



Strategic Plan 2024-2026



**ESTRELLA MOUNTAIN
COMMUNITY COLLEGE**

A MARICOPA COMMUNITY COLLEGE

Mission

Estrella Mountain is an innovative higher-learning organization responding to the diverse needs of West Valley communities.

Learners have an opportunity to successfully accomplish their educational and personal goals.



Student
Completion



Student
Well-Being



Employee
Well-Being



VISION

We provide exceptional and creative learning experiences that prepare all learners to achieve their dreams and transform their lives.



Values

Your success is our success.

Student Centered

We believe in keeping students at the forefront of decision-making to enable their success by assessing and understanding their needs, interests, culture, talents, and goals.

Learning

We believe learning happens in many ways, thus we provide meaningful and engaging experiences that promote transformation, growth, and continuous improvement.

Integrity

We believe in demonstrating consistent and uncompromising adherence to ethical principles and values by practicing accountability, transparency, and honesty.

Well-Being

We believe in fostering an environment that compassionately supports each individual's unique approach to enhancing their health and maximizing their potential.

Diversity, Equity, and Inclusion

We believe in cultivating a respectful environment that embraces the power of a diverse community, fosters a climate of respect, and promotes a sense of belonging.

STUDENT CENTERED | LEARNING | INTEGRITY | WELL-BEING | DIVERSITY, EQUITY, and INCLUSION

Equity

Equity

Adopted by LC

At EMCC, Equity ensures the guarantee of fair treatment, access to resources, opportunities, and advancement of all students and employees.

Equity occurs through an intentional examination, identification, and elimination of barriers that prevent the full participation and success of some groups in order to meet the individual needs, interests, and success of all students, employees, and the community.



Strategic Priorities

Service to students,
community, and
employees.




Student Completion (WIG)


Increase the number of award completers with Equity from 1,103 to 1,300 by 2026 

Student Completion


ACCESS

Increase the annual full-time student equivalent by 10% from 4,625 to 5,100 by 2026 

RETENTION

Increase college retention by reducing the within semester withdrawal rate from 16% to 14% by 2026 

PERSISTENCE

Increase the Fall to Spring persistence rate from 80% to 84% by 2026 

Student Well-Being


Increase the overall college student satisfaction rate from 70% to 75% by 2026

Student Well-Being

ENGAGEMENT

Increase the percentage of students who indicate they received prompt feedback from 61% to 65% by 2026 (ccsse)

BELONGING

Increase the percentage of students who indicate that they feel a sense of belonging at EMCC from 72% to 80% by 2026 

Employee Well-Being

Increase the overall employee satisfaction rate from 81% to 84% by 2026

Employee Well-Being

ENGAGEMENT

Increase the percentage of employees who indicate that their input is sought and valued from 26% to 30% by 2026

BELONGING

Increase the percentage of employees who indicated they feel that they belong at EMCC from 70% to 80% by 2026

*Employee Wellness Metrics - Decision Wise Engagement Survey (2019)

Goals



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I am part of the pride.

College WIG

(WIG) Wildly Important Goal

Student Completion

Increase the number of Graduates/Completers with equity from 1,103 to 1,300 by August 2026

Access (Sub-WIG)

Increase the annual full-time student equivalent by 3% from 4,625 to 4,763 by 2026

- 1.1 MCCCCD attracts, recruits, engages, and enrolls more students.
- 2.1 MCCCCD stewards new and existing resources to achieve financial stability and sustainability.
- 2.3 MCCCCD defines and establishes workforce development programs with and for public and private sectors.



College WIG

(WIG) Wildly Important Goal

Student Completion

Increase the number of Graduates/Completers with equity from 1,103 to 1,300 by August 2026

Retention & Persistence (Sub-WIG)

Increase college retention by reducing the within semester withdrawal rate from 16% to 14% by 2026

Increase the Fall to Spring persistence rate from 80% to 84% by 2026

- 1.2 MCCCCD retains and supports students to reach their academic, personal, and/or professional goals.
- 1.3 MCCCCD secures the financial resources needed to support students, through increased philanthropic efforts.
- 2.1 MCCCCD enhances its technology capabilities to optimize academic, student, and business success.



College WIG

(WIG) Wildly Important Goal

Student Well-Being

Increase the overall college student satisfaction rate from 70% to 75% by 2026

Student Satisfaction, Engagement, and Belonging (Sub-WIG)

- 3.1 MCCCCD establishes alignment and collaboration between and among its colleges and district to support students, communities, faculty, and staff.



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College WIG

(WIG) Wildly Important Goal

Employee Well-Being

Increase the overall employee satisfaction rate from 81% to 84% by 2026

Employee Satisfaction, Engagement, and Belonging (Sub-WIG)

- 3.2 MCCCCD and its colleges are recognized as a cohesive organization working together.
- 3.3 MCCCCD develops the capabilities and cultures needed to support and encourage innovation.
- 4.1 MCCCCD supports organizational talent through recruitment, retention efforts, and opportunities to grow with the organization.
- 4.2. MCCCCD fosters a culture that builds community, values diversity, and supports employee success.



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estrellamountain.edu

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