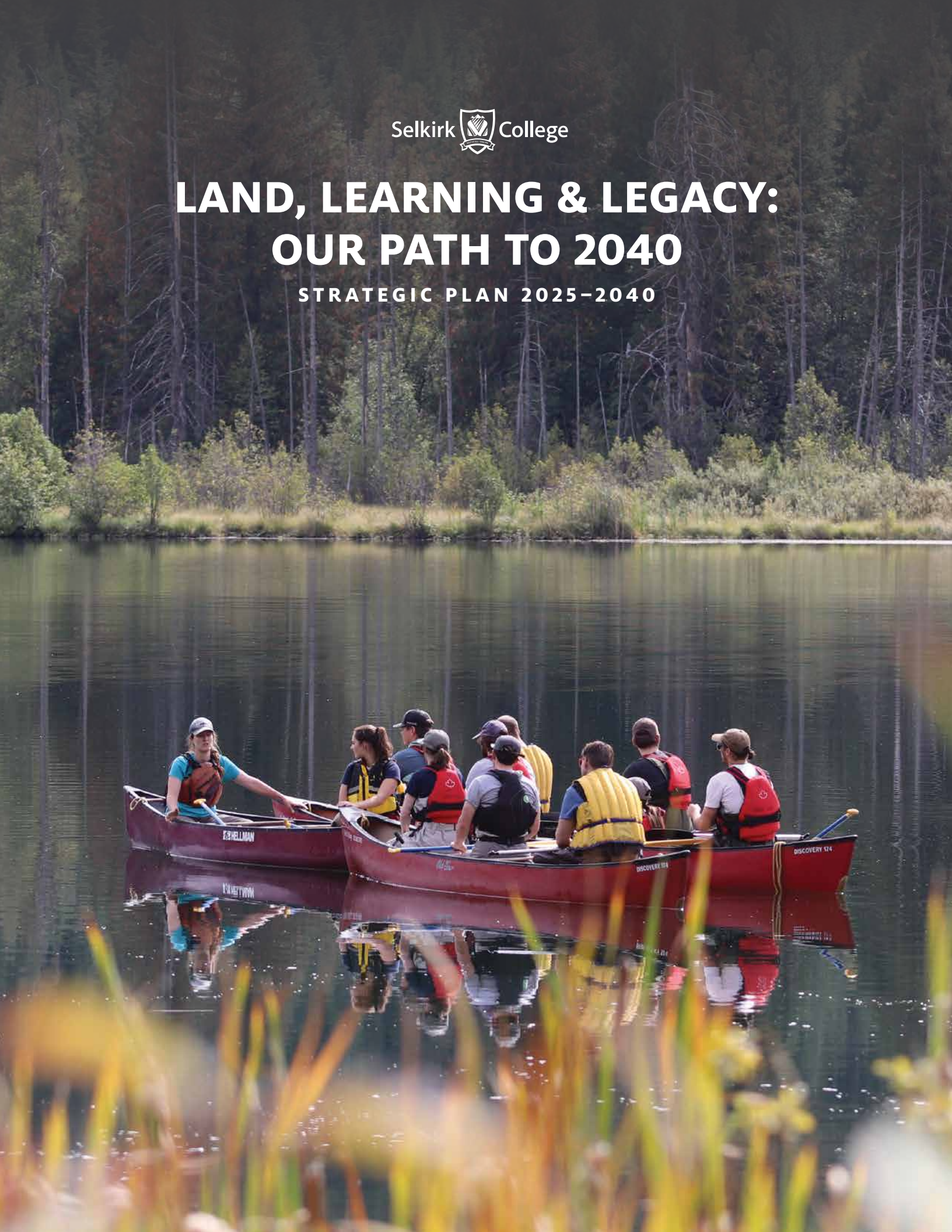


LAND, LEARNING & LEGACY: OUR PATH TO 2040

STRATEGIC PLAN 2025-2040



Land, Learning @ Legacy: Our Path to 2040 will guide Selkirk College through an evolving landscape of post-secondary learning, workforce demands and advances in technology.

Selkirk College acknowledges the traditional territories of the Sinixt (Lakes), the Syilx (Okanagan), the Ktunaxa and the Secwépemc (Shuswap) Peoples.

This strategic plan recognizes Selkirk College as deeply connected to both the land and the people of the West Kootenay and Boundary regions. It creates the framework for a bold vision for the future grounded in sustainability, highlighting environmental, social and economic resiliency.

Created through hundreds of conversations and engagements with a broad range of constituent groups—including employees, students, industry partners and community members—this plan acknowledges what we stand for, where we want to go and how we'll get there.



