



**Stark State**  
COLLEGE

## Strategic Plan 2023-25

student-centered  
future-focused



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# MISSION AND VISION

# VALUES

## Mission

Stark State College positively influences the life of each student and our communities by providing access to high-quality, relevant, and affordable education.

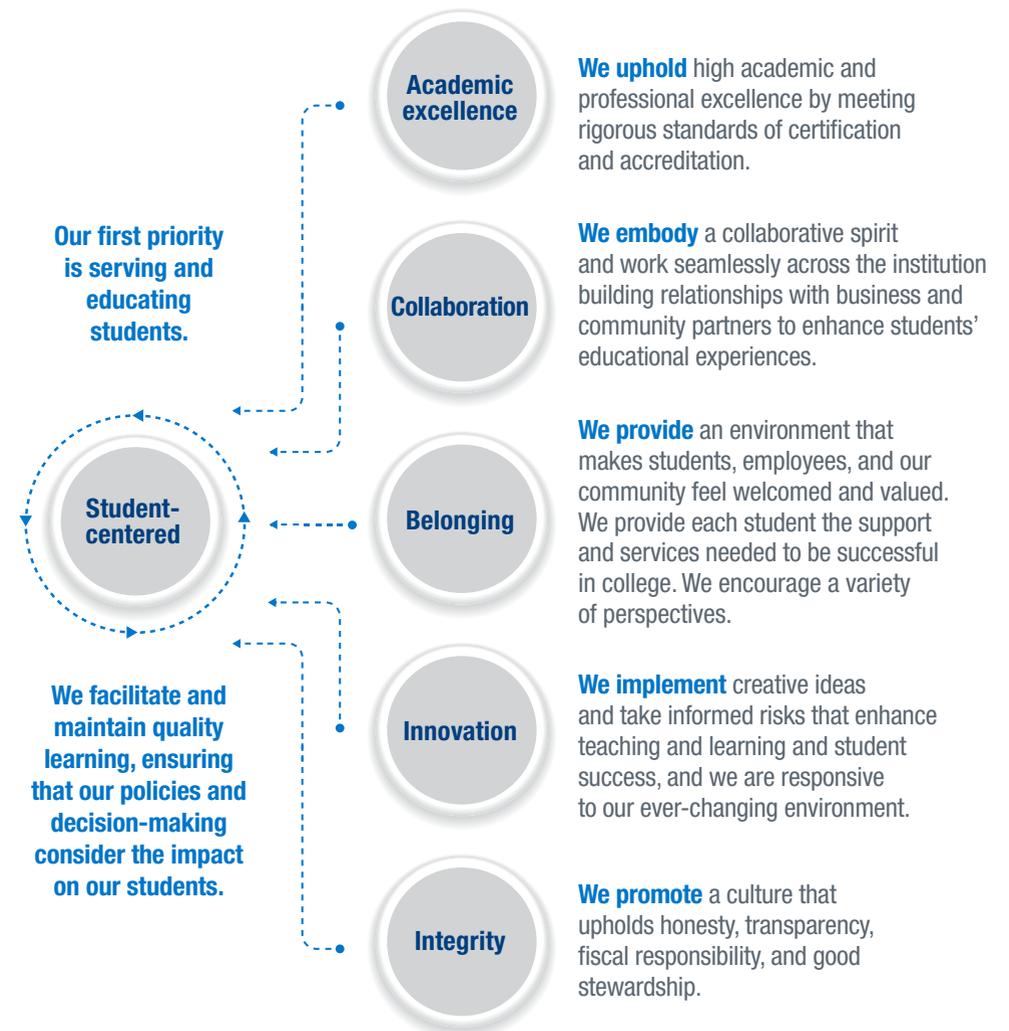
## Vision

Stark State College aspires to be Ohio's leading community college in fostering student success and community prosperity through innovation, responsiveness, and partnerships.

### Statement of Commitment

Stark State College affirms its dedication to fostering an environment that upholds the values of intellectual diversity, personal growth, and equality. This commitment is central to our mission and is reflected in the following principles.

