Samar Colleges, Inc.
Mabini Ave., Catbalogan City, Samar, Phils. 6700
Tel. + 6355-5438381/8594
Website: samarcollege.edu.ph
Email: info@samarcollege.edu.ph

SAMAR COLLEGES, INC.-DCC
CATBALOGAN CITY
RECEIVED
DOC. NO. 2024619-0278-IC
DATE: 10/19/24 TIME: 2:42 pm
BY: VIVENCIO D. VERZOSA
DCC OFFICER

SCI Strategic Development Plan 2025–2035 Blueprint
Advancing Sustainability, Innovation, Relevance, and Empowering People

The Big Picture

The preferred future of Samar Colleges, Inc. (SCI) is to be a leading University of Excellence by 2035. (See Figure 1).

Figure 1

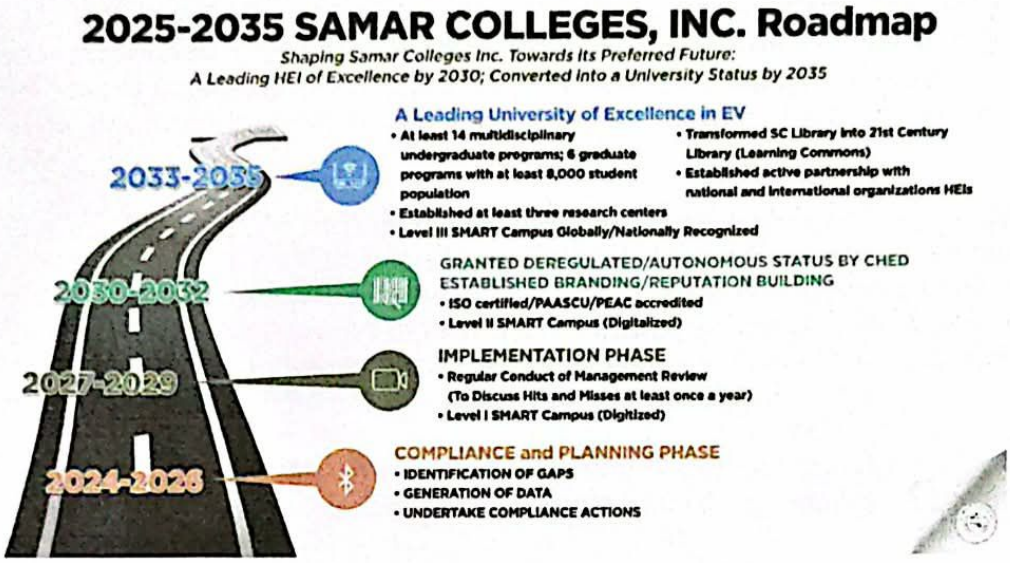


Figure 1 presents the strategic roadmap of Samar Colleges, Inc. (SCI) toward its preferred future of becoming a **Leading University of Excellence by 2035**. The roadmap depicts institutional transformation as a progressive journey undertaken through four strategic phases over a ten-year period, as follows:

- **Phase 1(2024–2026): Compliance and Planning**, focuses on laying the groundwork through institutional assessment, gap analysis, data generation, and compliance with regulatory and quality standards.

- **Phase 2 (2027–2029): Implementation**, where strategic initiatives, institutional reforms, and continuous performance monitoring are carried out to strengthen governance, academic quality, digital transformation, research, and organizational capability.

- **Phase 3 (2030–2032): Institutional distinction**, highlighted by ISO certification, accreditation, SMART campus development, enhanced

institutional reputation, and the attainment of autonomous or deregulated status.

- **Phase 4 (2033–2035):** Realization of SCI's preferred future—a **Leading University of Excellence** recognized for academic distinction, research productivity, innovation, international engagement, and transformative societal impact.

Guided by the strategic theme, **Advancing Sustainability, Innovation, Relevance, and Empowering People**, and operationalized through the Five Strategic Pillars of Institutional Transformation, the roadmap demonstrates that institutional excellence is achieved not through isolated initiatives but through an integrated, phased, and continuously improving strategy that builds institutional capacity, develops learners and people, advances knowledge and innovation, and secures long-term sustainability and impact.

