

MEDICINE HAT COLLEGE

STRATEGIC PLAN

2020-2030

UPDATED 2026



MEDICINE HAT
COLLEGE

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BOARD CHAIR



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Refreshing Our Commitment

A LETTER FROM THE BOARD CHAIR AND PRESIDENT

Six years ago, we connected with individuals and organizations across Southeast Alberta to learn about their needs and aspirations. The information we gathered, and the relationships established through the process, were integral to the creation of the college's strategic plan.

We've been focused on living up to the aspirations we established in 2020 and are proud of what we've accomplished even while adapting to unexpected challenges. The college is more connected.

We are more aware of and aligned to the region. Nonetheless, it is critical to check with those around us to be sure of our direction.

This spring, we returned to the college community to ask again for input. The result of that work is shared in this renewed iteration of our strategic plan.

While we've applied what we learned in the past three years, this document affirms our direction. We have an authentic commitment to meeting the current and future needs of those in our region and we can confidently state that we are on the right path. We are collaboratively building the future.

We remain committed to providing access to education that meets the unique needs of individuals. We will enhance our capacity to prepare learners for their roles in the

region and empower them to seize every opportunity for success. We are dedicated to aligning with the needs of businesses and employers.

Your passion shapes our future.



The Plan

Our strategic plan defines our role in Southeast Alberta and establishes the college's goals through to 2030. This plan sets the stage for strategic transformation of the college.

GOALS are defined as the high-level results we want to achieve. Ten years from now, MHC will look different than it does today.

STRATEGIES encompass the actions we take to achieve our goals. Each unit within the institution aligns its plans with these strategies, ensuring that the entire organization collaborates toward the shared outcomes.

MEASURES serve as the tools to track our progress towards our goals. By analyzing data and observing trends, we can make necessary adjustments to stay on track.

A vibrant landscape featuring a green field in the foreground and a blue sky with scattered clouds in the background. The text is overlaid on the image in a large, white, sans-serif font.

Growing
a vibrant
future with
learners and
our region.



Purpose

Statement



Education is central to our purpose, creating and sharing knowledge to improve quality of life and expand opportunities. We recognize that learning is a catalyst for individual empowerment, social connection, and regional vitality. By offering accessible and relevant educational experiences, we contribute to a community where more people can participate fully, pursue their goals, and shape a meaningful future.



***OUR CULTURE IS
THE FOUNDATION
FOR OUR GOALS.***

Our Culture

Our culture is grounded in curiosity, inquiry, teamwork, and respect. We foster an environment where differences are welcomed, and dialogue is encouraged so we can learn from one another. We uphold freedom of expression while ensuring all voices feel safe and valued. Through active communication and cross-department collaboration, we build a cohesive network that supports learners holistically rather than through isolated structures.

Our Guiding Principles

1 AUTHENTICITY

Authenticity means engaging with one another through good-faith dialogue, even when we hold different perspectives. We acknowledge that disagreement is a natural part of growth, and we commit to approaching these moments with openness and a desire to understand. Clear accountability across all roles—including partners who work alongside us—ensures we operate with integrity and maintain a culture built on trust and shared responsibility.

2 COLLABORATION

Collaboration requires intentional, mutually beneficial engagement that meaningfully contributes to learner success and regional well-being. We seek out diverse perspectives and engage partners early, ensuring shared understanding and aligned goals. By working together and with community organizations, we create a holistic support system that prevents learners from experiencing fragmented or disconnected services.

3 ACTION

Action is evidence-based, curious, adaptive, and guided by clear purpose. We rely on data, student insights, and community input to ensure our decisions are responsive to real needs. Our willingness to evaluate, question, and adjust allows us to remain agile in a changing environment. Every action reflects our commitment to continuous improvement and meaningful impact for learners and our region.

GOAL 1

PEOPLE IN OUR REGION CAN ACCESS EDUCATION

Access means flexible pathways, welcoming environments, improved awareness of the value of education, and support for diverse learners. We work to remove academic, financial, social, and cultural barriers so more people can choose post-secondary education with confidence. Through personalized guidance and community outreach, we help residents understand the opportunities available to them and feel connected to a place where learning is possible at any life stage.

MEASURES



REGIONAL ENROLMENT¹

The headcount of credit learners at Medicine Hat College from the MHC service region, including apprenticeships.



HIGH SCHOOL TRANSITION RATE²

The proportion of high school graduates from our service region who transition to the Alberta Post-Secondary education system the following fall.



ACCESS & CONTINUATION²

The proportion of learners who enroll at MHC and complete a credential in the Alberta Post-Secondary education system.

