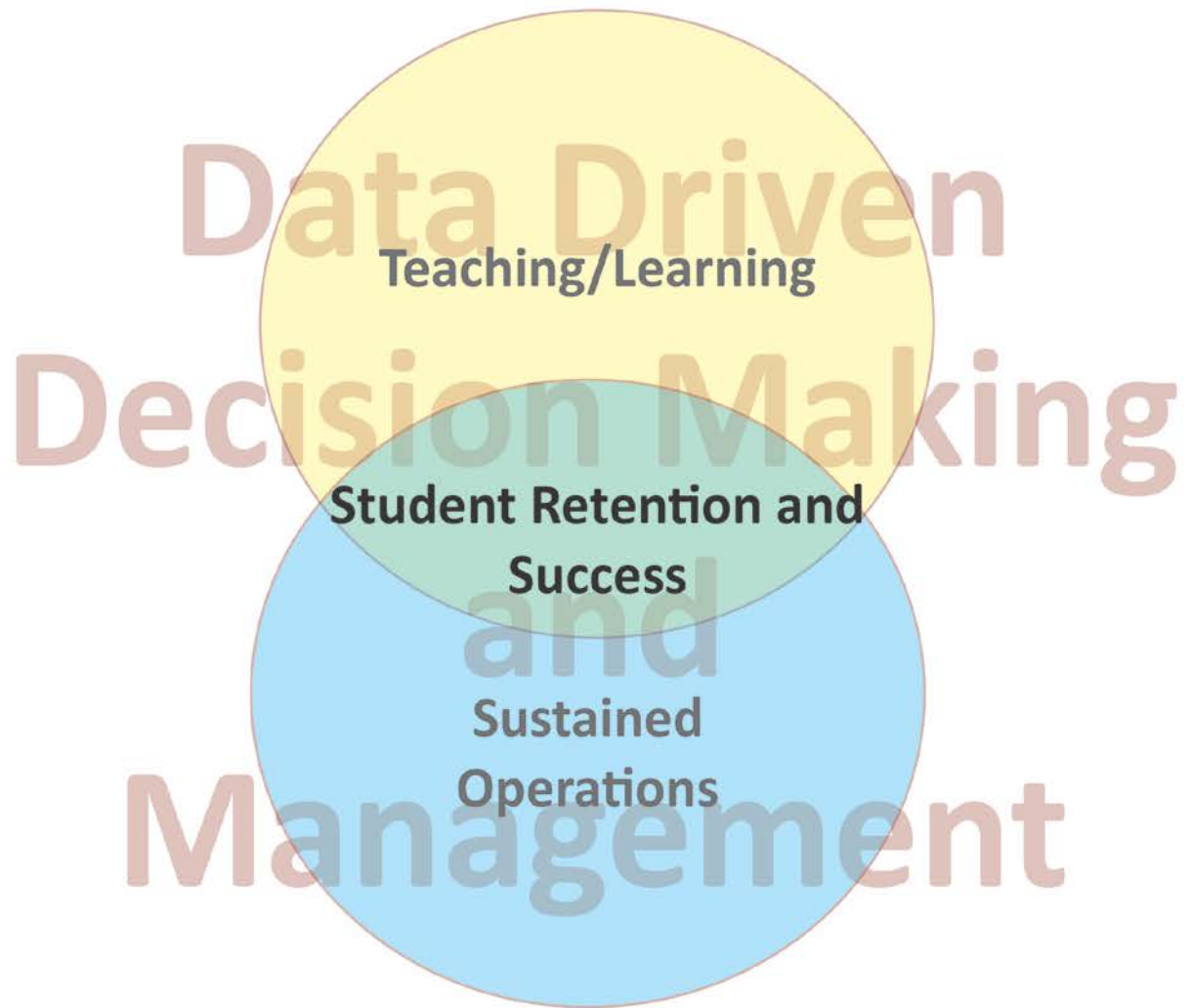


NHTI, Concord's Community College  
Strategic Directions



**Strategic Directions: Goals and Objectives for 2016 to 2019  
Final Draft – October 2015**

**Premise**

**This strategic plan builds upon the Mission, Vision and Values of NHTI, Concord’s Community College. It serves as a tool to move upon the current educational foundation of excellence in the classroom and across all programs and services. This plan is aligned with the Mission of the Community College System of New Hampshire to “provide residents with affordable, accessible education and training that aligns with the needs of New Hampshire’s businesses and communities delivered through an innovative efficient and collaborative system and colleges.”**

