

| <b>Barton Success Plan Goal #1: Maximize student learning and success</b> |                                      |   |  |  |  |
|---|--------------------------------------|---|--|--|--|
| <b>Barton END</b>   | <b>Strategic KPI</b>                 | <b>Objective</b>  | <b>Performance Indicator</b>   | <b>Target Date</b>   | <b>Responsible Personnel</b>   |
| 1, 5  | A1, A6, A8<br>H5<br>ID<br>P3         | Information Services Department will bring the MyBarton Portal online, with Single Sign on to Banner Self Service, Pearson Learning Management System and Student Gmail accounts. | <ol style="list-style-type: none"> <li>1. Portal is online</li> <li>2. Banner Self-serve integration established</li> <li>3. LMS integration established</li> <li>4. Student Gmail integration established</li> </ol>  | <ul style="list-style-type: none"> <li>• Dec 2011</li> <li>• Feb 2012</li> <li>• Apr 2012</li> <li>• Jun 2012</li> </ul> | Information Services Personnel<br>(Dean of Information Services, Charles Perkins)                      |
| 1,3   | A1, A7<br>H3<br>ID<br>P2             | Increase ESOL enrollment and success in non-ESOL courses  | <ol style="list-style-type: none"> <li>1. Increase by 10% the number of students enrolling in ESOL ENGL 1122</li> <li>2. Expand by 10% the number of students successfully completing ESOL ENGL 1122</li> <li>3. Enhance by 10% the number students who enroll one or more non-ESOL courses after success in ENGL 1122</li> </ol>                          | <ul style="list-style-type: none"> <li>• Jan 2012</li> <li>• May 2012</li> <li>• Jun 2012 and on-going</li> </ul>        | FR Learning Services & Military Operations Division<br>(Dean of FR Learning Services, Gene Kingslien ) |
| 6   | A3<br>H2, H5<br>IB, IC, ID<br>P2, P3 | Increase Military student program completion.   | <ol style="list-style-type: none"> <li>1. Enhance the number to students who declare their pursuit of the Military Technical certificate</li> <li>2. Expand advisor contacts with students pursuing the Military Technical certificate</li> <li>3. Increase the number of students who successfully complete the Military Technical certificate</li> </ol> | <ul style="list-style-type: none"> <li>• May 2012</li> <li>• Dec 2011</li> <li>• Jun 2012</li> </ul>                     | Technical & Military Education Division Personnel<br>(Dean of Technical Education, Bill Nash)          |
| 6   | A1, A3<br>H2, H5<br>IB, IC<br>P3     | Increase HZMT & EMHS student program completion.  | <ol style="list-style-type: none"> <li>1. Expand the number of students who declare HZMT or EMHS as their major</li> <li>2. Enhance advisor contact with student pursuing HSMT or EMHS as their major</li> <li>3. Increase the number of students who successfully complete HSMT or EMHS</li> </ol>  | <ul style="list-style-type: none"> <li>• May 2012</li> <li>• Dec 2011</li> <li>• Jun 2012</li> </ul>                     | Technical & Military Education Division Personnel<br>(Dean of Technical Education, Bill Nash)          |

|         |                              |   |  |   |  |
|---------|------------------------------|---|--|---|--|
| 3,5     | A6, A8<br>H2, H5<br>IA<br>P3 | Design a career advisement system that supports F2F and online career technical students. | <ol style="list-style-type: none"> <li>1. Create a division committee that identifies strategies in conjunction with Student Services Advisement Central</li> <li>2. Establish an advisee load limit; plan towards a structure to support limit</li> <li>3. Establish at minimum one general career technical advisor</li> </ol>   | <ul style="list-style-type: none"> <li>• Nov 2011</li> <li>• Feb 2012</li> <li>• May 2012</li> </ul>              | Workforce Training and Community Education Division Personnel (Dean of Workforce Training and Comm. Education, Elaine Simmons) |
| 1, 3, 5 | A1, A7<br>H3<br>IB<br>P3     | Improve advising for new, degree seeking, online only students.                           | <ol style="list-style-type: none"> <li>1. Emphasize advisement satisfaction among new, degree seeking, online only students</li> <li>2. Improve retention of new, degree seeking, online only students</li> <li>3. Improve new, degree seeking, online student success</li> </ol>  | <ul style="list-style-type: none"> <li>• Mar 2012</li> <li>• Jun 2012</li> <li>• Jun 2012</li> </ul>              | Student Services Personnel (Dean of Student Services, Angie Maddy)   |
| 1       | A3, A4<br>H6, H7,<br>H8      | Enhance online course efficiency and delivery.  | <ol style="list-style-type: none"> <li>1. Expand online tuition revenue stream</li> <li>2. Increase student enrollment as of census date</li> <li>3. Increase online student retention from course date to course end</li> </ol>   | <ul style="list-style-type: none"> <li>• Jun 2012</li> <li>• Jan 2012</li> <li>• May 2012</li> </ul>              | Distance Learning Personnel (Assoc. Dean of Distance Learning, Joel Lundstrom )  |
| 8       | A3, A4<br>H6, H8             | Increase support staff proportional to growth of online program.                          | <ol style="list-style-type: none"> <li>1. Implement distance learning strategic plan focused on sustainability in staff development</li> <li>2. Build virtual college principles in staffing to best support students</li> </ol>   | <ul style="list-style-type: none"> <li>• Jan 2012</li> <li>• Mar 2012</li> </ul>                                  | Distance Learning Personnel (Assoc. Dean of Distance Learning, Joel Lundstrom )  |
| 3       | A1<br>H3<br>IB<br>P4         | Increase online student success in research assignments.                                  | <ol style="list-style-type: none"> <li>1. Increase student comfort level in using the library and interacting with library staff through librarian being a part of the course as a co-teacher of teaching assistant</li> <li>2. Develop online tutorials which will provide instruction in using online library resources</li> <li>3. Increase student expertise in using online resources through course assignments</li> </ol> | <ul style="list-style-type: none"> <li>• Dec 2011 and on-going</li> <li>• Feb 2012</li> <li>• Apr 2012</li> </ul> | Learning Resource Center Personnel (Mary Hester)   |

