

# North Seattle College Operational Plan



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**eLearning / Distance Education**  
 Worldwide Virtual Campus

North Seattle College is located in the Northgate area of Seattle close to the city's popular Green Lake Park and a short distance from the University of Washington, near two major north-south highways in a largely residential community. Established in 1970, North provides learning opportunities for a diverse group of more than 14,000 students each year. North is the starting point for many students who transfer to top universities across the country, in addition to those seeking career training and applied bachelor's degrees. Strong academic preparation and advising services, small classes, an innovative integrated studies program, broad e-learning options, and a variety of partnerships with four-year schools contribute to student success.

North Seattle College is one of three colleges and six specialty training centers in the Seattle Colleges district.

North Seattle College does not discriminate on the basis of race, color, national origin, religion, sex, disability, honorably discharged veteran or military status, sexual orientation, or age in its programs and activities. The following person has been designated to handle inquiries regarding compliance, including compliance with Title IX and disability services: Compliance Officer, 1500 Harvard Avenue, Seattle, WA 98122, 206.934.3873.



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**CORE THEMES**

- Advancing Student Success
- Excelling in Teaching and Learning
- Building a Sustainable Community



**MISSION**  
As an open-access learning institution, Seattle Colleges prepares each student for success in life and work, fostering a diverse, engaged, and dynamic community.

**VISION**  
Seattle Colleges is recognized as an exemplary learning institution that transforms lives, promotes equity, and enriches the community.

**VALUES**

**Accessibility** for all learners and partners

**Collaboration** through open communication and commitment to working together

**Diversity, Inclusion, and Equity** for all individuals, particularly the underserved in our community

**Fiscal Sustainability** for long-term viability and excellence in service and operations

**Growth and Engagement** of faculty and staff through professional development

**Innovation** in instruction, student services, operations, and organizational culture

**Integrity** by adhering to the highest standards of ethics and public stewardship

**GOALS, STRATEGIES, AND TACTICS**

**STUDENT SUCCESS**

**Implement Structured Academic and Career Pathways**

1. Implement the Seattle Promise initiative.
2. Participate in trainings dealing with structured pathways (i.e., Student Success Institute).
3. Support a caring, inclusive, student-centered culture.
4. Promote student engagement through embracing a diversity of cultures, ideas, perspectives, and people.
5. Support student perseverance through institutional and student integrity and accountability.
6. Strive for quality across student services, instruction, and administrative service areas so that our students have the ability to excel.

**Practice Strategic Enrollment Management**  
(See District Operational Plan.)

1. Administer student engagement and employee engagement survey items that can serve as measures of diversity, equity, and inclusion.

**EQUITY, DIVERSITY, INCLUSION, AND COMMUNITY**

**Develop and Implement a Diversity Action Plan**

1. Conduct at least four diversity workshops for the North Seattle College campus community during the 2018–2019 academic year.
2. Administer a diversity workshop participant survey at the conclusion of all diversity workshops.
3. Identify student engagement and employee engagement survey items that can serve as measures of diversity, equity, and inclusion.
4. Create an Equity and Welcome Center that houses the Gender Equity Resource Center and Multicultural Center under one roof, allowing for increased collaboration and accessibility.

**ORGANIZATIONAL EXCELLENCE**

**Enhance Teaching and Learning**

1. Increase full-time faculty and priority-hire faculty participation on the Teaching Improvement Practice completion process.
2. Offer workshops and seminars through the Teaching and Learning Center.
3. Recognize employees for excellence in teaching and learning, as measured by an annual employee engagement survey.
4. Institutionalize our Title 3 grant to move the needle for student learning and overall student success.
5. Finalize the noninstructional program review process throughout the institution and use its feedback to improve institutional effectiveness.

**Achieve System Integration**  
(See District Operational Plan.)

**Foster Sustainability**  
Foster sustainability relating to curriculum, resource allocation, and campus culture.

1. Develop and implement action plans around goals.
2. Collect data (Spring 2019 Quarter) to determine progress toward goals.
3. Modify action plans as necessary.

**PARTNERSHIPS**

**Build High-Quality Partnerships**  
2018–2019

1. Create a staffing infrastructure.
  - a. Create a president’s resource council.
  - b. Recruit and hire an associate director of public affairs and community relations.
2. Develop a list of existing and prospective partners.
3. Develop and implement a plan to engage North Seattle College retirees.

2019–2020

1. Develop and implement a communication plan to reach out to current and prospective partners to deepen relationships and increase the number of partners.
2. Develop and implement a plan to engage North Seattle College alumni.