



BEYOND IMAGINATION

STRATEGIC PLAN 2013 – 2018

MISSION

MISSION

Selkirk College inspires lifelong learning, transforms lives through education and training, and serves our communities.

VISION

Selkirk College is a learner-centred college that provides educational experiences and pathways that prepare students for work, further education, service, and lifelong learning. Our vision is to make learning authentic, inspiring, rewarding and relevant to students, the region, and the world. We are integral to the economic development, social equity, culture, and sustainability of the communities we serve.

VALUES

Selkirk College values the following in our daily work for learners, with each other and in the community:

Quality

a commitment to high quality in our programs and services, to adopting best practice approaches, and to continuous improvement;

Curiosity

a passion to uphold the spirit of learning and inquiry; address challenges with creative solutions; inspire the imagination, spirit and mind to be learners for life;

Respect

a commitment to honesty, integrity, and fairness in all of our communication, interactions and relationships with learners, co-workers, and in our communities;

Inclusivity

a belief in providing a welcoming, supportive institution that celebrates diverse perspectives, cultures, traditions, and ways of learning and knowing;

Service

an approach to our work that is rooted in a dedication to serve our students, co-workers, and communities;

Collaboration

an approach to working within the college, and with our stakeholders and partners that is based on equity, mutual benefit, and that recognizes the rewards of healthy relationships;

Accountability

a commitment to assuming and fulfilling our respective individual, collective, and institutional responsibilities for the success of our learners and the college.

In our day to day work, we commit to the following fundamental principles:

PRINCIPLES OF

FOCUS ON THE LEARNER

Learning is fundamental to becoming an empowered and engaged citizen. Selkirk College is committed to learners: their access to, success in, and achievement of educational goals. We provide a welcoming environment and clear learning pathways to employment, career, and further study. We focus on student retention and completion, and the need to maintain program and course currency, and for on-going renewal.

TEACHING EXCELLENCE

Our teaching and learning environment is of the highest quality; it is flexible and responsive to learning needs and the changing learning context. Our teaching practice provides learners with specialized skills, knowledge and practice, while inspiring intellectual inquiry, creativity, and critical thinking.

COMMUNITY ENGAGEMENT & INNOVATION

Being a valued partner in community economic development and renewal, regional collaboration, social innovation and rural capacity building is critical to our success and the success of our communities.

A HEALTHY WORKPLACE

We believe in providing employees with a respectful, healthy and safe workplace; supporting their well-being, development, and recognition; and through the enhancement of communication processes and practices.

SUSTAINABILITY OF THE COLLEGE

The long term sustainability of Selkirk College is accomplished through the achievement of enrolment goals, the effective use of our finances and resources, and the reduction of our ecological footprint.

*Photo:
Psychology Instructor Victor Villa
presents his Mysteries of the Mind
lecture to local high school students
during Experience Selkirk Day 2014.*

Achieving our mission, living our vision and values, and applying our pillars of success, we will focus on five strategic directions for the next five years:

STRATEGIC DIRECTION 1: INCREASE ENROLMENTS

Build and implement strategic enrolment plans that will enhance our ability to identify, communicate with and attract prospective students to Selkirk from within the region, across Canada, and internationally. We consider this the work of “beyond the open door”: accessible enrolment processes, affordable student costs paired with strong financial assistance programs; quality student support and student life services, transitions and readiness programming, attention to completion rates, transfer success, student life, and learner success through to alumnus and transition to meaningful work;

