STRATEGIC PRIORITY 1: Enrollment	Metrics: To be defined in detail

Objective 1.1: Develop creative, alternative and flexible delivery methods, schedules and credentials to increase enrollment and retention.

System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Academic Affairs	Expand the Department of Corrections Online Learning Opportunities project through the release of two program tracks, offering classes in the fall and spring semesters (CI019)	Hall	May 2021	Increased enrollments and FTE; potential for 12-18 additional FTE in year 1		
Academic Affairs	Second Chance Pell implementation	Hall	December 2020	New students enrolled in Pell funding to incarcerated individuals through new program development		
Academic Affairs	Water Quality Instructor (CI020)	Hall	June 2021	Increased enrollments - approximately 600 per year Increased contract revenue - $124,732 per year for 3 years Increased FTE - non-credit courses, so limited 3-4 per year		
Academic Affairs	Transition Welding Boot Camp Instructor off of General Purpose Revenue grant funding to General Fund (CI024)	Hall	June 2021	The welding boot camp will serve approximately 30 students annually and generate approximately 15 FTE annually. It is anticipated this will be maintained moving forward. No new FTE are anticipated. Anticipated 38.14 contract and support revenue is $143,190. This is the same as is currently received annually. No new dollars are anticipated.		
Academic Affairs	Continue to explore and implement new program and course delivery modalities and mediums to better meet the needs of students.	Rice/Jascor/Raad	Ongoing	Conduct assessments of programs, courses, and resources such as faculty, classrooms, and technology to identify opportunities to better meet the needs of students and attract a new population of students to the College. Possibilities may include strategies such as Virtual Desktop for students, creating formal part-time program tracks, scheduling course so students may have a shortened time to degree completion, implementing remote synchronous course student access, and creating courses on demand, to list a few.		

Objective 1.2: Cultivate innovative teaching and learning practices to improve student success through the use of emerging technology, equipment, and teaching methodologies.

System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Academic Affairs	Expand online learning opportunities within customized training	Hall	December 2020	Create new non-credit customized training offerings delivered in Canvas		
Academic Affairs	Implement Assessment Plan	Rettler	June 2021	A successful re-accreditation		

Objective 1.2: Cultivate innovative teaching and learning practices to improve student success through the use of emerging technology, equipment, and teaching methodologies.						
System/Unit	**2020-21 System Initiatives**	**Accountable Manager**	**Expected Completion Date**	**Target Outcome**	**Mid-Year Performance (Dec.)**	**Year-End Performance (June)**
Facilities	Furniture test classroom (CI035)	Marquez/Keenan	June 2021	Test classroom set-up with different manufacturer's tables, chairs, soft seating etc. Cultivate innovative teaching & learning practices to improve student success using emerging technology, equipment, and teaching methodologies.		
Student Services	Deployment of a language translation service (Language Line) for students at Student Services offices and other key district locations. (CI041)	Laster	June 2021	Comply with Title VI language services for students that speak English as a second language and provide equitable services to non-English speaking students across the District.		

Objective 1.3: Utilize technology to create a seamless and intuitive learning experience.						
System/Unit	**2020-21 System Initiatives**	**Accountable Manager**	**Expected Completion Date**	**Target Outcome**	**Mid-Year Performance (Dec.)**	**Year-End Performance (June)**
Academic Affairs	Launch Interdisciplinary Simulation Laboratory on the Beaver Dam campus (CI031)	Jascor	June 2021	Provide students a realistic, inter-disciplinary simulation lab following the Beaver Dam remodeling project.		
Academic Affairs	Implement College-wide approaches to minimize student costs in terms of textbooks, and other print and electronic course resources.	Rice/Jascor/Raad	Ongoing	Fewer required online access codes for learning content, less course-related materials that are required of students to print, better instructional use and increased rental options for required print textbooks, creation of Zero Textbook Cost (ZTC) courses and programs, enhanced adoption of Open Educational Resources (OERs)		
Academic Affairs	Cidi Labs Design Plus (CI043)	Pollard	June 2021	Instructional design tool developer Cidi Labs offers a suite of tools designed to make courses in Canvas more visually engaging, interactive, and appealing to students. We expect that this approach to design will enhance student's cognitive presence in online, blended, and on-ground courses.		
College Leadership	Complete rollout of new student portal, including gamification component.	Potts	December 2020	Increase student retention—via use of technology to create an intuitive learning experience		
College Leadership	Create a plan to digitize all presidential office permanent records	Jelinek	March 2021	Create simplified and user access for record retention		
College Leadership	Continue efforts to implement a new ERP solution (CI045)	Baerwald	June 2021	Create an intuitive, future-focused ERP solution that improves student and staff engagement and efficiency		
Information Technology	Mobile Device Management Implementation (Phase 1)	Buytendorp	June 2021	Update Faculty devices at their homes since they are not on campus when teaching online or non-contract over summer.		
Student Services	Research CRM Vendor Path for Implementation in 2021-2022 (CI044)	Ruback	June 2021	Upgrade to state of the art platform. Increase integration of Marketing and Recruitment work via campaigns. Improves ease of use for future conversion to next MS Dynamics CRM product.		

