



2025 – 2030

# St. Clair College: Strategic Plan

The Saints Experience - Where Potential Meets Purpose





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# A Message From The President And Chair

At St. Clair College, we take great pride in living our vision—excellence in all we do—through a Saints Experience that combines academic excellence, hands-on learning, and a culture of care.

After months of collaboration with the many vibrant communities that make up our College, we are pleased to present St. Clair College's Strategic Plan 2025 – 2030: The Saints Experience - Where Potential Meets Purpose. With this new plan we reaffirm our commitment to our vision, students, faculty, staff, partners, and community. Our strategic plan defines the College's direction over the next five years and serves as a guide for achieving our larger vision.

The refreshed Strategic Plan reflects the identity of our Saints Nation, a community of learners, educators, support staff, and employers committed to continued excellence and community impact. With renewed focus, we are committed to enriching the 'Saints Experience'—supporting not only academic success but also vibrant student life, athletic achievement, personal development, and a strong sense of community.

Beyond the classroom, we remain committed to the communities we serve. From Windsor to Chatham, St. Clair will continue to be a trusted partner in economic development, innovation, and workforce readiness. We will continue

delivering programs that align with labour market demands, expand access to learning across the region, and stay responsive to the needs and priorities of our local communities.

We understand that post-secondary institutions across Ontario are navigating a time of change, with shifts in student demographics and evolving workforce needs. This plan serves as a guide for the College in navigating and adapting to these changes and emerging developments that may arise over the coming years.

Importantly, we want to thank everyone who took the time to participate in this process. This strategic plan was developed with the input of our incredible community, from students, faculty, staff, alumni, industry partners, community leaders, and elected officials. Your insights were invaluable and helped shape the direction and goals of this strategic plan.

This strategic plan is not just a blueprint for where we're going—it's a reflection of who we are. To everyone who makes up our community: thank you for being part of the Saints Experience. The next chapter starts now.

**Let's build it together.**

Garry Rossi  
Chair, Board of Governors

Michael Silvaggi  
President





# The Saints Experience

The Saints Experience at St. Clair College embodies a holistic and enriching journey that nurtures academic excellence, vibrant student life and community-mindedness. It is designed to foster personal growth, community engagement and professional development, ensuring that every student thrives both inside and outside the classroom. St. Clair College provides the teaching, services and facilities to enable students to pursue and achieve academic excellence in order for them to realize their ultimate career or personal goals. The Saints Experience is defined by the following pillars:

**Academics:** Saints are provided with a rigorous and supportive academic environment that encourages critical thinking, innovation, and lifelong learning. Our diverse programs and dedicated faculty empower students to achieve their educational goals and prepare them for successful careers.

**Student Life:** The Saints Experience extends beyond academics, offering a dynamic and inclusive campus life. Students engage in a variety of extracurricular activities, clubs, and organizations that promote leadership, creativity, and social responsibility. Our campus is a place where friendships are forged, and memories are made.

**Intramurals, Esports and Varsity:** Intramurals, Esports, and Varsity are a cornerstone of the Saints Experience, promoting teamwork, discipline, and well-being. Our programming and facilities support students in their pursuit of excellence. Saints pride themselves on their competitive spirit and sportsmanship.

**Community Engagement:** Saints are active participants in the broader community, contributing through volunteerism, partnerships, and service projects. This engagement fosters a sense of belonging and responsibility, preparing students to be compassionate and impactful leaders in society.

**Personal Growth:** The Saints Experience is committed to the holistic development of each student. Through mentorship, counseling, and wellness programs, we support students in their personal and emotional growth, ensuring they are well-equipped to navigate life's challenges and opportunities.

# St. Clair College | **Plan on a Page**

## Strategic Pillar #1

### **St. Clair's Student and Community Impact**

- Enhance student well-being and success through the 'Saints Experience.'
- Support the success of the communities we serve.

## Strategic Pillar #2

### **Academics that Build Rewarding Careers**

- Deliver demand-driven academic programs that respond to current and future labour market needs.
- Enhance access to learning by meeting students where they are.

## Strategic Pillar #3

### **A Talented and Accountable Organization**

- Strengthen talent development and accountability performance.
- Plan for the long-term sustainability of St. Clair College.

## Our **Vision**

Excellence in all we do.

## Our **Mission**

Quality education that transforms lives and communities.

## Our **Values**

Accountability | Adaptability  
Community | Inclusivity  
Integrity | Quality

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# St. Clair College | **Vision**

*Excellence in all we do.*

**Excellence:** Achieving the highest standards in education, student success, and operational performance through innovation, continuous improvement, and a commitment to quality.

**All we do:** Encompassing everything the College delivers, from academics and student supports to partnerships and community engagement.





# St. Clair College |

## Mission

*Quality education that transforms lives and communities.*

**Quality Education:** A student-centered learning experience that combines academic excellence, hands-on training, and industry-aligned programs to equip graduates with the skills, knowledge, and flexibility required for success.

**Transforms Lives and Communities:** Empowering individuals through education, fostering personal growth, career readiness, and lifelong learning while contributing to the economic, social, and cultural vitality of the communities St. Clair serves.



# St. Clair College |

## Values

**Accountability:** We are responsible stewards of our resources, making informed decisions with transparency, fiscal responsibility, and a commitment to sustainable operations.

**Adaptability:** We evolve with the changing landscape, maintaining a strategic and flexible approach while prioritizing continuous improvement for long-term success.

**Community:** We support the people, industries, and communities we serve through collaboration, meaningful partnerships, and responsive decision-making.

