



Appendix A

PROA Strategic Plan 2008-2-2012

*Adopted on September 25, 2008
BOR Regular Meeting*



PROA Strategic Plan 2008-2012

PROA

Strategic Goals

Goal One. **P**romote student learning and success.

Goal Two. **R**espond to the professional development, continuing education, and personal enrichment needs of the Commonwealth.

Goal Three. **O**ptimize financial and human resources.

Goal Four. **A**ccelerate the upgrade of physical and technology infrastructure.

GOAL 1. Promote student learning and success.

PRIORITY INITIATIVES

1. Improve the literacy and analytical problem-solving skills of students.
2. Strengthen student services and assess their effectiveness in meeting defined outcomes.
3. Implement a comprehensive institutional assessment system that facilitates overall improvement of institutional effectiveness and features a formal Program Review process that measures student learning, assesses how well student learning is occurring, and guides the institution in making changes to improve student learning.
4. Develop and implement a comprehensive recruitment and retention program.
5. Assist students in establishing and realizing their education goals.
6. Serve as the bridge to higher educational opportunities.
7. Articulate with U.S.-accredited institutions to ensure successful transferability of credits.
8. Achieve program level accreditation for education, nursing, business, and other programs.
9. Promote multiculturalism throughout the College and foster global education.

GOAL 2. Respond to the professional development, continuing education, and personal enrichment needs of the Commonwealth.

PRIORITY INITIATIVES

1. Build basic skills for personal enrichment and prepare individuals for rewarding careers.
2. Enrich workforce skills by providing quality training and learning opportunities.
3. Strengthen and expand collaborative partnerships with local businesses and organizations to provide training/education.
4. Provide broad access to NMC programs through various community outreach services.

GOAL 3. Optimize financial and human resources.

PRIORITY INITIATIVES

1. Encourage shared decision making and effective communication programs throughout the College.
2. Implement campus-wide customer service principles.
3. Implement an Employee Recognition System.
4. Develop a Fund Development Plan in collaboration with the NMC Foundation.
5. Assess College processes and operations to ensure efficient use of resources.
6. Develop a comprehensive system that offers quality professional development opportunities for all employees.
7. Promote a structured and competitive compensation system.

GOAL 4. Accelerate the upgrade of physical and technology infrastructure.

PRIORITY INITIATIVES

1. Renovate existing and construct new teaching and learning facilities at the current Saipan campus that are compliant with energy efficient standards and educational facilities best practices.
2. Assess existing facilities and implement corrective actions to ensure compliance with local and federal regulations.
3. Develop and implement a preventive maintenance plan.
4. Implement a comprehensive information technology system.
5. Improve information technology infrastructure.
6. Enhance technology support of teaching and student learning.
7. Establish organizational technology policies, procedures, and budget.
8. Develop a distance education plan.