

# Durango Education Center

## Strategic Plan 2014 - 2016

8.25.14



**Durango Adult Education Center**  
*A Caring Learning Community*

## Mission

The mission of the Durango Education Center, as a caring learning community, is to fill educational gaps by equipping adults, children, and families with the skills and knowledge necessary for 21<sup>st</sup> century careers, post-secondary education, and social and economic mobility.

Page 1 of 6



## Long-term Vision of Success

We believe that the entire community benefits from an educated populace and that all people have inherent worth. By serving primarily at-risk individuals and families, our work provides all of La Plata County with an essential educational safety net.

We will expand beyond our highly successful programs of High School Equivalency (GED), English as a Second Language (ESL) and the Early Childhood Care that supports our adult learners. Our success is measured by the achievements and accomplishments of the students we serve and we aim high for each of them.

We envision...

- All students improving their social mobility, economic mobility, and developmental assets
- All students pursuing higher education to enter at the college-ready level
- All students obtaining and retaining livable wage work



## Strategic Priorities

We will focus on three main priorities:

### Program Effectiveness.

We will ensure our programs are leading students towards long-term success.

### Community Engagement.

We will foster investment and partnership from the private and public sectors to support the learning needs of our students.

### Organizational Readiness.

We will build organizational capacity for longevity and program enhancement.



## Goals & Objectives

Goal 1: Deliver educational programming to bridge the gap between high school equivalency and college readiness.

- Secure funding to expand the number and types of classes offered.
- Implement elements of the SUN college transition program.
- Develop a seamless transition process with regional community colleges that complements the colleges' developmental education tracks.

Goal 2: Prepare learners for self-sufficiency by creating career goals, defining career pathways and developing workplace-readiness skills.

- Embed technical skills, work ethic behaviors, and soft skills into classes and the overall culture of the Center.
- Expose learners to a variety of career opportunities including in-depth exploration such as job shadowing, internships, and on-the-job training.
- Place students in employment through individualized and group instruction and coaching.

Goal 3: Ensure that all programs are optimizing student success and are delivered effectively.

- Adopt a data management system to track learner outcomes
- Institute annual program evaluation processes to improve program quality and assess the community's educational/training needs



## Goals & Objectives—continued

Goal 4: Engage the community in investing in the future workforce, economic vitality, and quality of life.

- Promote our brand and message through focused marketing and public relations efforts.
- Engage alumni to become “ambassadors” for the Center and its programs.
- Strengthen partnerships with community agencies through regular communication.
- Expand business partnerships and sponsorships to develop employer participation in our programs.

Goal 5: Strengthen our professional development and compensation practices to recruit and retain optimal staff.

- Ensure teacher qualifications and teaching skills exceed the minimum expectation of the Colorado Department of Education’s Adult Education and Family Literacy program and other state of Colorado standards.
- Include paid professional development in each staff’s annual schedule to ensure student and organizational outcomes are met and/or exceeded.
- Create salary scales in alignment with comparable organizations.

Goal 6: Raise sufficient funds to ensure financial and non-financial resources.

- Diversify revenue to reduce concentrated risk.
- Increase organizational revenue by at least 5% per year.
- Set aside three months of cash operating reserves.



## Our Beliefs

We believe...

- All people have inherent worth.
- A sense of belonging is a building block for a stronger community.
- All people have the potential to create positive change.
- Education empowers the individual to achieve positive character attributes, social and economic mobility, and self-sufficiency.
- Family and culture impact the development of each individual.
- Literacy and cultural competency are essential to thrive in this interconnected world.
- The right of every person to have and make choices is basic to freedom.
- Each individual has unique learning capabilities.
- The entire community benefits from an educated populace.
- A top priority of humanity is to create a better, more compassionate world.

Page 6 of 6