**Inclusivity:** We foster a diverse, welcoming, and accessible environment where everyone feels valued, respected and empowered to succeed.

**Integrity:** We uphold the highest ethical standards, treating others with fairness, honesty, and respect in all interactions.

**Quality:** We pursue excellence in academics, research, services, and operations, continuously adapting to meet the evolving needs of students and partners.





# St. Clair College |

## Strategic Pillar #1 – St. Clair’s Student and Community Impact

Elevate St. Clair’s brand and reputation for community impact and student personal growth, well-being, and academic success.

The following insights from the consultation and research process shaped this strategic direction:

**Student Experience and Well-being:** St. Clair’s vibrant campus life, strong sense of student pride, and commitment to accessible mental health supports are seen as essential to fostering student belonging, personal growth, and academic success.

**Career-Ready Learning:** The College’s hands-on learning model, combined with strong faculty, alumni, and industry partnerships, is vital to preparing students for evolving labour market needs and aligning programs with future workforce demands.

**Community Commitment and Regional Impact:** St. Clair is widely recognized as a trusted and engaged community partner. Interest holders highlighted the importance of expanding its role in addressing local and regional socio-economic challenges through education, research, and service.

### Strategic Goals:

- Enhance student well-being and success through the, ‘Saints Experience.’
- Support the success of the communities we serve.

**Strategic Recruitment and Outreach:** With a changing enrolment landscape, there is a need to bolster domestic recruitment by engaging school boards, guidance counsellors, and prospective students earlier, and by showcasing St. Clair’s distinctive offerings and campus experiences.



# St. Clair College |

## Strategic Pillar #2 – Academics that Build Rewarding Careers

Deliver the hands-on learning experiences, academic pathways, and innovative teaching that enable long-term career success.

**The following insights from the consultation and research process shaped this strategic direction:**

**Industry-Aligned Programming:** Interest holders emphasized the need to align programs with current and future labour market trends, integrate industry input into curriculum development, and prioritize in-demand fields to ensure students graduate with relevant, job-ready skills.

**Work-Integrated Learning and Skill Development:** There is strong support for expanding work-integrated learning opportunities—such as placements, apprenticeships, and co-ops— and ensuring students are equipped with both technical competencies and essential soft skills needed for long-term career growth.

**Flexible and Accessible Learning:** Students and community members highlighted the importance of flexible delivery models—such as hybrid, online, and part-time programs—to accommodate working professionals, mature

### Strategic Goals:

- Deliver demand-driven academic programs that respond to current and future labour market needs.
- Expand access to learning by meeting students where they are.

students, and those with complex schedules, making education more accessible and responsive.

**Expanded Academic Pathways:** To support lifelong learning and credential mobility, interest holders encouraged the College to expand its academic pathways, including diploma-to-degree options and partnerships across the post-secondary system, helping learners chart personalized and progressive educational journeys.



# St. Clair College |

## Strategic Pillar #3 – A Talented and Accountable Organization

Drive excellence by being an accountable, high-performing, and sustainable College organization.

The following insights from the consultation and research process shaped this strategic direction:

**Employee Growth and Retention:** There is a shared commitment to investing in professional development, fostering a supportive work environment, and advancing succession planning to retain talent and enable continuous improvement across all career stages.

**A Culture of Accountability:** Staff and leadership expressed a desire for a stronger culture of accountability, encompassing transparent performance expectations, rigorous budget oversight, and the implementation of a more robust performance management system.

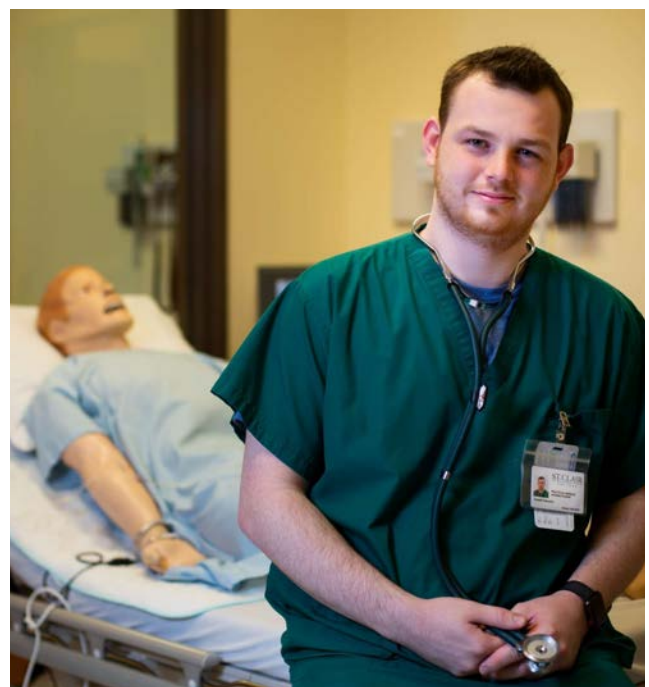
**Operational Excellence and Efficiency:** Interest holders emphasized the importance of aligning resources and processes across departments to drive strategic goal attainment, streamline operations, and promote a high-performing organizational culture.

### Strategic Goals:

- Strengthen talent development and accountability performance
- Plan for the long-term sustainability of St. Clair College.

### Financial Sustainability and Strategic

**Enrolment:** Ensuring long-term sustainability requires prudent financial stewardship and proactive enrolment strategies. Diversifying revenue streams, expanding recruitment efforts, and strengthening fiscal accountability across departments were identified as essential to building institutional resilience.







ST. CLAIR

COLLEGE