The SI Strategic Development Plan 2025–2035 is anchored on the strategic theme, *Advancing Sustainability, Innovation, Relevance, and Empowering People*. This theme reflects Samar Colleges' enduring commitment to building a resilient and future-ready institution, fostering a culture of innovation, ensuring the continued relevance of its programs and services, and empowering learners, educators, employees, leaders, and communities to realize their fullest potential.

Guided by the institutional mantra, *Focus and Rise in Samar College*, the Plan charts a transformative pathway toward becoming a globally competitive, values-driven university of excellence by 2035.

The Five Strategic Pillars of the SCI

The Samar Colleges Strategic Development Plan 2025–2035 has five interconnected strategic pillars that define the institution's pathway toward becoming a **future-ready, globally competitive, values-driven, and innovative university of excellence**. These pillars provide the strategic framework for institutional transformation over the next decade, ensuring that every initiative, program, and investment contributes meaningfully to the realization of the College's Vision, Mission, and Preferred Future.

The five pillars recognize that sustainable institutional excellence is built upon strong foundations, outstanding academic programs, a vibrant culture of research and innovation, empowered people, and responsible stewardship of resources. Together, they serve as the compass that will guide Samar Colleges in navigating emerging opportunities, responding to evolving societal needs, and creating lasting value for its learners, employees, partners, and communities.

Each pillar represents a critical dimension of institutional development:

- **Pillar 1** (***Building the Institution)***. Lays the institutional foundation by strengthening governance, infrastructure, digital transformation, quality assurance, organizational resilience, and university readiness.

- **Pillar 2** ***(Developing Learners).*** advances academic excellence by developing competent, globally competitive, and lifelong learners equipped with the knowledge, skills, values, and adaptability needed to thrive in an increasingly dynamic world.

- **Pillar 3** ***(Advancing Knowledge and Innovation)***. Expands the frontiers of knowledge by fostering research, innovation, creative works, extension, internationalization, and meaningful partnerships that generate transformative societal impact.

- **Pillar 4** ***(Developing People and Leaders).*** Nurtures values-driven people, inclusive well-being, transformational leadership, and a high-performance institutional culture that inspires excellence, collaboration, and lifelong growth.

- **Pillar 5** ***(Ensuring Sustainability and Long Term Impact).*** Secures the institution's future by strengthening financial sustainability, institutional growth, environmental stewardship, stakeholder engagement, and long-term societal impact.

Theoretical Framework

The Samar Colleges Strategic Development Plan 2025–2035 is grounded in established theories and frameworks on organizational transformation, learning organizations, and institutional excellence. It draws from **John P. Kotter's Theory of Organizational Change** (2012), which emphasizes that successful transformation requires a compelling vision, empowered leadership, aligned systems, and the institutionalization of change; **Peter M. Senge's Learning Organization Theory** (2006), which views organizations as continuously learning communities that foster systems thinking, shared vision, collaboration, and continuous improvement; and the **Baldrige Excellence Framework** (National Institute of Standards and Technology, 2023), which highlights leadership, strategy, workforce, operations, and results as the essential drivers of organizational excellence and sustained performance.

