Last Spring (2015) Barton employees participated in a Strategic Planning Meeting and completed a maturity scale on Higher Learning Commission (HLC) criteria for accreditation and Barton's Core Priorities. After tabulating the scores, below are the items which Barton employees identified as needing attention.

MISSION

Enhance awareness of college mission and relevance to all employees and community.

Rework mission with feedback from campus and community. Revisit annually with all involved.

Provide a shortened statement to unify Barton and drive decisions.

Include reference to professional development and student success benchmarks in mission statement.

OPERATIONAL INTEGRITY

Enhance awareness of policies and procedures related to conduct.
Campus communications such as forums should be prioritized through supervisors or made mandatory.
Further develop performance evaluation system and increase frequency.
Provide opportunities for cross-departmental conversation.
Build awareness of college ROI to communities.

TEACHING & LEARNING: Quality, Resources & Support

Standardize and define professional development. Emphasize its importance and increase its availability.
Improve teaching evaluation system and extend to adjunct faculty.
Develop avenues for rewarding and recognizing good teaching and quality work.
Enhance awareness of resources and services available to faculty, staff and students.
Standardize use of e-gradebook and time requirements for grading and feedback.
Extend all training and assessment resources to associate faculty.
Develop robust mentor programs for faculty, staff and students.

TEACHING & LEARNING: Evaluation & Improvement

Conduct program reviews for all programs on a regular basis.
Improve use of Course Level Assessments and develop consistency in assessment requirements.
Focus on improving advising and scheduling methods.
Provide resources for faculty to make improvements based on assessment results.

RESOURCES & PLANNING

Adopt strategic plan and build unity throughout Barton around the four core principles.
Encourage the use of advisory boards and involvement of community members.
Align individual and departmental goals with college mission and core priorities.
Develop process to evaluate workforce and community needs in terms of programming.

The executive leadership council has met and formulated the yearly plan for FY2016 reflecting the themes above.
The Board of Trustees has also approved the plan.

Below is a chart.

Goal	Key Performance Indicator	Action Item
1. Increase student retention and completion.	Increase first to second year retention and completion rates for Barton Applicants who are First Time, FT, Degree/Certificate seeking comparing year to year and semester to semester. Goal: Directional Improvement.	a. Write Title III grant to focus on improving retention and completion (include Grant Administrator) b. Continue Implementing Degree Works to enable identification and communications to students close to completion c. Developed default aversion communication process through Financial Aid.
2. Enhance the Quality of Teaching and Learning.	Increase student course evaluation scored on #4 which deals with the gradebook, and #9 which deals with e-mail. Goal is to show directional improvement for all faculty (so either individually or by department, but not as a whole as the average is already above a 4).	Increase student access to student gradebook and align student and instructor expectations of communication through syllabus
3. Enhance internal communication.	To increase PACE Score a. information sharing b. sharing decision making PACE Survey • The extent to which information is shared within this institution, 3.44 • The extent to which I am able to appropriately influence the direction of this institution, 3.48 • The extent to which open and ethical communication is practiced at this institution, 3.53	Utilize professional conference days and advising/enrollment days to enhance communication internally among stakeholders
4. Enhance External Communication.	Implementation of community perception survey (random sample) in order to measure success of community forums.	PR will provide editorial support to Trustee Chair in development/print of public editorial, relating to each Board review of ENDs statement throughout the year - 9 editorials inviting public
5. Initiate periodic review of the Mission Statement and Vision Statement.	Evaluate based on Survey results and other feedback.	a. In June of 2016 the Board of Trustees does their annual review of END 8: Strategic Plan. In the fall of 2015 at the Retreat the Board will review ideas and timeline for annual review of Mission and Vision. b. Facilitate Board review of mission and vision for the fall Trustee Retreat

6. Through Professional Development, identify and create a training for understanding and use of process improvement methodologies.	For activities to reach level 4 and 5 in the Maturity Scale, there will need to be detailed measures of process and product quality which will enable continuous process improvement.	Quarterly update of available professional development to entire institution to enhance faculty and staff awareness of opportunities
7. Develop consistent & robust employee orientation.	Review and revise system based on survey results and other feedback.	The development of the Agile Employee Onboarding system has been initiated. A welcome e-mail has been developed, along with job specific e-mails providing employees with information on organizational structure, benefits, required paperwork, etc. with the intention of acclimating them to the Barton culture in advance of their first work day. Workflow templates have been created to track tasks that need to be completed as part of this process. In addition, an employee survey will be initiated to document new employee satisfaction and make process improvements where needed.
8. Enhance professional development system.	Increase PACE Survey scores for • The extent to which this institution has been successful in positively motivating my performance, 3.71 Evaluate based on employee survey and strategic planning response	Put in place an automated email to remind employees on a regular basis throughout the year. Also develop a web page with conferences used by various departments with dates so employee will know schedule.