What We Stand For

OUR VALUES

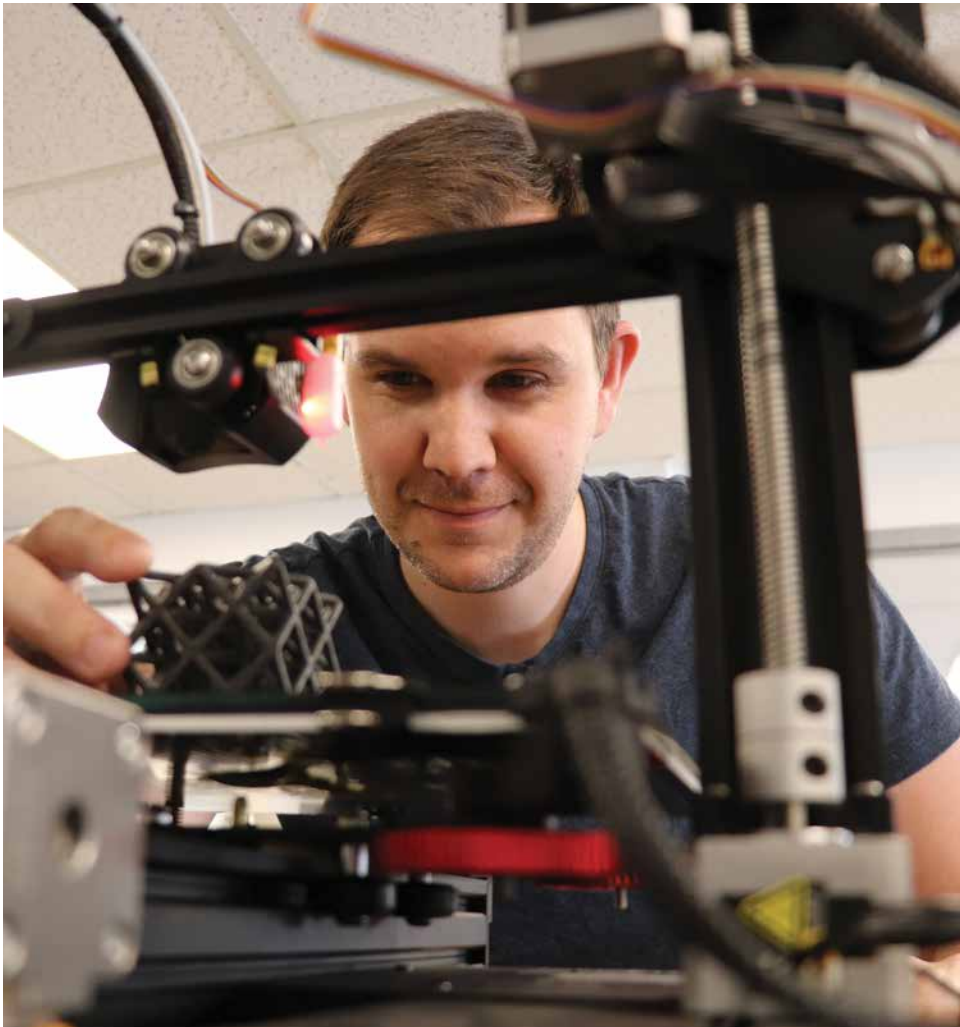
Our values are what we stand for. These are enduring in the face of change, and even more than our mission and vision, they are our reason for being and doing. They shape our culture. They define us.

- **Community**
- **Access**
- **Respect**
- **Excellence**

OUR COMMITMENTS

Our commitments emerge from our values. We aim to embed our commitments in everything we do, including programming, student and employee supports, planning, and operations.

- **Equity, Diversity & Inclusion**
- **Reconciliation**
- **Research & Innovation**
- **Sustainability**
- **Wellness**





Where We're Going

OUR VISION

We are Canada's destination for applied learning and inquiry grounded in a sense of land and place.

OUR MISSION

Together, we inspire generations of changemakers through relevant, inventive and sustainable education.

How We'll Get There

Our Foundational Goal: Positioning Selkirk College for Sustainability

Sustainability is our foundational goal, underpinning all our efforts to create a college that best serves our students and communities. There are four dimensions to our strategy. Together, they provide the strategic direction to ensure Selkirk College excels well into the future.



1 Sustainability: Seven Generations and Beyond

Sustainability is not a fixed state but a continuous improvement process. It encompasses environmental, social and economic resiliency in a rapidly changing world. It demands that we ground our efforts in Indigenous ways of knowing that suggest holistic ways of seeing the world and considering the future. It implies responsibilities for reciprocity, co-learning and collaboration.

- 1.1 Deepen our relationship with the land and strengthen our commitment to environmental stewardship.**
- 1.2 Nurture our role as a trusted partner.**
- 1.3 Safeguard the college's long-term fiscal health.**



2 Focus: Transformative, Distinctive Education

As a college with an expansive footprint and legacy, we face wide-ranging expectations and complex challenges. Meeting these expectations requires careful planning, focus and deliberate action.

