

CLOVER PARK TECHNICAL COLLEGE  
POLICY

CHAPTER 1	SECTION 12	TITLE End Results	HISTORY		
			Adopted 2023	Campus Forum 2023	Next review 2026

POLICY

CPTC exists to equitably prepare an increasingly diverse community with credentials, knowledge, and skills that enable graduates to afford to thrive in Pierce County. This is done in an environment of belonging and in a manner that demonstrates wise and sustainable stewardship of resources.

- 1) An increasing number of students complete degrees and obtain industry recognized credentials on time and at equitable rates across demographic groups.
- 2) Employees are equity-minded and equipped to serve a diverse student body.
- 3) CPTC is easy to access, responsive, and inclusive; especially for people of color, low income, and second-language learners.
- 4) Students are “held tightly” from the moment they enroll and are supported until they have reached their goal.
- 5) A culture and environment exist where community dialogue, transformation, and reconciliation occur.
- 6) Staff, faculty, and administration reflect the demographics of the students we serve.
- 7) Graduates experience a positive and equitable return on their educational investment.
- 8) Emerging workforce needs are met through nimble, responsive partnerships.

Definitions

- **Afford to thrive** – Students gain economic mobility and have a path to employment that pays a living wage (<https://livingwage.mit.edu/metros/42660>).
- **Easy to access** – Community members find CPTC to be a place that is easy to enroll, attend, and complete a credential on time.
- **Equitably prepare** – BIPOC students will enroll in, complete, and gain employment in high-wage, high-demand programs at a rate that increases over time.
- **Equity minded** – Equity mindedness involves being attentive to patterns of inequity in student outcomes; being willing to critically examine personal and institutional practices; and taking responsibility for the success of students, particularly for marginalized communities. It includes being race-conscious and aware of the social and historical context of exclusionary practices in American Higher Education.
- **Equivalent rates** – Parity exists in high-wage program selection, completion, employment, and wages for underrepresented minorities.
- **Return on investment** – Completion of a certificate or degree increases the graduate’s annual earning potential by more than the opportunity cost of attending college. Students graduate with minimal to no debt.
- **Inclusive** – An environment that embraces and celebrates differences in culture, experience, background, and ways of thinking. Student voices and talents are amplified.
- **Reconciliation** – A restorative process where people or groups in a conflict agree to make amends and restore a positive relationship.
- **Responsive** – Reacting quickly and positively to individual and community needs.
- **Transformation** – The process of change in individual and institutionalized relationships, norms, values, and hierarchies over time.

APPROVAL: By: <u>Joyce Loveday</u> Dr. Joyce Loveday	Date: <u>4/12/23</u>
Board Chair Review: <u>Alvin A. Phillips</u>	Date: <u>4/12/2023</u>