

المملكة العربية السعودية  
وزارة التعليم العالي  
جامعة جازان



# Sabay College Strategic Plan that Compliant with Jazan University Plan 2020

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## **College Mission**

To become a distinguished college in the preparation of highly qualified outputs to contribute to the service of the community professionally, quality and effectiveness

## **College Vision**

To achieve academic excellence by teaching distinguished cadres and producing scientific researches that serve the community according to academic quality standards for building the knowledge economy.

## **Values**

- Excellency
- Quality
- Originality
- Flexibility
- Creativity
- Cooperation

## **Future Strategic orientations**

**First Orientation:** Building management system with international standards

Build a common culture of the college through transparency and communication within the hierarchy at the university between the university headquarters, colleges and academic disciplines continue to build an infrastructure of innovative College Information Technology.

**Second Orientation:** Achieve Academic and intellectual excellence

Require high capabilities and

- Preparations for admission to the college, and raise the level of performance for enrolled students.
- Requiring the use of methods and techniques of teaching and learning in classrooms.
- Create teaching, learning environment for students interested in successfully, and understanding to provide them, as well as the career development of faculty members.
- Promote a culture of independent thinking, innovation and entrepreneurship at the students and faculty members.
- Encouraged to engage in studies and international partnerships, as well as international research.

**Third direction:** Bring about economic and social impact

- ✓ Distribution of the current academic units (departments) in the key areas of interest to the region and the KSA, or the establishment of these units in the event of non-existence.
- ✓ Involve industry and prospective beneficiaries in curriculum development.

## **College Academic Programs**

### **Kindergarten**

Preparation of professional women highly qualified to work in the field of childhood meet the needs of educational institutions (public and private) in the kindergarten stage.

### **Art education**

The preparation of high quality educational competencies in the areas of education, fine arts, applied arts; using sophisticated methods keep pace with the times, and in an educational environment, stimulating and artistic.

### **Special Education**

Rehabilitation of educational competencies able to work successfully with people with special needs with a scientific base and wide tracks all to raise the level of services provided to children with special needs in Saudi Arabia.

## **Analysis of the college environment**

### **SWOT Analysis**

#### **Inside Environment**

##### **Strengths**

- A specific and clear college vision and mission.
- Existence of college organizational structure that appropriate to the college activity.
- There is Quality Assurance unit in the College.
- There is an effective relationship between the college management and subordinates contribution official councils to discuss issues related to education and learning, scientific research and community services.
- The college information available through various means, and it continually updated.

There is mechanisms to receive students' complaints and suggestions and feedback.

- The availability of a number of laboratories, which processed to serve the educational process.

- The existence of a plan to provide support for the students and academic counseling services.
- The availability of health care opportunities for students within the college.
- The existence of a clear plan to serve the community and the surrounding environment.
- The existence of an effective contribution of the teaching staff and students in community service and development of the surrounding environment programs staff.
- The existence of a committee for the development of the college curriculum.
- The existence of gem hole for college students sport activities.
- Educational programs that met the needs of the local community.
- Diversity in educational programs within the college.
- Programs and courses reports.
- Regulations to controls educational process.
- Teaching staff members who graduated in international universities.
- Faculty members with high academic qualifications and variance disciplines.
- There is a modern library and learning resources in the college.
- Some of the faculty members enrolled in training programs to raise their performance.
- Development of scientific research unit.
- Weekly seminars held within the college.
- Activated Unit for quality within the college.
- Activated Unit for public relations.
- Activated Unit for the students' activities and follow-up of student graduates.
- The diversity of human development programs that can contribute in developing students experiences such as: training programs and guidelines that focus on how to recall and collect information and time management.

### **Weakness**

- Lack of professional technicians for the maintenance of computer hardware and educational devices.
- The difficulty of measuring outside community members' satisfaction for the organizational structure changes and employments.
- The lack of standardized mechanism for the college to ensure intellectual property rights.
- Some college laboratories in need of development.
- The lack of a mechanism for measuring and evaluating civil society and labor market organizations' satisfaction, on the overall performance.

- Lack of interest in using the latest technological methods in administrative processes.
- The weakness of the periodic review mechanisms for programs and educational courses.
- The weakness of the communication between the college and Partner College in the teachers' preparation.
- Methods that help in self-learning are few and irregularly.
- Most of the classrooms chairs are not fixed.
- Targeted Educational Outcomes of the programs and courses focuses on the cognitive aspects rather than on intellectual, professional and general skills.
- The weakness of the policies and rules of the appointment of the teaching staff and ancillary staff members based on the current and future needs.
- Deficiencies in the evaluation mechanism of the teaching staff and ancillary staff members' performance.
- Programs' Research Plans not enabled.
- The lack ancillary staff.
- Scarcity of professors within the structure of the faculty.
- The weakness of the follow-up of graduates.
- The lack of continuing education programs.
- A large number of students lacking adequate preparation and training (e.g. English language skills) to achieve success.
- The weakness of the administrative staff in the administrative capacity and lack of training.

