

MISSION STATEMENT

Black Hawk College enriches the community by providing the environment and educational resources for individuals to become lifelong learners.

VISION STATEMENT

Total accessibility, quality instructional programs, student-centered services, and strategic alliances position Black Hawk College as the preferred choice for education and training.

As an institution, we value:

- **Caring and Compassion**
- **Honesty**
- **Integrity**
- **Responsibility**
- **Fairness**
- **Inclusion and Diversity**
- **Respect**

IMPROVE STUDENT SUCCESS AND COMPLETION

Implement actions that promote an increase in percentages and total numbers of students either graduating, in a timely manner, with associate degrees, certificates, licensure and satisfaction of industry-accepted standards of career credentials or transferring to a college or university to complete a bachelor's degree.

Our Strategies are:

- Engage student services and instruction in the redesign of the advisement model.
- Improve student learning through college-wide assessment efforts that define, measure and improve student success, institutional outcomes and program-level outcomes.
- Invest in educational programming that inspires students to be adaptable lifelong learners with essential workplace skills and training to succeed in local workforce and global economies.
- Improve campus culture relative to inclusion and diversity by creating an environment where all students feel welcome, heard and understood.

CREATE EXCEPTIONAL EMPLOYEE EXPERIENCES

Collaborate with employees to create experiences where employees feel valued, resolve problems through respectful dialogue and discovery, and contribute to the success of the College.

Our Strategies are:

- Adopt a change framework that will engage employees in creating a workforce culture of trust, accountability and collaboration.
- Enrich the student experience by supporting employee professional development that contributes to the advancement of skills, competencies and professional qualities.

STRENGTHEN ORGANIZATIONAL EFFECTIVENESS

Encourage and nurture continuous improvement actions that evaluate and enhance College operations using data-informed planning and resource allocation processes resulting in innovative services and programs that meet the needs of our students, employees and the constituents of the communities we serve.

Our Strategies are:

- Implement an Education Master Plan that defines the academic vision of the College and directs decision-making in support of the College's Strategic Plan.
- Implement a Strategic Enrollment Management Plan that addresses appropriate enrollment growth and aligns with the Education Master Plan.
- Provide relevant and accurate financial information to college stakeholders in a timely manner in order to facilitate effective decision-making and support student success.
- Increase utilization of continuous quality improvement and integrated planning processes to monitor and assess outcomes in achieving the College's Strategic Plan and the Higher Learning Commission accreditation standards.

BUILD COMMUNITY RELATIONSHIPS

Cultivate and nurture ways the College engages in the life of our communities by expanding partnerships and connecting regionally with business, industry and educational leaders to train a diverse and qualified workforce and supporting regional economic development efforts.

Our Strategies are:

- Develop new community relationships and leverage existing ones with business, industry and organizations to monitor and inform program creation and revisions that meets workforce needs and builds a stronger community.
- Strengthen partnerships and improve collaboration with K-12 districts to offer appropriate academic pathways for students to achieve their desired goals (outcomes).

Improving Life Through Learning