The strategic plan was developed through a highly inclusive process facilitated by the Strategic Planning Workgroup. The process included an environmental scan, community listening sessions, surveys, gallery walks, and engaging staff, faculty, students, and community stakeholders. As part of the Minnesota State system, the workgroup intentionally aligned our strategic goals with the Strategic Framework for Minnesota State Colleges and Universities and the Charting the Future for a Prosperous Minnesota strategic initiative. The development of the 2022 Strategic Plan was an evidence-informed process including over 600 duplicated participants who volunteered over 300 hours of their time to provide feedback and input into this process.

FOUR FACULTY MEMBERS:  
MSCF Union President,  
Representatives from Liberal Arts and Career and Technical Areas

FOUR STAFF MEMBERS REPRESENTING AFSCME, MAPE, AND MMA:  
Instructional Design,  
Marketing,  
Information Technology, and the Library

THREE PRESIDENT’S ADVISORY COUNCIL MEMBERS:  
 Greater MSP,  
 Productivity Incorporated,  
 Science Museum of Minnesota, and Spectrum Technology

THREE INDUSTRY REPRESENTATIVES:  
 South St. Paul Steel Supply Co, Inc.,  
 McGough Construction, and UMN Fairview Medical Center

TWO FRIENDS OF SAINT PAUL COLLEGE FOUNDATION MEMBERS:  
Retired 3M,  
St. Paul Plumbers and Gasfitters Local #34

TWO STUDENT MEMBERS:  
Kappa Beta Delta and Student Senate

TWO CHARTING THE FUTURE TEAM MEMBERS:  
Student Success and Student Member

ONE K-12 EDUCATION PARTNER:  
Saint Paul Public Schools

ONE COMMUNITY BASED ORGANIZATION MEMBER:  
Neighborhood House

ONE DIVERSITY AND EQUITY TASKFORCE MEMBER:  
Student Life, Chief Diversity Officer, and Student Success
WE ARE PLEASED TO SHARE OUR STRATEGIC PLAN WITH YOU

Saint Paul College’s strategic plan is a commitment to our bold vision that every student has access to high-quality educational programs and learner support services to create opportunities for everyone of all backgrounds. The strategic plan provides strategic direction for the institution over the next five years.

Saint Paul College’s strategic plan is grounded in the principles of equity, inclusion, and social justice. The focus on equity and inclusion by the Saint Paul College community will foster a culture and atmosphere of belonging, collaboration, and mutual respect. Equity and inclusion at Saint Paul College recognizes the intersectionality of race, age, color, ability, religion, national origin, sexual orientation, socio-economic class, ethnicity, gender identity and expression, and other identities represented among our students, faculty, staff, and community members.

As we focus on the next five years, we want to emerge as a higher education institution in Minnesota that is leading the way to provide our community equitable access and opportunity to an inclusive, affordable, and quality education. Saint Paul College wants to play a pivotal role in raising educational attainment and economic mobility in our diverse community, growing the regional economy, and helping Saint Paul flourish.

Please join us as we embark on this journey!

Sincerely,

Rassoul Dastmozd, Ph.D., President/CEO
Strategic Goals

**GOAL 1**

Provide an inclusive and welcoming environment that maximizes comprehensive 
HIGH-QUALITY learning PROGRAMS and SERVICES.

Saint Paul College is student-centric, committed to excellence in teaching and learning, and offers a wide spectrum of support services, learning opportunities, and delivery methods in education to address learners’ current and future needs.

1. Provide seamless, comprehensive learning opportunities through innovative academic programs and services for diverse learners and development and recruitment of excellent faculty.
2. Apply technology to enhance teaching and learning to maximum effect.
3. Continually assess and improve academic programs, student services, student success and retention strategies, and instructional effectiveness and excellence.
4. Maintain current and pursue new national, regional, and professional accreditation.

**GOAL 2**

Expand opportunity and support to INCREASE learner PERSISTENCE and SUCCESS.

Saint Paul College is dedicated to an integrated service philosophy that recognizes learners’ various identities and creates an inclusive environment to meet their needs.

1. Use multiple measures to holistically assess learners’ preparedness for college.
2. Collaborate interdepartmentally and with community-based organizations to provide support services and resources that promote learner success.
3. Implement processes consistently across all departments to foster learner persistence and success.
4. Partner with secondary and post-secondary institutions to increase educational opportunities for learners.
GOAL 3
To be the partner of choice for both business/industry and community based organizations by purposely STRENGTHENING these PARTNERSHIPS.

Saint Paul College is committed to meeting community and workforce needs of the region by fostering strong partnerships with businesses, industry, and community based organizations.

1. Promote the College as a key provider of high-quality, life-long learning for employment and/or transfer.
2. Provide continuing education, and short-term training, to meet workforce and community needs.
3. Build and sustain strong relationships/partnerships with alumni, local, state, regional, national and international businesses and other constituents.
4. Develop and expand outreach services and partnerships to support economic and community vitality.
5. Provide the business community with diverse, high-quality workforce talent.
6. Use formative and summative assessment tools to ensure programs and trainings are relevant to meet business/industry and partner needs.

GOAL 4
Optimize organizational INNOVATION and DEVELOPMENT.

Saint Paul College strives to ensure a successful future through creative thinking, intentional partnerships, and the integration of quality professional development opportunities.

1. Build organizational capacity to better anticipate change, meet future challenges, navigate barriers, and create opportunities that foster innovation and responsiveness.
2. Cultivate a campus culture that encourages new ideas, engagement, and collaboration.
3. Inspire alternative instructional approaches and curricular innovation to meet the needs of our diverse and continuously evolving student base.
4. Effectively leverage technology to realize innovative ideas.
5. Commit resources to provide opportunities for creative development, improve learning and operations, and maximize organizational efficacy.

GOAL 5
Sustain FINANCIAL VIABILITY during changing economic and market conditions.

Saint Paul College is committed to ensuring its long-term financial stability.

1. Make budget decisions that reflect priorities in core mission and fiscal stewardship.
2. Utilize sound financial management and assessment practices.
3. Decrease financial risk to the College by pursing new ways to promote student financial literacy.
4. Expand institutional fundraising to generate additional scholarships, grants, and to grow the College’s endowment.
5. Promote financial stability by analyzing and maintaining an appropriate academic program mix between Liberal Arts education and Career and Technical education programs.
vision

Saint Paul College will be a leader in providing comprehensive lifelong learning through innovative and quality focused strategies and services.

mission

EDUCATION FOR EMPLOYMENT...EDUCATION FOR LIFE!

Saint Paul College offers comprehensive learning opportunities in career and transfer education to enhance personal knowledge and advance economic opportunity for the benefit of a diverse population including students, business/industry/labor and the community.

values

EXCELLENCE
- Teaching & Learning
- Career & Transfer Education
- Student-Focused Services
- Innovation
- Accessibility
- Technology

INTEGRITY
- Honesty
- Accountability
- Decision-Making
- Climate Responsiveness

RESPECT
- Student-Centered
- Cultural Diversity/Inclusiveness
- Human Diversity
- Collaboration