

**MORAINÉ PARK TECHNICAL COLLEGE
2019-20 COLLEGE STRATEGIC PLAN**

STRATEGIC PRIORITY 1: Build a supportive culture to make us an employer of choice.	Metric 1.1: Establish a collaborative and supportive culture that ensures accountability and drives improvement. Metric 1.2: Encourage and support employee growth and development. Metric 1.3: Foster opportunities for flexibility that encourage a healthy lifestyle and work-life balance. Metric 1.4: Engage all employees in effective communication practices utilizing appropriate channels and tools.
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Objective 1.1: Establish a collaborative and supportive culture that ensures accountability and drives improvement.						
System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
All	Administrative Policies and Procedures	All Unit Leaders	June 2020	Continue process to convert existing College policies and procedures into a new format aligned with the new Board Policy Manual. Effective policies and procedures will help provide accountability and improve engagement.		
Facilities	Complete Phase 2 of Access Control Installation	Faeh	December 2019	Add access control to the final academic areas and faculty suites not completed as part of the phase 1 access control project. This will improve the safety of students and staff.		
Facilities	Create and implement strategy for trash and recycle program	VanDerlinden	December 2019	Create efficiencies with work flow and reduced costs District Wide		
Talent Management	Implement annual AA/EO Five-Year Plan employment initiatives.	Stettbacher	June 2020	Success will be measured through completion and results of plan activities.		
Talent Management	Assess the feasibility of a short-term disability benefit for employees.	Kilgas	June 2020	Better align MPTC with the private sector and allow employees/supervisors more autonomy and flexibility with absence management/paid leave.		
Talent Management	Coordinate on-site Comprehensive Civil Rights Compliance Review.	Stettbacher	June 2020	Successful completion of the on-site review performed by the Wisconsin Technical College System Office.		
Talent Management	Develop website and intranet content for effective candidate and employee experiences.	Broske	June 2020	Develop a website with the ability to evolve for progressive and more effective talent acquisition. Provide an effective platform for communication, access to information/services and utilization of resources on/offsite.		
Talent Management	Expand Talent Management capacity to develop and implement effective talent strategies.	Broske	June 2020	Enhance capacity to handle the ongoing workload associated with employee relations and focus resources on being an employer of choice now and in the future.		
Student Support	Review and enhance activities related to compliance with the Drug Free Schools Act.	Bauer	January 2020	Establish compliance with the Drug Free Schools Act and Title IV.		

Objective 1.1: Establish a collaborative and supportive culture that ensures accountability and drives improvement.

System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Financial Aid	Lead the effort to ensure College compliance with the Student Consumer requirements of Title IV by completing an audit and sharing any potential improvements with the College to ensure resolution of the issue.	Bodart	January 2020	A Student Consumer Information website that complies with Title IV requirements. An annual review and update process for Student Consumer Information.		
Dean of Students	Review existing policies and procedures related to Clery Act compliance.	Lieburn	September 2019	The Dean of Students will work with the Security Manager to ensure effective implementation of the Clery Act operational and reporting requirements. Updating some Student Conduct and Title IX procedures may be necessary. Additional work will continue after 9/15/2019, to prepare for the 2020 submission.		

Objective 1.2: Encourage and support employee growth and development.

System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Primary Learning	Implementation of Adjunct Faculty evaluation and professional growth process	Eden	June 2020	Implement an evaluation process and timeline for adjunct faculty and define opportunities for professional development.		
Finance	Implement new 2020 W-4 form	Freund	December 2019	The new form W-4 will be designed to take all the recent changes from the Tax cuts and Jobs Act into account so withholding can be more accurate.		
Talent Management	Expand diversity and inclusion learning opportunities for employees.	Henken	June 2020	Advance the skill sets and competence of employees in order to support the College's Affirmative Action/Equal Opportunity Five-Year Plan and the Diversity and Inclusion Plan.		
Talent Management	Implement Employee Engagement and Talent Management Five-Year Plan activities.	Henken	June 2020	Increase communication, collaboration, employee satisfaction and engagement to support being an employer of choice.		
Student Services	Develop training for all Student Services staff focused on communicating effectively with diverse populations. Develop training on how to respond to and deescalate challenging situations.	Snyder	June 2020	To improve staff communication with a more diverse student population. To ensure communication that reinforces student success, equity and retention.		

Objective 1.3: Foster opportunities for flexibility that encourage a healthy lifestyle and work-life balance.

