



# BARTON STRATEGIC PLAN

## CONTENT LINKS:

<b>FRAMEWORK .....</b>	<b>1</b>
<b>VISION .....</b>	<b>2</b>
<b>MISSION .....</b>	<b>2</b>
<b>CORE PRIORITIES.....</b>	<b>2</b>
<b>STRATEGIC GOALS.....</b>	<b>2</b>
<b>KEY PERFORMANCE INDICATORS (KPI).....</b>	<b>3</b>
<b>METRICS .....</b>	<b>4</b>
<b>TIMELINE .....</b>	<b>5</b>
<b>MONITORING REPORTS .....</b>	<b>5</b>
<b>MISSION ALINGMENT .....</b>	<b>6</b>
<b>SUMMARY .....</b>	<b>6</b>
<b>GLOSSARY.....</b>	<b>7</b>

# BARTON STRATEGIC PLAN

## FRAMEWORK

The Strategic Planning Framework is the context within which Barton Community College operates to achieve its Mission and Vision. This framework is the foundation of a strategic management approach in which Barton’s leadership team takes responsibility for:

- Driving Student Success by tracking progress and improving teaching and learning.
- Cultivating Community Engagement by fostering and recognizing the value of partnership with community members and businesses.
- Optimizing the Barton Experience for students, the community, and employees by initiating dialogue and feedback opportunities.
- Emphasizing Institutional Effectiveness by defining data and resources critical to planning strategically for the college’s current and future goals.

In this model, planners at all levels use the framework as shared vision, mission, standards, data, and goals to evaluate and create departmental strategic plans. The decisions guided by this framework lead to continuous improvement of Barton’s student services, instructional programs, community enrichment, and operations. College leadership then allocates resources to support ongoing and future operations and projects that are essential to improving overall effectiveness.

Following are the Vision, Mission, Core Priorities, Strategic Goals, and Key Performance Indicators that together create the Strategic Planning Framework.

Additionally, included are the means for reporting Barton’s progress and adjustments to its Board of Trustees, Kansas Board of Regents, and the Higher Learning Commission.





## **VISION**

Our Vision describes our desired future:

**Barton Community College will be a leading educational institution, recognized for being innovative and having outstanding people, programs and services.**

## **MISSION**

Barton’s strategic plan begins with, and is guided by the college Mission:

**Barton offers exceptional and affordable learning opportunities supporting student, community, and employee needs.**

## **CORE PRIORITIES**

The college enacts the Mission through four standing Core Priorities:

- **Drive Student Success**
- **Cultivate Community Engagement**
- **Optimize The Barton Experience**
- **Emphasize Institutional Effectiveness**

## **STRATEGIC GOALS**

Strategic Goals are detailed means of achieving our Mission, Vision, and Core Priorities:

1. **Advance student entry, reentry, retention, and completion strategies.**
2. **Foster excellence in teaching and learning.**
3. **Expand partnerships & public recognition of Barton Community College.**
4. **Promote a welcoming environment that recognizes and supports student and employee engagement, integrity, inclusivity, value, and growth.**
5. **Develop, enhance, and align business processes.**

## KEY PERFORMANCE INDICATORS (KPI'S)

Key Performance Indicators are tracked at the institutional level with shared characteristics:

- KPI's align with the Mission by tracking the progress of values that will fulfill our Vision.
- KPI's align with the Core Priorities, defining what we will measure to determine success.
- KPI's establish a history and timeframe for improvement documenting the effect of the Strategic Goal implementation.
- KPI's meet or exceed external educational standards:
  - Kansas Board of Regents' "Building a Future" Strategic Plan: as part of the state's system of higher education Barton must help move the needle on the state's education and economic development objectives.
  - The Higher Learning Commission's "Open Pathways" accreditation follows a 10-year cycle and is focused on quality assurance and institutional improvement.

