WITC is embarking on a *Learning College* journey to facilitate the success of all students and staff. The *Learning College* Tenets are utilized to guide this journey.

To achieve success:

1. **Partnerships are forged between learners and facilitators in the teaching/learning process.**
   - 85% of students and staff will indicate in surveys that facilitators actively involve them in designing and assessing their learning experiences

2. **An environment is created in which students and staff engage in lifelong learning.**
   - 90% of staff and students will indicate through surveys that the college encourages and supports lifelong learning
   - 100% of full-time staff are establishing their Individual Learning Plan (ILP) collaboratively with their individual supervisor
   - 100% of full-time staff are progressing towards those learning outcomes as documented in their ILP

3. **Structures are formed to obtain input from students, staff, and others as part of the college’s decision-making process.**
   - 80% of students, staff, and other appropriate stakeholders will indicate that effective structures and processes are in place to provide adequate opportunities for input into decision-making
   - 80% of students and staff will agree that their input is considered and they understand the rationale for decisions made

4. **Continuous improvement of processes and procedures is evident at individual and organizational levels.**
   - All staff will demonstrate the WITC staff core abilities.
   - 100% of functional units in the college will document improvements in processes and procedures in their year-end evaluations
   - 85% of students and staff will indicate that WITC’s processes and procedures are improving