



ANNUAL PLAN 2019-2020

▶▶▶ STUDENT SUCCESS

- A. Identify actionable opportunities to increase enrollment.
 - 1. Create a strategic enrollment management plan.
- B. Redevelop and enhance the SpartanNet portal to improve navigation/use and communicate more effectively with students.
- C. Make continued progress with developmental education following the Minnesota State roadmap guidelines.
 - 1. Create an affordable learning materials plan and establish tracking mechanisms to document progress.
- D. Develop strong partnerships with career academies in our region.
- E. Document expenses for online learning, and develop a plan to reduce online student tuition.

▶▶▶ EQUITY AND INCLUSION

- A. Establish a plan to transform student support and service for students of color.
- B. Implement the President's Council on Equity and Inclusion.
 - 1. Review Minnesota State campus climate results and update the college diversity plan to address areas of opportunity.
 - 2. Strengthen internal and external visual and written narratives to increase representation of nontraditional and under-represented student populations.
 - 3. Review the selective admission processes and procedures for academic programs to ensure equitable access.
 - 4. Complete the Voluntary Compliance Plan and begin to address OCR review findings.
 - 5. Update 3-5 policies/practices/procedures shown to have a negative impact on specific student groups
 - 6. Support all supervisors with the Intercultural Development Inventory assessment and follow-up coaching.



▶▶▶ INSTITUTIONAL, PROGRAMMATIC, AND FINANCIAL GROWTH AND SUSTAINABILITY

- A. Develop and enhance co-curricular and curricular assessment and complete the Higher Learning Commission report due June 1, 2020.
- B. Complete a technology disaster recovery plan.
- C. Complete all annual activities/goals in the Regional Workforce Development Solutions plan.
- D. Increase private giving ratio of individuals and companies to the foundations.
- E. Support a research and development work group to establish an innovative curriculum plan to grow credit and non-credit enrollments.
- F. Research and develop 3-5 new curricular opportunities to increase enrollment.
- G. Grow the Workforce Development Solutions headcount by 7 percent.
- H. Finalize a strategic marketing and activity plan for social media.

▶▶▶ PROFESSIONAL DEVELOPMENT FOCUS AREAS

- A. Supervisors: Intercultural Development Inventory assessment and follow-up coaching, conflict management, meeting facilitation and employee recognition
- B. All employees: Leadership development opportunities
- C. All employees: Cultural competence
- D. Faculty: Developing quality in online instruction, student engagement, de-escalation and classroom management, accessible learning materials and assessment
- E. All employees: Vision 2025 enrollment growth

