MISSION: Northeast Iowa Community College provides in-demand education and training focused on improving lives, driving business success and advancing community vitality.

VISION: Northeast Iowa Community College will be the premier source for in-demand education, workforce training and partnerships, through innovative thinking and talent development.
**VALUES**

**SERVICE:** We listen, identify and respond to the needs and expectations of our internal and external communities.

**RESPECT:** We show consideration for one another and encourage diverse perspectives to build trust, cooperation and accountability.

**STEWARDSHIP:** We use our resources in a responsible, impactful, and sustainable manner.

**INNOVATION:** We foster the development and advancement of ideas through individual and team creativity.

**INTEGRITY:** We are ethically accountable to ourselves and others.

**RESILIENCY:** We learn from our experiences, refocus, and seize the opportunity to improve and persist.

**GOALS AND PRIORITIES**

**GOAL: ADVANCE OUR PEOPLE**

To build a strong, collaborative team that is creative, forward thinking, solution-oriented and respectful of the individuality and diversity of its members.

- Continue to create a culture of service, respect, innovation, stewardship, integrity and resiliency. (Recruit and Retain)
- Focus on development, retention and engagement of our employees. (Retain)

**GOAL: INSPIRE OUR CONSUMER**

To provide high-quality, innovative, affordable and responsive programming.

- Expand guided career pathways to align with effective practices. (Recruit, Enroll, Retain, Complete and Place)
- Publish and implement the updated ‘23-’25 strategic enrollment management (SEM) plan. (Recruit, Enroll, Retain, Complete and Place)
- Create innovative educational systems that foster faculty and student engagement, quality curriculum and outcomes that prepare the student for employment or further education. (Recruit, Enroll, Retain, Complete and Place)
- Build stronger engagement with our high schools and business partners. (Recruit)
- Streamline credit for prior learning that is easy for the consumer to complete. (Recruit)
- Enhance the recruitment model by providing intentional cross training with all staff focusing on HSED through credit recruitment.

**GOAL: ELEVATE OUR ORGANIZATION**

To foster an environment that is safe, collaborative, resilient and nimble.

- Implement a vibrant Master Facilities Plan focused on preventative maintenance, assessment, planning, building health and safety and educational flexibility. (Recruit, Enroll and Retain)
- Implement and expand technology infrastructure that is equitable for all. (Recruit, Enroll and Retain)
- Promote sustainable practices in campus operations. (Recruit and Retain)

**GOAL: STRENGTHEN OUR FINANCES**

To establish risk-tolerant financial strategies that are resilient to market and economic tensions.

- Continue to enhance our budget process that supports our people, consumer, organization and financial strategic goals. (Recruit and Retain)
- Expand our educational footprint outside of Iowa. (Recruit and Enroll)
- Utilize prudent stewardship, creating financial growth and efficiency. (Enroll and Retain)
- Implement new consumer revenue streams to supplement/complement core streams. (Recruit)