

# Mission, Values, Goals

**Central Piedmont's future will be built on a well-defined set of mission, vision, and value statements that guide our every action.**

## Our Vision

Central Piedmont will be a champion of students, a catalyst for opportunity, and an exceptional provider of learning experiences that transform lives and strengthen community.

## Our Mission

To facilitate student learning, success, and completion, Central Piedmont provides exceptional education and globally competitive training in an engaging, supportive environment.

## Our Values

- **Student-Centered:** We are committed to students and learning. Student success is the heart of everything we do.
- **Collaboration:** We recognize the power of partnerships and effective communication and work collaboratively within our organization and externally in the Charlotte-Mecklenburg community and beyond.
- **Excellence:** We strive to achieve excellence by recognizing opportunities, solving problems, and innovatively serving our students and community.
- **Accountability:** We demonstrate integrity, transparency, and effective use of resources by assessing our programs and services and using data to inform our decisions.
- **Equity:** We believe all individuals have the potential to succeed and we will provide student-focused pathways to achievement.
- **Courage:** We are passionate about our work. We are willing to acknowledge our strengths and weaknesses and confront challenges with intentionality.

## Our Strategic Goals

### Strategic Goal #1: Elevating Student Success

Central Piedmont will support students as they intentionally, successfully, and equitably navigate well-designed pathways to reach their educational, career, and life goals.

- **Objective 1.1 – Student Success**
  - Foster a culture of continuous improvement of educational programs and holistic student-support strategies by providing timely, disaggregated student metrics that indicate progress toward student success goals
- **Objective 1.2 – Student Engagement**
  - Redesign and personalize student experiences and academic environments within an inclusive ecosystem of innovation and engagement
- **Objective 1.3 – External Measures**
  - Exemplify distinction by meeting or exceeding North Carolina Community College System, regional and program accreditors, and governmental student success measures

### Strategic Goal #2: Maximizing Academic Excellence and Innovation Through Community Engagement and Partnerships

Central Piedmont will continuously evaluate and promote academic and student support programs to ensure they are high-quality, relevant, and optimize career pathways and college transfer.

- **Objective 2.1 – Pathways**
  - Strengthen student pathways by securing the educational pipeline from entry to completion to ensure students earn high-quality credentials
- **Objective 2.2 – Economic Development**
  - Embed Central Piedmont Community College within Mecklenburg County's economic development community and collaborate with university, business, and industry partners to develop talent pipelines to existing and future jobs
- **Objective 2.3 – Economic Success**
  - Narrow skills gaps by cultivating existing talent and aligning academic programs and training with the needs and demands of the local and global economy
- **Objective 2.4 – External Communication**
  - Use all communication channels needed to increase the awareness of the value of specific post-secondary credentials by highlighting the diverse and comprehensive offerings available to Central Piedmont students as well as the financial assistance available to them

### Strategic Goal #3: Advancing our Organizational Culture

Central Piedmont will recruit, develop, and retain a diverse, respectful, and responsible workforce that fosters an organizational culture of transparency and collaboration dedicated to mission-driven allocation of financial, physical, technological, and human resources.

- **Objective 3.1 – Dynamic People**
  - Recruit, hire, engage, and retain diverse faculty and staff committed to educational excellence and equity
- **Objective 3.2 – Talent Development**
  - Create a clear standard of professional excellence and continued cultivation of talent, purposeful on-boarding, and leadership development that rewards innovation and creativity
- **Objective 3.3 – Strategic Stewardship of Resources**
  - Apply strategic decision-making to empower employees to work collaboratively to make data-informed decisions regarding alignment, allocation, and strategic use of talent, fiscal, and technological resources
- **Objective 3.4 – Internal Communication**
  - Increase internal understanding of the operations, roles, and functions within the college