Dear HCC community,

The Strategic Plan teams are continuing to move forward on the objectives and action items of the plan. Here are some highlights:

**Team A: Professional Development and Inclusion**

**Universal Design:**
Team A members, Maureen Conroy, Director of OSDDS and Denise Roy, Disability Learning Specialist/OSDDS conducted a workshop on Universal Design at the Leadership Team meeting on January 7th. The purpose was to describe the principles, philosophy and practice of Universal Design and convey that inclusion is possible when an entire community commits to and acts upon efforts to include all. They provided the following definition:

*Universal Design is a design created to be used by the largest number of people to the greatest extent possible without adaptation.*

They conducted a discussion about the advantages of adopting an inclusion model versus a medical/accommodation model and how to apply that model to our work at HCC. Participants then engaged in an activity where they examined several areas of campus with Universal Design principles in mind and then reported their findings. Maureen and Denise then shared a draft of the event/meeting guidelines.
created by the ADA/UD Committee and offered to provide UD training and discussion groups for departments, faculty and staff.

Team D: External Alignment

High School Partnerships and Pathways
Team D members have created new articulation agreements with area high schools in early childhood education, business, and forensic science. They are developing a tutoring project with Holyoke Public Schools to be launched in the fall and are exploring how to align summer youth programs—Criminal Justice, eSports, theater, STEAM, and culinary—with related academic programs.

Career Services
The team is continuing to review best practices for Career Services job placement and opportunities to collaborate with community organizations like MassHire. They are also using the TWO Academy Model to enable alumni to continue to build their skills after leaving HCC.

Non-credit offerings
To enhance non-credit offerings, the team is mapping non-credit health care programs to academic programs that will lead to a career pathway. The team is also supporting Credit for Prior Learning (CPL) by creating challenge exams and portfolio review options in health, CIS, and business. In addition, they helped launch the Cannabis Education Center (CEC) which is offering courses this semester.

Team E: Resources:

Fundraising
Team E has been seeking new revenue streams to support our strategic priorities and align with the new operations plan for the Advancement Division and the HCC Foundation Board. The Fundraising sub-team will be implementing several activities, including a faculty-staff giving campaign and a one-time Giving Day on campus. Team E members will act as “philanthropic ambassadors,” to increase campus knowledge about the office of Institutional Advancement and the impact that giving has had on the College. Their role will be even more important as we prepare for the upcoming 75th anniversary of HCC in 2021.

Process Improvement/Facilities
Team E has also been examining process improvement strategies to save money for College operations and programs. They have conducted an analysis of the fee structure and rules for facility use and are working with Vice President Narayan Sampath to discuss areas for improvement. Other potential process improvements in business operations such as DocuSign or other digital signature and documentation platforms are being considered. The team is also revisiting the process improvement rubric that the team previously created to identify a few projects that will be pursued this semester.

Stay tuned for more updates about the work of our SP Teams and others.

Kind regards,