



ST. CLOUD 
TECHNICAL & COMMUNITY COLLEGE

A member of Minnesota State

STRATEGIC PLAN
2018-2020

May 8, 2018



THE STRATEGIC PLANNING PROCESS

ORIGIN

In November 2017, Interim President Kloos initiated a process to advance the College's strategic framework by developing a set of strategies and objectives that align with the College's capabilities to drive its execution. The process was sustained by a broad representation of the campus community. What resulted is a set of strategies and objectives organized by six pillars of success: Student Success, Community Building, Developing a Skilled Workforce, Sustainability, Employee Engagement, and Equity and Inclusion.

ABOUT SCTCC

St. Cloud Technical & Community College was founded in 1948 as Minnesota's second technical college. Its 90+ program options closely match Central Minnesota's economic needs, displaying SCTCC's commitment to partnering with area businesses and meeting the workforce needs of our community. Within a year of program completion, 97.5% of our graduates are employed within their fields of study or successfully transfer to continue their educational goals.

The College is an economic engine for Central Minnesota. By partnering with area businesses like CentraCare, Cold Spring, Park Industries, Talon Innovations, and Xcel Energy, SCTCC offers relevant programs preparing graduates with the necessary knowledge and skills to be successful.

GETTING STARTED

As part of its accreditation process with the Higher Learning Commission, the College sent an eight-member task force to attend a strategy forum to define a thorough planning process necessary to achieve the strategic plan alignment. For the process to work, the priority was to seek input from both internal and external stakeholders, including students, faculty and staff, alumni, and community members. From November to April, the College sought and received input from all faculty and staff and a large number of students and community members in an iterative and collaborative process that developed and refined the plan's strategies and objectives necessary to achieve the College's pillars of success.

NEXT STEPS

The draft goals and objectives in this document are the result of the campus community working together during the planning process. Prior to the fall semester, the College will reinstate the process during Welcome Back day. The goal during the months following will be to finalize the goals and objectives, develop prioritized action plans to achieve them, and a set measurable outcomes for each.

The past six months have been a reminder that a collaborative planning process is the glue that holds the campus community together. As the strategic planning process moves forward, continued involvement from the entire campus community will be key to its success.

MVP – MISSION, VALUES, AND PRIORITIES



SCTCC EMBRACES SIX **“Pillars of Success”**

The pillars of success are SCTCC’s priorities to achieve performance excellence, focusing on accountability, data-driven decision making, and assessment.

The identified key measures help SCTCC define and measure progress toward our priorities.

VISION STATEMENT

St. Cloud Technical & Community College is the college of choice for quality career, technical and transferable education, focused on highly-skilled employment and life-long learning opportunities.

MISSION STATEMENT

St. Cloud Technical & Community College prepares students for life-long learning by providing career, technical and transferable education.

CORE VALUES

- Student success through collaboration and cooperation
- A friendly, respectful, enthusiastic, safe, and diverse atmosphere
- Student-centered from prospect through alumni
- Staff development and success
- A team oriented environment
- Relationships with industry and community
- Quality and continuous improvement
- Innovation, creativity, and flexibility
- Contextual and technologically driven learning experiences

PILLAR 1 – STUDENT SUCCESS

Key Measures:

- Completion Rates
 - Placement Rates
 - Persistence/Retention
 - College Transitions/Transfer
 - Readiness for College
 - Student Learning
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- **Goal 1: The college will use assessment data for future decision making**
 - » Objective 1: Establish a system for using data that includes perspectives from faculty, staff, and students to close the assessment loop
 - **Goal 2: The college will increase awareness of assessment tools and use**
 - » Objective 1: Provide education opportunities for faculty and staff regarding best practices focused on learning and consistency in assessment
 - **Goal 3: Students are prepared for continuous academic success**
 - » Objective 1: Collaborate across the college to create communication processes that empower and guide students with information on resources and expectations
 - **Goal 4: Students are prepared for a successful career path**
 - » Objective 1: Curriculum will be aligned through general education and program outcomes
 - **Goal 5: Establish retention strategies at all stages of the student life-cycle**
 - » Objective 1: Increase, educate, and provide timely access to education resources
 - » Objective 2: Identify all stages of the student life-cycle to build and implement strategies that support retention at each stage
 - » Objective 3: Define retention and its elements and how employees can engage in activities to support it.
 - » Objective 4: Support students in developing in all stages of wellness: social, emotional, spiritual, environmental, occupational, intellectual, physical
 - **Goal 6: Build a sense of community among students**
 - » Objective 1: Develop and increase access to on- and off-campus student space (college, SCSU, community)
 - » Objective 2: Facilitate and/or enhance ways students make connections at the college including faculty, staff, support services, and between other students
 - » Objective 3: Create a campus climate that is inclusive, culturally competent, safe, and supportive of all students

