

# Mapping Vision 2030 Themes to Strategic Transformation Pillars:

## Summary of Alignment Rationale

As part of the Vision 2030 planning process, Cuyahoga Community College facilitated a series of listening sessions to gather input from faculty, staff, students, and community stakeholders. The sessions resulted in the identification of seven broad themes that reflect shared observations about institutional strengths, areas for improvement, and future priorities.

To ensure that the strategic plan reflects these observations, the themes were reviewed in relation to three proposed Strategic Transformation Pillars:

1. **Activate People and Potential**
2. **Align Path and Purpose**
3. **Amplify Community Impact**

The following summary outlines how each of the seven themes aligns with one or more of the pillars and the rationale for those alignments. The purpose of the mapping is to provide clarity and transparency regarding how stakeholder input informed the strategic framework.

### Theme 1: Commitment to Agility and Adaptability

**Aligned Pillars:** **Activate People and Potential**; **Align Path and Purpose**

Many participants noted the importance of creating a culture and structure that enable the institution to adjust to changes in workforce demands, student needs, and the external environment. This theme relates to the Activate People and Potential pillar by emphasizing the role of faculty, staff, and students in

### Pillar 1: Activate People and Potential

#### Aligned Themes:

- Holistic and Personalized Student Support
- Realistic Innovation and Practical Implementation
- Proactive and Comprehensive Communication

#### Rationale:

This pillar is based on themes that emphasize the need for a more adaptable, innovative, and supportive institutional culture. The focus is on empowering faculty, staff, and students to respond to change, implement improvements, and engage in meaningful communication. It reflects an institutional priority to invest in people as the foundation for transformation.

adapting to institutional and societal shifts. The ability to be responsive is connected to institutional capacity and employee development.

This theme also aligns with the Align Path and Purpose pillar. Structural elements of the student experience, including program design and academic advising, must remain responsive to emerging conditions. Adapting systems and pathways is necessary if the College is to maintain relevance and support student success in a changing environment.

## **Pillar 2. Align Path and Purpose**

### **Aligned Themes:**

- Commitment to Agility and Adaptability
- Centering the Student Experience
- Holistic and Personalized Student Support
- Building Stackable, Lifelong Learning Pathways

### **Rationale:**

This pillar is informed by themes that focus on the design of student pathways and the support structures necessary to ensure successful navigation. It includes both the technical elements of program alignment and the human elements of advising and support. The goal is to ensure that educational offerings are clear, coherent, and aligned with student intent and workforce needs.

## **Theme 2: Centering the Student Experience**

### **Aligned Pillar: [Align Path and Purpose](#)**

Stakeholders consistently identified the need for institutional processes and support systems to reflect a student-focused approach. This includes designing systems that reduce unnecessary complexity, improve navigability, and provide a more coordinated experience across departments and services.

This priority is directly aligned with Align Path and Purpose, which focuses on clarifying and improving the structure and flow of the student journey. Student-centered design is critical to ensuring that academic pathways are coherent and that students understand and follow them to completion.

## **Theme 3: Holistic and Personalized Student Support**

### **Aligned Pillars: [Activate People and Potential](#); [Align Path and Purpose](#)**

There was widespread recognition that students face a range of personal, financial, and academic challenges that can affect their ability to persist. Participants emphasized the need for support systems that address the full range of student needs.

This theme connects to the Activate People and Potential pillar because it involves developing an institutional culture that treats students as individuals and invests in their overall development. It also relates to Align Path and Purpose, as support services are a necessary condition for students to engage with academic programs and move through pathways successfully. Without adequate support, even well-designed programs may fall short.

## Theme 4: Strengthening Community and Employer Relationships

### Aligned Pillar: **Amplify Community Impact**

This theme reflects feedback about the importance of institutional collaboration with employers, K–12 systems, public agencies, and nonprofit organizations. Stakeholders noted that external partnerships are necessary for workforce alignment, regional development, and student transition from education to employment.

These functions align with the Amplify Community Impact pillar, which includes the College’s role in addressing community needs and participating in regional problem-solving. Strengthening external relationships is viewed as essential to expanding the College’s contributions beyond the classroom and campus.

## Theme 5: Realistic Innovation and Practical Implementation

### Aligned Pillars: **Activate People and Potential; Amplify Community Impact**

Several groups spoke to the value of innovation but cautioned against initiatives that lack follow-through or operational feasibility. There was an interest in establishing innovation practices that are sustainable and integrated into daily operations.

This theme supports Activate People and Potential, as it highlights the importance of equipping faculty and staff with authority and resources to pursue improvements. Innovation efforts are more likely to succeed when they are understood and

## Pillar 3: Amplify Community Impact

### Aligned Themes:

- Strengthening Community and Employer Relationships
- Realistic Innovation and Practical Implementation
- Building Stackable, Lifelong Learning Pathways
- Proactive and Comprehensive Communication

### Rationale:

This pillar draws from themes that focus on external collaboration, regional relevance, and institutional transparency. It reflects the idea that the College’s role extends beyond internal operations and includes a responsibility to support community advancement, respond to labor market needs, and strengthen institutional credibility.

implemented by those closest to the work. This theme also aligns with Amplify Community Impact, as innovation was often discussed in the context of addressing local challenges, including access to education and alignment with employer needs.

## **Theme 6: Building Stackable, Lifelong Learning Pathways**

**Aligned Pillars:** **Align Path and Purpose**; **Amplify Community Impact**

This theme addressed the need for educational structures that allow individuals to build skills over time, move between credit and noncredit offerings, and return to the College throughout their working lives. Employers and adult learners in particular emphasized flexibility and portability of credentials.

The theme aligns with Align Path and Purpose because it involves designing learning options that are logically connected and reflect student goals. It also supports Amplify Community Impact, since developing a workforce that can respond to evolving job markets contributes to community resilience and economic development.

## **Theme 7: Proactive and Comprehensive Communication**

**Aligned Pillars:** **Activate People and Potential**; **Amplify Community Impact**

Stakeholders identified communication gaps within the institution and between the College and external audiences. Concerns included inconsistent messaging, limited access to information, and the absence of timely feedback loops. Participants viewed improved communication as essential to institutional coordination and public trust.

This theme relates to Activate People and Potential, as internal communication supports collaboration and clarity across departments. It also aligns with Amplify Community Impact, because external communication influences how the College is perceived and how effectively it partners with community organizations.

## **Conclusion**

The alignment of themes to pillars is intended to show how stakeholder input was incorporated into the strategic planning framework. Each theme contributes to one or more aspects of the transformation agenda and reinforces the need for a

coordinated approach. The mapping provides a foundation for operational planning, performance measurement, and ongoing dialogue as the College implements Vision 2030.