MINNESOTA STATE COMMUNITY AND TECHNICAL COLLEGE 2022-23 ANNUAL PLAN

Mission | Vision | Values | Pillars

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PILLAR I
STUDENT SUCCESS

Continue phased implementation of M State branded Guided Learning Pathways (GLP) with a goal of equitable student outcomes by 2030.

1. Instructional Schools
   a. Develop academic program offering plans by school to sustain M State campuses and meet regional workforce needs
   b. Applied Technology
      i. Establish an Energy Center in partnership with Xcel Energy to address workforce shortages and improve program access
      ii. Identify, research and apply for a Criminal Justice Skills Program location
      iii. Examine and use meta-major data to inform content for onboarding students in key foundational courses
   c. Business and Information Technology
      i. Implement the business Guided Learning Pathway including the Introduction to Business, a business onboarding course, and full business core
      ii. Develop an Information Technology Guided Learning Pathway for implementation in FY24
      iii. Analyze and assess credit for prior learning opportunities within the School of Business and Information Technology
   d. Health Sciences, Human Services and Nursing (HSHSN)
      i. Establish the HSHSN Leadership Team comprised of all HSHSN program directors and Division Chair
      ii. Examine opportunities for onboarding new students into healthcare and human services pathways
      iii. Develop plans for simulation labs on all campuses
      iv. Communicate the purpose of Guided Learning Pathways and the ACIP model to internal and external stakeholders

e. Liberal Arts and Sciences (LAS)
    i. Develop three IGNITE (fist-year experience) goal area courses within LAS
    ii. Explore adding key aspects of the ACIP framework into key, high enrollment first-term courses. Topics may include digital literacy, personal connections and opportunities for mentorship

2. **Advising**
    a. Advising Model
        i. Create an Advising Steering Team to guide advising activities on campus
        ii. Secure an external consultant to implement a Success Navigator approach to advising and student support within the instructional schools
        iii. Define the technical faculty advisor role and how faculty and professional advisors interact to support student success
        iv. Assess and evaluate the mission, vision and goal statements for advising
        v. Determine advising capacity inclusive of professional and faculty advisors
        vi. Create student learning outcome (SLO) and program delivery outcome (PDO) statements and assessments
        vii. Update, distribute and vet advising syllabus
    b. Determine key requirements for advising/FA implementation in Salesforce, inclusive of professional and faculty advisors
        i. Create M State Salesforce Student Success Hub Implementation Team
        ii. Complete a project charter with goals, scope of project and assessment methods
        iii. Define business process and submit proposal to cabinet
        iv. Implementation team will work with Salesforce on software configuration
        v. Implementation team will rollout training and conversion of operations to Salesforce
        vi. Create and implement a faculty training plan

PILLAR II
EQUITY AND INCLUSION

1. **Equity 2030**
    a. Implement campus inclusion reporting
        i. Review process and establish marketing for the process
        ii. Establish a Campus Inclusion Advisory Team to review incident reports
        iii. Educate stakeholders on campus inclusion and processing of incidents
    b. Address equity gaps
        i. Assess campus climate
        ii. Instructional schools will develop equity committees and equity plans
    c. Begin implementation of a holistic support program for BIPOC students in healthcare programs and pathways in accordance with the Bremer Foundation Grant

     d. P20 Collaborations will identify and partner with three districts to increase participation of BIPOC and low-income students in dual enrollment programming

2. **Professional development**
     a. Engage students in equity and inclusion
          i. Establish a year-round inclusion calendar and programs
          ii. Create a student curriculum using the campus equity and inclusion model
          iii. Focus on student self-awareness of social identities, cultural influences, awareness of prejudices, stereotypes, and biases, superiority and inferiority, as well as perception of others and the impact of behaviors
     b. Engage faculty and staff through a focus on culturally responsive teaching and pedagogy

3. **Basic Needs Support**
     a. Target support for students' basic needs through implementation of the Student Intake Form and data-informed budget allocation
     b. Evaluate the college's basic needs support services
     c. Address basic needs insecurity
          i. Convert food shelves into food pantries on all four campuses to expand product selection options and serve as a hub to connect students to other community basic needs resources and support systems
          ii. Implement SNAP Awareness campaign with targeted reach out to students with specific Pell eligibility
     d. Support students' mental health
          i. Evaluate the TalkCampus mental health support platform for effectiveness in supporting students
          ii. Participate in a peer-to-peer mental health pilot grant project to create a mental health support program at the college
     e. Communicate Services
          i. Collaborate with faculty leaders to create a basic needs statement for course syllabi
          ii. Participation in the state-wide 211 project with the Greater Twin Cities United Way
          iii. Maintain and enhance the Spartans Basic Needs Support webpage

4. **Student Engagement and Inclusive Student Experiences**
     a. Revitalize student life programming through exploring college-wide student organizations in addition to campus-based organizations
     b. Create clear paths for student voices and advocacy to identify processes, policies and procedures that are contributing to equity gaps

PILLAR III
FINANCIAL SUSTAINABILITY

1. **Strategic Enrollment Management (SEM) Planning**
   a. Analyze the student application process, from prospects to registered M State students, to improve efficiency and the transition of new students from the enrollment team to academic and student affairs staff
   b. Update the college's SEM plan to include clear targets, strategies, tactics and action plans for implementation in January 2023
   c. Research and apply good practice to academic programming and course scheduling
        i. Prepare for launch of year-long scheduling in FY24
        ii. Invest in data-informed scheduling practices to attract adult learners
   d. Implement an inclusive process to create a marketing plan and strategy, institutional brand and updated marketing standards to share broadly with the college community

2. **Implement integrated planning to align funding with strategic and operational plans across the institution**

3. **Credit for Prior Learning (CPL)**
   a. Initiate systematic implementation of CPL across all campuses including hiring a director and the creation of a steering committee and advisory board
   b. Identify pilot programs and faculty champions for implementation of CPL
   c. Revise current CPL policy and procedure
   d. Provide professional development opportunities for faculty and staff
   e. Reinvigorate the Individualized Studies program

4. **Innovations, Opportunities and Collaborations**
   a. Obtain one multi-year federal grant greater than $1.5 million that aligns with the college strategic plan during FY23
   b. Raise at least $250,000 from external sources in FY23 that can be used for general college support in FY24

5. **Expand the reach of Workforce Development Solutions by identifying training areas and training opportunities throughout the region**
   a. Expand commercial driver's license (CDL) training to support regional partners in meeting federal regulations
   b. Build and develop additional course offerings to mirror the workforce needs of the region

6. **M State Foundations**
   a. Raise $260,000 directed towards college priorities
   b. Raise $500,000 for student scholarships