STRATEGIES

TO ACHIEVE THIS GOAL, WE WILL:

- ↳ **Provide personalized support for the journey into Medicine Hat College**
- ↳ **Positively influence regional awareness of the value of a post-secondary education**
- ↳ **Expand learning opportunities with customized pathways that meet the needs of learners and the region**

GOAL 2

LEARNERS ARE PREPARED TO REALIZE THEIR GOALS

Learners are supported in academic, personal, exploratory, and career goals: giving them a competitive advantage in the labour market. Experiential learning, curiosity, and growth are core. We recognize that not all goals are job focused, and our programs must nurture discovery, inquiry, and a love of learning. Through tailored supports, skill building experiences, and opportunities for reflection, learners gain confidence in their abilities and clarity in the pathways ahead.

MEASURES



ACADEMIC READINESS⁶

An index of learners' perceptions of their own learning behaviours that lead to academic readiness.



GOAL ACHIEVEMENT^{3,4,5}

The proportion of former credit learners who report that they achieved their primary goal.



GRADUATE EMPLOYMENT⁴

The proportion of employed graduates who state that their job is related to their field of study 6 months after graduation.

STRATEGIES

TO ACHIEVE THIS GOAL, WE WILL:

- ↳ **Ensure all learners have experiential learning opportunities**
- ↳ **Provide a tailored approach to help learners achieve their goals**
- ↳ **Provide opportunities for learners to develop a foundation of skills and knowledge that prepare them for the future**

GOAL 3

REGIONAL VITALITY IS STRENGTHENED THROUGH OUR WORK

Regional vitality grows through curiosity, innovation, community partnerships, and people-centered collaboration. We contribute by engaging with partners to explore new ideas, pilot creative solutions, and address shared challenges. Our role is not only to supply skills to the economy, but also to lift the region's overall well-being—social, cultural, environmental, and economic—by fostering learning, dialogue, and collective problem-solving.

MEASURES



GRADUATES IN REGION⁴

The proportion of graduates from MHC who report staying in the MHC service region after graduation.



SUCCESSFUL PARTNERSHIPS⁷

Proportion of WIL (Work Integrated Learning), C4i and Corporate training partners who report being satisfied with the outcome of the partnership.



NON-CREDIT REGISTRATIONS⁸

The number of registrations at Medicine Hat College in non-credit courses.

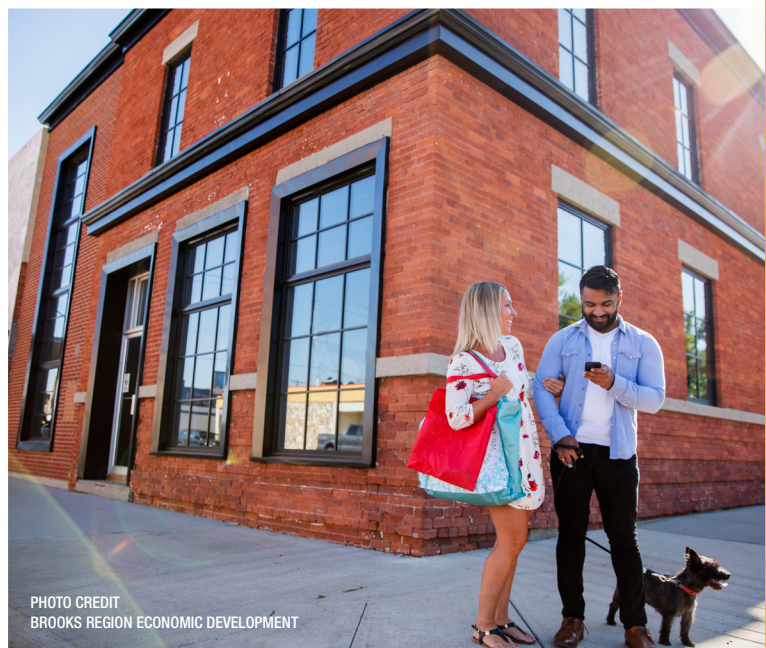
STRATEGIES

TO ACHIEVE THIS GOAL, WE WILL:

- ↳ **Collaborate with partners to build skills, knowledge, and solutions that matter to our region**
- ↳ **Support social, environmental, and economic sustainability within the region**

SOURCE

1 Learner Enrolment and Reporting System / 2 Ministry of Advanced Education / 3 Graduate Survey / 4 University & Open Studies (Leaver) Survey / 5 Former Student (Leaver) Survey / 6 Student Learning and Engagement Survey / 7 MHC Key Partnership Survey / 8 Continuing Studies (Lumens)



From Strategy to Execution: Integrated Planning

We recognize that institutional plans are strengthened when they're interconnected and work in harmony to advance our strategic goals. Integrated planning forms the foundation of this approach. We are developing several tactical plans to activate our Strategic Plan and drive our actions. These include our Academic Plan, Campus Master Plan, People & Culture Plan, and Regional Engagement Plan. Guided by these tactical plans, the steps we take will keep us on our path and accelerate our progress towards achieving our goals.



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