System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Facilities	Create efficient space office/ work area concepts	Marquez/ Keenan	June 2020	Implement new office standards district wide to maximize existing space and cost effectiveness.		
Talent Management	Expand wellbeing programming for employees.	Kilgas	June 2020	Build a healthy culture and minimize health-related costs.		

Objective 1.4: Engage all employees in effective communication practices utilizing appropriate channels and tools.						
System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Facilities	Facilities CMMS System - New Work Order System implementation	Marquez	December 2019	Implement a new software that will create a better workflow and FAC asset management.		
Information Technology	College Intranet	Plamann/Baerwald	October 2019	Implement a solution providing an easy to use, end user experience including a robust search, responsive, and mobile friendly environment leveraging existing infrastructure.		

STRATEGIC PRIORITY 2: Improve student success through innovative programming, delivery and services.	Metric 2.1: Build a supportive culture to create opportunities for students that reinforce the development and consistent demonstration of Core Abilities. Metric 2.2: Identify and develop adaptive learning models, instructional strategies and services to improve student access, engagement and success. Metric 2.3: Enhance recruitment and retention efforts to support a diverse student population.
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Objective 2.1: Build a supportive culture to create opportunities for students that reinforce the development and consistent demonstration of Core Abilities.

System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Primary Learning	Implement SkillsTutor in the jails	Raad	June 2020	Jail students can complete computer literacy skills and academic skills on a secured program. Students can complete work outside of Student Success Center Hours.		

Objective 2.2: Identify and develop adaptive learning models, instructional strategies and services to improve student access, engagement and success.

System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Primary Learning	Develop new programs offerings	Rice/Jascor	June 2020	Create new Associate Degree, Technical Diploma, and Career Pathway Certificate programs to be available beginning in the 2020/2021 school year.		
Primary Learning	Launch new program offerings	Rice/Jascor	January 2020	Launch newly developed and modified Associate Degree, Technical Diploma, and Career Pathway Certificate programs to be offered in the 2019/2020 school year.		
Primary Learning	Create and implement a plan to minimize student costs in terms of textbooks, and other print and electronic course resources	Rice/Jascor	June 2020	Fewer required online access codes for learning content, less course-related materials that are required of students to print, and the enhanced adoption of Open Educational Resources (OERs) in place of print versions of textbooks.		
Primary Learning	Development of the Center for Online Learning	Pollard	June 2020	Development of a center for online learning to provide consistency with online instruction, standards and professional development of faculty		
Primary Learning	Expansion of Adult Based Education (ABE) at the Department of Corrections – Taycheedah Correctional	Davies	June 2020	Provide material and administrative support to standardize ABE instruction at Taycheedah Correctional Institution		
Primary Learning	Faculty training and professional development for online and digital learning	Pollard	June 2020	Build and sustain excellence in online and blended instruction through a comprehensive and ongoing training and professional development program.		
Facilities	Complete 19-20 planned capital projects	Marquez	June 2020	Complete the capital projects per the approved 3yr plan.		

Objective 2.2: Identify and develop adaptive learning models, instructional strategies and services to improve student access, engagement and success.

System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Advising	Through the Guided Pathways model, define holistic advising and advisor and specialist roles within the context of that new definition with input from the Guided Pathways Team and the Achieving the Dream on-site visit report.	Lieburn	May 2020	Establish an institutional definition of advising that will be the basis for academic advising services offered by MPTC. Update job descriptions.		
Advising/Admissions	Through the Guided Pathways model, determine how to integrate career advising for new and current students.	Lieburn	May 2020	Each specialist, advisor and recruiter will be able to effectively guide a student through a career discussion using available resources. Help every new student explore career/college options, choose a program of study, and develop a full program plan as soon as possible.		
Admissions	Implement Examity, a service that provides a student with a virtual remote proctor for their exam in order to enhance online service options.	Waldvogel-Leitner	January 2020	Ability to provide students with remote administration of admissions testing.		
Student Services	Anticipating the new CRM, continue work started in Spring 2019 to develop a comprehensive communication plan for students post admission. This process began with a small team developing communications from advising and will progress to address the whole student lifecycle.	Ruback	June 2020	A comprehensive student communication plan will be developed that addresses the entire student lifecycle.		

Objective 2.3: Enhance recruitment and retention efforts to support a diverse student population.