## KEY PERFORMANCE INDICATORS BY STRATEGIC GOAL

### 1. Advance student entry, reentry, retention, and completion strategies

- 1.1. Fall to fall retention – full and part time
- 1.2. Course completion
- 1.3. Degree/certificate completion
- 1.4. Program completion (100%, 150%, 200%)

### 2. Foster excellence in teaching and learning

- 2.1. Student learning outcomes/program assessment
- 2.2. Ratio of faculty to students
- 2.3. Ratio of staff to students
- 2.4. Ratio of full-time to part-time faculty

### 3. Expand partnerships & public recognition of Barton Community College

- 3.1. Partnerships
- 3.2. Total Headcount/Credit Hour/Applications

### 4. Promote a welcoming environment that recognizes and supports student and employee engagement, integrity, inclusivity, value, and growth

- 4.1. Noel Levitz/Student Services Survey
- 4.2. Climate Survey – Student Perceptions
- 4.3. PACE Employee Climate Survey

### 5. Develop, enhance, and align business processes

- 5.1. Composite Financial Index
- 5.2. Total Grant Dollars Raised

## METRICS

KPI's Barton's planning process provides a systematic means of analyzing the current state of progress in achieving the college Mission and goals. Related KPI's will be reported on a dashboard as the following nine metrics detailed below:

1. Student Success	2. Student Completion	3. Student Learning
<ul style="list-style-type: none"> <li>KPI 1.1: Fall to Fall Retention – Full and Part Time</li> <li>KPI 1.2: Course Completion</li> </ul>	<ul style="list-style-type: none"> <li>KPI 1.3: Degree/Certificate Completion</li> <li>KPI 1.4: Program Completion (100%, 150%, 200%)</li> </ul>	<ul style="list-style-type: none"> <li>KPI 2.1: Student Learning Outcomes/Program Assessment</li> </ul>
4. Ratios	5. Partnerships	6. Enrollments
<ul style="list-style-type: none"> <li>KPI 2.2: Ratio of Faculty to Students</li> <li>KPI 2.3: Ratio of Staff to Students</li> <li>KPI 2.4: Ratio of Full-time to Part-time Faculty</li> </ul>	<ul style="list-style-type: none"> <li>KPI 3.1: Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>KPI 3.2: Total Headcount/ Credit Hour/Applications</li> </ul>
7. Barton Experience	8. Composite Financial Index	9. Grants
<ul style="list-style-type: none"> <li>KPI 4.1: Ruffalo Noel Levitz Student Services Survey</li> <li>KPI 4.2: Climate Survey – Student Perceptions</li> <li>KPI 4.3: P.A.C.E. Employee Climate Survey</li> </ul>	<ul style="list-style-type: none"> <li>KPI 5.1: Composite Financial Index</li> </ul>	<ul style="list-style-type: none"> <li>KPI 5.2: Total Grant Dollars Raised</li> </ul>

## METRIC DASHBOARD

Metric will be displayed as graphics with accompanying web pages for additional detail:

**KPI Metrics Dashboard**

- Overview
- Student Success
- Student Completion
- Student Learning
- Ratios
- Partnerships
- Enrollment
- Barton Experience
- Composite Financial Index
- Grant and P.E.T.E Dollars

**TIMELINE**

The Strategic Plan Framework creates a foundation for effective planning. To sustain this approach, college leadership will engage in planning activities following the cycle below:

<b>Barton Strategic Planning Timeline</b> 7/1 to 6/30 yearly												
<b>Group Responsibilities</b>	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
<b>Executive Leadership</b> review and update College Mission & Strategic Plan	<b>Update Strategic Plan and Review Mission as Scheduled</b>											
<b>President's Staff</b> receives regular data updates	<b>Institutional Effectiveness will regularly update and report as necessary</b>											
<b>Leadership &amp; Faculty</b> finalize plans & approve budgets			<b>All departments conduct program reviews &amp; strategic budget development.</b>									
<b>VP's, Deans, &amp; Directors</b> lead collaborative financial planning					<b>Departmental plans reviewed to specify which projects will be undertaken.</b>							
<b>VP's, Deans, &amp; Directors</b> report and interact	<b>Solicit feedback from and brief Board of Trustees, the Barton Community, Kansas Board of Regents, Higher Learning Commission, and other regulating institutions on the progress of Barton's Mission, Priorities, and Strategic Goals.</b>											