Objective 1.3: Utilize technology to create a seamless and intuitive learning experience.

System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Student Services	ERP/CRM (CI053)	Barrett/Clark/Bauer/Lieburn	June 2021	Internal referral system (workflow) for staff to submit concerns to Counselors, SS Center, etc. *(not for behavior issue/BIT referral but to connect student with someone)*		
Student Services	Joint effort with Academics to implement Banner 9 Registration "vanilla" functionality including parts of term and waitlist. (CI057)	Marquardt	June 2021	Substantially improve the online registration experience, as the current online registration system does not work well and generates a substantial number of student complaints.		
Student Services	Joint effort with Academics to implement an online catalog/student handbook management system. (CI059)	Marquardt	June 2021	Catalog and handbook are required to be printed annually. Provides online storage and backup of historical catalogs, reduces entry of course description from 4x/year to 1x/year, thereby improving consistency and accuracy while improving staff productivity.		
Student Services	Research Degree Audit Software for Implementation in 2021-2022	Clark	June 2021	Will provide the ability to effectively track, report and analyze student progress.		

Objective 1.4: Provide integrated, targeted support services that promote individual student success, holistic growth and wellness.

System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Academic Affairs	Create and implement updated Core Abilities and Learning Outcomes	Raad	May 2021	Address need for updates/revisions to MPTC Core Abilities and General Education Learning Outcomes		
Academic Affairs	Strengthen the student service/volunteer opportunities thru increasing student participants, total hours, and awards	Raad	May 2021	Increased student service/volunteer impact		
Academic Affairs	Continued work of the General Studies Marketing Taskforce	Raad	May 2021	Increased visibility and recruitment of potential student in General and Basic Education courses.		
Academic Affairs	Continue to pursue new relevant funding opportunities	Rettler	Ongoing	Look for grants and foundations to allow us to purchase relevant technology and for capital improvements.		
College Leadership	Implement the President's Circle plan (CI051)	Baerwald/Bourland	September 2020	Make MPTC a philanthropic destination for the future		
Finance	Develop project team to determine future of campus bookstores (CI046)	Kasubaski	June 2021	Select and implement bookstore model to align with needs and strategic direction of the college.		
Finance	Administrative Policies and Procedures	Kasubaski	June 2021	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.		

Objective 1.4: Provide integrated, targeted support services that promote individual student success, holistic growth and wellness.

System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Student Services	Implement comprehensive advising model using a program cluster approach.	Clark	June 2021	The new advising model implementation will deploy career advising across the student lifecycle and result in advisors being able to provide transfer advising services to students, increase student retention, persistence and four-year transfer.		
Student Services	Deploy alcohol and illicit drug training tools for students to be utilized within Counseling Services and College 101 (CI013)	Bauer	June 2021	To comply with the Drug Free Schools Act. To minimize the use of illicit drugs and alcohol abuse among the student population.		
Student Services	Revise Behavioral Intervention Team (BIT) roles and functions to align with the new Threat Assessment team and processes.	Barrett/Lieburn/Schwamn	June 2021	Current configuration including BIT only addresses students of concern; no threat assessment process exists. Memorandums of understanding with police/fire agencies need to exist and defined processes related to a potential threat do not exist across the College.		
Student Services	Revisit the course cancellation policy and its impact on enrollment.	Marquardt	June 2021	It can be difficult for late applicants to find class sections; this can cause us to lose students. In addition, cancelled classes may be harmful to our returning student retention.		
Student Services	Implement unit-wide customer service expectations and assess effectiveness.	Waldvogel-Leitner	June 2021	Use existing Enrollment Services standards with agreed upon changes from 19-20. Implement training for all staff and secret shopper assessment.		
Student Services	Transition the PT Financial Aid position that is being paid from Temp dollars to a permanent PT position. (CI032)	Bodart	June 2021	Position processes incoming documentation and will be needed during Banner optimization effort and to support potential Second Chance Pell efforts.		
Student Services	Coordinate Promise Program and EDGE recruitment efforts	Buchanan/Schwamn	June 2021	Provide increased support opportunities for Promise students through academic enrichment activities and additional grant dollars.		