### **Outside Environment**

#### **Opportunities**

- The involvement of ancillary staff and community organizations in the preparation of the college mission and vision.
- The presence of specialists of whom can take advantage in the educational process.
- Take advantage of Academic Development Agency and the University.
- Take advantage of the financial support provided by the university for students.
- Quality Assurance training programs.
- Investment scholarship for teaching staff members and their assistants.
- The presence of many sources of knowledge allows the potential of developing a system that takes into account the ethics of the profession and a culture of ethics and its application in the field of writing books and dissemination, as well as in scientific research, in the field of work in the college.

- Multiple training opportunities for teachingstaff members and ancillary staff and technicians on modern educational technology.
- The provision of classroom and fixed chairs holes equipped with modern technology (Smart Boards for example).
- The presence of the potential for coordination between the college and the institutions responsible for literacy and adult education and other community institutions.
- The continued consolidation of the university.

### **Threats**

- Lack of awareness and conviction of a communal parties surrounding with the quality issues and its importance.
- Inadequate financial support for the College to achieve its vision and mission.
- Society's perception of collegemission and vision through the college graduates.
- Rapid changes within the local and regional community because of subsequent events.
- The weakness of public awareness and conviction of the partnership process between the college and the local community.

### **Strategic Goals**

### Strategic Goals

No	Strategic Goal	Action Plan	Initiatives
1	Build a shared college culture through transparency and communication within the university's hierarchy and across campuses, schools and academic disciplines	Encourage and support shared scholarly and social activities	Provide opportunities for cooperative teaching arrangements, (team-taught interdisciplinary courses), by determining shared courses annually
			Encourage shared research participation among faculty staff and related programs across the college and between research institutes, by determining shared research projects annually.
			Improve the current mechanism encouraging faculty staff members to participate in local and international scientific conferences and symposia, by obtaining relevant conferences' booklet annually.
2	Continue the adoption of innovative Information Technology (IT) infrastructure of the college	Expand the digitization of learning and research resources in the college	Increase the level of use of digital resources by faculty staff and student, by preparing and organizing training programs in digital resources usage every academic year.
			Provide exclusive access-points in all college buildings, by communicating with Directorate of Information Technology (DIT) annually.
3	Demand increased preparation from incoming students and increased performance from existing students	Improve college readiness for incoming students	Perform program admission standards to maximize the annual retention rate, by preparing and organizing the admission standard every five years.
			Plan the college Infrastructure and personnel, by planning infrastructure program to accommodate the incoming

No	Strategic Goal	Action Plan	Initiatives
			students every academic semester.
		Encourage information sharing to improve engagement and outcomes across the college	Conduct open day for high school students, by preparing and organizing that day every academic semester.
			Provide induction sessions for the newly admitted students, by preparing and organizing for induction sessions every academic semester.
		Establish measurable protocols for administrative actions	Conduct benchmarking to identify the expected level of students skills and performance, by determining benchmark level needed every academic semester.
			Promote research activities for sharpening students' intellectual and behavioral skills, by developing student research plan every academic semester.
			Encourage students' participation in extra-curriculum activities, by preparing extra-curriculum activities plan annually.
			Review and update the programs and curriculum to fulfill the expected performance level for accreditation, by preparing curriculum review and update processes every five years.
			Develop measurement mechanisms for students' performance, by preparing students learning assessment mechanism every five years.

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		Ensure efficiency of the advisorUnits.	<p>Improve the counseling to the students, by putting guidelines for student to choose appropriate programs every academic semester.</p> <p>Develop a system of mandatory advisory for students with special needs, by developing and announcing the system every five years.</p>
4	Require the use of world class methods and technologies in teaching and learning	<p>Improve the performance of faculty staff members</p> <p>Accelerate the adoption of e-learning and distance learning</p>	<p>Provide teaching workshops and training programs in technology programs to update with the latest methodologies and technology in teaching and learning, by preparing workshops and training in technology programs annually.</p> <p>Encourage faculty staff members to participate in scientific conferences devoted to teaching and learning, byObtaining booklet regarding conferences in teaching and learning annually.</p> <p>Encourage innovation in teaching and learning process, bydeveloping innovative teaching strategic plan every two years.</p> <p>Assess periodically performance of faculty staff members in teaching and learning, bypreparing of teaching and learning review mechanisms every two years.</p> <p>Encourage benchmarking the e-learning practices with other universities, by preparinginternal &amp; external e-learning benchmark level annually.</p>

