

Barton Two Year Academic Plan of Work Model

**Drive Student Success (Budgeted - Growth $???) (Instruction and Student Services $???)**

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 $???)**

1. *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 \*
2. *Reinforce Public Recognition of Barton Community College*
   * Enhance communication and marketing initiatives for BARTOnline, academic events & programs, and workforce/continuing technical educational programs
3. *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 $???) (Institutional Support $???)**

1. *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
2. *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 $??? raises, $??? professional development)**

1. *Support a 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.
2. 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 - $??? (Departments $???)