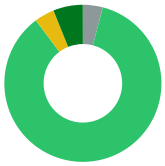
HACC Strategic Plan

HACC
CENTRAL PENNSYLVANIA'S COMMUNITY COLLEGE

Summary of what this dashboard is for...

Pathways to Success: 2025-28 Strategic Plan

Statuses



Not Started	2	(4%)
On Track	42	(86%)
Off Track	2	(4%)
Achieved	3	(6%)

Due Dates



Not Past Due	46	(100%)
Past Due	0	(0%)

Progress Updates



Up-to-Date	17	(39%)
Late	27	(61%)
Pending	0	(0%)

HACC Strategic Plan

IN PROGRESS STATUS

Not Started: Work has not yet begun for this item

On Track: Performance measure is at or exceeding the set target for the previous period

Off Track: We are just a bit below our target but are not too far off from meeting our goal

At Risk: Within the previous period, we are severely under our goal and need significant increases in performance

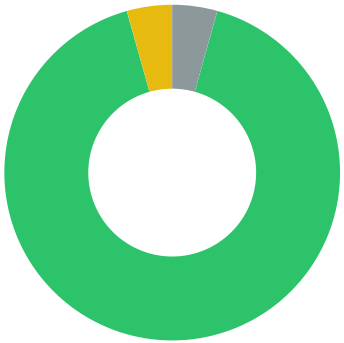
FINAL STATUS

Achieved: Plan Item is complete to specifications

Not Achieved: Plan Item did not meet specifications

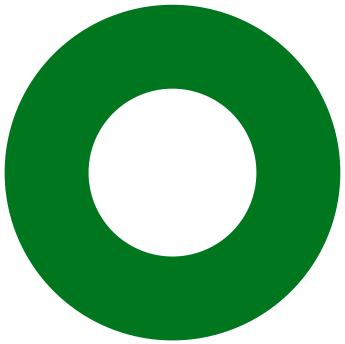
Canceled: Plan Item is not currently pursued by this organization

In-Progress Objectives



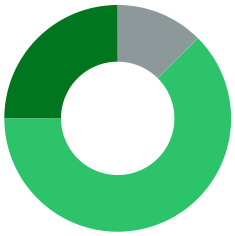
Not Started	2	(4%)
On Track	42	(91%)
Off Track	2	(4%)

Completed Objectives



Achieved	3	(100%)

Commitment #1 - Reimagine Employee Success Together



- Not Started 1 (13%)
- On Track 5 (63%)
- Achieved 2 (25%)

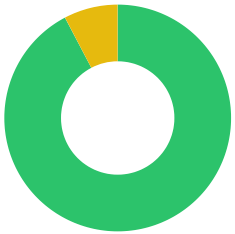
Goal 1.1 - Foster a culture of care and belonging for all employees.

Level	#	Name	Status
Objective	1.1.1	Optimize organizational structure.	Not Started
Objective	1.1.2	Promote engagement in employee events.	Achieved
Objective	1.1.3	Re-envision new employee orientation to foster employee success.	On Track

Goal 1.2 - Enhance employee growth and effectiveness

Level	#	Name	Status
Objective	1.2.1	Enhance employees understanding of the student experience.	On Track
Objective	1.2.2	Implement AI tools to strengthen employee competencies and achieve greater efficiency	On Track
Objective	1.2.3	Develop employees to foster succession planning and ensure operational continuity.	On Track

Commitment #2 - Reimagine Student Success Together



On Track 12 (92%)
Off Track 1 (8%)

Goal 2.1 - Improve student success outcomes

Level	#	Name	Status
Objective	2.1.1	Develop and launch a first-year program that incorporates mentorship, peer support, and academic success strategies with the goal of increasing first-year retention rates.	On Track
Objective	2.1.2	Provide opportunities for student engagement through specific initiatives aiming to boost participation rates in co-curricular activities.	On Track
Objective	2.1.3	Improve enrollment health through streamlined onboarding processes, strengthening the transition of new students to college. A JACSEM initiative.	Off Track
Objective	2.1.4	Improve institutional retention through increased credit accumulation rates. A HAWKSOAR initiative.	On Track
Objective	2.1.5	Increase efficient use of student support technology to improve successful course outcomes and persistence.	On Track

Goal 2.2 - Provide students with comprehensive technological support services

Level	#	Name	Status
Objective	2.2.1	Deliver responsive and reliable tech support to empower students.	On Track
Objective	2.2.2	Bridge the digital divide to reduce access gaps among students.	On Track

Goal 2.3 - Promote clear pathways for completion

Level	#	Name	Status
Objective	2.3.1	Strengthen offerings for high school students seeking college credit.	On Track
Objective	2.3.2	Streamline academic pathways and advising processes to improve retention and completion rates. A HAWKSOAR initiative.	On Track
Objective	2.3.3	Offer a relevant program mix that addresses evolving community and workforce needs.	On Track

Commitment #3 - Amplify Our Impact through Strategic Partnerships



On Track 7 (100%)

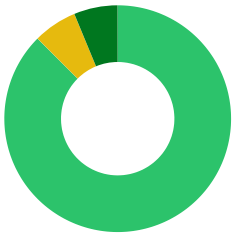
Goal 3.1 - Engage HACC in broader, strategic partnerships

Level	#	Name	Status
Objective	3.1.1	Deepen community and regional engagement.	On Track
Objective	3.1.2	Collaborate with regional employers and workforce development organizations, to co-develop training programs and increasing student placement rates in high-demand industries.	On Track

Goal 3.2 - Improve accessibility to education and jobs

Level	#	Name	Status
Objective	3.2.1	Provide scholarships to support student success and completion.	On Track
Objective	3.2.2	Partner with community organizations to remove barriers to education, provide non-academic supports that promote student growth and development, and foster engagement in activities that connect students to services, enhancing success and retention.	On Track
Objective	3.2.3	Foster a sustained and meaningful culture of alumni engagement.	On Track

Commitment #4 - Ensure HACC's Long Term Sustainability



- On Track 14 (88%)
- Off Track 1 (6%)
- Achieved 1 (6%)

Goal 4.1 - Strengthen the college's financial capacity to sustain operations and ensure long-term resilience

Level	#	Name	Status
Objective	4.1.1	Maintain the capacity for financial flexibility and viability.	On Track
Objective	4.1.2	Develop collegewide strategic enrollment management plans to enhance enrollment and retention.	On Track
Objective	4.1.3	Optimize academic scheduling.	On Track
Objective	4.1.4	Optimize resource allocations toward high-impact programs and services.	On Track

Goal 4.2 - Ensure Accountability and Transparency

Level	#	Name	Status
Objective	4.2.1	Ensure compliance with external regulations, standards, third-party/vendor agreements, and technological advancements.	On Track
Objective	4.2.2	Financial Audits	On Track
Objective	4.2.3	Ensure multi-year budgeting process is proactive, inclusive and aligned to the Strategic Plan.	On Track
Objective	4.2.4	Mitigate institutional risk by implementing an updated continuity of operations plan.	Off Track
Objective	4.2.5	Fortify institutional cybersecurity through expanded and robust protections	On Track

Goal 4.3 - Advance Technology and Infrastructure

Level	#	Name	Status
Objective	4.3.1	Transform how existing systems are used to drive process improvements	Achieved
Objective	4.3.2	Advance HACC"s data governance model.	On Track
Objective	4.3.3	Assess campus facilities and technology for ongoing improvement.	On Track
Objective	4.3.4	Adopt sustainable practices in operations and infrastructure.	On Track