Equity is at the core of the 2018-22 Strategic Plan. When the Strategic Plan was completed it was affirmed that “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.”

With the dramatic events of 2020 – a global pandemic, economic and social disruption, and widespread protests – much has changed at Saint Paul College. These events have dramatically impacted our students, employees, and the world around us. Building on the foundation of equity, inclusion and social justice outlined in our Strategic Plan, in June 2020 Saint Paul College committed to becoming an Anti-Racist and Trauma-Informed (ARTI) institution. A work group of faculty and staff developed a draft plan that when adopted, will guide the institution’s work over the next three years.

While the commitment to become Anti-Racist and Trauma-Informed reflects changes to our world, it is something that has always guided all our work at Saint Paul College and is woven throughout the goals of the current Strategic Plan. Enacting the work of the ARTI Plan will clearly identify the priorities of the institution and support the College in achieving the goals of the current strategic plan. This commitment will help us fulfill our mission and vision for Saint Paul College in truly supporting diverse stakeholders and meeting the needs of our community.

Given the presidential transition, our current strategic plan will be extended for one year to conclude in 2023. This will to allow the college to engage in a collaborative development process during the 2021-22 academic year to develop the next strategic plan. During this process, the College will undertake a comprehensive review of the mission and vision of the College. Becoming anti-racist and trauma informed is important in both the current and future strategic plans of Saint Paul College.

Sincerely,

Deidra Peaslee, EdD
Interim President, Saint Paul College
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.

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<thead>
<tr>
<th>FOUR FACULTY MEMBERS:</th>
<th>THREE PRESIDENT’S ADVISORY COUNCIL MEMBERS:</th>
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<tr>
<td>MSCF Union President,</td>
<td>Greater MSP,</td>
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<td>Representatives from Liberal Arts and Career and Technical Areas</td>
<td>Productivity Incorporated,</td>
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<td>Science Museum of Minnesota,</td>
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<td>and Spectrum Technology</td>
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<tr>
<th>FOUR STAFF MEMBERS REPRESENTING AFSCME, MAPE, AND MMA:</th>
<th>THREE INDUSTRY REPRESENTATIVES:</th>
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<tbody>
<tr>
<td>Instructional Design, Marketing, Information Technology, and the Library</td>
<td>South St. Paul Steel Supply Co, Inc., McGough Construction, and UMN Fairview Medical Center</td>
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<tr>
<th>TWO FRIENDS OF SAINT PAUL COLLEGE FOUNDATION MEMBERS:</th>
<th>ONE K-12 EDUCATION PARTNER:</th>
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<tbody>
<tr>
<td>Retired 3M, St. Paul Plumbers and Gasfitters Local #34</td>
<td>Saint Paul Public Schools</td>
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<tr>
<th>TWO STUDENT MEMBERS:</th>
<th>ONE COMMUNITY BASED ORGANIZATION MEMBER:</th>
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<tr>
<td>Kappa Beta Delta and Student Senate</td>
<td>Neighborhood House</td>
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<th>TWO CHARTING THE FUTURE TEAM MEMBERS:</th>
<th>ONE DIVERSITY AND EQUITY TASKFORCE MEMBER:</th>
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<tbody>
<tr>
<td>Student Success and Student Member</td>
<td>Student Life, Chief Diversity Officer, and Student Success</td>
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</tbody>
</table>
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 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 pursuing 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.

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.
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