



Strategic Plan 2025-2030

The five-year strategic plan for Rappahannock Community College was derived from Accelerate Opportunity, the Virginia Community College System strategic plan, and the work of the Aspen Institute called Community College 3.0. Moving from Access (1.0) to Completion (2.0) to post-secondary outcomes (3.0). The Strategic Plan Kick-Off retreat was held on August 14, 2024, at the Kilmarnock Center with the Administrative Council. Subsequent presentations, with input requested, were given to the Faculty Senate and the Local Board. The overview of Community College 3.0 was shared with the entire campus community. The Administrative Council voted to approve the plan at its April 24, 2025 meeting and the Local Board voted approval on May 21, 2025. The action plan will be formulated through the College's work as a member of the Achieving the Dream Network and added to the plan.

Mission Statement

We transform lives and communities.

Values

Values: IDEAL – Integrity, Diversity and Inclusion, Excellence, Access, Learning for Life.

Values Expanded:

Integrity – We expect honesty and model accountability.

Diversity and Inclusion – We value cultural and individual perspectives in our workplace, classroom, and community.

Excellence – We maintain high academic standards through student-centered learning, relevant curricula, and holistic support services.

Access –We provide convenient, affordable, and flexible educational opportunities for all.

Learning for Life – we educate for today and tomorrow.

Goals

Promote post-college success by offering career-aligned programs and informed advising.

Boost job readiness and placement through a career-focused culture.

Increase the percentage of transfer degree seeking graduates that transfer to a four-year institution within one year of graduating to 70%.

How the Goals Align with Accelerate Opportunity

Promote post-college success by offering career-aligned programs and informed advising.

- 1.1 Provide 12,500 cumulative meaningful postsecondary credentials to dual and concurrently enrolled students prior to high school graduation by 2030. *
- 1.2 Increase percentage of FastForward completers to 95% annually by 2030.
- 1.3 Increase percentage of FastForward credential awards to 75% annually by 2030.
- 1.6 Increase the percentage of VCCS graduates who achieve upward mobility in Virginia to 50% by 2030.
- 4.1 Increase annual percentage of program-placed students applying for financial aid to 75% by 2030.
- 4.2 Increase Financial Aid for FastForward (FANTIC) application completion by 15% by 2030.
- 4.3 All front-line support staff will participate in at least one professional development on financial resources to equip them to be able to respond accurately to most student inquiries by 2030.
- 4.5 Increase usage of student wrap-around support services by 10% by 2030

Boost job readiness and placement through a career-focused culture.

- 1.4 Increase VCCS annual graduates in regionally high demand fields employed by 6,000 by 2030.
- 1.5 Increase graduates entering industries with the highest job growth in Virginia to 50% by 2030.

- 3.1 Increase the number of full-time faculty engaged in professional development opportunities to broaden understanding of relevant emerging topics for student success by 50% by 2030.
- 4.4 Increase students engaged in paid internships and apprenticeships programs by 25% by 2030.
- 4.5 Increase usage of student wrap-around support services by 10% by 2030.

Increase the percentage of graduates that transfer to a four-year institution within one year of graduating to 20%.

- 1.6 Increase the percentage of VCCS graduates who achieve upward mobility in Virginia to 50% by 2030.
- 2.3 Increase annual application yield to 66% by 2030.
- 3.3 All courses required by the Passport and UCGS will be available online asynchronously every semester by 2030.
- 4.1. Increase the annual percentage of program-placed students applying for financial aid to 75% by 2030.
- 4.5. Increase usage of student wrap-around support services by 10% by 2030.