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| <b>Document:</b>          | <b>North Carolina Instructional Administrators Association Strategic Plan</b> |
| <b>Version:</b>           | 1.2   |
| <b>Effective Date:</b>    | 2/25/2026   |
| <b>Review Date:</b>       | 6/30/2026   |
| <b>Document Owner:</b>    | Executive Leadership and Steering Committee                                   |
| <b>Approved By:</b>       | NCIAA Membership  |
| <b>Last Revised:</b>      | 2/25/2026   |
| <b>Supersedes:</b>        | Version 1.1   |
| <b>Related Documents:</b> | North Carolina Instructional Administrations Association Constitution         |
| <b>Distribution:</b>      | North Carolina Instructional Administrations Association Membership           |

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## Strategic Plan (2025-2029)

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The NCIAA Strategic Plan advances our mission of fostering instructional excellence, leadership development, and student success across North Carolina's community colleges. Aligned with the NCCCS Strategic Plan, we emphasize student access, success, and institutional excellence.

Our objectives focus on professional development, engagement, collaboration, and data-informed decision-making areas that enhance quality instruction and support a competitive, agile workforce. Through this plan, NCIAA aims to expand educational opportunities, promote workforce readiness, and improve economic mobility for our communities.

The NCIAA Steering Committee will conduct an annual review of progress toward strategic goals and present findings at the fall membership meeting.

## Theme 1: Professional Development

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- **Priority 1.1:** Expand learning opportunities for instructional and leadership growth.
  - **Objective 1.1:** Offer two professional development events annually, targeting current instructional challenges and leadership skills.
    - **Metric 1.1:** Track attendance, engagement, and participant feedback on the practical application of skills gained.
- **Priority 1.2:** Increase the implementation of innovative teaching practices and emerging technologies among the NCIAA member institutions.
  - **Objective 1.2.1:** Achieve a 25% increase in the use of evidence-based teaching methods by NCIAA members over the next two years.
    - **Metric 1.2.1:** Conduct annual surveys to assess the adoption of new teaching practices and track participation in innovation-focused training sessions, workshops, or peer-led sessions.

- **Objective 1.2.2:** Increase the use of emerging technologies in instructional practices to enhance student engagement and learning outcomes.
  - **Metric 1.2.2:** The percentage of NCIAA members who implement emerging technologies in their courses or programs, with a target of at least 25% adoption within two years. Evaluate effectiveness by gathering feedback on student engagement and outcomes through surveys, focus groups, or course evaluations.

## Theme 2: Engagement and Representation

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- **Priority 2.1:** Strengthen NCIAA's presence in NCCCS decision-making processes.
  - **Objective 2.1:** Achieve representation on 75% of relevant NCCCS committees to advocate for student and instructor needs.
    - **Metric 2.1:** Maintain an active representative roster, assess engagement levels, and collect feedback on representative impact.

## Theme 3: Collaboration and Networking

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- **Priority 3.1:** Foster cross-regional and role-based collaboration within NCIAA.
  - **Objective 3.1:** Host three annual networking events to encourage collaboration across regions and roles.
    - **Metric 3.1:** Record participation, gather event feedback, and track any collaborative initiatives emerging from these events.

## Theme 4: Data-Informed Decision-Making

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- **Priority 4.1:** Empower members with data-informed tools for instructional enhancement and student success.
  - **Objective 4.1:** Provide resources or training on data-focused practices that support instructional improvements.
    - **Metric 4.1:** Monitor resource usage and collect feedback on how data insights are applied in members' work.