

Choosing our Core Themes.

- Option 1: Adopt district goals as NSC core themes.
- Option 2: Modified core themes with new titles as proposed by Cabinet and College Council sanctioned Core Theme Taskforce (Summer 2025)
- Option 3: Build upon existing core themes, including current titles that aligns with district goals

Option 1: Adopt District Goals, Strategic Plan 2024-2034 | Seattle Colleges

Culturally and Socially Responsive Teaching and Learning

We use anti-bias, anti-racist frameworks to offer culturally relevant, inclusive, and accessible teaching and learning; and evolve programs to include community and industry needs preparing students for personal, academic, and professional success in a changing economy.

Holistic and Inclusive Student Experience

We use anti-bias, anti-racist frameworks to create a student experience that supports a diverse community; fosters a sense of belonging among our students, especially People of Color (BIPOC) and other historically underserved, under-supported groups; and ensures equitable access to services and essential resources that meet student needs.

Empowering Employee Experience

We use anti-bias, anti-racist frameworks to create a sense of belonging for our employees, especially our People of Color (BIPOC) and other historically underserved, undersupported groups; promote professional development; and increase morale and retention to cultivate an inclusive and safe environment where our employees thrive and contribute to our students' success, our mission, and our community's needs.

Effective and Sustainable Organizational Structures and Practices

We use anti-bias, anti-racist frameworks to address systemic barriers faced by students and employees and to create equitable policies and procedures; strengthen operations in environmentally and fiscally sustainable ways; modernize physical and technology infrastructure; and promote transparency and accountability.

Option 2: Modified core themes with new titles as proposed by Summer 2025 Core Theme Taskforce and Cabinet

Centering Students

We center students in all we do *to support their success through **excellence in teaching and learning***. Excellence in teaching and learning means we continually evolve our practices, services, and programs to meet the diverse and changing needs of our students.

We are committed to continually improving the student experience through innovation, inspiration, and data-informed practices. Students are integral in shaping and co-creating programs, services, and culture of our caring college through shared governance.

College culture prioritizes safety, trust, choice, collaboration, empowerment, and cultural responsiveness. These commitments foster an environment that supports students fulfilling their educational, professional, and personal goals.

Thriving Communities

At North Seattle College, we believe that education is most powerful when rooted in community. Our college exists in community with students, faculty and staff, neighbors, and our local, regional, state, and global partners.

We dedicate ourselves to enriching and sustaining diverse, engaged and dynamic communities both on campus and beyond. We foster a learning environment where belonging, connection, and collaboration are prioritized.

We cultivate partnerships that advance educational opportunity, civic engagement, economic development, basic needs, and cultural enrichment. **We recognize our responsibility as a public institution to co-create solutions with the communities we serve—grounding our efforts in both data-informed insights and the collective wisdom of our people.** At North Seattle College, we believe that meaningful change emerges when evidence meets empathy. By combining rigorous analysis with lived experience, we generate intelligence that leads to impactful, community-centered actions.

Through these efforts, North Seattle College strives to be a just and vibrant society where all members of our communities can thrive, individually and collectively.

Honoring Each Other

At North Seattle College, we recognize that our employees are essential to the mission of education and community engagement. We honor the humanity and dedication each person brings to our shared work.

This approach reflects our culture of care, where we recognize that we thrive when we connect with compassion and lead with kindness rather than when we correct with blame and shame. We acknowledge the challenges our community faces, and we commit to growing and learning from those challenges together. We recognize we are working within inequitable systems, and remain committed to challenging and transforming those systems, even as we navigate them.

We cultivate a caring workplace where all employees feel valued, supported, and connected to our shared mission, leading to a collective impact that is thoughtful, inclusive, and transformative. Supporting employees means building a culture of mutual respect, trust, healing, and shared purpose. We strive to center safety, equity, and empowerment in our daily practices, understanding that this work is ongoing and collective.

Option 3: Use existing core themes titles. Needs modifications to ensure district Goals alignment

Core themes as last defined in 2017

Advancing Student Success

At NSC, we see Advancing Student Success through creating college structures and student experiences that aid in student development leading up to their academic goals.

NSC achieves this through our institutional values by: Supporting a caring, inclusive, student-centered culture. We foster active, collaborative, and self-directed learning. We promote student engagement through embracing diversity of cultures, ideas, perspectives and people. We support innovation that leads to greater student success. We support student perseverance through institutional and student integrity and accountability. We strive for quality across student services, instruction, and administrative services areas so that our students have the ability to excel.

Excelling in Teaching & Learning

At NSC, we see Excelling in Teaching and Learning by embodying a "learning college" culture. We believe that as a learning college every area and program of the college contributes to the learning process. We focus on learning and not instruction as a structure. Additionally, teaching and learning is a reflexive and shared process where, regardless of our role in the institution, we are both teachers and learners at the same time.

NSC achieves this through our stated institutional values by: Engaging in the work of teaching and learning while caring for the learner as a whole person. We support collaboration through the interchange of teaching and learning across the institution. We create inclusive environments that bring learners together to construct knowledge in their own diverse ways. We support innovation, knowing that learning occurs in many ways, anywhere, and at any time. We help learners engage in the knowledge development process, as they demonstrate personal integrity and accountability for their own learning. We strive for quality and effectiveness through the creation of standards, formative assessment, and measurable outcomes.

Building a Sustainable Community

At NSC, we see Building a Sustainable Community as an important ethical standard driven by the "triple bottom line." Thus, before the college engages in an internal or external community program or service, we will determine the social, fiscal and environmental impact of the college's actions.

NSC achieves this through our stated institutional values by: Ensuring our work is performed with a caring and inclusive perspective for all communities and the environment. Maintaining and growing collaborative relationships with our community to establish synergies of scale and outcome. Affirming that the college is a microcosm of society, we actively strengthen our work in social diversity, inclusion, and equity. Supporting innovation with unique approaches that reflect the changing needs of various communities. Demonstrating integrity by the transparent application of "the triple bottom line." Assessing for quality and commonality in mission as we work with our various on-and-off campus partners.