Normandale Community College Strategic Framework and Equity Initiatives

Board of Trustees

April 17, 2024

Normandale's Strategic Plan

Normandale Strategic Plan 2020	**Initial strategic planning began;** **Planning paused**	**Global Pandemic**	**Mission, Vision, Values reviewed;** **Big 3 Strategic Goals presented**	**Mission, Vision, and Values restated;** **Continued focus on strategic planning**
2016–2019	**Fall 2019**	**Spring 2020**	**Fall 2020**	**Fall 2021**
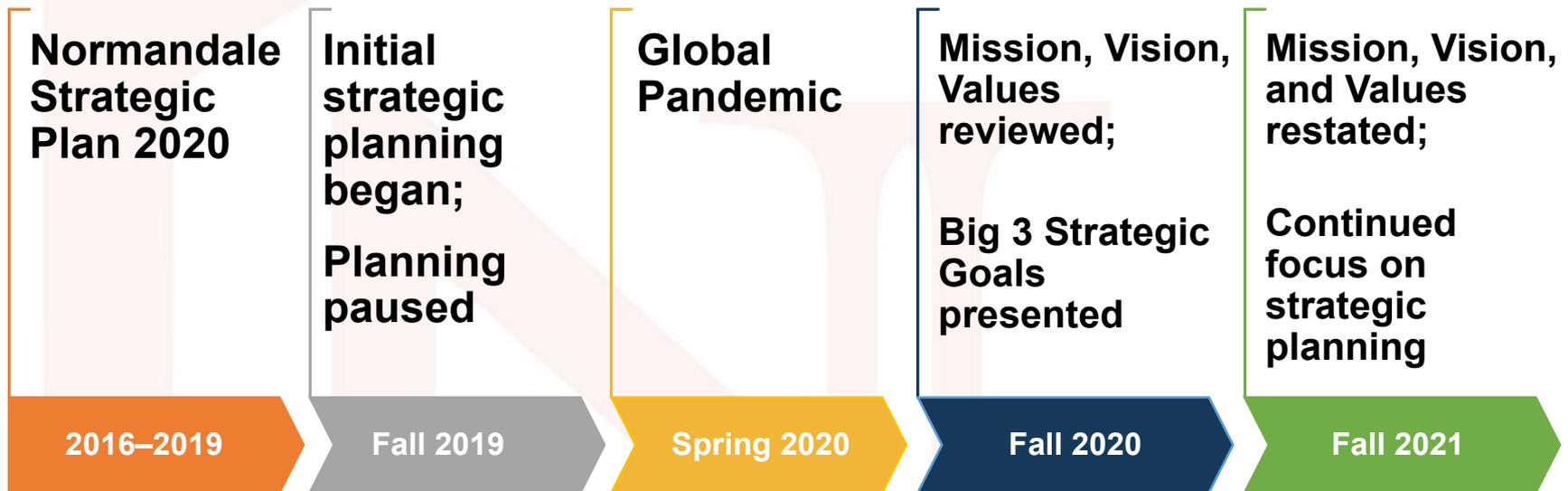
Our Mission

· to cultivate a welcoming college community
· to foster every student's talents
· to build an equitable world

Our Vision

Limitless human potential realized.

Our Values

· Caring
· Curiosity
· Commitment

MISSION, VISION & VALUES

Our Big 3 Goals

1. Achieve racial equity in educational outcomes by 2025

2. Achieve associate degree completion or baccalaureate transfer rate of 50% or better for degree seeking students by 2030

3. Support and sustain a pervasive college culture that is culturally responsive and service oriented

Equity Initiatives
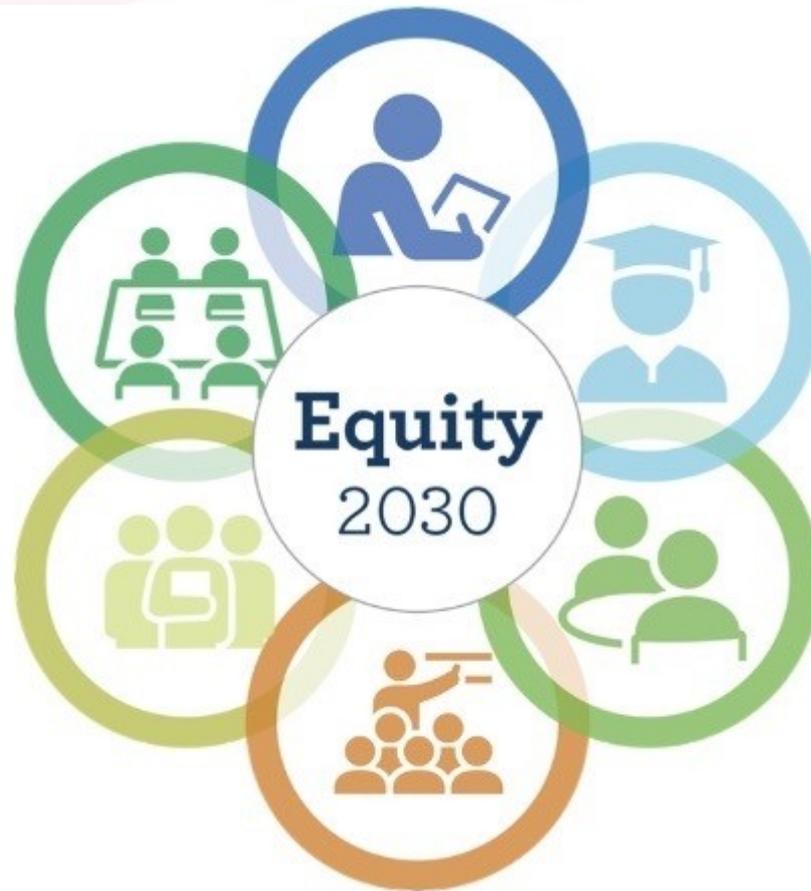
Equimetrics Data Review

Focus Area Scores - Comparison (Year 1 vs. Year 2)

Focus Area	EQ Score (Strongly Agree %)	
	2023	2021
Mission, Vision & Values	60.0	48.4
Alignment	58.4	47.5
Policy & Practice	58.3	47.1
Leadership	49.6	45.6
Inclusion	47.8	36.0
Communication	47.2	39.8
Diversity	46.1	37.0
Cultural Competency	42.5	37.9
Equity	39.0	32.9
Equimetrics® Score	49.1	40.7

equimetrics

Equimetrics Activities

Mission, Vision & Values

- Clear and concise messaging covering Normandale's goals, initiatives and institutional data

- Moved to department mission, vision and values to show alignment to Normandale's mission, vision and values

- Mission, vision and values embedded in onboarding and recruiting practices

2021- 48.4%   2023- 60.0%

Equity

- Encouraged all employees to complete both the self-guided and structured intercultural awareness trainings

- Policy review through an equity lens

- Addressing and ensuring accessibility for all employees and students

- Integration of Equity Fellows

- Employee Resource Groups (ERGs)

2021- 32.9%   2023- 39.0%

Strategic Framework Dashboard

- Illustrates all Strategic Framework Metrics
- Available to all Normandale employees
- Supports college efforts related to data democratization and transparency
- Metrics are tailored to Normandale's individual mission and goals, may differ from System metrics

Our individual and collective work bring us closer to reaching our Big 3 Goals!