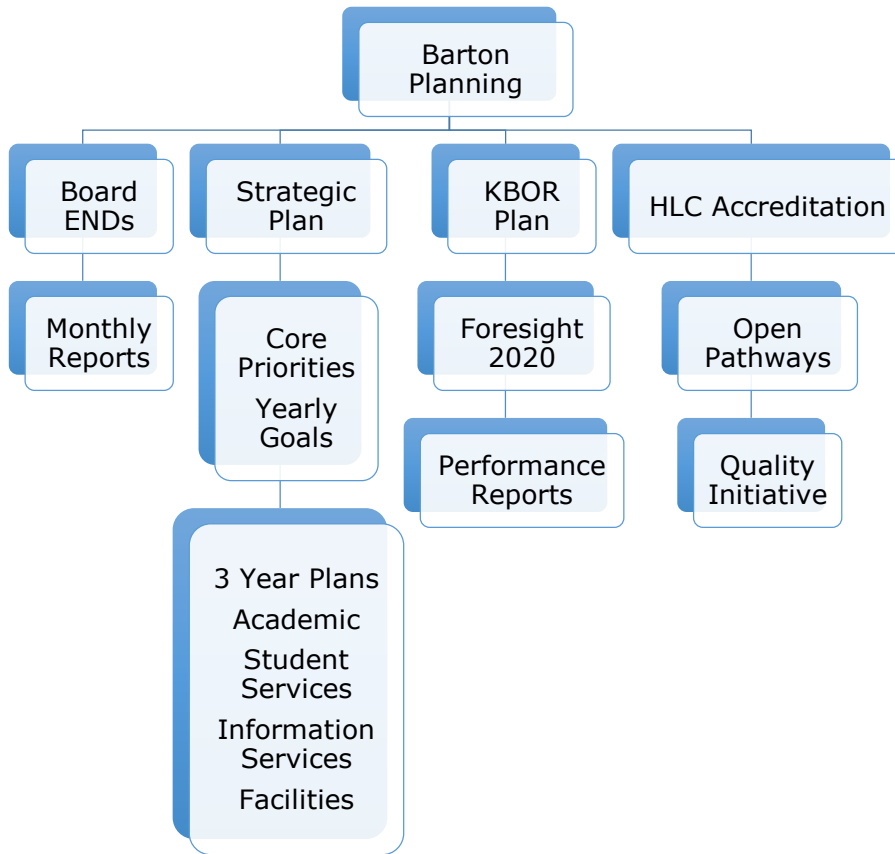
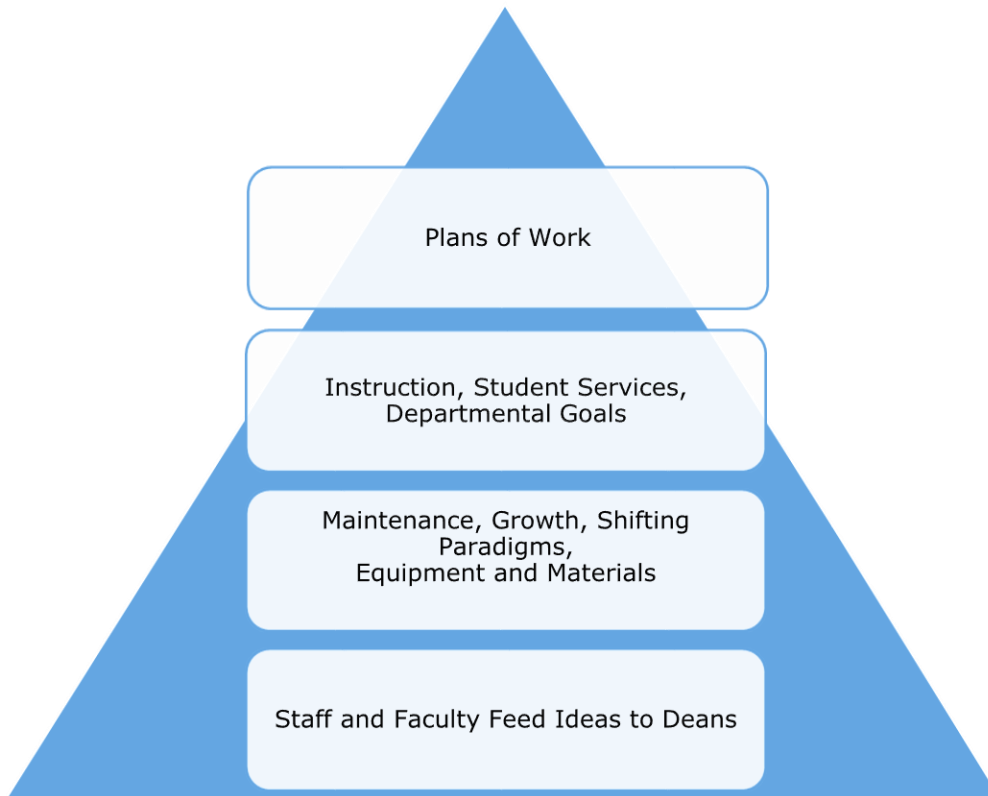


The following charts summarize the planning process.



Three Year Academic/Student Services/Information Services/Facilities Plans of Work Model



Drive Student Success (Budgeted – Growth \$687,685 increase of \$292,631) (Instruction and Student Services \$18,112,489 increase of \$235,419)

1. Prioritize retention and completion strategies

- Identify systems and processes to improve retention and completion outcomes; implement and evaluate
- Explore and implement intentional strategies for gathering student input, particularly related to student success, retention and completion outcomes

2. Enhance the Quality of Teaching and Learning

- Foster student engagement through student interaction strategies
- Strengthen Academic integrity expectations and safeguards

Cultivate Community Engagement (Budgeted – Growth \$120,000 increase of \$20,000)

3. Cultivate and Strengthen Partnerships

- Maintain and develop partnerships with universities and school districts; identify ways to enhance post-secondary opportunities for students.
- Identify new programs and services through existing and expanded workforce partnerships. *

4. Reinforce Public Recognition of Barton Community College

- Enhance communication and marketing initiatives for BARTonline, academic events & programs, and workforce/continuing technical educational programs.

5. Provide Cultural and Learning Experiences for the community

- Offer short professional development and community centered courses online, on-campus and for our communities.
- Offer cultural events for our communities.

Emphasize Institutional Effectiveness (Budgeted – Growth \$41,725 decrease of \$150,000) (Academic Support, Institutional Support and Facilities \$14,963,906 decrease of (\$101,799))

6. Develop, enhance, and align business processes

- Develop and demonstrate data-informed decision-making
- Identify and implement strategies to reallocate and increase revenue, and maximize resources

7. Cultivate a service-minded, welcoming and safe environment

- Increase awareness and understanding of rights afforded to and responsibilities expected of stakeholders, employees and students

Optimize Employee Experience (Budgeted – Growth \$530,000 raises and \$8,272 software, \$166,550 Professional Development increase of \$64,550)

8. Support a diverse culture in which employees are engaged and productive

- Identify and support professional development opportunities for faculty and staff.
- Create a work environment that prioritizes personal and team development.

9. Develop, enhance, and align business human resource processes

- Research alternate methods for employee evaluation and time keeping

* The 2-year Academic Plan must contain one paradigm shifting action item

Total Budgeted for Growth (The college budgeted 5.1% of total budget for growth) - \$1,687,852 increase of \$573,798.