

## Board END 7: Strategic Planning – June 2020

The College mission will be supported by strategic planning emphasis.

- The institutional mission of the college will be supported by strategic planning goals and objectives.
- Accreditation requirements of the Higher Learning Commission will be satisfied through the development and implementation of strategic planning goals and objectives.
- Kansas Board of Regents policies and mission will be satisfied through the development and implementation of strategic planning goals and objectives.
- Strategic planning goals and objectives shall be measurable in order to demonstrate their effectiveness and to provide accountability to the public

**The Mission of Barton Community College** is to provide quality educational opportunities that are accessible, affordable, continuously improving and student focused. Barton is driven to provide an educational system that is learning-centered, innovative, meets workforce needs, strengthens communities, and meets the needs of a diverse population.

In support of the mission Barton has the following Core Priorities/Strategic Goals. These statements are updated yearly. Normally in June the Barton Executive Leadership Team meets for an annual planning retreat. Due to COVID-19 the decision was made to postpone the meeting.

### Drive Student Success

1. Advance student entry, reentry, retention and completion strategies
  - Establish robust support systems and processes that reduce barriers to entry, reentry, retention, and completion while enhancing student transition to the workforce or further education.
  - Pursue Open Educational Resources (OER), American with Disabilities Act (ADA) Compliance, academic integrity, and student assessment initiatives that are accessible and inclusive to all students.
2. Commit to excellence in teaching and learning
  - Adapt the learning environment to engage the diverse student population.
  - Integrate a culture of academic integrity.
  - Create a trusting teaching and learning environment for faculty and staff through the Center of Academic Innovation and Excellence that fosters personal and professional growth and development. \*

### Cultivate Community Engagement

3. Expand partnerships across the institution
  - Identify and build partnerships to enhance opportunities for stakeholders and students.
  - Sustain existing partnerships and expand alliances through innovation.
4. Reinforce public recognition of Barton Community College
  - Bolster communication and marketing initiatives.
  - Consistently tell the Barton story to stakeholders and constituencies.
5. Foster a climate of inclusivity so students, employees, and communities are welcomed, supported, and valued for their contributions.

- Serve as a cultural beacon for students and community.
- Demonstrate leadership through initiatives and activities

### **Emphasize Institutional Effectiveness**

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. Manifest an environment that supports the mission of the college.
  - Demonstrate a service-minded and integrity-focused environment.
  - Serve with responsiveness that supports learning through innovation and excellence.

### **Optimize Employee Experience**

8. Promote an environment that recognizes and supports employee engagement, innovation, collaboration, and growth.
  - Identify and support professional development opportunities for faculty and staff.
  - Foster a work environment that prioritizes awareness, communication, and team initiatives.
9. Develop, enhance, and align business human resource processes
  - Implement alternate methods for employee onboarding, professional development, evaluation, and compensation methods.

\* The Strategic Plan must contain one paradigm shifting action item.

During the review of this END the Board of Trustees also review the [Mission](#). The last time the Mission was updated is 01/24/2017. As stated in the [Barton Governance Manual](#) “The board defines which human needs are to be met, for whom and at what cost. Written with a long-term perspective, these mission-related policies embody the board’s long-range vision.”

We are currently in year three of the KBOR Performance Agreements. Barton met five out of six goals. Degrees/Certifications awarded was the area we fell short, however directional improvement over last year. Barton’s data is submitted for review.

The Board of Trustees of Barton Community College adopted the Carver Policy Governance® model on November 21, 1996. It serves as the foundation for all Board practices/policies. The Board of Trustees operates under [Barton Governance](#) directed policies and as such sets the policy and ENDs for the College. Barton Governance emphasizes values, vision, empowerment of both board and staff, and the strategic ability to lead leaders. To ensure the Board of Trustees receives regular updates, the Dean of Institutional Effectiveness provides monthly strategic planning. Currently the College has 8 ENDs and during the course of each fiscal year various College leaders produce reports containing relevant data and information supporting each END.

The diagram below shows the Barton Planning model and how each of the major influencers feed the process. The core of the planning model is the [Strategic Goals and Activities Plans](#). Students must be at the fore front of

all we do at Barton. By having the Academic departments set forth their student-based priorities all the supporting departments can align both human resources and fiscal resources to supporting student learning.



Planning at Barton is a constantly evolving and changing process. VP Elaine Simmons and Dean Charles Perkins are currently reviewing the personnel/processes involved in updating the college strategic plan. Once the new directions are determined, the updated strategic plan will be communicated to the College Community through face to face meetings, emails and website.

To meet the criteria of Strategic planning goals and objectives shall be measurable in order to demonstrate their effectiveness and to provide accountability to the public the [data.bartonccc.edu](http://data.bartonccc.edu) website was created to allow everyone to see progress on goals. Several years ago the Board of Trustees charged the college with creating a Taxpayer and Student Transparency Data webpage. The Kansas Legislature recognized the importance of this type of information and passed the Community College Taxpayer Transparency Act; HB2144. The House Bill takes effect July 1<sup>st</sup> of 2020, and Barton has met the requirements with the following Webpage and can be viewed [here](#). The Institutional Effectiveness office has created a PowerBI to show how Barton meets each section of HB2144 it can be viewed [here](#).