Strategic Plan 2018-2020

Accelerated Strategic Plan Initiative

- **Our Objective** is to develop a mission-driven strategic plan for the next two years that will direct our work, create momentum, communicate internally and externally our priorities and provide the new permanent president with a plan that can be used in the transition to the new administration.

  **Unite Around Priorities to Better Serve Students, Communities**
  **Set Direction** **Communicate Priorities**

**Over-Arching Goal**

Utilize the strategic plan to create a dynamic college that stands tall regionally, globally, and in the communities we serve and demonstrates that it is clearly on the move.
1  **Student Success:** *Create a place where students want to come by providing clearly defined educational pathways and student-focused support services to enable learners to be successful in attaining career and transfer goals.*

1.1  Implement continuous process improvements to ensure student-focused processes and procedures by optimizing department structure and ensuring appropriate resources.

1.2  Improve resources and processes related to enrollment management through a coordinated college-wide focus on increasing retention and optimizing recruitment.

1.3  Implement the system-wide Minnesota State Developmental Education Strategic Roadmap (DERS)

1.4  Design a comprehensive strategy for online learning

1.5  Revitalize programs to meet customer and industry needs

1.6  Develop and implement an advising model where positions are designated to advise and support our students toward successful completion of their degree

1.7  Enhance diversity initiative through implementation of the diversity plan

2  **Regional Engagement:** *Create a place where our communities and region seek us out as partners to develop collaborations to enhance the quality of life for citizens of Southeastern Minnesota.*

2.1  Strengthen the effectiveness of collaborative partnerships with employers, advisory boards, regional colleges and universities, and community organizations

2.2  Establish Minnesota State College Southeast as the partner of choice for PSEO, concurrent, online and ITV offerings for the 22 area high schools in the Southeast Perkins Consortium

2.3  Pursue federal and state initiatives for donations, funding, internship, and employment opportunities
3  **Workforce Development:** *Create a place that provides solutions for regional workforce development needs* to enhance the economic vitality of the region through collaborations with employers, public sector, and secondary and higher education partners to provide the necessary education and training for individuals entering or advancing in the workforce.

3.1  Become the premier choice for workforce development in our region

3.2  Partner in the Southeast Enterprise Zone for coordinated CE/CT efforts

3.3  Enhance Workforce Center and Workforce Development Inc. relationships.

4  **Build College Community:** *Create a place where staff, faculty, and administration love to work* by providing an open, safe, and supportive team-oriented environment where employee viewpoints are accepted, respected, appreciated, and employees have the freedom to contribute to the overall college mission with enthusiasm and pride.

4.1  Ensure continuous open communication throughout the College

4.2  Increase Employee Professional Development offerings to engage, retain and provide growth opportunities.

4.3  Create a robust onboarding system.

4.4  Instill a culture of teamwork and inclusive decision making

4.5  Create a Human Resources Model that ensures transparency and clarity in HR related processes and information for employees.

4.6  Foster connections to the College to create positive relationships with one another.
5  Sustainability and Growth: *Create a place that thrives and grows through the wise stewardship of human, physical, and financial resources* by meeting or exceeding system financial and asset measures, securing grants, increasing gifts to the Foundation, financially supporting employee professional development, and utilizing technology to support and expand growth.

5.1  Improve CFI and increase fund balance

5.2  Expand bookstore collaboration to improve affordability for students

5.3  Enhance existing facilities and security to provide a safe and attractive learning environment

5.4  Provide continuous improvement of systems by upgrading to cutting edge technology as detailed in Technology Master Plan

5.5  Increase endowments for additional scholarships

5.6  Create college brand that communicates college strengths and points of pride.