



Strategic
PLAN

2024 - 2025

NEW RIVER
Community College



Overview

Careful planning underlies all the activities of New River Community College (NRCC). This document provides an overview of the college's current strategic plan, which is guided by strategic planning conducted by the Virginia Community College System (VCCS) as well as at an institutional level.

In 2023, NRCC began the most recent round of strategic planning, and the planning work was shared among all campus faculty and staff. All elements of the NRCC strategic plan have been developed in support of the college's mission to give everyone the opportunity to learn and develop the right skills so lives and communities are strengthened. NRCC's plan addresses six goals, all of which have been established through a comprehensive process involving the institution's various constituencies.

College Goals

- To ensure that teaching and learning remain the institution's focus
- To ensure that all citizens in the service region have access to the college's programs and services and the opportunity to achieve their educational goals
- To expand the college's funding base and to enhance the college's image on a local, state,

national and (where appropriate) international basis

- To build and sustain a world-class technology environment; to provide a teaching and learning environment that is inviting, safe, and attractive and that addresses the needs of the college
- To provide high-quality training for employers and individuals in the service region
- To continue to plan for the college's future development, to achieve the highest possible quality in the college's programs and services while meeting all mandated requirements, and to provide outstanding customer service to all; and to provide progressive management and support of the college's human resources while recognizing that people are the college's most important resource

About NRCC

NRCC is a comprehensive community college located in the New River Valley of Virginia and is one of 23 colleges in the Virginia Community College System (VCCS). Founded in 1969, NRCC is governed by the VCCS's State Board for Community Colleges, with NRCC Board serving as an advisory board. At NRCC, students find small classes and instructors who are invested in student success.

Mission Statement

NRCC, a member of the Virginia Community College System, subscribes to the tenets set forth in the system's mission statement: "We give everyone the opportunity to learn and develop the right skills so lives and communities are strengthened."

Vision & Values

Through forward-looking leadership, efficient management, and the deep commitment of faculty and staff to provide the best possible teaching and learning environment, the college aims not only to meet the educational challenges of the coming decades, but to welcome them. Accordingly, New River Community College embraces the following beliefs:

- That student learning is the ultimate priority for the college and to best serve students the highest level of commitment must be maintained by focusing on the teaching/learning process and by providing support for the personal development of each student served;
- That instruction must remain the primary function of the college, with other college functions supporting or complementing the instructional program;
- That access to higher education must be provided to all who can benefit from it;
- That high quality must be maintained in all programs and services through instructional excellence, competency of faculty and staff, on-going curriculum development and improvement, and effective processes for assessment of quality;
- That the college must foster a spirit of innovation through technological advancements and through continuous improvement of programs and services;
- That a positive institutional climate that supports high ethical standards, professionalism, faculty and staff development, and an inclusive environment based on dignity and respect for all persons must be maintained;
- That the college must be community centered as reflected by comprehensive and affordable programming, linkages and partnerships with other organizations, community outreach efforts, fostering of an appreciation for education in the community, and continued responsiveness to community needs;
- That the college must support multi-cultural diversity as well as equal opportunity for all persons, and that the institution must be outward looking as it fulfills its local mission; and
- That the college must focus continually on institutional effectiveness with emphasis on accountability, assessment, good management practices, employability of graduates, comprehensive planning processes, and the overall improvement of organizational effectiveness.

Diversity Statement

The NRCC community values the pluralistic nature of our society. We recognize diversity that includes, but is not limited to, race, ethnicity, religion, culture, social class, age, gender, sexual orientation and physical or mental capability. We respect the variety of ideas, experiences, and practices that such diversity entails. It is our commitment to ensure equal opportunity and to sustain a climate of civility for all who work or study at NRCC, or who otherwise participate in the life of the college.

Institutional Priorities 2024-2025

As an outgrowth of the strategic planning process and taking into consideration the strategic goals of the Virginia Community College System under its Accelerate Opportunity initiative, NRCC has established the following institutional priorities/targets for 2024-25.

Mission Statement: We give everyone the opportunity to learn and develop the right skills so lives and communities are strengthened.

VCCS “Accelerate Opportunity in Virginia” Overarching-Strategic Goal: *Award 300,000 cumulative meaningful credentials by 2030 across all regions through accelerated access and success for every student.*

VCCS Metric/College Goal:		VCCS Objective #1: Developing Virginia’s Talent: Provide all students with the knowledge, skills, credentials, and degrees necessary to thrive in dynamic and emerging 21st century careers.	
Metric 1.1 Provide 12,500 cumulative meaningful postsecondary credentials to dual and concurrently enrolled students prior to high school graduation by 2030 (NRCC Goal: Teaching, Learning, and Student Success; Student Access and Opportunity)	Targets Award 25 associate degrees and 2 uniform certificates of general studies to dual and concurrently enrolled students prior to high school graduation in 2025		

VCCS Metric/College Goal		VCCS Objective #2: Reaching More Virginians: Integrate systemwide and college communications to expand the talent pipeline for Virginia employers.	
Metric 2.2 Increase the annual number of students enrolled in FastForward by 20% by 2030 (NRCC Goal: Teaching, Learning, and Student Success)	Targets Increase enrollments from 195 to 220 Increase enrollments from 1756* to 1835* <i>*duplicated headcount</i>		
2.4 Increase the annual number of working age adults enrolled by 14,000 by 2030 (NRCC Goal: Workforce Development)			

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VCCS Metric/College Goal	VCCS Objective #3: Delivering Education to Today's Learners: Support educational excellence and equity in student success through the development of a world-class cadre of diverse employees focused on equity-minded principles and practices
Metric 3.3 All colleges will offer shortened sessions for courses included in the Passport and Uniform Certificate of General Studies (UCGS) by 2030. (NRCC Goal: Student Access and Opportunity)	Targets Offer shortened sessions for 12 courses included in the Passport and UCGS during 2024-2025

VCCS Metric/College Goal:	VCCS Objective #4: Supporting Today's Learners: Provide all students with a culture of care that responds to the needs of our diverse student population and supports and inspires their educational and career success.
Metric 4.3 All front-line support staff will participate in at least one professional development on financial resources to equip them to be able to respond accurately to most student inquiries by 2030. (NRCC Goal: Organizational Excellence)	Targets Offer one professional development opportunity on financial resources through the college's Center for Teaching, Learning and Professional Development and track the number of front-line support staff who participate

VCCS Metric/College Goal	VCCS Objective #5: Investing in Virginia's Workforce: Provide all students with access to affordable college education that supports their need for financial flexibility while also supporting the vitality and sustainability of our colleges.
Metric 5.6 Seek funding support for renovation and replacement of facilities exceeding useful life by 2030 (NRCC Goal: Resources and Advocacy)	Targets Work with VCCS and engage with area legislators to advocate for capital improvement funding for the NRCC Advanced Manufacturing and Credentialing Center