



Frederick Community College

FCC Forward

Strategic Plan 2020-2025



Our Mission

Focused on teaching and learning, Frederick Community College provides affordable, flexible access to lifelong education that responds to the needs of diverse learners and the community.

Core Values

Excellence: Providing educational experiences and programming that reflect high academic standards, quality instruction, and exemplary student support

Learning: Engaging all learners in critical and creative thinking, problem-solving, and the lifelong pursuit of knowledge and skills

Diversity: Being culturally conscious and inclusive by embracing the visible and invisible human differences that affect the learning and success of students, faculty, staff, administrators, and members of the community

Innovation: Encouraging creative thinking, technological solutions, and alternative approaches to advance learning and student success

Community: Responding to the needs of Frederick County with accessible, affordable education while encouraging engagement, communication, and collaboration within and beyond the College

Integrity: Applying fair and ethical standards in all policies, procedures, and practices

Vision

We transform individuals and communities through learning.

Board of Trustees

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Strategic Plan 2020-2025

Model educational excellence by designing and delivering student learning experiences, pathways, and programs that increase student access, success, and completion. [MSCHE Standards III and V]

- a. Ensure that students develop the skills, awareness, and knowledge needed to achieve their academic, professional, and/or personal goals
- b. Strengthen faculty and staff technology skills, cultural competence, instructional effectiveness, leadership, and innovation
- c. Cultivate and strengthen programs and partnerships that support the educational, workforce, and economic development needs of Frederick County, and regional and national partners, with a focus on high-demand career, technical, and transfer programs
- d. Eliminate the achievement and opportunity gaps for underrepresented students and emerging populations
- e. Increase student success in and access to online and hybrid learning by expanding programming, improving success rates, ensuring quality design and delivery, and providing instructional, technical, and student support services
- f. Enhance educational affordability, access, and success through innovative and high impact practices
- g. Increase student cultural and global competence through innovation and alignment of curricular and co-curricular programming
- h. Provide quality academic support programs, resources, and services that meet teaching and learning needs in all learning environments
- i. Ensure that the design and use of the learning management system effectively supports student learning and instruction in all learning environments

Support the student learning experience through data-informed enrollment management, responsive programming, and efficient systems. [MSCHE Standard IV]

- a. Optimize enrollment in all learning environments with intentional focus on underrepresented and emerging populations by enhancing access, improving success, and accelerating completion
- b. Forge new and strengthen existing enrollment in programming that engages students across their lifespan
- c. Expand resources that support student well-being
- d. Effectively steward students from enrollment through completion by improving student communication and aligning support services, programs, engagement, and operations
- e. Eliminate the achievement and opportunity gaps with targeted support programs, tools, and resources
- f. Implement advising models, staffing structures, and technical systems that align with college and career pathways

Strategic Plan 2020-2025 *continued*

Lead the College with excellence, transparency, and accountability.

[MSCHE Standards II, VII, VI]

- a. Enact participatory decision-making that clearly delineates roles, responsibilities, communication processes, and timelines
- b. Utilize data and evidence-based practices to align planning, budgeting, and resource allocation, inform decision-making, and support continuous improvement
- c. Infuse diversity, equity, and inclusion goals throughout academic, support, administrative, and team plans
- d. Ensure transparency in employment practices
- e. Increase the recruitment and retention of a diverse workforce
- f. Provide training and resources that develop employee job-specific and technology skills, cultural competence, team development, and leadership
- g. Provide effective technology solutions, systems, and interfaces that support learning, instruction, communication, and College operations
- h. Strengthen the safety and security of both individuals and data in physical and virtual environments
- i. Expand environmental sustainability goals and practices

Ensure the fiscal stability and sustainability of the College.

[MSCHE Standards II, VII, VI]

- a. Align fiscal resources with emerging, on-going, and annual strategic priorities
- b. Strengthen enrollment management to ensure maximum access to courses and efficient use of facilities and resources
- c. Pursue grants and alternative sources of revenue to provide funding for program growth and emerging priorities
- d. Optimize business practices that enhance College operations



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