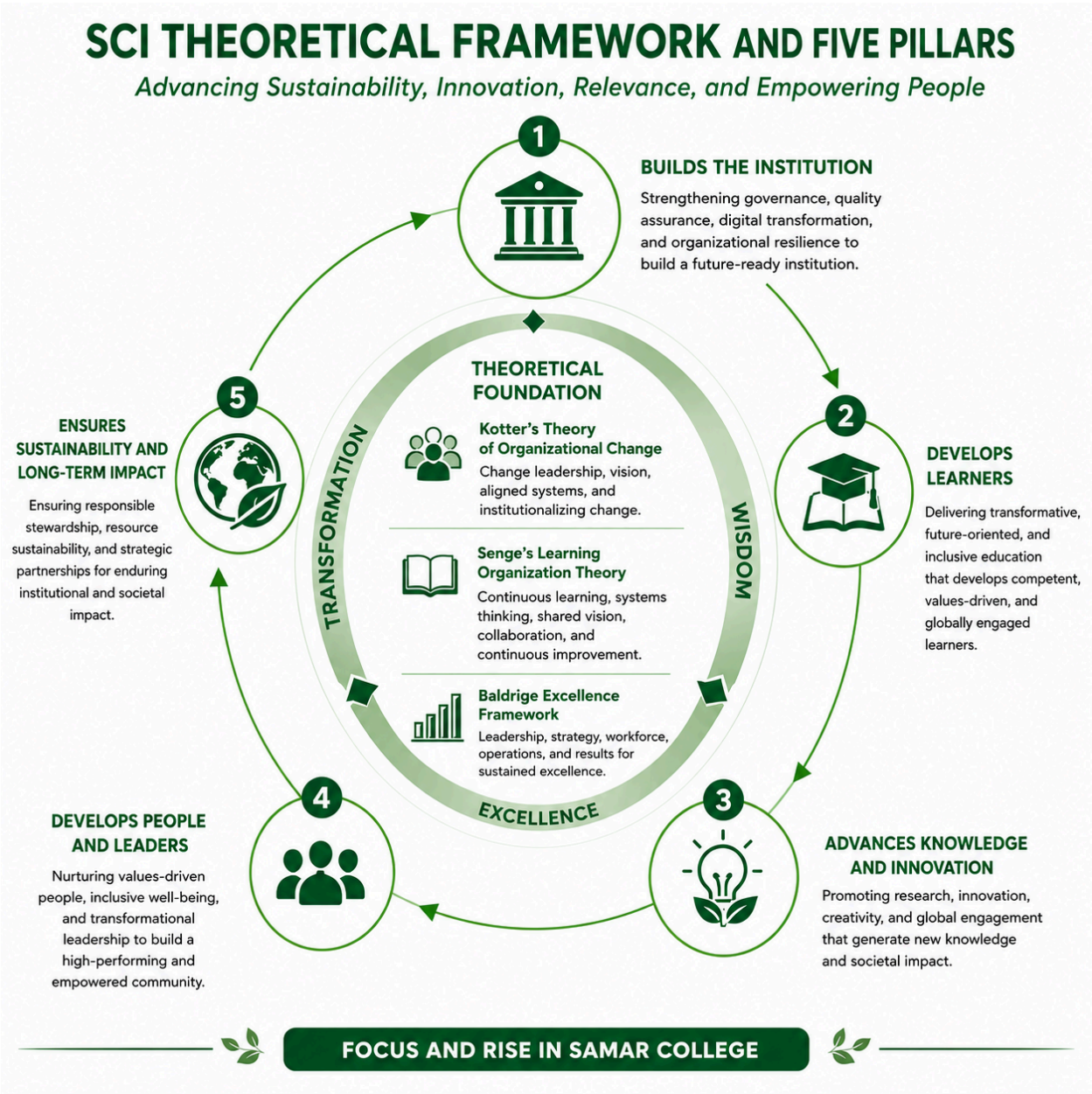
Guided by these complementary perspectives, Samar Colleges has developed its own **Five Strategic Pillars of Institutional Transformation**, which serve as the framework for achieving its preferred future as a future-ready, globally competitive, values-driven university of excellence.

Samar Colleges, Inc.
Mabini Ave., Catbalogan City, Samar, Phils. 6700
Tel. + 6355-5438381/8594
Website: samarcollege.edu.ph
Email: info@samarcollege.edu.ph

Pillar 1 builds a strong institutional foundation through governance, quality assurance, digital transformation, and organizational resilience; **Pillar 2** develops learners through transformative and future-oriented education; **Pillar 3** advances knowledge, research, innovation, creative works and global engagement; **Pillar 4** develops values-driven people, inclusive well-being, transformational leadership, and a high-performance culture; and **Pillar 5** ensures sustainability, institutional growth, and long-term societal impact through responsible stewardship and strategic partnerships.

These pillars provide a coherent institutional framework that translates internationally recognized principles of organizational excellence into strategies that are responsive to the mission, context, and aspirations of Samar Colleges.

