

Brookhaven College Strategic Plan Goals for 2008-2013

1. Create a learning environment that supports student needs and goals.

The theme of this goal focuses on enabling our students to attain their goals. To do so, requires Brookhaven College employees to examine and design programs and processes that evoke and sustain excellence in teaching and learning. By committing to an even deeper level of engagement in the learning process, each employee is responsible for helping students to develop the academic and interpersonal skills needed to be successful in our global community and economy. The priorities to support Goal 1 follow.

- a. Develop and offer courses, programs and training that are based on student and community needs and demands.
- b. Allocate sufficient resources that enhance student learning.
- c. Examine and improve processes that support student success.
- d. Develop and implement scalable systems for recruitment, retention and increased numbers of successful completion of student and college goals.

2. Enhance and support employee success.

The theme of this goal recognizes the necessity of recruitment and retention of quality employees. Knowledgeable, dedicated, diverse and experienced are only a few of the qualities that describe employees at Brookhaven College. The priorities to support Goal 2 follow.

- a. Promote and support rewards and recognition.
- b. Support career opportunities and prepare employees for future roles.
- c. Encourage and support professional and personal growth through staff development activities and training.

3. Enhance our presence in the community.

The theme of this goal focuses on Brookhaven College as an effective, viable and supportive member of the community. To accomplish this, the institution will act as a catalyst in assisting area businesses to improve their quality and competitiveness and to stimulate economic development throughout the region. We will help unite disparate views and constituents in order to improve quality of life both locally and globally. The priorities in support of Goal III follow.

- a. Develop and implement innovative and necessary workforce training programs.
- b. Increase and promote the fine arts and cultural activities.
- c. Build and strengthen partnerships with educational institutions, business and industry, community groups and social service agencies.
- d. Increase the level of student and employee community service and civic responsibility.

4. Provide an infrastructure that supports the strategic and operational goals.

The theme of this goal requires Brookhaven College employees to be good stewards of college resources. Employees will provide and maintain an inviting and welcoming campus that is safe, accessible, functional, environmentally friendly, well equipped and sustainable. The priorities in support of Goal IV follow.

- a. Remain current with technological advances in all college operations.
- b. Provide adequate funding for strategic goals.
- c. Align planning and budget processes with strategic goals.
- d. Create new sources of funding.
- e. Increase, develop and implement Green Community initiatives.
- f. Provide a safe and secure campus environment.
- g. Recruit, hire and retain high quality employees.

5. Foster a climate of trust by emphasizing collegiality, collaboration, open communication and shared decision-making.

The theme of this goal is to implement inclusive, clear and transparent communication. Brookhaven College employees will recognize and celebrate diversity of culture, knowledge and skills. It is a priority to value these differences and use them in the shared governance and decision-making of the college. The priorities in support of Goal V follow.

- a. Develop and implement processes that ensure collaborative decision-making.
- b. Embrace, promote, cultivate and utilize the diversity of our students, employees and community.
- c. Practice open and honest interactions.
- d. Invite input and utilize feedback to assess outcomes.

IT ALL BEGINS HERE.



Brookhaven College

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

An Equal Opportunity Institution.