Objective 1.5: Expand attraction and retention efforts for both high school and working age adults while increasing community ownership.

System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Academic Affairs	Create a sustainable model to financially support short term dislocated worker training programs and expand programming	Hall	May 2021	Obtain alternative funding streams to continue to provide boot camp opportunities to the dislocated population		

Objective 1.5: Expand attraction and retention efforts for both high school and working age adults while increasing community ownership.						
System/Unit	**2020-21 System Initiatives**	**Accountable Manager**	**Expected Completion Date**	**Target Outcome**	**Mid-Year Performance (Dec.)**	**Year-End Performance (June)**
Academic Affairs	Welding Instructor (CI026)	Hall	June 2021	Increased 38.14 contract sales - new $68,000, retain $68,000 Increased FTE - 4 from Department of Corrections-Burke Center project (retain), with potential for 5 more from general business contracts (new). Increased enrollments - based on the number of participants from employers and Department of Corrections. The growth has been seen in 2019-20, and this initiative will allow us to sustain it into the future. Otherwise we will plan to lose the existing revenue and FTE which were garnered through existing program staff but unable to be maintained due to retirements.		
Academic Affairs	Enhance High School Opportunities	Pollard	Ongoing	1. Enhanced processes 2. Increased offerings 3. Increased credential attainment 4. Enhanced communication w/ stakeholders 5. Increase direct enroll out of high school 6. Training for K-12 teachers 7. Mentorship program development		
Academic Affairs	Sustain K-12 Fast Forward Coordinator position (CI021, CI022)	Pollard	June 2020	To continue the Fast Forward coordinator position post grant		
Academic Affairs	Improve MPTC relationship with Hartford Union High School and Hartford Community	Rettler	Ongoing	More direct enrollments with Hartford Union High School		
Academic Affairs	Transition customized training contracts from Banner 8 to Salesforce, integrating best practices and enhancement of processes and data for increased departmental efficiency	Hall	September 2020	All contract revenue and state reporting functionality available from Salesforce; increased departmental efficiency to support increased revenue generation with no additional staff		
Academic Affairs	New Nursing Entrance Exam	Jascor	December 2020	Increase in retention of nursing students once enrolled in Nursing Program. This can be measured by students completing program within the expected 150% time frame or 6 semesters. Also measurable: less attrition per each nursing course.		
College Leadership	In partnership with IT and keeping technology advances at the forefront, continue enhancement of web initiatives and efforts	Potts	June 2021	Better user experience for all populations.		
College Leadership	Implement the Innovation 2025 communication plan (CI015)	Baerwald	March 2021	Create community awareness and ownership to embrace MPTC efforts		

Objective 1.5: Expand attraction and retention efforts for both high school and working age adults while increasing community ownership.

System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Student Services	Working with K12 and Academics, Recruitment will develop an on-campus opportunity unique to Fond du Lac High School students.	Ruback	June 2021	Building a special relationship and set of activities will allow MPTC to build enrollment yield from Fond du Lac High School. Analysis of enrollment data shows that students from Fond du Lac High School are not attending UW or FVTC in larger numbers rather they are not pursuing college.		
Student Services	Develop integrated scholarship and financial aid awarding process. (CI049)	Waldvogel-Leitner/Bodart	June 2021	Financial Aid will work collaboratively with the Foundation to accomplish the join awarding of financial aid and scholarships by 3/1 annually beginning in March 2022. Addresses SSI 2019 concern shared by students.		
Student Services	Implement SSS TRIO Grant Proposal for 2020-25 Year 1.	Buchanan	July 2020	To improve the retention and success of under-prepared and under-resourced students.		
Student Services	Revise the closed program admissions processes	Waldvogel-Leitner	June 2021	Current method lacks transparency and clear documentation; lack of transparency could lead accusations of unfair admissions. Revising this process will ensure fairness and transparency for all stakeholders.		

Objective 1.6: Enhance learning environments to promote educational quality and learning outcomes.

