

<b>GUIDING PRINCIPLE</b>	<b>Economic Mobility</b>
<b>GOAL</b>	Increase relevant offerings that will result in successful learners earning a sustaining wage.
<b>BOARD DIRECTIONAL MEASURE</b>	Increase the percentage of completers earning a living wage at three years and five years post completion. (Definition of completer being last completed credential)
<b>STRATEGIES</b>	<p>Inventory, assess, and act to improve all program alignment with employer needs to position learners for immediate and career earning potential.</p> <p>Expand fully integrated learn-to-earn opportunities.</p> <p>Enhance transfer and career success pathways.</p> <p>Implement targeted investments that drive enrollment and attainment in programs that lead to sustainable, high-paying careers.</p>

GUIDING PRINCIPLE	Education For All
GOAL	Increase equitable, learner-centered environments that support all learners meeting their goals.
BOARD DIRECTIONAL MEASURE	Increase percentage of overall success (completion, transfer, or skills builder) among all learners.
STRATEGIES	<div>Develop consistent, equitable, and effective learner-facing services and navigation support across all colleges.</div> <div>Build a culture and compelling narrative that positions learners' career success as integral to the colleges' success.</div> <div>Design and implement frictionless and flexible systems, structures, and protocols to drive learner success.</div>



## GUIDING PRINCIPLE

# Empowered Talent

## GOAL

Increase our ability to attract, retain, and sustain the highest quality workforce to advance our mission.

## BOARD DIRECTIONAL MEASURE

Increase CCCS retention for employees within their first three years of employment.

## STRATEGIES

Increase employee total compensation. \*<sup>1</sup>

Enhance recruitment by elevating the Colorado Community College System as an employer of choice.

Create a culture of belonging built on robust recognition of employee expertise and shared governance to advance our academic endeavors and improve lives through education.

Expand professional development and leadership training to enhance advancement opportunities and drive success.

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<sup>1</sup> Total compensation is defined as the complete package of monetary and non-monetary benefits that includes compensation, benefits, and perks specific to CCCS (positive mission and culture) that contribute to an employee's overall earnings and well-being.



## GUIDING PRINCIPLE

# Partner Of Choice

## GOAL

Increase capability, trust, and credibility with partners across all sectors to build shared prosperity.

## BOARD DIRECTIONAL MEASURE

Increase percentage of learners engaging in work-based learning.

## STRATEGIES

Implement an approach to partnership management that builds trust and outcome-based relationships with partners.

Demonstrate responsiveness and collaboration throughout our 13 colleges to maximize the partner experience.

Improve partner satisfaction and engagement by aligning internal systems and processes to remove barriers and promote efficiency.



## GUIDING PRINCIPLE

# Power of 13

## GOAL

Increase shared opportunities to grow enrollment, improve quality, and achieve cost efficiencies through consortial models and collaboration while leveraging each college's unique strengths.

## BOARD DIRECTIONAL MEASURE

Achieve and maintain Composite Financial Index rating for all colleges and the system.

## STRATEGIES

Build a "Power of 13" culture of collaboration and sharing across campuses to provide seamless, supportive services to all learners.

Create a unified platform that provides any learner with a comprehensive view of all offerings across CCCS.

Leverage system-wide talent and resources to grow enrollment and create efficiencies by aligning processes, reporting, and dashboards to ensure a vibrant statewide network of educational opportunities.

Develop a robust internal and external communication strategy to elevate CCCS colleges by highlighting pathways from learning to earning.