| 3   | A1<br>H3<br>IB<br>P4                                   | Provide curricular support for “gatekeeper” classes.  | <ol style="list-style-type: none"> <li>1. Maintain collection of library resources to support “gatekeeper classes” in the appropriate formats</li> <li>2. Increase faculty awareness of library resources for curricular support through meetings and in-services</li> <li>3. Develop relevant student research aids for “gatekeeper” courses which can be included in course shells.</li> </ol> | <ul style="list-style-type: none"> <li>• Dec 2011</li> <li>• Mar 2012</li> <li>• May 2012</li> </ul> | Learning Resource Center Personnel (Mary Hester)  |
|---|--|---|--|--|---|
| 1   | A1, A3, A7, A8<br>H3, H4<br>IB<br>P3, P4<br>S3         | Enhance Developmental Education (DE) Services.  | <ol style="list-style-type: none"> <li>1. Enhance the pass rate of students completing individual DE courses</li> <li>2. Improve the retention of DE student pursuing DE coursework</li> <li>3. Enhance the number of DE students successfully completing the DE coursework series leading to transition into college-level coursework.</li> </ol>   | <ul style="list-style-type: none"> <li>• Jun 2012</li> <li>Jun 2012</li> <li>Jun 2012</li> </ul>     | Academic Division Personnel (Dean of Academics, Rick Abel)  |
| 1   | A1, A2, A7, A8<br>H2, H3<br>IA, IB, IC<br>P3, P4<br>S3 | Enhance the transition of GED completers into college level instruction.                                      | <ol style="list-style-type: none"> <li>1. Increase enrollment rate of Barton GED students</li> <li>2. Increase the enrollment rate of GED grads/students to Barton programs of study</li> <li>3. Improve the retention rate of GED students enrolled at Barton</li> </ol>  | <ul style="list-style-type: none"> <li>• Jun 2012</li> <li>• Jun 2012</li> <li>• Jun 2012</li> </ul> | Academic Division Personnel (Dean of Academics, Rick Abel)  |
| <b>Barton Success Plan Goal #2: Take full advantage of educational opportunities with service regions</b> |  |   |  |  |   |
| Barton END  | Strategic KPI  | Objective   | Performance Indicator  | Target Date  | Responsible Personnel   |
| 1, 3  | A1, A3, A4, A7<br>H3<br>IB<br>P2                       | Increase student participation from the Central Flint Hills area through GED and Boost scholarship expansion. | <ol style="list-style-type: none"> <li>1. Expand marketing efforts to both students and parents in the Central Flint Hills area</li> <li>2. Increase by 10% the number of scholarships (GED &amp; Boost) offered to GED and HS students</li> <li>3. Increase by 10% the number of GED and HS students accepting offered scholarships</li> </ol>  | <ul style="list-style-type: none"> <li>• Feb 2012</li> <li>• Jun 2012</li> <li>• Jun 2012</li> </ul> | FR Learning Services & Military Operations Division (Dean of FR Learning Services, Gene Kingslien ) |