PILLAR 2 - COMMUNITY BUILDING

Key Measures:

- Funding/Investments
- Partners/Collaborations
- Reputation/Image
- **Goal 1: Strengthen integration with our changing campus community**
 - » Objective 1: Expand regional partnerships in industry and education
 - » Objective 2: Enhance communication by providing the community opportunities to evaluate the college
 - » Objective 3: Align the work of the college with the needs communicated to us by the workforce
- **Goal 2: Enhance the reputation of the college within the community**
 - » Objective 1: Increase outbound and inbound communication
 - » Objective 2: Establish a feedback loop that invites community input

PILLAR 3 - DEVELOPING A SKILLED WORKFORCE

Key Measures:

- Satisfaction of Graduates
- Advisory Board Membership
- Advisory Board Engagement
- Identify & Meet Market Demands for Program Alignment
- Gainful Employment
- **Goal 1: Our programs will prepare people for the varied needs and expectations of the workforce**
 - » Objective 1: Integrate coursework into programs to develop the characteristics desired by business and industry to be successful in a work environment
 - » Objective 2: Stay current with industry trends and changes
- **Goal 2: SCTCC students will be the desired candidates to fill workforce needs**
 - » Objective 1: Increase the college's involvement by enhancing outreach into the community and partnering with industry to align programs to workforce needs

PILLAR 4 - SUSTAINABILITY

Key Measures:

- CFI Measures
- Efficiency & Effectiveness
- Enrollment
- **Goal 1: Prioritize investments in student success, technology, and infrastructure while maintaining healthy reserves**
 - » Objective 1: Balance general fund with built in reserves
 - » Objective 2: Ongoing resource development and revenue generation
 - » Objective 3: Stable funding for ongoing operations
 - » Objective 4: Develop new programs and initiatives to meet student and community needs

PILLAR 5 - EMPLOYEE ENGAGEMENT

Key Measures:

- Employee Engagement
- Retention/Transfer
- Professional Development
- Reward and Recognition

- **Goal 1: Increase trust through accountability and follow through**
 - » Objective 1: Develop a campus wide communication mechanism
 - » Objective 2: Increase trust between leadership and employees through transparency, accountability, and follow through
- **Goal 2: Build a community of employees who feel valued and recognized**
 - » Objective 1: Provide awareness of professional development opportunities for faculty and staff
 - » Objective 2: Systematic accountability for employee evaluation
 - » Objective 3: Empower employees to have a voice and establish an environment that encourages sharing

PILLAR 6 – EQUITY AND INCLUSION

Key Measures:

- Inclusive Campus Climate
- Increased Access and Opportunity
- Enhanced Community, Civic and Global Engagement
- Continual Growth Toward Cultural Proficiency and Intercultural Connectedness

- **Goal 1: strengthen the value diversity brings to the campus**
 - » Objective 1: Establish/re-establish diversity committee
 - » Objective 2: Education on what diversity means for collective recognition and inclusivity
- **Goal 2: leverage local partners to understand how SCTCC is positioned locally and globally**
 - » Objective 1: Create online access to highlight opportunities
 - » Objective 2: Intentionally seek opportunities to make diversity a strength



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*SCTCC is a member of Minnesota State and accredited by the Higher Learning Commission.
ADA Accessible Facility. Affirmative Action/Equal Opportunity Education and Employer.*