



December 7, 2016

**TO:** THE DISTRICT BOARD OF TRUSTEES  
OF VALENCIA COLLEGE

**FROM:** SANFORD C. SHUGART  
President

**RE:** THE POWER TO SERVE; VALENCIA'S FIVE-YEAR IMPACT PLAN-DBOT  
GOALS ADDED

On November 2, 2016, "The Power to Serve: Valencia's Five-Year Impact Plan, 2016-2021" was presented for consideration and approval to the District Board of Trustees. After a full discussion, the Board requested that the Plan be amended to include additional goals. The College's Strategic Planning Steering Committee has amended Valencia's Impact Plan to reflect the input of the Board by adding goals of increasing the college going rate to Valencia by recent high school graduates from Orange and Osceola counties, closing the performance gaps among students from diverse backgrounds, and increasing the diversity of the faculty, staff, and leadership of the college.

Deeply rooted in the College's experience, all of the goals contained in the Impact Plan project our core work into the future, calling us to action to improve our students' lives and the life of the community that we serve. Although Valencia already has served the community through its service to students, the College is embarking on an enhanced community partnership that we have not yet experienced. As the College executes this Impact Plan, Central Florida will begin to see Valencia as an essential partner in addressing and solving the region's problems and goals.

**RECOMMENDED ACTION:**

The President recommends that the District Board of Trustees of Valencia College approve "The Power to Serve: Valencia's Five-Year Impact Plan, 2016-2021", as revised and presented.

  
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President

# Valencia College Impact Plan

---Added DBOT Goals

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## **New Initiative Under Education: Opportunity and Equity**

**Vision:** All high school graduates in Orange and Osceola counties will have unlimited opportunities to achieve their academic goals.

### Goals:

#### **1. Increase college going rate to Valencia by recent high school graduates from Orange and Osceola counties.**

##### Objectives

- a. Identify and remove barriers to a postsecondary education
- b. Develop programs for targeted underserved populations
- c. Partner with secondary institutions to align curricula
- d. Partner with secondary institutions to align pathways into Valencia

#### **2. Close performance gaps among students from diverse backgrounds.**

##### Objectives

- a. Close gaps in success in top 20 enrolled courses.
- b. Include equity in outcomes measures for evaluation of all programs and initiatives
- c. Include initiatives to deliver more equitable outcomes in each campus plan.

#### **3. Increase the diversity of the faculty, staff, and leadership of the college.**

##### Objectives

- a. Create and implement a strategic recruitment plan to maximize exposure for Valencia job vacancies with individuals from diverse backgrounds.
- b. Review and revise training programs for employees serving in the employment search and selection process.