**Goal 1.0 Teaching and Learning:** Grounded in the NHTI Mission scope of an accessible and rigorous education, the curriculum will meet the needs of students, business, and industry; and the pedagogical and support mechanisms will form a learning environment where students can flourish, find direction and meet goals. (NHTI Value of Learning and CCSNH Vision of 65 by 25)

**Objective 1.1:** Academic Programming (NHTI Value of Innovation)

- 1.1 A. Increase alternative delivery programming
- 1.1 B. Increase STEM graduates and transfer students. (CCSNH Goal – Pathways with a focus on STEM)
- 1.1 C. Develop new associate degree and certificate programs in response to demands, trends and interests.
- 1.1 D. Increase outreach to and enrollment of non-traditional students
- 1.1 E. Maintain, and when possible, increase matriculation percentage of new high school graduates and introduce college to middle school constituencies
- 1.1 F. At the appropriate time, explore and develop selected Bachelor degrees. (CCSNH Goal – Increase enrollment)

**Objective 1.2:** Student Retention and Success: Students achieving their educational goals. (NHTI Value of Engagement) The college community as a whole will make student success and retention a priority and develop intentional and strategic initiatives that transform and support the academic success of students. This includes identifying and removing barriers to student success.

- 1.2 A. Strengthen entrance advising to help students identify and clarify their goals, and document the objectives in order to track accomplishments.
- 1.2 B. Increase retention from fall to spring.
- 1.2 C. Strengthen student engagement through mentoring, leadership opportunities, and program activities.
- 1.2 D. Expand internship, apprenticeship, transfer, and career opportunities.

**Goal 2.0 Relationship Building:** The internal community will be educated regarding the realities of economic, political and social capital, and will participate as colleagues with civility to promote the Mission of the College. NHTI will further cultivate mutually fruitful connections and partnerships with business, industry, within the CCSNH and the entire regional public and private post-secondary community, with local friends and alumni, and political leaders. (NHTI Value of Engagement)

**Objective 2.1:** Internal: Foster a culture of awareness and regular communication about the economic, political, and social sustainability. (NHTI Value of Mutual Respect)

**Objective 2.2:** External: Cultivate community goodwill and support. (NHTI Value of Engagement)

**Goal 3.0 Sustained Operations:** The College will manage its operations to make the most efficient and effective use of its current human, physical and financial resources and to explore other avenues to support the mission.

**Objective 3.1:** Human Resources: Management, prioritization and promoting of faculty and staff patterns through the assessment of human resource needs as they align with any changes in the organizational structure. (CCSNH Strategic Goal to foster an environment where the system is an employer of choice to continuously improve employee engagement – NHTI Values of Mutual Respect and Integrity)

**Objective 3.2:** Physical Resources: Develop Campus Master Plan to assess capacity to serve the Mission.

**Objective 3.3:** Financial Resources: Maintain affordability, and set realistic and viable budget and capital requests.

**Goal 4.0 Data Management:** NHTI will manage data to inform decision making at all levels of the College's operations. (CCSNH Strategic Goal to Advance data collection, analysis, and communication efforts)

**Objective 4.1:** Identify a plan which includes what data can be used to focus on decision making and what outcomes are intended.

**Objective 4.2:** Identify collection mechanisms and parameters.

**Objective 4.3:** Identify and implement analysis mechanisms.

**Objective 4.4:** Develop reporting parameters to empower the entire College community.