

College Annual Objectives 2020-21

Access to Technical Education

- ❖ Complete the College enrollment plan which leverages the use of technology to enhance our customer experience and meet our new and continuing student enrollment targets.

(Matheny)

Notes on measuring success:

- *Completed plan*
- *Technology enhancements and applications outlined*
- *Results with Strategic Plan Measures 1.1, 1.2, and 1.3*

Student Success

- ❖ Utilize the experiences gained in our pandemic response to expand distance delivery and flexible learning and service options resulting in strong student persistence, graduation, and employment rates. *(Matheny/Brown)*

Notes on measuring success:

- *Describe move to online programming and services since start of pandemic*
- *Results with Strategic Plan Measures 2.2, 2.3, 2.4, 2.5, and 3.1*

Workforce & Community Development

- ❖ Maintain the College's revenue and service position in delivery of customized training, technical assistance, and NCJTC grants by leveraging our unique capabilities in delivering augmented and virtual training. *(Matheny/Russ)*

Notes on measuring success:

- *Results with Strategic Plan Measures 3.3, 3.4, and 3.5*
- *Describe communication efforts to inform employers of augmented/virtual training options*
- *Maintain #1 college position in contract training within the WTCS*
- *Maintain or increase NCJTC grant-funded training volume nationally*

- ❖ Partner with regional organizations to address anticipated needs for short duration workforce training programs to serve unemployed individuals. *(Matheny)*

Notes on measuring success:

- *Describe collaboration with WFD Boards and other partners*
- *Identify new or expanded programs and participants*
- *Describe new or expanded services provided through Employment Connections*
- *Describe improvements with Wisconsin TechConnect*

Collaborative Culture

- ❖ Continue to support the College's Equity Framework by implementing targeted strategies in recruitment and hiring to increase the diversification of our staff, moving closer to mirroring the 11% of our region's diverse population. *(Schultz/Brown)*

Notes on measuring success:

- *Implement targeted strategies to increase diversity of applicant pools for all positions*
- *Implement planning parameters for faculty hires*
 - *Diverse applicant pool before selection of candidates to interview*
 - *Inclusion of diverse candidates among those selected to advance to interview*
 - *% of diversity in pools*
 - *% of pools advanced to interview with diversity*
 - *% of diverse candidates interviewed (by position)*
- *Increase diversity of adjunct pool – compare % year to year; implement pilot program to recruit diverse Gen Ed adjunct faculty*
- *Identify and implement new technology, training, resources, and/or other methods to increase HR's ability to pursue passive sourcing of diverse candidates*
- *Cultivate relationships with individuals and community organizations that will help to build the pipeline of diverse applicants*

Operational Effectiveness

- ❖ Implement strategies, training, practices, and policies to support employee's safe return to the workplace. *(Schultz/Van Straten)*

Notes on measuring success:

- *Describe areas covered by practices, guidelines, expectations, policies*
- *Describe scope of safety protocols implemented (institutionally and departments)*
- *Describe scope and volume of HR services, support, and training*
- *Describe employee communications*
- *Degree to which we are able to maintain strong employee retention rate*

- ❖ Ensure policies, procedures, and technology are in place to maximize flexible operations. *(Kohl/Schultz/Van Straten)*

Notes on measuring success:

- *Describe technology enhancements to support remote work and learning*
- *Identify and implement any policy or procedural changes to support flexible operations (HR, Instruction, Facilities, IT)*