- Stark State College will educate students to seek the truth through free, open, and rigorous intellectual inquiry.
- Stark State College declares that its duty is to equip students with the opportunity to develop the intellectual skills they need to reach their own, informed conclusions.
- Stark State College is committed to not requiring, favoring, disfavoring, or prohibiting speech or lawful assembly.
- Stark State College is committed to creating a community dedicated to an ethic of civil and free inquiry, which respects the autonomy of each member, supports individual capacities for growth, and tolerates the differences in opinion that naturally occur in a public higher education community.
- Stark State College will treat all faculty, staff, and students as individuals, hold them to equal standards, and provide them with equality of opportunity with regard to their race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression.





Serenity Kerr  
Psychology



## STRATEGIC PRIORITIES & GOALS

- **As Stark State College celebrates more than 60 years** of providing high-quality, low-cost education and training to students and employers alike, we look forward to continued opportunities to serve our students and communities.
- **Our 2023-25 Strategic Plan focuses on four strategic priorities** that are the pillars of future success and ensure the College stays not only relevant, but also ahead of the curve in meeting the needs of our students, employers, and the communities we serve.
- **Each strategy and goal in the Strategic Plan embodies the values** that we believe are catalysts for the future success of our students, faculty, staff, employer partners and, community.
- **Thank you to the 500-plus stakeholders** who contributed to this plan.



**strategic priority:**  
**STUDENT ACCESS**

Stark State College focuses on goals and implements actions to ensure we provide open access to quality, affordable higher education.

**Goal 1:**

Increase the number of students seeking credit or non-credit education and training for careers and/or university transfer.

**Goal 2:**

Increase College Credit Plus participation and enrollment after high school, with an emphasis on urban schools and underserved populations.

**Goal 3:**

Help students choose and stay on the right path by highlighting the importance of career choice, providing career exploration and confirmation in onboarding and advising processes.

**Goal 4:**

Improve outreach, enrollment, and support for underserved students to close achievement gaps and realize equitable student outcomes.

**strategic priority:**  
**STUDENT SUCCESS**

Stark State College holistically supports and engages students in academic success and provides a high-quality learning environment leading to completion, university transfer, and/or career.

**Goal 1:**

Increase graduation/completion of training, credential, certificate or degree, and university transfer for all students.

**Goal 2:**

Increase course completion rates through effective teaching and learning, student engagement, holistic advising, and student support services.

**Goal 3:**

Grow federal and state grants, private giving, and endowments to support students.

**Goal 4:**

Maintain Higher Learning Commission accreditation, division- and program-level accreditation, and academic program assessments to ensure high-quality education.



strategic priority:  
**CAREER SUCCESS  
& WORKFORCE**

Stark State College serves employers' workforce needs through innovative partnerships that provide students with viable pathways to in-demand careers.

**Goal 1:**  
Increase the number of employer-led partnerships that fuel the talent pipeline, drive workforce development, and enhance student success.

**Goal 2:**  
Help students accelerate degree/certificate completion through prior learning and other innovative pathways.

**Goal 3:**  
Increase apprenticeships, industrial training programs, co-ops, internships, practicums, service learning, and volunteer opportunities for students.

**Goal 4:**  
Enhance engagement with employers on advisory committees to inform curriculum and ensure it meets today's workforce needs.

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Instructor/Program Coordinator  
Nursing, LPN to RN

Marcella Derrickson  
LPN to RN



Nader Abueteen, MA  
Associate Professor  
Civil Engineering



## strategic priority: OUR PEOPLE

Stark State College attracts and develops a strong, engaged, and diverse workforce by providing equitable opportunities for employee advancement.

### Goal 1:

Promote a transparent, consistent, and equitable culture of shared governance through our leadership principles of direction, alignment, and commitment.

### Goal 2:

Provide strategic professional development to employees that offers the opportunity for advancement for all employees and ensures a continued focus on academic excellence and student access and success.

### Goal 3:

Attract, hire, and retain highly qualified, diverse employees with relevant, real-world experience to ensure excellence, using market-based compensation strategies.

### Goal 4:

Create an environment where everyone belongs, feels valued and is engaged, appreciated, supported and safe.



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