Samar Colleges, Inc.
Mabini Ave., Catbalogan City, Samar, Phils. 6700
Tel. + 6355-5438381/8594
Website: samarcollege.edu.ph
Email: info@samarcollege.edu.ph



Samar Colleges, Inc.
Mabini Ave., Catbalogan City, Samar, Phils. 6700
Tel. + 6355-5438381/8594
Website: samarcollege.edu.ph
Email: info@samarcollege.edu.ph

Goal 1: Building the Foundations of a Future-Ready and Globally Competitive Institution of Excellence

Objectives	Strategies	Key Performance Indicators (KPIs)/Targets by 2035
1.1 **Develop and maintain safe, inclusive, sustainable, and future-ready campuses and learning environments that meet national and international standards and support SCI's pursuit of excellence and global competitiveness across all programs and levels (basic education, higher education and graduate education)**	• Implement the Campus Development and Facilities Master Plan. • Modernize classrooms, laboratories, libraries, and learning spaces into SMART and technology-enabled facilities. • Ensure compliance with safety, accessibility, environmental, and quality standards. • Institutionalize preventive maintenance, facilities audit, and asset management systems. • Integrate sustainability, disaster resilience, and universal accessibility principles into campus development.	• 100% compliance with applicable regulatory, safety, accessibility, and environmental standards. • 100% of classrooms and laboratories upgraded into SMART and technology-enabled learning spaces. • All campuses certified as safe, inclusive, and disaster-resilient learning environments. • At least 95% stakeholder satisfaction with campus facilities. • Annual campus facilities audit completed with at least 95% compliance.
1.2 **Strengthen institutional governance, strategic planning, and quality assurance systems aligned with national and international standards.**	• Institutionalize an integrated governance, strategic planning, and performance management system. • Strengthen Quality Assurance and Continuous Quality Improvement (CQI) across all units. • Align institutional policies with national and international quality standards. • Strengthen compliance, internal audit, and enterprise risk management systems. • Develop leadership competencies in governance and strategic management. • Utilize institutional dashboards and analytics for evidence-based decision-making. • Revisit the VMGO of SCI.	• Strategic Planning and Performance Management Committee (SPPMC) fully operational. • ISO 9001 Quality Management System maintained and successfully recertified. • 100% of units implement annual planning, monitoring, and performance review systems. • 100% of units institutionalize CQI mechanisms. • At least 90% achievement of institutional KPIs annually. • Annual internal quality audits completed across all units. • Sustained national and international accreditations, certifications, and institutional recognitions. • Institutional performance dashboard fully operational. • At least 95% stakeholder satisfaction with governance and quality assurance systems. • Conducted periodic multi-sectoral, multi-level consultation on SCI's plans and programs, VMGOs, etc.

Goal1 continued

Samar Colleges, Inc.
Mabini Ave., Catbalogan City, Samar, Phils. 6700
Tel. + 6355-5438381/8594
Website: samarcollege.edu.ph
Email: info@samarcollege.edu.ph

Objectives	Strategies	Key Performance Indicators (KPIs)/Targets by 2035
1.3 **Accelerate digital transformation, AI integration, and data-informed decision-making across academic and administrative functions.** 1.4	• Implement the SCI Digital Transformation and AI Roadmap. • Institutionalize AI-enabled teaching, learning, research, governance, and administrative services. • Develop an integrated institutional data ecosystem and executive dashboards. • Strengthen digital infrastructure, cybersecurity, and enterprise information systems. • Build digital, AI, and data literacy competencies across the institution. • Promote responsible and ethical use of AI technologies.	• 100% of academic and administrative units utilize integrated digital systems. • At least 90% of institutional processes digitized or automated. • At least 15 AI-enabled institutional systems operational. • At least 90% of faculty and staff demonstrate digital and AI competencies. • 100% of strategic decisions supported by institutional analytics and dashboards. • At least 95% stakeholder satisfaction with digital services.
1.5 **Enhance institutional agility, risk management, and organizational resilience in responding to emerging opportunities and disruptions.**	• Develop comprehensive business continuity, disaster resilience, and crisis management systems. • Integrate strategic foresight, environmental scanning, and scenario planning into institutional planning. • Strengthen organizational adaptability through innovation and change management. • Build institutional competencies in crisis leadership and resilience. • Foster a culture of organizational learning and continuous improvement.	• 100% of units maintain updated Business Continuity Plans. • Annual environmental scanning, strategic foresight, and scenario planning exercises conducted. • At least 90% of administrators and personnel trained in risk and crisis management. • Zero major institutional disruption resulting from inadequate preparedness. • At least 95% stakeholder confidence in institutional resilience.