**BOARD OF TRUSTEES ENDS MONITORING REPORTS**

To accomplish its job outputs with a governance style consistent with Board policies, the Board will follow an annual agenda which will include monitoring reports to evaluate progress toward the achievement of the Boards ENDS:

<b>END</b>	<b>TITLE</b>
1	<b>Fundamental Skills</b>
2	<b>Work Preparedness</b>
3	<b>Academic Advancement</b>
4	<b>Barton Experience</b>
5	<b>Regional Workforce Needs</b>
6	<b>Barton Services and Regional Locations</b>
7	<b>Strategic Planning</b>
8	<b>Contingency Planning</b>

## MISSION ALIGNMENT

The Mission Statement aligns with the Strategic Goals, Core Priorities and KPI Metrics below.

Mission Statement	Strategic Plan Goals	Core Priority	KPI Metrics
“Learning Opportunities”	Advance student entry, reentry, retention, and completion strategies.	Drive Student Success	1. Student Success 2. Student Completion
“Support Student Needs”	Foster excellence in teaching and learning.		3. Student Learning 4. Ratios
“Support Community Needs”	Expand partnerships & public recognition of Barton Community College.	Cultivate Community Engagement	5. Partnerships 6. Enrollments
“Support Student and Employee Needs”	Promote a welcoming environment that recognizes and supports student and employee engagement, integrity, inclusivity, value, and growth.	Optimize the Barton Experience	7. Barton Experience
“Exceptional and Affordable”	Develop, enhance, and align business processes.	Emphasize Institutional Effectiveness	8. Composite Financial Index 9. Grants

## SUMMARY - PLANS OF WORK

Planning is most effective as part of the day-to-day management of the college. Planning defines and guides the work we do. Barton’s strategic plan begins with and is guided by the college mission:

1. The Mission comes first.
2. The Strategic Plan and Board ENDS are central and internal.
3. The KBOR Plan and HLC accreditation are external.
4. Goals, priorities, and reports guided by Barton’s Mission will help focus alignment.



The college’s planning process provides a framework for planning that creates a structured, mission-centered, strategic context for conducting the essential work of the institution, and a flexible approach for executing that work through the various units of the college.

The plan is implemented through a series of goals and projects identified in work plans in each of the major divisions. This approach provides management, faculty, and staff the capacity to allocate time, effort, and other resources to projects that rise to the top as priorities evolve and to implement large or extended projects in more manageable phases.

## GLOSSARY OF TERMS

**Academic Year** – Fall-Spring-Summer (Example: AY 22 is Fall '21 – Spring '22 – Summer '22)

**ENDS** – 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. Example: Students will acquire the skills needed to be successful for the program they are in.

**Fiscal Year** – July 1<sup>st</sup> - June 30<sup>th</sup> (Example: FY 22 is July 1<sup>st</sup>, 2021 - June 30<sup>th</sup>, 2022)

**Higher Learning Commission (HLC)** – The Higher Learning Commission (HLC) is an independent corporation that was founded in 1895 as one of six regional institutional accreditors in the United States. HLC accredits degree-granting post-secondary educational institutions in the United States.

**Kansas Board of Regents (KBOR)** – The nine-member Kansas Board of Regents is the governing board of the state's six universities and the statewide coordinating board for the state's 32 public higher education institutions (six state universities, one municipal university, nineteen community colleges, and six technical colleges).

**Key Performance Indicator (KPI)** – A quantifiable measure used to evaluate the success of an organization, employee, etc. in meeting objectives for performance.

**Metric** – a system of related measures that facilitates the quantification of a particular or related set of characteristics.

**Program completion (100%, 150%, 200%)** – Number and percentage of entering undergraduate students who graduate from a degree or certificate program within 100% (2 Years), 150% (3 Years), and 200% (4 Years) of normal program time.

**Stakeholder** – Anyone who is invested in the welfare and success of the college and its students, including administrators, instructors, staff members, parents, families, community members, local business leaders, and elected officials such as board of trustees, city councilors, and state representatives.