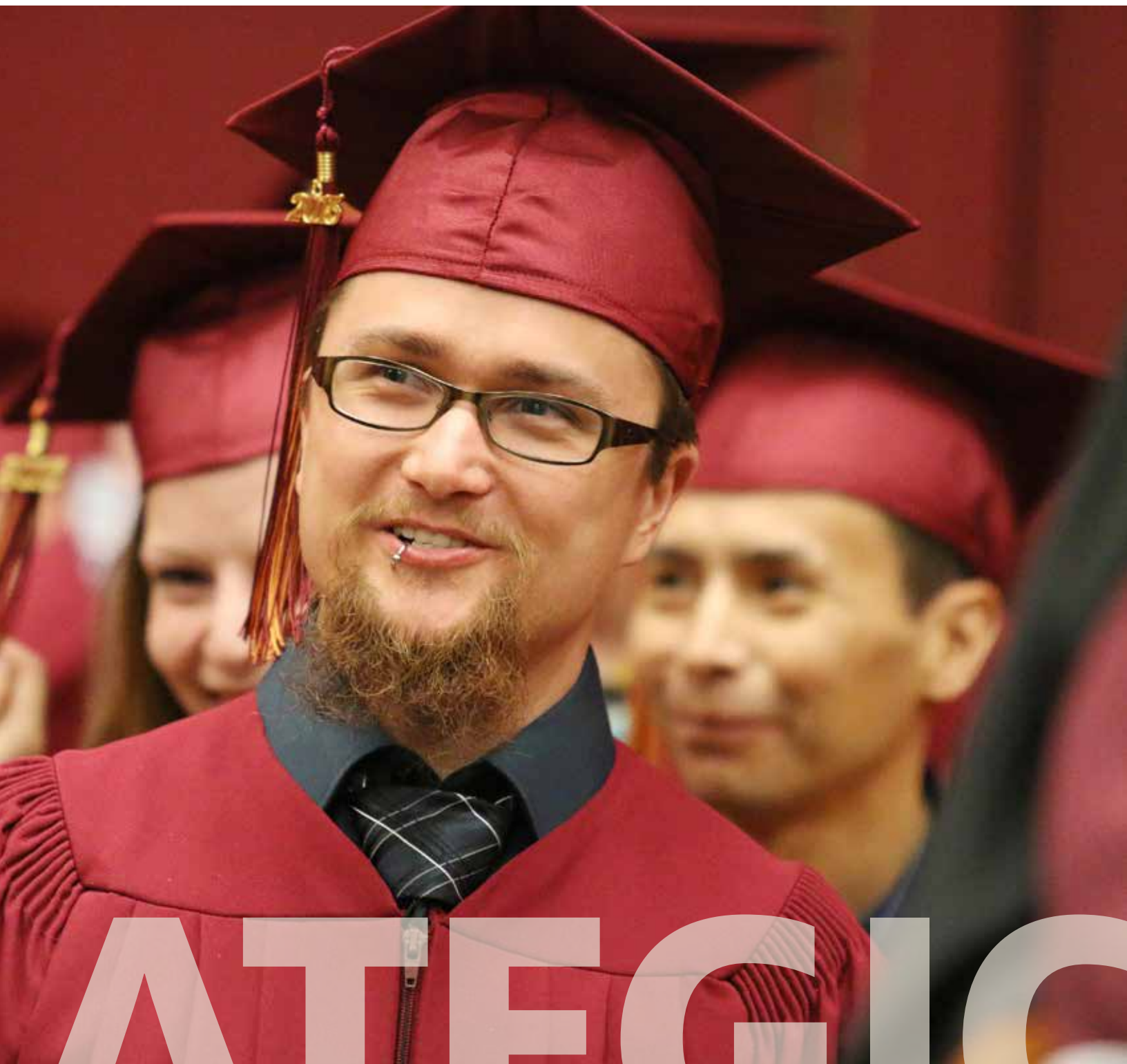
Improve recruitment and enrolment in key areas: Aboriginal learners; learners from across Canada; strategic international markets; and learners experiencing barriers to access.

Make strategic investments in marketing our brand and utilizing the web and social media to enhance our reach out to and engagement with prospective students and markets;

Renew systems and processes to improve enrolment efficiency, effectiveness, measuring and reporting.



STRATEGIC DIRECTIONS



STRATEGIC ACTION



Alicia Pongracz (**top**) is a student in the first Rural Pre-Medicine Program cohort that is diligently building skills on the Castlegar Campus. With a diverse background and intimate understanding of the challenges faced by students in smaller communities, Rural Pre-Medicine Program Coordinator Elizabeth Lund (**above**) is the motivating presence behind Selkirk College's innovative new program and push to bolster the numbers of rural doctors.

STRATEGIC DIRECTION 2: BUILD ON OUR STRENGTHS AND SUCCESSSES TO DEVELOP INNOVATIVE PROGRAMS AND SERVICES

Through the Education and Student Services plans, develop responsive and innovative programs, courses and curricula, and support services; and forge and strengthen partnerships that respond to distinctive niche markets, workforce development needs, and funding opportunities;

Improve program health and relevance by providing clear program and course outcomes; clear processes for on-going review and renewal, and support for developing excellence in teaching practice;

Increase opportunities for practicum placement, study exchange, and experiential learning in our home region and with international partners around the world;

Expand the use of technology and innovation to support all our learning environments and services for learners.