Goal1 continued

Samar Colleges, Inc.
Mabini Ave., Catbalogan City, Samar, Phils. 6700
Tel. + 6355-5438381/8594
Website: samarcollege.edu.ph
Email: info@samarcollege.edu.ph

Objectives	Strategies	Key Performance Indicators (KPIs)/Targets by 2035
1.6 **Accelerate digital transformation, AI integration, and data-informed decision-making across academic and administrative functions.**	• Implement the SCI Digital Transformation and AI Roadmap. • Institutionalize AI-enabled teaching, learning, research, governance, and administrative services. • Develop an integrated institutional data ecosystem and executive dashboards. • Strengthen digital infrastructure, cybersecurity, and enterprise information systems. • Build digital, AI, and data literacy competencies across the institution. • Promote responsible and ethical use of AI technologies.	• 100% of academic and administrative units utilize integrated digital systems. • At least 90% of institutional processes digitized or automated. • At least 15 AI-enabled institutional systems operational. • At least 90% of faculty and staff demonstrate digital and AI competencies. • 100% of strategic decisions supported by institutional analytics and dashboards. • At least 95% stakeholder satisfaction with digital services.
1.7 **Enhance institutional agility, risk management, and organizational resilience in responding to emerging opportunities and disruptions.**	• Develop comprehensive business continuity, disaster resilience, and crisis management systems. • Integrate strategic foresight, environmental scanning, and scenario planning into institutional planning. • Strengthen organizational adaptability through innovation and change management. • Build institutional competencies in crisis leadership and resilience. • Foster a culture of organizational learning and continuous improvement.	• 100% of units maintain updated Business Continuity Plans. • Annual environmental scanning, strategic foresight, and scenario planning exercises conducted. • At least 90% of administrators and personnel trained in risk and crisis management. • Zero major institutional disruption resulting from inadequate preparedness. • At least 95% stakeholder confidence in institutional resilience.

Goal1 continued

Objectives	Strategies	Key Performance Indicators (KPIs)/Targets by 2035
1.8 **Achieve institutional readiness and strategic milestones toward autonomous university status by 2035.**	• Implement the University Transition Roadmap. • Strengthen academic excellence, graduate education, research, innovation, extension, and internationalization. • Enhance faculty qualifications and professional development. • Develop world-class learning facilities and digital infrastructure. • Strengthen financial sustainability and institutional effectiveness. • Pursue national and international accreditation, certification, rankings, and strategic partnerships. • Align institutional initiatives with the DepEd 5 Point Agenda, CHED ACHIEVE Agenda, Ambisyon Natin 2040, Bagong Pilipinas, and the United Nations Sustainable Development Goals (SDGs).	• SCI satisfies institutional requirements for autonomous university status. • 100% compliance with applicable CHED requirements and university standards. • Majority of academic programs attain the highest accreditation level for which they are eligible. • At least 80% of full-time faculty possess graduate degrees, with at least 40% holding doctoral or terminal degrees. • Significant increase in research publications, innovation outputs, international collaborations, and extension initiatives from the 2025 baseline. • Sustained improvements in institutional rankings and national and international recognitions. • University Transition Roadmap milestones completed on schedule.

