



CSM 2021-2024 STRATEGIC PLAN DEFINING OUR FUTURE



MISSION STATEMENT

The College of Southern Maryland enhances lives and strengthens the economic vitality of a diverse and changing region by providing affordable postsecondary education, workforce development, and cultural and personal enrichment opportunities.

VISION STATEMENT

CSM will be the region's first choice for accessible, inclusive, and innovative education that transforms communities.

INSTITUTIONAL VALUES

The following institutional values guide our actions as members of CSM.

Collaboration

We are stronger when we work together.

Equity

We provide each individual with the opportunity, resources, and access needed to be successful.

Excellence

We commit to high standards and clear expectations.

Inclusivity

We respect contributions and differing abilities of everyone, providing space for all.

Innovation

We value creativity and ingenuity, embracing new ideas and perspectives.

Integrity

We are transparent and honest.

Respect

We treat others with dignity.

GOAL #1 IMPROVE STUDENT PROGRESS AND COMPLETION

STRATEGY 1.1

Clarify the paths; ensure students have the information and resources they need to achieve their academic and career goals.

STRATEGY 1.2

Systemize the supports; each student will have appropriate and timely support to achieve their educational goals.

STRATEGY 1.3

Demystify the finances; ensure students fully understand the cost of attending college and payment/ financial aid options available to them.

GOAL #2 ENSURE EQUITY IN ALL PROGRAMS AND SERVICES

STRATEGY 2.1

Improve hiring practices to ensure equity for all.

STRATEGY 2.2

Use disaggregated data to close equity gaps.

STRATEGY 2.3

Expand digital access and technology to ensure equity for all learners.

STRATEGY 2.4

Strengthen cultural competency among all employees.

GOAL #3 BUILD AND SUSTAIN THE REGIONAL WORKFORCE PIPELINE

STRATEGY 3.1

Establish the college as the training provider of choice for Southern Maryland.

STRATEGY 3.2

Collaborate with regional and state partners on workforce development initiatives.

STRATEGY 3.3

Provide accelerated learning opportunities that align with regional workforce needs as well as global industry needs.

GOAL #4 FOSTER AND SUSTAIN A HIGH- PERFORMING EMPLOYEE CULTURE

STRATEGY 4.1

Expand professional development to ensure a high caliber workforce.

STRATEGY 4.2

Reconceptualize where and how we work.

STRATEGY 4.3

Strengthen a culture that incorporates our institutional values in all we do.

STRATEGY 4.4

Ensure a workplace environment that is inclusive, participatory, and encourages employee engagement at all levels.