Priority 1: Reaffirmation of College Accreditation

Ensure the successful completion of the Higher Learning Commission (HLC) site visit, resulting in the reaffirmation of the college's accreditation, by preparing and presenting comprehensive evidence of institutional effectiveness, academic quality, and continuous improvement.

Objectives:

- Complete and submit assurance argument and all associated evidence.
- Prepare College Community for site visit through targeted training and resources.

Focus on our Students:

Priority 2: Enhance academic flexibility and predictability through the implementation of a continuous enrollment model that balances faculty scheduling needs with student scheduling predictability.

Objectives:

- Develop a Continuous Enrollment Framework that:
  - Supports multiple program starts in a given academic year.
  - Includes summer offerings as part of the full-time student program plan.
  - Shortens total program time to completion.
- Optimize Program Plans to:
  - Create flexible scheduling options through the assessment of requisites, course structure, and sequencing to support varied term lengths, multiple program start points, and summer course offerings.
- Ensure Student Predictability by:
  - Developing a predictable, repeatable course schedule that aligns with student needs and supports uninterrupted academic progression.
  - Aligning advising and support services to assist students in planning and navigating the continuous enrollment model.

Focus on our Students (Continued):

Priority 3: Improve our ability to serve students and customers by enhancing our technology and foundational student systems.

Objectives:

- Implement Blackboard Ultra learning management system (LMS).
- Ensure that faculty, staff, and students are prepared for the LMS transition through the creation and deployment of appropriate training for each stakeholder group.
- Complete Workday Student implementation and continue efforts to enhance Workday Finance and HR systems, starting the process of creating defined pathways for completion of enhancements that aligns/integrates all Workday modules.

Priority 4: Reach our strategic plan retention measure of 63% through the completion of projects and initiatives that address student academic readiness, socioemotional wellness, and financial readiness.

Objectives:

- Implement Strategies from Retention and Completion Action Plan.
- Implement Student Support Services Awareness Building Initiatives.

Focus on our Teams and Organization:

Priority 5: Enhance leadership and team effectiveness through comprehensive training programs.

Objectives:

- Augment our current internal training opportunities by partnering with Franklin-Covey to offer online and in-person training modules.
- Implement revised leadership training program and support the completion of the program for 20-25 current employees.

Focus on our Teams and Organization (Continued):

Priority 6: Continue work on developing and implementing improvements to our total rewards program.

> **Objectives:**
>
> - Ensure each employee's individual compensation is at the appropriate placement within their grade range and work through our annual planning process to propose any necessary changes.
> - Assess non-base compensation programs, such as exceptional merit, progression incentives, and degree attainment rewards and review proposals for each with the College's Board of Trustees.
> - Enhance holistic employee well-being through targeted initiatives led by the well-being committee.
> - Improve flexibility for faculty by evaluating and implementing contract options to support year-round programming efforts where appropriate.
> - Review and optimize benefit and time off programs to better support our employees.

Focus on our Teams and Organization (Continued):

Priority 7: Improve data accessibility for all stakeholders by developing a College data strategy to ensure data access and integrity across the organization.

> **Objectives:**
>
> - Create and execute a comprehensive data access plan focused on enhancing strategic reporting capabilities by leveraging College IT resources and external support as necessary.

Priority 8: Develop and implement an artificial intelligence (AI) strategy that drives innovation, improving efficiency, and enhancing the student experience through the use of AI technologies.

> **Objectives:**
>
> - Develop and implement an AI Strategy which supports the achievement of the measures outlined in our Strategic Plan.
> - Identify and communicate metrics that allow us to evaluate the effectiveness of our AI related efforts.
> - Implement at least 2 college-wide AI projects per year.
> - Develop and implement a college-wide AI training plan for staff.

Focus on our Regional Employers:

Priority 9: Implement a comprehensive regional center programming plan that aligns with the current and projected employment needs of employers across all areas of the Fox Valley Technical College (FVTC) district.

Objectives:

- Based on research findings, finalize and implement a minimum of 2 program offerings that lead to a college credential at each regional location.
- Establish and evaluate metrics to track the effectiveness of regional program offerings.
- Launch comprehensive marketing campaign to raise awareness of new and revised regional location program offerings among prospective students, employers, and community stakeholders.

Focus on our K-12 and Community Partners:

Priority 10: Improve high school student transitions to FVTC.

Objectives:

- Partner with the Oshkosh Area School District (OASD) to support two Educational Advocate positions.
- Learn and implement best practices leading to increased awareness of and engagement with FVTC by our K12 partners and families.
- Create a marketing campaign to show that FVTC is the right choice for K-12 students.
- Implement an Early College Credit Pathway Model that focuses on early high school and middle school career exploration, purposeful embedded pathways, and high school academies where appropriate.