Goal 2 : Advancing Academic Excellence, Student Success, and Lifelong Learning

Objectives	Strategies	Key Performance Indicators (KPIs)/Targets by 2035
2.1 Deliver transformative, outcomes-based, learner-centered academic programs responsive to national and global needs.	Periodically review and enhance curricula; strengthen standards-based, learner-centered instruction in Basic Education and OBE implementation in Higher Education; integrate digital literacy, AI, entrepreneurship,	100% of Basic Education and Higher Education curricula reviewed and updated every 3–5 years; 100% of Basic Education curricula aligned with the K–12 curriculum and national standards, and 100% of Higher Education programs aligned with

	sustainability, and global competencies across all academic programs	Outcomes-Based Education (OBE) and relevant industry and regulatory standards.
2.2 Improve educational outcomes across all academic levels by enhancing assessment practices to increase National Achievement Test (NAT) performance in Basic Education and by strengthening student learning outcomes, graduate employability, and licensure examination performance in Higher Education.	Strengthen learner support systems through targeted academic interventions, assessment enhancement, remediation and enrichment programs, career guidance, internships, board review initiatives, and graduate tracking to improve National Achievement Test (NAT) performance in Basic Education and student learning outcomes, graduate employability, and licensure examination performance in Higher Education.	Graduate employability ≥95%; board examination performance consistently above national average; increased number of topnotchers. Improved National Achievement Test (NAT) performance in Basic Education; graduate employability rate of at least 95%; licensure examination passing rates consistently above the national average; and an increasing number of topnotchers in Higher Education.
2.3 Expand lifelong learning, flexible learning, and micro-credential programs.	Offer stackable certificates, executive education, CPD, and online learning programs.	At least 30 micro-credential and lifelong learning offerings established.
2.4 Promote inclusive, accessible, and student-centered learning environments.	Strengthen student wellness, scholarships, advising, guidance, and inclusive education initiatives.	Student retention ≥95%; graduation rate increased by at least 20% from baseline; student satisfaction ≥95%.
2.5 Enhance academic quality and international competitiveness.	Expand accreditation, benchmarking, international academic partnerships, and faculty exchanges.	Majority of programs attain highest accreditation level; expanded international academic collaborations.

Goal 3 : **Accelerating Research, Innovation, Extension, and Global Engagement**

Objectives	Strategies	Key Performance Indicators (KPIs)/Targets by 2035
3.1 Increase research productivity, quality, and societal impact.	Strengthen research funding, mentoring, interdisciplinary collaboration, and publication incentives.	Research publications increase by at least 300% from the 2025 baseline.

3.2 Promote innovation, technology transfer, and entrepreneurship.	Establish innovation hubs, incubation programs, and intellectual property support.	At least 30 innovations, patents, copyrights, or utility models generated.
3.3 Strengthen extension programs aligned with community needs and the SDGs.	Scale institutional extension programs using evidence-based approaches and impact assessment.	Extension beneficiaries increase by at least 200%; measurable community impact documented annually.
3.4 Expand internationalization and global engagement.	Strengthen mobility, international partnerships, collaborative research, and international memberships.	At least 75 active international institutional partnerships.
3.5 Position SCI as a regional leader in innovation and community engagement.	Participate in national and international innovation competitions and rankings.	Increased national and international recognitions including WURI, QS Stars, and similar initiatives.

Goal 4 : Nurturing Values-Driven People, Inclusive Well-Being, and Organizational Excellence

Objectives	Strategies	Key Performance Indicators (KPIs)/Targets by 2035
4.1 Develop highly competent, values-driven, innovative, and future-ready faculty and staff.	Implement competency-based recruitment, faculty development, leadership training, scholarship, and professional certification programs anchored on SCI's core values.	• 100% of employees complete annual professional development. • At least 80% of faculty possess graduate degrees, with increasing doctoral qualifications. • At least 95% employee competency rating.
4.2 Strengthen leadership succession, organizational capability, and institutional stewardship.	Institutionalize succession planning, mentoring, coaching, executive development, and leadership immersion programs.	• Leadership succession plan implemented in all key offices. • At least two leadership development programs conducted annually. • Ready pool of qualified successors for all strategic positions.
4.3 Foster a values-driven, ethical, inclusive, and	Integrate SCI's core values into performance management, recognition systems, orientation	• At least 95% employee engagement and organizational climate rating. • Values integration evident in all HR systems.

