



ONE COLLEGE

We will champion a unified, student-centered approach by fostering collaboration across all departments—ensuring the public experiences Carteret Community College as one cohesive institution dedicated to learning, growth, and opportunity.



LEAD WITH YES

We will lead with YES by meeting students where they are, removing barriers, and empowering them to reach their goals through personalized support, flexibility, and unwavering belief in their potential.



HOLISTIC WELLBEING

We will prioritize the holistic wellbeing of our learners, employees, and community by fostering a culture of care, balance, and belonging that supports mental, physical, and emotional health for all.

Strategic Goal Measures

1. Learners

An excellent place of learning for all.

- 1.1.1 Increase Curriculum completion rates from 60% to 70% by 2030.
- 1.1.2 Increase credentials and degrees earned among learners 25–44 years old to 11,750 by 2030.
- 1.1.3 Increase Career and College Readiness measurable skills gain rate from 45% to 48% by 2030.
- 1.1.4 Establish a system for tracking Workforce Continuing Education credential completion.
- 1.1.5 Monitor satisfaction of learners for whether they were supported in achieving their goals.
- 1.2.1 Increase successful transitions from Career and College Readiness to Workforce Continuing Education or Curriculum.
- 1.2.2 Track successful transitions from Career and College Promise to post-high school enrollment in Workforce Continuing Education or Curriculum.
- 1.2.3 Track successful transitions and credit issued from Workforce Continuing Education to Curriculum.
- 1.3.1 Integrate essential career readiness skills across educational programs.
- 1.3.2 Integrate career-connected learning to promote connections between learners and employers.

2. Employees

An excellent place to work.

- 2.1.1 Commit to 100% of supervisors trained to engage employees in career growth planning.
- 2.1.2 Commit to leadership development for at least 2–3 employees per functional area to prepare potential candidates for future midlevel and senior level roles.
- 2.1.3 Increase by 10% the percentage of employees reporting satisfaction with professional development.
- 2.2.1 Commit to 100% of supervisor and employee training to encourage communication and resource sharing at all levels of the organization.
- 2.2.2 Improve overall employee perception of open communication and the accessibility of shared information and resources.

- 2.3.1 Commit to supervisor training and employee mentorship on workload management strategies aligned to core role expectations and awareness of additional duties.

- 2.3.2 Establish a process for communicating and celebrating employee involvement in our coastal community that enriches quality of life.

3. Community

An excellent community partner.

- 3.1.1 Expand the number of recruitment and outreach events on campus and in the community that include local partners, donors, and prospective learners.
- 3.1.2 Communicate stories related to grant awards, community support, or student successes at least once per week through diverse publicly available channels.
- 3.2.1 Integrate career-connected learning to promote connections between learners and employers.
- 3.2.2 Establish a process for documenting community and educational partnerships and relationships to foster collaboration over time with personnel transitions.
- 3.2.3 Establish a process for communicating and celebrating employee involvement in our coastal community that enriches quality of life.

4. Institution

An excellent steward of public trust.

- 4.1.1 Create and implement an optimization strategy for the institution's various private and public funding streams and related priorities.
- 4.1.2 Track and analyze return on investment for new athletics programs.
- 4.2.1 Track process improvement related trainings and projects.
- 4.2.2 Ensure all operating procedures have been created, documented, and reviewed.
- 4.3.1 Ensure facilities and resources are compliant with Americans with Disabilities Act.
- 4.3.2 Achieve 100% employee completion of annual cybersecurity, campus security, and general compliance training.
- 4.3.3 Execute the 2025–2030 Campus Master Plan.



Strategic Plan

2025–2030



2025-2030

Kraken-sized Goal

Prepare learners, employees, the College,
and our community for growth and success.

Areas of Greatest Impact



ONE COLLEGE



LEAD WITH YES



HOLISTIC WELLBEING

Strategic Directions

Learners

An excellent place of learning for all.

Goals:

- 1.1 Support and encourage learners to achieve their educational goals.
- 1.2 Streamline systems that make it easier for learners to transition between various educational pathways at Carteret Community College.
- 1.3 Deliver high-quality and innovative career readiness skills to equip learners for successful employment or business ownership.

Community

An excellent community partner.

Goals:

- 3.1 Expand marketing and community outreach strategies to engage existing and new partners, donors, and learners.
- 3.2 Foster and strengthen strategic partnerships that align with the college's mission and expand community impact.

Employees

An excellent place to work.

Goals:

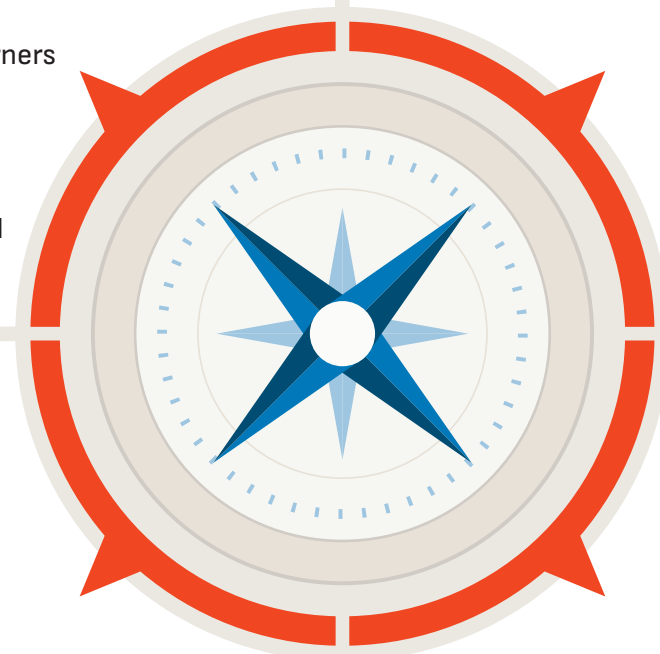
- 2.1 Increase support for professional development to ensure continuity, continuous improvement, career growth, and leadership succession.
- 2.2 Refine the College's existing culture by prioritizing open communication which fosters collaboration and ensures access to necessary information.
- 2.3 Optimize workload management to enhance a balanced and fulfilling work-life experience.

Institution

An excellent steward of the public trust.

Goals:

- 4.1 Optimize the institution's financial sustainability and competitiveness.
- 4.2 Minimize waste, enhance efficiency, and foster continuity.
- 4.3 Manage infrastructure proactively to ensure accessibility, compliance, security, and functionality.



OUR MISSION

Carteret Community College serves and empowers our students and coastal community by providing high-quality education, workforce training, and lifelong enrichment in an innovative and inclusive learning environment.

Approved by the Board of Trustees 11/09/21

OUR VISION

Carteret CC's vision is based on the pursuit of excellence in four dimensions:

1. An excellent place of learning for all
2. An excellent place to work
3. An excellent community partner
4. An excellent steward of the public trust

OUR VALUES

At Carteret Community College, we value **Learning**, strive for **Excellence**, act with **Accountability**, embrace **Discovery**, and remain committed to **Success**. Carteret CC **L.E.A.D.S.** so our learners can grow, achieve, and succeed.