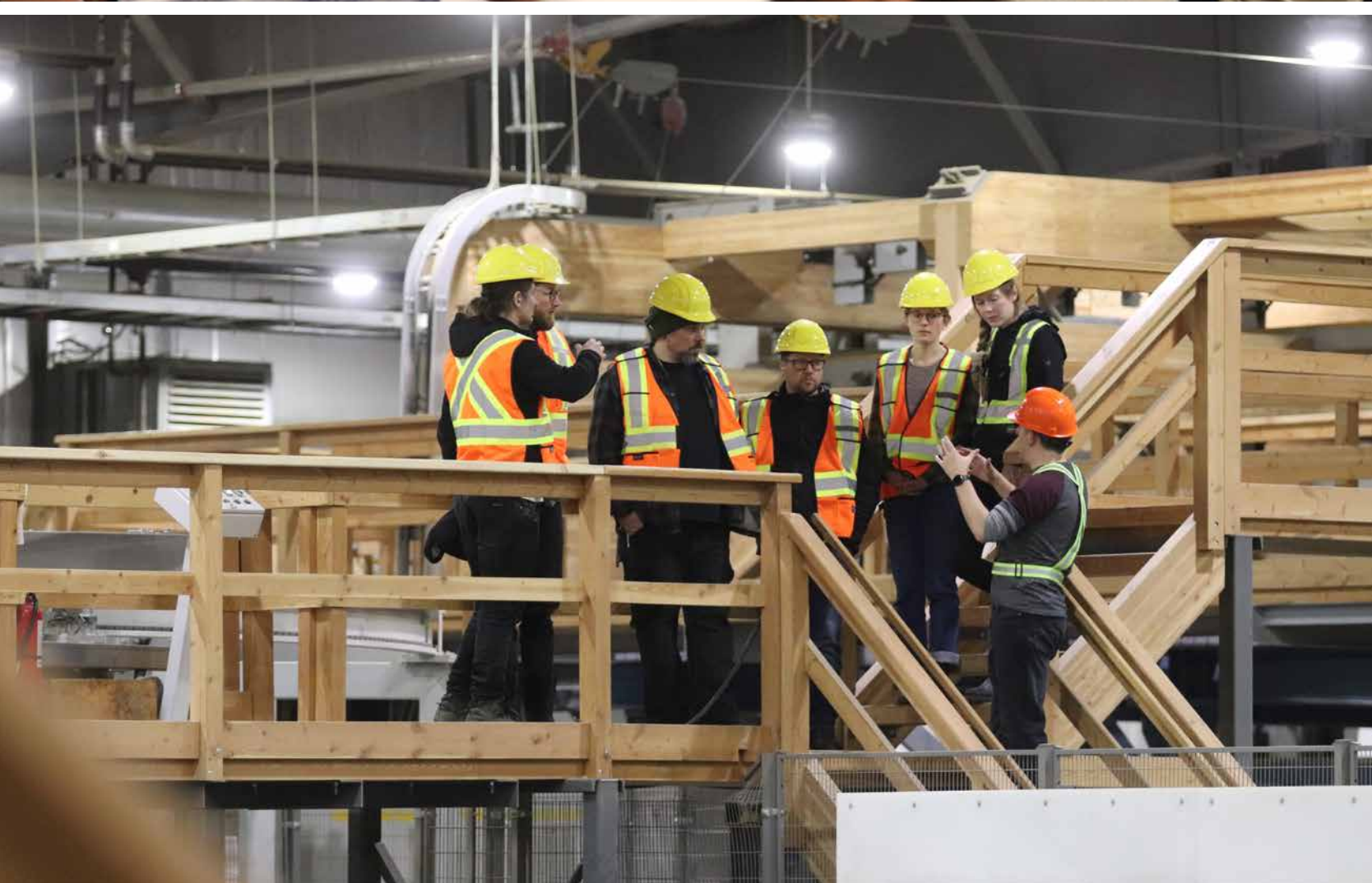
- 2.1 Support regional and community priorities through high-demand applied learning, continuing education and research initiatives.**
- 2.2 Expand efforts to Indigenize and decolonize education and campuses.**
- 2.3 Emphasize exceptional teaching and learning experiences across all programs.**



3 Deliver: A High-Performance, High-Support Organization

A healthy workplace culture that advances continuous improvement and accountability requires robust systems and investments in innovation and technology. Selkirk College will empower employees through access to robust, adaptable systems and cultivate their potential through a focus on collaboration, support and shared responsibility.

- 3.1 Inspire a culture of engagement and accountability, energized by the possibilities of change.**
- 3.2 Advance an informed, vibrant and respectful workplace culture.**
- 3.3 Optimize processes and structures to support efficiency.**



4 Impact: Innovation for Thriving Communities

At Selkirk College, processes, structures and infrastructure are subject to continuous reflection and adaptation. We demonstrate our capabilities through a culture of exploration and problem-solving, offering students and employees a platform to develop innovative and impactful solutions to real-world challenges.

As education and research evolve, Selkirk College will continue to leverage its unique strengths and regional partnerships to deliver learning experiences that set it apart.

- 4.1 Prioritize innovative approaches to program and service delivery.**
- 4.2 Create more engaging and memorable student experiences on our campuses and learning centres.**
- 4.3 Cultivate an entrepreneurial spirit.**

“Selkirk College is the heartbeat of the West Kootenay and Boundary regions. It nurtures local talent and invites international diversity.... It’s not just a college—it’s a community builder.”

—Survey respondent

OUR VISION

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