No	Strategic Goal	Action Plan	Initiatives
		<p>programs.</p> <p>Improving the learning environment and resources</p>	<p>Support initiatives and innovations of college faculty for quality online programs, by providing them with financial and moral support continuously.</p> <p>Promote e-learning and distance education activities, by conducting these activities annually to improve the quality of e-learning.</p> <p>Periodic evaluation and update of the e-learning content, by adding current sources to e-learning content annually.</p> <p>Manage and maintain student learning in a technology-enhanced environment, by providing learning environment with innovation every academic year.</p>
5	<p>Establish a center for teaching and learning focused on student retention and success, as well as faculty professional development</p>	<p>The development of creativity and excellence among all staff members</p> <p>Allocate teaching and learning grant for research and projects to</p>	<p>Conduct faculty orientation by creativity and innovation unit of the University, by preparing faculty orientation program periodically.</p> <p>Organize teaching-learning workshops and professional development programs based on creativity in the areas of specialization, by conducting teaching and learning workshops periodically.</p> <p>Facilitate Faculty Learning Communities (FLCs) for professional development in teaching, by conducting training programs on current needs every academic year.</p> <p>Survey and prepare a database for research in teaching and learning domain, by conducting a survey on research in teaching and learning domain every academic year.</p>

No	Strategic Goal	Action Plan	Initiatives
		improve and enhance innovative teaching and learning practices	<p>Develop guidelines and criteria for research and projects in teaching and learning, by updating guidelines and research criteria annually.</p> <p>Encourage faculty staff to conduct teaching and learning research or projects, by obtaining booklet regarding research and projects in teaching and learning annually.</p> <p>Evaluate integration of research outcomes in teaching and learning based on feedbacks, by increasing integration of research outcomes into courses annually.</p>
		Deploy academic activities that focus on students retention and successful graduation within the frame	<p>Provide advising, counseling and monitoring sessions for student's development, by providing students with advising, counselling and monitoring sessions every academic semester.</p> <p>Conduct workshops on professional and soft skills for students to be successful in their college and practical life, by preparing for professional and soft skills workshops annually.</p> <p>Organize student peer coaching sessions to encourage collaborative learning among students, by conducting workshops on peer coaching and collaborative learning encouragement every academic semester.</p>
6	Foster a culture of independent thinking, innovation and entrepreneurship among	Promote independent thinking and innovation culture among students	Encourage and motivate individual talent initiatives among faculty and students, by conducting workshops that encourage and motivate individual talent initiatives

No	Strategic Goal	Action Plan	Initiatives
	students and faculty staff members	and faculty staff members	<p>annually.</p> <p>Conduct annual forums for innovation and entrepreneurship, by preparing for these forums annually.</p> <p>Conduct extracurricular activities to develop independent thinking, innovations and leadership skills to students and faculty staff members at the college level, by Conducting workshops on extracurricular activities every academic year.</p>
		Development of creativity and excellence among all faculty members	<p>Organize field trips for students and faculty staff members to the business sector, by preparing for these field trips every academic semester.</p> <p>Attract businesses to organize seminars and workshops, and to sponsor the innovations and entrepreneurship ideas of the students and faculty members, by establishing and updating collaborations &amp; relationships with businesses annually.</p>
7	Encourage international studies, international partnerships, and international research agenda	Expand international online and study abroad programs	<p>Prepare, encourage and engage college staff to join the international academic and training programs in unique disciplines, by preparing for international academic programs in unique disciplines annually.</p> <p>Encourage and support college staff to enroll in international online skill courses, by conducting workshops about international online skill courses annually.</p>
		Politics and regulations consolidated	Organize International conferences focusing on College research priorities, by preparing for these international conferences every academic year.

No	Strategic Goal	Action Plan	Initiatives
			<p>Increase student exchange partnership with world class research institutes, by conducting workshops about partnership with world class research institutes annually.</p> <p>Conduct a series of lectures of distinguished visiting faculties, with international excellence awards, to transfer their experiences to college staff, by preparing for the series of lectures with international excellence awards annually.</p> <p>Activate the existing research agreements with international partners, by activating the existing research agreements annually.</p>
8	Establish academic units (departments) in key field of importance to the region and KSA such as kindergarten, art education, and special education	<p>Engaging and coordination with the industry and other potential stakeholders in identifying, developing and improving academic programs</p> <p>Initiate/ promote new departments and postgraduate programs</p>	<p>Establish/ expand advisory committees at college levels, by expanding new advisory committees at all college programs every academic year.</p> <p>Engage external stakeholders in academic advisory committees, by inviting external stakeholders in academic advisory committees annually.</p> <p>Propose new academic programs catering to the community needs, by conducting a meeting to determine community educational programs needed every academic year.</p> <p>Introduce postgraduate programs, by introducing the postgraduate programs that the community needed annually.</p>
9	Engage industry and potential employers in	Manage knowledge sharing between business	Invite business leaders/ practitioners for lecturing, participating, and determining the appropriate skills for the

No	Strategic Goal	Action Plan	Initiatives
	curriculum development	and College programs	labor market, by organizing lectures regarding the specification required in the appropriate skills for labor market annually.
Set internship programs with businesses, by organizing industrial training programs with businesses every academic year annually.			
Initiate/ promote college alumni unit		Identify the roles and responsibilities of college alumni unit, by updating the roles and responsibilities of college alumni unit every academic year.	
		Establish effective mechanisms to communicate with alumni, by establishing effective mechanisms to communicate with alumni every academic year.	
		Develop alumni database system, by developing effective database system annually.	
		Create an alumni advisory board at all college programs, by creating alumni advisory board in all college academic programs annually.	