STRATEGIC DIRECTION 3: MODERNIZE OUR INFRASTRUCTURE FOR STATE-OF-THE-ART LEARNING ENVIRONMENTS

Make strategic investments in technology, connectivity, facilities, learning commons spaces, capital equipment, and reducing our ecological footprint;

Focus these investments on creating world class state-of-the-art learning and workspace environments that are built upon existing exemplary practices within the college and that adopt best practices from the market;

Make strategic investments in professional development with respect to the use of technology as a critical feature to our teaching, program delivery, and student life into the future.



Completed in 2012, the Gathering Place at Castlegar Campus (above) is a space dedicated to the promotion of Aboriginal culture, tradition and ceremony. One of the branches of Student Support Services is Aboriginal Services, a landing spot where students can get connected to college services, community services, cultural programs and engage at the Gathering Place. Selkirk's Aboriginal Cultural Assistant Jessica Morin (top) helps ensure the transition to college life for indigenous students is smooth, makes connections and provides easily accessible tools for success.



Selkirk's Co-op Education @ Employment Services provides opportunities for students and employers in our region by making important connections. Vital partnerships put students in positions to develop skills and support the workforce. One of many students who has benefited from a co-op education, Spencer Kaspick (**Top-left**) landed a summer internship at Trail's Teck operation in 2014.

Trades training at Selkirk College helps build our regional economy by providing the skills required for today's workforce. Celebrating 50 years of quality trades training in 2014, Nelson's Silver King Campus provides relevant opportunities for students to explore rewarding career paths. In the Fall of 2014, the community came together to mark five decades of learning at the Silver King Campus (**bottom-left and -right**).



STRATEGIC DIRECTION 4: EXPAND OUR IMPACT ON COMMUNITY DEVELOPMENT AND INNOVATION

Engage the wider community in learning through community based education, innovative delivery, and strategic partnerships to support workforce development, economic development and social innovation;

Increase our applied research and innovation capacity in ways that support and enhance our core mandate of teaching and learning and collaboration with community;

Expand service learning and work place learning to ensure students have the best possible options for transition to work and careers;

Selkirk College Workplace Training consulting service worked with Kevin Dowkes and Rob Stavenjord (above) to carry out a Training Needs Analysis for their manufacturing company, Unifab Industries Ltd, in Grand Forks. Kevin and Rob have since implemented training strategies that are now delivering real gains in operational efficiency. Workplace Training continues to actively work with industry to address skill shortages and operational efficiency at all levels.





STRATEGIC DIRECTION 5: BE THE EMPLOYER OF CHOICE FOR OUR REGION

Develop our people for the future through an enhanced focus on employee orientation, the development of a culture of safety, and the provision of professional and career development programs that include talent management and succession planning;

Develop “employer of choice” performance metrics and corresponding continuous improvement processes to assess progress on employee engagement;

Develop an “employee learning commons” to develop better knowledge management, sharing of best practices, skills development and professional development for all employee groups;

Support employees to engage with the mission, vision, values, and pillars of Selkirk College.

Carrying out the vision of a learner-centred college requires a team of committed employees who are passionate about transforming lives through education and training. As the employer of choice for our region, Selkirk College brings together knowledgeable and innovative individuals (top-left) from diverse backgrounds to help serve our students.

In the classroom, Selkirk College instructors are flexible and responsive to learning needs and the changing learning landscape. Veteran educators like Heavy Mechanical Instructor Andy Gullen (centre-top), Chemistry Instructor, Allyson Perrott (centre) and Social Service Worker Instructor, Kay Armstrong (bottom-right) build specialized skills and inspire intellectual inquiry.

Dedication to students is fueled by continual self-improvement for Selkirk College staff in all departments. The annual Discovery Day event brings together staff from all Selkirk College campuses to learn from each other, share experiences and build on a foundation that ultimately benefits students in the classroom. Music Program Coordinator, Darren Mahe (top-right) and Student Access @ Support Department Head, Randall Cannon (bottom-left) share in the 2014 Discovery Day workshops.





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