



*Wharton County
Junior College*

Beyond the CAP

Transforming lives.
Strengthening communities.



FIVE YEARS. FOUR PRIORITIES. ONE VISION.
Wharton County Junior College Strategic Plan 2026 – 2031



Guiding students from application to graduation...and beyond!

MISSION & VISION

Mission

Wharton County Junior College transforms lives through accessible, high-quality education.

Vision

WCJC is in the business of generational change.

Our reach goes beyond the lives of our students by strengthening their families, our communities, and the entire region we serve.

**They chose us to
change their lives.**

**We choose to
answer that call.**





THE APP2CAP MINDSET

APP2CAP is not a catchphrase; it's a calling.

Whether we're designing programs, investing resources, or engaging with our community, WCJC is committed to creating intentional pathways that remove barriers and expand opportunity. Through APP2CAP, we will ensure that every student moves seamlessly from application to graduation...and beyond!

We know that lasting transformation begins with how we approach our work every day. To that end, WCJC embraces four foundational ideals to guide our actions, shape our culture, and drive continuous improvement in the pursuit of excellence.



Students
first...always!



Use data to
drive decisions



Collaborate
and cooperate



Take action
and adapt

STRATEGIC PRIORITIES

Grounded in our APP2CAP framework, WCJC's strategic priorities represent the areas where intentional action will create the greatest impact, transforming our aspirations into achievement.

APP2CAP: Design the Path



Our mission in action! Create distinct pathways that lead every student to economic mobility and lifelong success.

Strengthen the Network



Build the bridges that connect students to opportunity while meeting the evolving needs of our communities.

Invest with Purpose



Strategically deploy our time, funds, and facilities to maximize student success, community impact, and long-term sustainability.

Empower the Team



Cultivate a culture where employees are equipped and emboldened to inspire, support, and transform the lives of our students.

APP2CAP: Design the Path

Our mission in action! Create distinct pathways that lead every student to economic mobility and lifelong success.

Strategies:

- Align every academic program to a specific bachelor's degree pathway and/or high-demand, high-wage career.
- Develop an intrusive onboarding and advising model to increase first-semester pathway selection and shrink general studies.
- Transform teaching and learning through high-impact practices that improve student completion, transfer, and workforce entry.



50%

Three-year
graduation
rate

80%

Six-year
bachelor
attainment

90%

Employed
within one year

Strengthen the Network

Build the bridges that connect students to opportunity while meeting the evolving needs of our communities.

Strategies:

- Expand strategic partnerships with K-12 schools, universities, and employers to create seamless educational and workforce pathways.
- Position WCJC as a regional leader in economic and workforce development by aligning programs with emerging industry needs.
- Strengthen community engagement through intentional outreach to improve access and economic mobility throughout our service area.

100+

Strategic
community
partnerships

1.5K

Dual credit
students

50%

Increase in
adult learners



Invest with Purpose

Strategically deploy our time, funds, and facilities to maximize student success, community impact, and long-term sustainability.

Strategies:

- Align budgeting, staffing, and capital investments with the College's strategic priorities and APP2CAP outcomes.
- Modernize facilities, technology, and learning environments to support innovation, operational excellence, and future growth.
- Diversify revenue through grants, philanthropy, and strategic partnerships while ensuring responsible stewardship of institutional resources.

75%

Upgrade of priority instructional spaces identified in the WCJC Master Plan

5 YR

Instructional technology refresh cycle

\$25M

Total grant awards and philanthropic support



Empower the Team

Cultivate a culture where employees are equipped and emboldened to inspire, support, and transform the lives of our students.

Strategies:

- Recruit, develop, and retain exceptional employees by creating a high-performing workplace centered on student success.
- Foster opportunities for engagement and innovation that encourage employees to think boldly, work collaboratively, and advance our mission.
- Invest in leadership development, succession planning, and professional growth to build organizational capacity for the future.

1,000

Hours of
professional
development

90%

Overall employee
satisfaction

+10%

Employees
indicating they are
highly/engaged



STRATEGIC ROADMAP

2026–2027



Build the Foundation

Establish the structures, align resources, and build the momentum needed to fully support the College's strategic priorities.

2028–2029



Scale the Work

Expand successful initiatives, strengthen collaboration, and integrate best practices across the institution.

2029–2030



Accelerate the Impact

Leverage innovation, partnerships, and continuous improvement to achieve measurable gains in student and institutional success.

**2031 &
Beyond**



Sustain Excellence

Institutionalize successful practices, celebrate progress, and prepare WCJC for the next generation of growth and opportunity.

YOU ARE PART OF THE PLAN!

> Join the Work

Cross-functional working groups will lead implementation, develop action plans, and monitor progress toward our strategic priorities.

> Share Success

Celebrate innovations, recognize accomplishments, and share stories that demonstrate the impact of our work on students and communities.

> Measure. Learn. Improve.

Progress will be reviewed regularly, results will be shared transparently, and strategies will evolve through continuous improvement.





Beyond the CAP

Together, we will design the path, strengthen the network, invest with purpose, and empower the team to guide our students from application to graduation...and beyond!

Through these shared commitments, the faculty and staff of WCJC will transform lives, strengthen our communities, and become the most excellent community college in Texas.

Go, Pioneers!!