



2023-2028 COLLEGE STRATEGIC PLAN PROGRESS MEASURES

Motion passed by the Board of Governors on Dec 5, 2022

ABSTRACT






A list of the progress measures to support the new college strategic plan.

Strengthening the Camosun Advantage

At Camosun College, we prepare students to thrive in a rapidly changing world.






Goal 1: Empower students to stand out by providing educational experiences that will equip them for their future.

Progress Measures

-  Takes steps that will support the implementation of a comprehensive student record
-  % of courses that includes one or more of the different types of applied learning (i.e. capstone, service learning, work-integrated learning, etc.)
-  % employment or university transfer rates post Camosun
-  % participation rates in accredited programs that lead to jobs
-  % students meet their professional requirements according to employer survey (Available Data)







Goal 2: Deliver outstanding flexible learning opportunities to support students' evolving educational needs.

Progress Measures

-  % of courses with flexible delivery options
 - evenings and weekend courses
 - online/ blended courses
 - continuous enrolment courses
 - off-campus locations course offerings
 - in-person/on-campus course offerings
-  % student completion rates in courses with flexible delivery options
-  % of courses using open textbook for teaching
-  # new microcredential offerings
-  # enrolments in microcredential offerings

Goal 3: Cultivate relationships with students to support their educational journey within and beyond Camosun.

Progress Measures

-  Develop and implement improved strategic enrolment management practices
-  Establish capacity to support prospective students
-  Student satisfaction rate
-  % of students who indicate they are able to access services in a timely manner
-  % student retention ratio between semesters one and two
-  # Alumni who donate to the college

ÍY,ĆÆNEUEL OL: Doing Good Work Together

(pronounced: Eye. Chey Nowel Ul)

Camosun College is committed to cultivating a work environment that values people, life-long learning, individual and organizational well-being, and service. We work together to advance the vision, mission, and values of the college.

Goal 1: Nurture a positive, collaborative and rewarding work culture.

Progress Measures

- ✓ Engage with employees about their work experience using different tools and strategies
- ✓ Review and enhance formal and informal employee recognition opportunities
- ↗ % of allocated funds used for personal and professional development
- ↗ % of employees who say the information they have about the college helps them to be successful in their job
- ↗ % of employees who regularly participate in the various communities of practice across the college

Goal 2: Ensure financial sustainability for continued investment in student success.

Progress Measures

- ✓ Ensure the college is in a financially sustainable position
- ↗ % sustainable financial contribution from non-base sources (e.g. ProSIT, Contract Training, Ancillary Services)
- ↗ % continued investment in student success (e.g. new, responsive, and relevant programming and curriculum, market assessment, capital, services, IT tools and applications)

Goal 3: Promote a culture of data-informed decision-making and process improvement.

Progress Measures





- ✓ Further develop and implement data development and access strategies
- ✓ Develop and implement an integrated institutional planning cycle
- ✓ Develop a methodology to measures the efficiency and success of programs and services

Responding to Community Needs

Camosun College is dedicated to serving students and partners within the local and global community. We will continue to be responsive to evolving community needs and ensure that graduates are equipped with the education and skills essential to employers.

Goal 1: Enhance student life on campus, prioritizing student housing and creating spaces that contribute to collaboration and community.

Progress Measures

-  Seek funding and opportunities for student housing.
-  % usage rates of bookable student collaboration space
-  # of college-led and/or CCSS-registered extracurricular opportunities available
-  % student satisfaction with the number and types of extracurricular opportunities available





Goal 2: Excel in building lasting and reciprocal relationships and partnerships, locally, nationally, and globally to serve the college community and students.

Progress Measures

-  # of employers and community partners engaged in Camosun Innovates/college-led applied learning/research projects
-  \$ donor contribution to Camosun College Foundation each year
-  # of exchange partnerships with other domestic and international institutions (students, faculty, projects)
-  # of course registrations from South Island Partnership

Goal 3: Break down systemic barriers to improve access to post-secondary education.

Progress Measures

-  Establish a Centre of Prior Learning Assessment and Recognition
-  Establish a baseline for students entering Camosun from diverse backgrounds
 - First-generation learners
 - Accommodated Students
 - Indigenous Students
 - Former Youth in Care
 - New Canadians
 - Low-income background
-  # of programs/courses delivered locally and in remote Indigenous communities (shared measure)
-  # students served through programming designed to support refugees and newcomers

Rising to the Challenges of Climate Change

Camosun College is committed to addressing the climate emergency and our impact on the environment through policy, practice, and education.