| 2,7  | A3, A7,<br>A9<br>H2<br>IC<br>P3                               | Provide responsive training and educational opportunities   | 1. Establish a process to administer the Kansas Work Ready assessment to Barton GB students who are pursuing a certificate and/or degree<br>2. Enhance the number of Barton programs offering or requiring career experiences for career technical education (CTE) students<br>3. Increase the number of CTE students who complete a certificate and/or degree program | <ul style="list-style-type: none"> <li>Feb 2012</li> <li>Feb 2012</li> <li>Jun 2012 and on-going</li> </ul> | Workforce Training and Community Education Division Personnel (Dean of Workforce Training and Comm. Education, Elaine Simmons) |
|--|---|---|--|---|--|
| <b>Barton Success Plan Goal #3: Facilitate a culture of innovation, excellence and quality improvement</b> |   |   |  |   |  |
| <b>Barton END</b>  | <b>Strategic KPI</b>  | <b>Objective</b>  | <b>Performance Indicator</b>   | <b>Target Date</b>  | <b>Responsible Personnel</b>   |
| 8  | A1, A2,<br>A3, A4,<br>A6, A8,<br>A9<br>H1, H2<br>IE, IF<br>S4 | Implementation of a 2011-2012 Strategic Plan to direct Institutional Advancement activities while enhancing the college strategic planning efforts.                     | 1. Annual production of the planning document which aligns with the overall college plan.<br>2. Monthly monitoring of the plan<br>3. Monthly reporting of progress with at least 75% proficiency expected  | <ul style="list-style-type: none"> <li>Aug 2011</li> <li>On-going</li> <li>On-going</li> </ul>              | Institutional Advancement Personnel (Executive Director, Inst. Advancement Darnell Holopirek)                                  |
| 4, 8   | A5, A7,<br>A8<br>H2<br>IA<br>P2, P3,<br>P4, P5<br>S4          | Institutional Research will create a KBOR 2020 strategic objective web based dash board, setting up baseline date and begin to graph yearly progress.                   | 1. Dash board established<br>2. Baseline data established<br>3. Annual progress graphed  | <ul style="list-style-type: none"> <li>Feb 2012</li> <li>Mar 2012</li> <li>Jun 2012 and on-going</li> </ul> | Information Services Personnel (Dean of Information Services, Charles Perkins)   |
| 4  | A2, A4,<br>A7, A8,<br>A9<br>H2, H5<br>IA<br>P1                | Establish a quarterly training and cross communication plan between GB and FR campuses as measured by documentation of the events and surveys of training participants. | 1. Documentation of quarterly training sessions, agendas and notes<br>2. At least 20% of participants will self-report gaining new knowledge and/or skills resulting from each training session  | <ul style="list-style-type: none"> <li>On-going</li> <li>On-going</li> </ul>                                | Student Services Personnel (Dean of Student Services, Angie Maddy)   |

| 4, 5, 8  | A1, A2, A3, A4, A5, A6, A9, H1, H3, S1 | Meet institutional responsibilities for athletic programming compliance (i.e., Jayhawk Conference, NJCAA, Title IV, and Title IX).            | <ol style="list-style-type: none"> <li>1. Scheduled Compliance Report updates</li> <li>2. Monthly newsletter addressing institutional compliance</li> <li>3. Active agent in support of academic/student service monitoring</li> </ol> | <ul style="list-style-type: none"> <li>• On-going</li> <li>• On-going</li> <li>• On-going</li> </ul>                     | Athletics Personnel (Director of Athletics, Trevor Rolfs)                        |
|--|--|---|--|--|--|
| <b>Barton Success Plan Goal #4: Ensure efficient management and stewardship of resources</b> |  |   |  |  |  |
| <b>Barton END</b>  | <b>Strategic KPI</b>                   | <b>Objective</b>  | <b>Performance Indicator</b>   | <b>Target Date</b>   | <b>Responsible Personnel</b>   |
| 1  | A4, A8, H1, IA                         | Develop and provide 3 mini courses on Performance Evaluation, Employee Discipline, and Employee Termination.                                  | <ol style="list-style-type: none"> <li>1. Courses developed</li> <li>2. Courses made available and provided to supervisors</li> </ol>  | <ul style="list-style-type: none"> <li>• Feb 2012</li> <li>• May 2012</li> </ul>   | Administration - Business Services Personnel (Dean of Administration, Mark Dean) |
|  | A5, A8, H1, IA                         | Develop and provide new employee guides (condensed to 3 or 4 employee groupings), accessible in both electronic and hard copy formats.        | <ol style="list-style-type: none"> <li>1. Groupings indentified</li> <li>2. Guides developed</li> <li>3. Guides published (both hard copy and electronic)</li> </ol>   | <ul style="list-style-type: none"> <li>• Oct 2011</li> <li>• Mar 2012</li> <li>• May 2012</li> </ul>                     | Administration - Business Services Personnel (Dean of Administration, Mark Dean) |
| 5  | A3, A4, A6, A8, H1, IA                 | Research and implement an electronic student refund system and research the possibility of implementing an electronic student payroll system. | <ol style="list-style-type: none"> <li>1. Research vendors</li> <li>2. Make vendor selections</li> <li>3. Implement electronic student refunds</li> <li>4. Research electronic student payroll system</li> </ol>                       | <ul style="list-style-type: none"> <li>• Oct 2011</li> <li>• Jan 2012</li> <li>• Jun 2012</li> <li>• Apr 2012</li> </ul> | Administration - Business Services Personnel (Dean of Administration, Mark Dean) |

