NASHUA
COMMUNITY COLLEGE

Strategic Plan
February 2024-May 2029

Nashua Community College - Strategic Plan

(February 2024 - May 2029)

1. Engagement and Success

1. Improve Completion Rates for all students.
   A. Revise registration holds policy (Moon Shot)
   B. Revise/Update micro grants practices (Moon Shot)
   C. Increase the use of technological tools (EAB, DegreeWorks, TES, etc.)
   D. Expand mental health services to NCC students.
   E. Explore alternative tutoring models.

2. Increase success rates of Adult Learners
   A. Implement childcare support services for NCC students
   B. Revise policies and practices related to the onboarding and advising of returning adult students (Moon Shot) – Also see 2.2.A

3. Increase success rate of first-time freshmen
   A. Implement strategies to increase student attendance at orientation.
   B. Develop and implement a peer-mentorship program.
   C. Expand practices to support "At Risk" students.
   D. Partner with area businesses to offer student employment opportunities during their freshmen year.

4. Increase success rate of part-time students
   A. Develop and integrate schedules for part-time students to complete within five semesters (Five programs per year).
      1. Invite faculty to complete Lumens Circle fellowship related to offering 8-week instruction.

5. Increase success rate of evening students.

6. Implement strategies to increase involvement in student activities.

7. Expand Purpose-First strategies (work-based learning, career counseling, fully defined faculty-advising)

2. <u>Enrollment and Sustainability</u>

1. Reduce expenses for NCC students
   A. Expand the use of OER and NOLO materials.
   B. Expand the use of Follett Access
   C. Seek federal/state grants that support student enrollment.
   D. Increase the number of formalized pathways to 4-year institutions.

2. Increase enrollment of Adult Learners
   A. Revise policies and practices related to the recruitment, onboarding and advising of returning adult students (Moon Shot)
   B. Finalize institutional practices related to Prior learning Assessment (PLA)
   C. Expand the practice of offering classes at off-campus locations.
   D. Increase the number of non-credit to credit pathways.
   E. Offer non-credit educational discounts to area businesses.

3. Offer additional high-quality programing to meet the needs of business, industry, and community.

4. Increase community engagement.
   A. Increase alumni partnerships.
   B. Increase the utilization of NCC as a community resource.

3. <u>Diversity and Inclusion</u>

1. Eliminate equity gaps on campus
   A. See items 1.1.A, and 2.2.A
   B. Increase the feeling on student belonginess on campus (Moon Shot)

2. Become a Hispanic Serving Institution
   A. Build additional supports for non-native English speakers.
      1. Increase the number of bilingual faculty and staff.

   B. Seek Early College at High School (Running Start) partnerships to better align with the NCC student demographics.

   C. Expand partnerships with community organizations (such as One Nashua, Adult Learning Center, United Way, etc.).

   D. Increase awareness and access to college programs and services to the Hispanic community.

3. Increase sense of belongingness amongst faculty and staff
   A. Implement strategies to increase cohesiveness and collaboration among departments.
   B. Revisit and formalize the onboarding process for newly hired employees.

4. __Efficiency and Effectiveness__

1. Expand the culture of assessment and continuous improvement at NCC
   A. Ensure all program outcomes are systematically assessed.
   B. Develop and implement a strategy for assessing institutional learning outcomes.
   C. Develop and implement assessment process for Student Service offices.
   D. Develop a process for assessing the effectiveness of professional development activities.

2. Implement or expand technological tools to improve efficiency for students, faculty, and staff.
   A. Fully implement Transfer Evaluation System (TES)
   B. Integrate DegreeWorks Planner

3. Work across the CCSNH system to improve efficiency and effectiveness when and where appropriate.