



MISSION: Minnesota State Community and Technical College specializes in affordable and exceptional education, service, and workforce training. We welcome all students and engage them in shaping their futures and their communities.

VISION: A success story for every student. **VALUES:** Integrity. Inclusion. Innovation.

STRATEGIC WORK PLAN

Fiscal Year 2020-2021

PILLAR I - STUDENT SUCCESS



1. ALIGN STUDENT SUPPORT WITH STUDENT NEEDS.

▶ STUDENT INTAKE FORM

Identify student needs and intervention strategies by developing and implementing a student intake survey. Resources will be allocated and integrated into planning that supports identified student needs.

▶ EMERGENCY FUNDS

Increase student food pantry and emergency grant funds to \$250,000.

▶ EQUITABLE AND ACCESSIBLE STUDENT SUPPORT

Identify and address gaps in student services by compiling an inventory of current student support services and conducting focus groups and surveys to better understand the perspective of students.

2. IMPROVE TOOLS TO ADDRESS INDIVIDUAL STUDENT NEEDS.

▶ LEVERAGE PERKINS V FUNDING TO INCREASE CTE PROGRAM PERSISTENCE AND COMPLETION

Increase persistence and completion rates of special populations (underrepresented, underrepresented gender in major) in Career and Technical Education programs by leveraging Perkins V funding.

▶ EARLY ALERT

Implement a new early alert system to 1) increase student term success by 3 percent (completion in good standing); 2) increase fall-to-spring success by 3 percent (retain or graduate); and 3) increase fall-to-fall success by 2 percent.



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Minnesota State Community and Technical College,
a member of Minnesota State, is an affirmative action,
equal opportunity educator and employer.



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3. ENHANCE PROGRAM REVIEW.

▶ IDENTIFY OPPORTUNITIES

Enhance the program review process to identify curricular, co-curricular and department opportunities.

▶ INTEGRATE PROGRAM REVIEW

Integrate program review into the budget planning process.

PILLAR II - EQUITY AND INCLUSION



1. MODEL A WELCOMING, SUPPORTIVE AND INCLUSIVE CAMPUS CLIMATE.

▶ IMPROVE EQUITY AND INCLUSION CAMPUS AND COMMUNITY CLIMATE

Improve the campus and community climate by hosting at least four equity and inclusion community conversations and establishing safe spaces to have a dialogues about issues of equity and inclusion. An employee survey tool will be used to measure campus climate.

▶ REVIEW AND UPDATE POLICIES WITH AN EQUITY LENS

Review and update a minimum of 10 policies with an equity lens. All managers and administrators will be equipped to conduct reviews by completing the Cultural Competence/IDI Assessment training.

2. ACHIEVE EQUITABLE STUDENT OUTCOMES.

▶ INCREASE EQUITABLE STUDENT OUTCOMES

Increase equitable outcomes for underserved students by completing an Academic Student Equity Plan that identifies pedagogical and curricular approaches across all modalities.

▶ IMPLEMENT THE DEVELOPMENTAL EDUCATION STRATEGIC ROADMAP

Implement the developmental education strategic roadmap to improve developmental education and English language learner (ELL) student success. The goal is to 1) increase course completion rates by 3 points; 2) increase fall-to-fall retention or graduation rates by 2 points; and 3) decrease the gap in course completion for developmental or ELL courses as compared to rates for other students.

▶ DIVERSIFY STUDENT ORGANIZATIONS

Strengthen support to diversify student organizations on all campuses.



PILLAR III - FINANCIAL SUSTAINABILITY



1. PROVIDE EXCELLENT AND INCLUSIVE ACADEMIC PROGRAMS AND STUDENT SUPPORT.

▶ ALIGN EMPLOYEE DIVERSITY AND STAFFING RATIOS

Align staffing with state and national benchmarks while increasing employee diversity through the strategic hiring of faculty, staff and administrators.

▶ LAUNCH SUSTAINABLE NEW PROGRAMS

Develop the structure, oversight and advocacy to research, develop and launch new programs.

▶ STATE-OF-THE-ART INSTRUCTIONAL FACILITIES

Provide state-of-the-art instructional facilities that foster connections between theory and practice.

▶ FOSTER MISSION-APPROPRIATE ACADEMIC PARTNERSHIPS

Develop an action plan for each academic school that fosters mission-appropriate academic partnerships. Action plans should identify current partnerships and opportunities for enhanced partnerships.

▶ PROGRAM VISIBILITY IN COMMUNITIES

Increase the visibility of our credit and non-credit academic programs in our communities by completing crosswalks and pathways, and aligning program review with marketing strategies.

2. INCREASE INNOVATION AND EFFICIENCY THROUGHOUT THE COLLEGE.

▶ MASTER SCHEDULE EFFICIENCY

Increase efficiency in developing the master schedule by implementing a data-informed approach to scheduling classes.

▶ SUPPORT INNOVATION AND CREATIVITY

Develop a structure to support innovation and creativity, including infrastructure to support the launch and management of College initiatives.

3. EQUIP DEANS, DIVISION CHAIRS AND PROGRAM DIRECTORS WITH THE SKILLS TO MEET THE CHANGING NEEDS OF STUDENTS AND THE COLLEGE.

▶ LEADERSHIP TRAINING

Provide opportunities for leadership training and development.