high-performance institutional culture.	programs, leadership development, and organizational policies.	• Increased employee recognition and engagement initiatives annually.
4.4 Promote inclusive well-being, employee engagement, and holistic development.	Strengthen physical, mental, emotional, social, financial, and spiritual wellness programs while promoting diversity, equity, inclusion, and work-life integration.	• At least 95% employee satisfaction. • Wellness participation rate of at least 90%. • Reduced employee turnover and absenteeism. • Inclusive workplace initiatives institutionalized across all units.
4.5 Cultivate a culture of innovation, collaboration, continuous learning, and organizational excellence.	Establish innovation laboratories, quality circles, communities of practice, and institutional learning initiatives while recognizing innovative practices.	• Annual increase in innovation and CQI projects. • At least one institutional innovation showcase conducted annually. • Increased organizational productivity and process improvements documented annually.

GOAL 5 Achieving Financial Sustainability, Institutional Growth, and Societal Impact

Objectives	Strategies	Key Performance Indicators (KPIs)/Targets by 2035
5.1 Strengthen institutional financial sustainability and resource generation.	Diversify revenue streams, strengthen endowment, grants, and entrepreneurial initiatives.	Non-tuition income contributes at least 30% of institutional revenues.
5.2 Expand strategic partnerships and stakeholder engagement.	Strengthen collaboration with government, industry, alumni, parents, NGOs, and international organizations.	At least 100 active strategic institutional partnerships.
5.3 Enhance institutional visibility, reputation, and competitiveness.	Strengthen branding, marketing, rankings, awards, and public engagement.	Sustained improvement in national and international institutional rankings and recognitions.
5.4 Institutionalize sustainable resource management and environmental stewardship.	Implement green campus initiatives and sustainable operations.	Carbon footprint reduced; campus sustainability initiatives institutionalized.

Samar Colleges, Inc.
Mabini Ave., Catbalogan City, Samar, Phils. 6700
Tel. + 6355-5438381/8594
Website: samarcollege.edu.ph
Email: info@samarcollege.edu.ph

5.5 Maximize institutional impact on regional and national development.	Align institutional initiatives with national development priorities and the Sustainable Development Goals.	Documented contributions to regional development and measurable SDG outcomes.

Samar Colleges, Inc.
Mabini Ave., Catbalogan City, Samar, Phils. 6700
Tel. +6355-5438381 8594
Website: samarcollege.edu.ph
Email: info@samarcollege.edu.ph

References

- Collins, J. (2001). *Good to Great: Why Some Companies Make the Leap... and Others Don't*. HarperBusiness.
- Kotter, J. P. (2012). *Leading Change* (Rev. ed.). Harvard Business Review Press.
- National Institute of Standards and Technology. (2023). *Baldrige Excellence Framework® 2023–2024*. U.S. Department of Commerce.
- Senge, P. M. (2006). *The Fifth Discipline: The Art and Practice of the Learning Organization* (Rev. ed.).

Consolidated/Prepared/Approved by:

YANIE MAE C. CORDERO, LPT
Chair, TWG for AI integration for Basic Ed.
OIC Secretariat, SPPMC

RITCHELLE D. JABAGAT, LPT
OIC Director, Quality Assurance Office
Secretariat, SPPMC

JAQUELYN G. MONTALES, EdD
Dean, College of Education
Secretariat, SPPMC

LYDIA A. GONZALES, DM
Head, HRMD
Secretariat, SPPMC

LETECIA R. GUERRA, PhD
SVP for Basic Education
Lead Planner, SPPMC

MELDRITO B. VALLES, PhD
SVP for Cultural & External Affairs
Lead Planner, SPPMC

PEDRITO G. PADILLA, PhD
SVP for Academic Programs
Lead Planner, SPPMC

MARILYN B. CARDOSO, PhD
SVP for Programs Devt. & QA
Lead Planner, SPPMC

FIDENCIA P. ORAL
SVP for Finance
Lead Planner, SPPMC

MANUELILDA ROSARIO A. TORREVILLAS
SVP for Administration/School Administrator
Lead Planner, SPPMC

RHETT CAESAR L. PICZON
School President/Chairman, Board of Directors
Chairperson, SPPMC