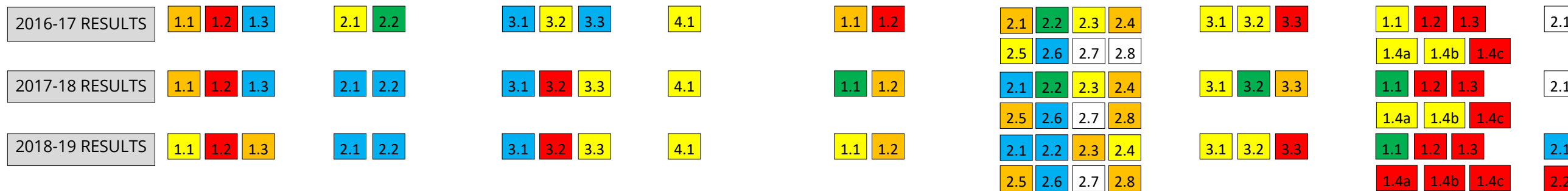
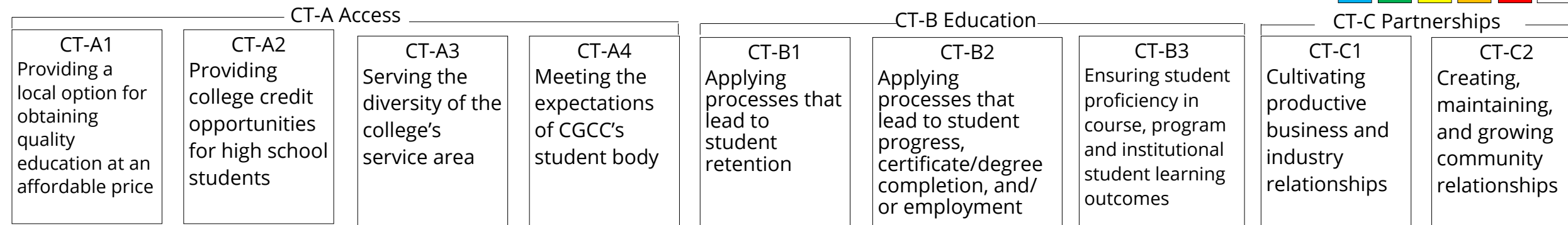




# MISSION

Columbia Gorge Community College builds dreams and transforms lives by providing lifelong educational programs that strengthen our community.

## Core Theme Objectives



## Institutional Goals

**IG-1**  
Adoption/Implementation of Equity Practices and Mindset (7-1-2019)  
Champion: Courtney Judah

**IG-2**  
Build a Vibrant Campus Life (7-1-2019)  
Champion: Gerardo Cifuentes

**IG-3**  
Establish an Institutional Guided Pathways Model (7-1-2019)  
Champion: Jarett Gilbert

**IG-4**  
Optimize Potential of Skills Center (7-1-2019)  
Champion: Dan Spatz

**IG-5**  
Establish Fiscal Sustainability (7-1-2019)  
Champion: Mike Mallery

# INSTITUTIONAL GOALS

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Adoption/Implementation of Equity Practices and Mindset  
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## STRATEGIC PLANNING GOALS—2020-21

**IG-1: SPG—2020-21**

1. Agree on an operational definition of equity, and communicate and promote its use and integration into the mindset of the college community. Institutionalize a Diversity, Equity & Inclusion Committee
2. Conduct an evaluation/assessment of how CGCC is currently meeting Cultural Competency Standards
3. Based on Cultural Competency Standards evaluation/assessment, develop a two- to five-year plan for getting the college to achievement in four years, including sustainability plans.
4. Identify equity gaps in student access, and develop strategies for mitigation.

**IG-2: SPG—2020-21**

1. Establish a cross-campus steering committee that includes students, employees, and community members.
2. Create a 2- to 4-year plan for achievement of Institutional Goal.
3. Build a “campus life” marketing plan.
4. Develop supports and activities in preparation for the addition of on-campus residents in The Dalles.
5. Develop and implement strategies for providing a vibrant virtual “campus life.”

**IG-3: SPG—2020-21**

1. Establish a Guided Pathways team.
2. Develop a multi-year plan to scale adoption of Guided Pathways.
3. Establish an understanding and college-wide vision and goals for Guided Pathways.
4. Identify, through the use of data, equity gaps in student achievement and develop action plans to address these gaps.

**IG-4: SPG—2020-21**

1. Develop a 4-year goal achievement plan, including implementation of donor strategy and capital campaign.
2. Secure funding to offset Skill Center program and construction costs.
3. Institute marketing plan to keep Skills Center program enrollment goals on track.
4. Market residential housing as a quality option for students enrolling in Skill Center supported programming.
5. Complete curriculum development and approval to offer processes for Skills Center supported programming: Aviation Maintenance, Construction Technology, and Advanced Manufacturing and Fabrication.
6. Create an advisory committee for each new Career & Technical program - Aviation Maintenance, Construction Technology, and Advanced Manufacturing and Fabrication.

**IG-5: SPG—2020-21**

1. Develop a 3-5 year goal plan for achievement of Institutional Goal.
2. Establish need and cost-effectiveness benchmarks regarding program adoption and/or sunsetting.
3. Provide professional development regarding budget development, management, and accountability.

## DEPARTMENT GOALS—2020-21

**IG-1: Dept Goals—2020-21**  
Department goals are identified in the annual Department Review process.

**IG-2: Dept Goals—2020-21**  
Department goals are identified in the annual Department Review process.

**IG-3: Dept Goals—2020-21**  
Department goals are identified in the annual Department Review process.

**IG-4: Dept Goals—2020-21**  
Department goals are identified in the annual Department Review process.

**IG-5: Dept Goals—2020-21**  
Department goals are identified in the annual Department Review process.