Goal 1: Invest in necessary resources to build momentum and capacity for addressing the climate emergency.

Progress Measures

- ✓ Develop and implement a Climate Action Plan
- ✓ Invest in climate action and environmental sustainability resources to further enhance the capacity to respond to the climate emergency
- ✓ Complete a baseline and progress assessment for the advancement of sustainability at Camosun
- ✓ Align college sustainability priorities with the [CICAN ImpACT Climate Project](#)

Goal 2: Support existing programs and increase climate education across the college.

Progress Measures

- ↗ # of workshops/SD events offered to employees on climate action
- ↗ # of in-house announcements of climate events, projects, and other initiatives
- ↗ % of courses that contain an Environmental Sustainability/Climate Change component

Goal 3: Lower climate-changing emissions to meet or exceed B.C.'s legislated targets while adapting to the impacts of climate change.

Progress Measures



- ↗ % decrease in greenhouse gasses (GHG) emissions (buildings, fleet, paper emissions)
- ↗ Combined total greenhouse gasses (GHG) emissions reduction, in tonnes, from savings projects/initiatives
- ✓ Complete climate risk assessments on both campuses, with an emphasis on climate adaptation needs

Honouring Indigenous Resurgence

Camosun College supports and upholds the United Nations Declaration on the Rights of Indigenous Peoples and in particular Article 15.1 that “Indigenous Peoples have the right to dignity and diversity of their cultures, traditions, histories, and aspirations which shall be appropriately reflected in education and public information.” The college will advance work to honour Indigenization, decolonization, the Truth and Reconciliation Commission of Canada’s Calls to Action, the UN Declaration, and B.C.’s Declaration Act.






Goal 1: Engage with reciprocity, understanding, and in good ways to cultivate healthy and supportive community relationships.

Progress Measures

-  # of programs/courses delivered locally and in remote Indigenous communities (Shared Measure)
-  # of Indigenous events that have both Camosun and local Indigenous community participation




Goal 2: Further incorporate the [four ‘R’s of Indigenous Education](#) to ensure the college is an accessible, inclusive, and safe place where all students can thrive.

Progress Measures

-  Develop an Indigenous Education Plan
-  # of Indigenous Students (Eyē? Sqā'lewen and self-identified)
-  # of students who have completed IST 120 and HLTH 111 year over year
-  # of college community members who have completed TTW
-  % university transfer of Camosun students who self-identify as Indigenous

Goal 3: Infuse Indigenous ways of being and doing into practices and spaces at the college.

Progress Measures

-  Develop Indigenization Plan
-  Complete 23 actions in response to TRC calls to action Phase 2
-  Increase Indigenous cultural visibility on campuses (spaces, signage, art, traditional naming, land naturalization) (Establish baseline inventory)

Advancing Social Justice, Equity, Diversity, & Inclusion

Camosun College is committed to upholding the values of Social Justice, Equity, Diversity, and Inclusion to foster a barrier-free and respectful learning and working environment for students and employees.

Goal 1: Develop a centre for Equity, Diversity, & Inclusion

Progress Measures

- ✓ Establish a Centre of EDI with thoughtful engagement with the college community
- ✓ Develop an EDI plan and implement
- ✓ Establish a cross-college advisory committee

Goal 2: Embed the principles of social justice, equity, diversity, and inclusion as individual and collective responsibilities.

Progress Measures

- ✓ Develop data and reporting strategy to advance SJEDI capacity
- ✓ Develop and implement strategies to strengthen inclusive hiring practices
- ✓ Prioritize space that provides physical recognition of diversity and people's culture
- 📈 # of learning opportunities that support an inclusive organizational culture
- 📈 # of programs that have partnered with the EDI Centre to incorporate principles into teaching and learning

Goal 3: Celebrate and uphold the diversity of students and employees as a strength within Camosun's community.

Progress Measures

- ✓ Develop express hiring opportunities with means for cultural strengths to be identified as benefits in the selection hiring process
- 📈 # of events designed to celebrate, empower, recognize, and advocate for, the diversity of the people within Camosun College
- 📈 # public announcements and recognition of cultural and social justice events