System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Primary Learning	Develop an implementation plan for on-line vocational program delivery at the Department of Corrections	Hall	June 2020	Delivery of course work for two on-line programs at the Department of Corrections		
Enrollment Management	Implement the annual work plan related to supporting the Strategic Enrollment Management plans and strategies.	Waldvogel-Leitner/Lieburn	June 2020	An annual plan of work will be developed that focuses efforts of units on the recruitment, and retention of students for the College. Accurate benchmarking data will be critical to develop a baseline set of numbers for both recruiting and retention.		
Diversity Services	Investigate and plan for the deployment of multi-lingual support across Student Services.	Snyder	June 2020	A plan to ensure Title VI bi-lingual support compliance.		
Student Services	Implement Promising Futures – Adult Promise Program	Schwamn	January 2020	At least 30 adult learners are enrolled that can benefit from the Promise Program.		

STRATEGIC PRIORITY 3: Strengthen our K-16 and community connections.	Metric 3.1: Create systematic processes to build relationships with high school faculty, staff and parents within our district. Metric 3.2: Develop and promote seamless pathways for K-16 and adult career opportunities. Metric 3.3: Increase the visibility of MPTC's impact to the communities we serve. Metric 3.4: Develop and grow continuous relationships with businesses, alumni and community agencies to improve promotion of educational opportunities, student persistence and career placement.
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Objective 3.1: Create systematic processes to build relationships with high school faculty, staff and parents within our district.

System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Primary Learning	Implement a hybrid on-line solution through Canvas for customized training students	Hall	June 2020	Delivery of course work for two clients through Canvas		
Information Technology / Academic Affairs	Automate registration for High School Dual Credit Instructors and Students	Neumann / Pollard	Phase 2: January 2020	Phase 2: Students are able to electronically register and access appropriate resources online		

Objective 3.2: Develop and promote seamless pathways for K-16 and adult career opportunities.

System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Primary Learning	Develop a mentorship program for K-12 faculty	Pollard	June 2020	To Provide all K-12 faculty with an MPTC faculty in their specific program area that is assigned as a point of contact for questions as it relates to curriculum		
Primary Learning	K-12 Academy Model	Pollard	June 2020	Increase in credentials earned within high school, and an increase in dual enrollment direct out of high school. More streamlined programming in K-12 to provide more opportunities for students to enroll at MPTC.		
College Leadership	Explore new partnerships within Ripon/Green Lake service area	Baerwald	December 2019	Increase visibility and engagement within the western region of our district		
College Leadership	Enhance web navigation and content updates	Potts	March 2020	Better user experience for web visitors		

Objective 3.3: Increase the visibility of MPTC's impact to the communities we serve.

System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Primary Learning	Create a fall or winter lecture series	Rettler	March 2020	Community outreach and Campus Awareness		
Primary Learning	Host Business After Hours event for the BD Chamber	Pollard	June 2020	Improve community outreach and campus awareness		
College Leadership	Increase number of events/sponsorships	Urban	June 2020	Strengthen and grow relationships with community organizations		
College Leadership	Share Innovation 2025 plan with communities	Baerwald	June 2020	Increase visibility		

Objective 3.4: Develop and grow continuous relationships with businesses, alumni and community agencies to improve promotion of educational opportunities, student persistence and career placement.

System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
College Leadership	Create foundation stewardship plan	Bourland	October 2019	Enhance donor relationships		

STRATEGIC PRIORITY 4: Advance the efficient and effective use of technology.	Metric 4.1: Develop standardized business processes and technology that ensure a state-of-the-art student and instructional experience. Metric 4.2: Leverage technology to streamline data access and improve reporting and decision making while ensuring the integrity and security of sensitive data. Metric 4.3: Expand the awareness and effective utilization of technology and data solutions in accessible environments.
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Objective 4.1: Develop standardized business processes and technology that ensure a state-of-the-art student and instructional experience.

System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Primary Learning	Replace CISCO Telepresence rooms	Rettler	August 2019	Replace end of life Telepresence equipment with new technology		
College Leadership	Continue implementation of ERP project	Baerwald	June 2020	Leverage effective technology and enhance user experience		
Information Technology	Develop Virtual Desktop Integration (VDI) for Academics Proof of Concept	Plamann	June 2020	Demonstrate a potential VDI solution in an Academic setting to College Leadership who will provide direction on next steps.		

Objective 4.2: Leverage technology to streamline data access and improve reporting and decision making while ensuring the integrity and security of sensitive data.

System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Primary Learning	Develop and submit Higher Learning Commission Interim Assessment report	Eden	June 2020	Positive feedback for evidence tracking.		

Objective 4.3: Expand the awareness and effective utilization of technology and data solutions in accessible environments.

System/Unit	2019-20 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Student Support	Finalize the Accessibility policy and procedures for implementation.	Bauer	May 2020	An institutional policy and a procedure ensuring MPTC's compliance with federal requirements related to accessibility for all persons.		