

Barton Community College Strategic Plan Project Charter

4.3 – Demonstrate commitment to the college’s integrity values: fairness, courage, honesty, responsibility, trust and respect.

Purpose (The why of the project/current state):

Strategic Planning Initiative 4.3 establishes a consistent, transparent, and values-centered institutional process to ensure that all Strategic Planning Initiative (SPI) charters explicitly and appropriately demonstrate Barton Community College’s integrity values. While Champion Teams identify and embed integrity values within their initiatives, President’s Staff serves as the institutional body responsible for verifying, confirming, or modifying that alignment prior to formal adoption. This work ensures that Barton’s integrity values are not treated as symbolic statements, but as explicit decision criteria embedded across strategic initiatives. Initiative 4.3 reinforces trust, accountability, and coherence in strategic planning by confirming that initiatives reflect one or more integrity values and that those selections are appropriate to the scope and intent of the work.-centered institutional process to ensure that all Strategic Planning Initiative (SPI) charters explicitly and appropriately demonstrate Barton Community College’s integrity values. While Champion Teams identify and embed integrity values within their initiatives, President’s Staff serves as the institutional body responsible for verifying, confirming, or modifying that alignment prior to formal adoption.

Artifacts: (The evidence being used):

- Strategic Planning Initiative charters submitted by Champion Teams
- Identified integrity values documented within each charter (fairness, courage, honesty, responsibility, trust, respect)
- President’s Staff meeting materials and adoption records
- Champion Team presentations and updates
- Strategic Plan (2025–2028) documentation and adoption timelines

Overview (Summary of what will be done):

President’s Staff serves as the institution-level review, verification, and adoption body for Strategic Planning Initiative charters as they relate to Barton’s integrity values. Beginning in Spring 2026, Champion Teams present their charters to President’s Staff for review and adoption.-level review, verification, and adoption body for Strategic Planning Initiative charters as they relate to Barton’s integrity values. Beginning in Spring 2026, Champion Teams present their charters to President’s Staff for review and adoption.

In this role, President’s Staff will:

- Verify that each SPI charter demonstrates one or more institutional integrity values
- Confirm that the integrity values selected by Champion Teams are appropriate and clearly supported by the scope and intent of the initiative
- Modify or request clarification where integrity value alignment is unclear or misaligned
- Serve as the final stop in the formal adoption of all Strategic Planning Initiative charters
- Provide a standing forum for Champion Teams to present progress updates and results throughout the Strategic Plan cycle

Project Addresses Strategic Initiative:

4.3 – Demonstrate commitment to the college’s integrity values: fairness, courage, honesty, responsibility, trust and respect.

Goal (Desired result/the data point you want to move):

- 100% of Strategic Planning Initiative charters presented to and adopted by President’s Staff explicitly demonstrate alignment with one or more institutional integrity values
- Integrity value selections are confirmed as appropriate to the initiative’s scope prior to adoption
- Integrity values are consistently reflected across Strategic Planning Initiatives, reinforcing trust, transparency, and accountability in institutional decision making.

Project Description or Scope of Work:

Strategic Initiative 4.3 establishes President’s Staff as the institutional governance body responsible for ensuring that Barton’s integrity values are meaningfully embedded across the Strategic Plan.

President’s Staff does not implement initiative-level activities under 4.3, instead, the group functions at a review, verification, and adoption level, ensuring that:-level activities under 4.3

- Integrity values are intentionally selected and clearly demonstrated within SPI charters
- Champion Teams understand and articulate how their work reflects institutional values
- Strategic Planning Initiative charters are aligned with Barton’s ethical commitments prior to adoption

Additionally, President’s Staff serves as the standing forum where Champion Teams present initiative updates, progress, and outcomes over the course of the Strategic Plan cycle, reinforcing institutional visibility and accountability.

Starting Date:

Spring 2026

Milestone Dates:

- Spring 2026: Initiative 4.3 process begins
 - Champion Teams begin presenting Strategic Planning Initiative charters to President's Staff for integrity values review and adoption
- End of Spring 2026:
 - All Strategic Planning Initiative charters presented to President's Staff for final adoption
- AY 2026–2027 and beyond:
 - Champion Teams provide ongoing progress updates to President's Staff
 - President's Staff continues to monitor values alignment through initiative updates and reporting

Impact (How the goal is reflected in a defined population):

- Institution:
 - Clear, documented evidence that Barton's integrity values guide strategic decision making-making
 - Increased coherence and trust across Strategic Planning Initiatives
- Employees and Champion Teams:
 - Clear expectations for integrating integrity values into initiative design and execution
 - Increased clarity regarding institutional priorities and ethical commitments
- Board and External Stakeholders:
 - Greater transparency and confidence that strategic initiatives align with Barton's stated values

RACI (Responsible, Accountable, Consulted, Informed) Chart:

- [See RACI Chart Spreadsheet](#)

Plan for Sustainability (Where will project "live" after implementation):

Strategic Planning Initiative 4.3 is sustained through Barton's existing governance structures. President's Staff remains the final adoption body for Strategic Planning Initiative charters and the standing forum for Champion Team updates throughout the Strategic Plan cycle.

Integrity values verification becomes a standard expectation within strategic planning rather than a one-off project. Documentation of charter adoption and values alignment is



maintained as part of routine Strategic Plan monitoring and reporting, ensuring continuity across planning cycles.

Additional Relevant Information:

Identified Institutional Values: (For 4.3 SPI, what institutional values are demonstrated by this initiative? **Honesty, Fairness, Respect, Courage, Trust, Responsibility**) -