

## **BOARD OF GOVERNORS POLICY**

<b>POLICY TYPE:</b>	Outcomes
<b>POLICY TITLE:</b>	Strategic Goals
<b>EFFECTIVE DATE:</b>	June 2020
<b>RENEWAL DATE:</b>	June 2023

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### **1. Background**

The Minister's binding policy directive on Governance and Accountability provides, among other responsibilities, for the Board of Governors to set the College's strategic directions, and overall goals and outcomes. In 2007, the Durham College Board of Governors adopted a policy governance approach to governance of the College. This approach provides a powerful and effective framework for structuring Board governance processes, clearly articulating outcomes and processes to achieve those outcomes. It places the Board in control of the organization, but at a very broad level. The College's strategic goals are clear and concise declarations that will guide Durham College's future.

### **2. Policy statements**

All actions and decisions made by the College shall be undertaken with these statements as its primary focus in the context of the mission, vision, and values.

The College shall consistently and regularly derive methods of engaging with students, employees, and community stakeholders to ensure that it is meeting its strategic goals as set out below, and shall regularly monitor its successes in the achievement of these goals.

#### **2.1. Our Students**

Goal: To educate and inspire students to realize success in their careers and community.

We will:

- Deliver high-quality programs that reflect labour markets and are responsive to emerging economies.
- Provide exceptional learning experiences that create opportunities for students to build resilience, competence, personal capacity and life-enhancing skills.

- Foster the development of durable skills that are transferable across all industries and workplaces.
- Champion experiential learning, global engagement and applied research opportunities.
- Cultivate relationships with students that extend beyond graduation.
- Advocate for the necessity and value of life-long learning.

## **2.2. Our People**

Goal: To invest in our employees and empower them to be entrepreneurial, innovative and strategic.

We will:

- Attract and retain individuals who are highly qualified, creative and collaborative.
- Foster a culture where all employees are inspired to exemplify our mission, vision and values.
- Ensure a positive and inclusive work environment that is diverse, respectful and representative of our community.
- Develop and implement strategies and practices that support the health and wellness of our employees.
- Leverage the expertise of our employees to make meaningful contributions to student learning and the community.
- Provide professional development and global outreach opportunities that enhance the skills and knowledge of our employees.

## **2.3. Our Work**

Goal: to be a leader in teaching and learning while responsibly managing resources, ensuring good governance and strategically investing in the future.

We will:

- Foster an environment that inspires idea generation, bold leadership and purposeful innovation that are consistent with the evolution of work.
- Lead the development of transformational programs, services and systems that enhance the student experience.
- Be at the forefront of evolving teaching, learning and applied research practices.

- Reimagine and grow our facilities to be more flexible, accessible and progressive.
- Optimize resources and processes in all aspects of our business.

## **2.4. Our Community**

Goal: to drive the economic, social and environmental success of our community, locally and globally.

We will:

- Establish and strengthen meaningful partnerships with industry, government, community and alumni to ensure our programs are leading-edge.
- Expand volunteer opportunities for employees and students to gain a deeper connection to our community.
- Leverage and grow our positive impact on the community to help it prosper and diversify.
- Respect our community by leading environmental stewardship and building social inclusion, while contributing to economic success.
- Strengthen our relationships with Indigenous communities.

## **3. Monitoring**

The President will present an annual report demonstrating the College's commitment and achievements related to the Strategic Goals.