|               |  |   |   |  |  |
|---------------|--|---|---|--|--|
| 1, 2, 6, 7, 8 | A1, A2, A6, A9<br>H2, H3<br>IC, ID, IE<br>P2, P3, P4, P5<br>S1, S2, S3 | Submit a proposal to articulate one career pathway that begins with ABE or ESL and continues to a college-level certificate and beyond. | <ol style="list-style-type: none"> <li>1. Career pathway identified</li> <li>2. Programmatic goals and objectives identified</li> <li>3. Strategic plan developed</li> <li>4. Proposal submitted</li> </ol> | <ul style="list-style-type: none"> <li>• Dec 2011</li> <li>• Feb 2012</li> <li>• Mar 2012</li> <li>• Apr 2012</li> </ul> | Grants Office Personnel<br>(Director of Grants, Cathie Oshiro) |
| 7, 8          | A2, A5, A6<br>H1, IE<br>P2, P5<br>S3                                   | Develop a grant office process and procedures manual for faculty and staff.   | <ol style="list-style-type: none"> <li>1. Processes and procedures identified</li> <li>2. Storyboard developed</li> <li>3. Manual complete</li> </ol>   | <ul style="list-style-type: none"> <li>• Jan 2012</li> <li>• Mar 2012</li> <li>• May 2012</li> </ul>                     | Grants Office Personnel<br>(Director of Grants, Cathie Oshiro) |

## BOT END's

### B1. Essential Skills

- B1a. Academic program skills
- B1b. Workplace skills
- B1c. Life skills
- B1d. Necessary remediation

### B2. Work Preparedness

- B2a. Workplace entry skills and knowledge
- B2b. Ethics, discipline, & collaborative skills
- B2c. Advancement skills and knowledge

### B3. Academic Advancement

- B3a. Transfer prerequisites
- B3b. Transfer requirement knowledge
- B3c. Transfer success preparation
- B3d. Transfer degree attainment

### B4. Personal Enrichment

- B4a. Cultural activity experience
- B4b. College activity experience
- B4c. Extra-curricular programs & activity opps

### B5. Barton Experience

- B5a. Student self-reported satisfaction
- B5b. Student identification of significant personnel

### B6. Regional Workforce Needs

- B6a. Strategy identification
- B6b. Resource organization
- B6c. Partnership development
- B6d. Economic development leader

### B7. Service Regions

- B7a. Compatible with college mission
- B7b. Aligned with available resources
- B7c. Maximizes revenues and minimizes expenses
- B7d. Minimize local tax reliance
- B7e. Compliment student learning services growth

### B8. Strategic Plan

- B8a. College mission achieved
- B8b. Accreditation requirements realized
- B8c. KBOR expectations attained
- B8d. Measurable goals and objectives

## Barton Success Plan

- S1. Maximize student learning and success.
- S2. Take full advantage of educational opportunities with service regions
- S3. Facilitate a culture of innovation, excellence and quality improvement
- S4. Ensure efficient management and stewardship of resources

### **HLC Accreditation AQIP Categories**

- A1. Helping Students Learn
- A2. Accomplishing Other Goals
- A3. Understanding Stakeholders' Needs
- A4. Valuing People
- A5. Leading and Communicating
- A6. Supporting Institutional Operations
- A7. Measuring Effectiveness
- A8. Planning Continuous Improvement
- A9. Building Collaborative Relationships

### **HLC Criteria**

- H1. Mission & Integrity
- H2. Preparing for the Future
- H3. Student Learning & Effective Teaching
- H4. Acquisition, Discovery, and Application of Knowledge
- H5. Engagement & Service

### **KBOR Performance Agreement Indicators**

- IA. Efficiency/Effectiveness/Seamlessness
- IB. Improve Learner Outcomes
- IC. Improve Workforce Development
- ID. Increase Targeted Participation/Access
- IE. Increase External Resources
- IF. Improve Community/Civic Engagement

### **KBOR 2020 Strategic Plan Pillars**

- P1. Educational Systems Alignment (K-16)
- P2. Robust Participation in the Higher Education System
- P3. Increased Student Persistence & Credential Production
- P4. Sharp Focus on Learner Outcomes
- P5. Alignment with the Kansas Economy