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 polices/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