Mission
North Idaho College meets the diverse educational needs of students, employers, and the northern Idaho communities it serves through a commitment to student success, educational excellence, community engagement, and lifelong learning.

Vision
As a comprehensive community college, North Idaho College strives to provide accessible, affordable, quality learning opportunities. North Idaho College endeavors to be an innovative, flexible leader recognized as a center of educational, cultural, economic, and civic activities by the communities it serves.

Accreditation Core Themes
The college mission is reflected in its five accreditation core themes:

- Student Success
- Educational Excellence
- Community Engagement
- Stewardship
- Diversity

Key External Factors
- Changes in the economic environment
- Changes in local, state, or federal funding levels
- Changes in local, state, or national educational priorities
- Changes in education market (competitive environment)

Values
North Idaho College is dedicated to these core values which guide its decisions and actions.
Goal 1 – Student Success: A vibrant, lifelong learning environment that engages students as partners in achieving educational goals to enhance their quality of life

Objectives
1) Provide innovative, progressive, and student-centered programs and services.
2) Engage and empower students to take personal responsibility and to actively participate in their educational experience.
3) Promote programs and services to enhance access and successful student transitions.

Performance Measures

- Percentage of full-time, first-time and new transfer-in students who a) were awarded a degree or certificate, b) transferred without an award to a 2- or 4-year institution, c) are still enrolled, and d) left the institution within six years.
  Benchmark: Expectation will be defined after 3 years of data is gathered
- Total number of employers (out of total respondents) who indicate satisfaction with overall preparation of completers
  Benchmark: 80% of employers indicate satisfaction with preparation of completers
- Career Program Completers, percent employed in related field
  Benchmark: 65% employed
- Fall to Spring Persistence Rate, credit students
  Benchmark: 84% persist
- First-time, full-time, student retention rates
  Benchmark: 63%
- First-time, part-time, student retention rates
  Benchmark: 45%

Goal 2 - Educational Excellence: High academic standards, passionate and skillful instruction, professional development, and innovative programming while continuously improving all services and outcomes

Objectives
1) Evaluate, create and adapt programs that respond to the educational and training needs of the region.
2) Engage students in critical and creative thinking through disciplinary and interdisciplinary teaching and learning.
3) Strengthen institutional effectiveness, teaching excellence and student learning through challenging and relevant course content, and continuous assessment and improvement.
4) Recognize and expand faculty and staff scholarship through professional development.

Performance Measures

- Student Learning Outcomes Assessment goals achieved in general education
  Benchmark: 80% percent or more of annual assessment goals are consistently met over 3-year plan
- Full-time to Part-time faculty ratio
  Benchmark: Maintain above average ratio
- NIC is responsive to faculty and staff professional development needs
  Benchmark: Maintain or increase funding levels available for professional development
- Licensure pass rates at or above national pass rates
  Benchmark: Maintain or improve current pass rates
• Dual Credit students who enroll at NIC as degree-seeking postsecondary students as a percentage of total headcount  
  *Benchmark: Sustain or increase*
• All instructional programs submit annual summary reports documenting program improvements  
  *Benchmark: 20% of total programs per year over five years until fully implemented*

**Goal 3 - Community Engagement:** Collaborative partnerships with businesses, organizations, community members, and educational institutions to identify and address changing educational needs

**Objectives**
1) Advance and nurture relationships throughout our service region to enhance the lives of the citizens and students we serve.
2) Demonstrate commitment to the economic/business development of the region.
3) Promote North Idaho College in the communities we serve.
4) Enhance community access to college facilities.

**Performance Measures**
- Distance Learning proportion of credit hours  
  *Benchmark: Increase by 2% annually for a total of 25%*
- Dual Credit annual credit hours in the high schools  
  *Benchmark: Increase by 5% annually*
- Dual Credit annual credit hours taught via distance delivery  
  *Benchmark: Increase by 5% annually*
- Market Penetration (Credit Students): Unduplicated headcount of credit students as a percentage of NIC's total service area population  
  *Benchmark: 3.6%*
- Market Penetration (Non-Credit Students): Unduplicated headcount of non-credit students as a percentage of NIC's total service area population  
  *Benchmark: 3.0%*
- Percentage of student evaluations of community education courses reflect a satisfaction rating of above average  
  *Benchmark: 85% of total number score a satisfaction rating of above average*

**Goal 4 – Diversity:** A learning environment that celebrates the uniqueness of all individuals and encourages cultural competency

**Objectives**
1) Foster a culture of inclusion.
2) Promote a safe and respectful environment.
3) Develop culturally competent faculty, staff and students.

**Performance Measures**
- Number of students enrolled from diverse populations  
  *Benchmark: Maintain a diverse, or more diverse population than the population within NIC’s service region*
- Participation in sponsored events that promote diversity awareness  
  *Benchmark: To be defined in 2016*
- Number of course outcomes related to multiculturalism, pluralism, equity, and diversity
  *Benchmark: To be defined in 2016*
- Students who respond “quite a bit or very much” to CCSSE survey question: “Does the college encourage contact among students from different economic, social and racial or ethnic backgrounds?”
  *Benchmark: Increase by 2% annually until the national average is met or exceeded*

**Goal 5 – Stewardship:** Economic and environmental sustainability through leadership, awareness, and responsiveness to changing community resources

**Objectives**
1) Exhibit trustworthy stewardship of resources.
2) Demonstrate commitment to an inclusive and integrated planning environment.
3) Explore, adopt, and promote initiatives that help sustain the environment.

**Performance Measures**
- Dollars secured through the Development Department via private donations and grants
  *Benchmark: $2,000,000*
- College-wide replacement schedule for personal computers
  *Benchmark: 100% of the computers are replaced within the 42 month window*
- Efficiency measures and energy upgrades result in dollars saved
  *Benchmark: Sustain or Increase*
- Tuition and Fees for full-time, in-district students (full academic year)
  *Benchmark: Maintain rank in the lowest 40% against comparator institutions*