System/Unit	System/Unit	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Academic Affairs	Develop and implement a college-wide assessment plan.	Raad	May 2021	Address Higher Learning Commission Criteria 4B and establish assessment plan for use by the college.		
Facilities	Complete 20-21 planned capital projects	Marquez	June 2021	Complete the capital projects per the approved 3yr plan.		
Facilities	Complete a master facility plan for the West Bend campus	Marquez	June 2021	Master plan West Bend campus to provide roadmap for future capital projects and funding solutions.		
Information Technology	Develop Pilot of VDI for Academics	Schreiber/Buytendorp	June 2021	Together with Academic Deans and User Services, develop plans to implement a pilot program of using VDI for targeted students.		
Student Services	In collaboration with Talent Management and Academics, work to determine baseline staff competencies related to inclusion and supporting student success.	Laster	June 2021	Assessment will be utilized on a voluntary basis to evaluate necessary training competencies. The training curriculum will be based on aggregate patterns of behavior that surface from this assessment.		
Student Services	Develop Student Services Assessment Model	Barrett	June 2021	Required for HLC and effective measurement of operations		

Objective 1.6: Enhance learning environments to promote educational quality and learning outcomes.						
System/Unit	**System/Unit**	**Accountable Manager**	**Expected Completion Date**	**Target Outcome**	**Mid-Year Performance (Dec.)**	**Year-End Performance (June)**
Student Services	Develop an assessment model for the TRIO program.	Buchanan	June 2021	SSS TRIO will distribute a scorecard each semester on required services outcomes: advising, tutoring, FA information, FAFSA assistance, persistence and retention, satisfactory academic progress, program recruitment, and transfer (annually).		
Student Services	Policies and Procedures Development	Barrett	Ongoing	Continue work related to Policy and Procedure development for the College.		

STRATEGIC PRIORITY 2: Workplace Culture	Metrics: To be defined in detail

Objective 2.1: Increase recruitment and retention of engaged, talented employees who embrace our values.

System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Academic Affairs	Increase administrative support for 38.14 Contract area (CI027, CI028)	Hall	June 2021	Ability to retain and grow 38.14 contract activities and reduce overtime currently being paid for an average of 8 hours of additional pay per week to existing staff.		
Academic Affairs	Increase the effectiveness of Institutional Effectiveness	Rettler	June 2020	Increase the effectiveness and efficiency of IE. Train employees on skills that will help IE mine and analyze data which will move the College forward.		
Finance	Update onboarding training materials	Kasubaski	June 2021	Review unit-wide onboarding trainings and related materials and make process improvements to more effectively communicate and education new employees on policy, procedure and other unit wide topics deemed appropriate.		
Information Technology	Gamification **expansion** for students and staff (Note that a pilot for student portal is currently underway, with estimated go-live in Spring 2020)	Bjork	June 2021	In cooperation with Marketing and Student Services, promote student **and** staff engagement across our web offering, This may include link scavenger hunts, polls, games and a fully featured rewards system.		
Talent Management	Implement a Paid Time Off and Short-Term Disability benefit (CI030)	Kilgas	June 2021	Restructure short-term leave benefit to enhance the employee/supervisor experience associated with absence management/paid leave.		
Talent Management	Enhance talent acquisition effectiveness and the candidate experience (CI060)	Warner	June 2021	Identify and implement process improvements and develop a comprehensive talent acquisition strategy.		
Talent Management	Conduct external market review for faculty positions	Kilgas	April 20201	Maintain competitive salary schedule aligned with compensation strategy and talent retention.		
Talent Management	Transition to defined contribution retirement plan	Kilgas	June 2021	Manage liability and minimize expense and risk associated with current early retirement benefit.		
Talent Management	Identify skill clusters and create complementary learning opportunities	Henken	June 2021	Delineate career pathing and skill development options for employees.		
Talent Management	Launch new learning opportunities aligned with the Innovation 2025 Strategic Plan (CI052)	Henken	June 2021	Build organizational capacity aligned with the College's strategic plan and Leader Profile.		
Talent Management	Increase effectiveness of the Talent/HR technology solution	Stettbacher	June 2021	Provide an integrated Talent/HR technology solution that enhances the employee experience, automates processes and provides for data analysis/reporting.		

Objective 2.1: Increase recruitment and retention of engaged, talented employees who embrace our values.

System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Talent Management	Administrative Policies and Procedures	Broske	June 2021	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.		

Objective 2.2: Increase risk-taking, creativity and innovative leadership throughout the college.

System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Academic Affairs	Implement a system of Faculty Academic Leads	Rice/Jascor/Raad	Ongoing	Provide faculty with leadership opportunities to do things such as coordinate book orders and adoption of zero-text courses and OERs, preliminary program course scheduling, manage adjunct faculty professional development (evaluation), and plan work team meetings, to list just a few possibilities.		
Facilities	Scheduled shut downs (areas) for deep cleaning (CI037)	VanDerlinden	January 2021	Allow more efficient use of labor hours and equipment by conducting deep cleaning in associated areas instead of random sporadic locations.		
Information Technology	Create authoritative central repository of College data	Neumann	November 2020	A central data platform for reporting and dashboarding that consolidates all essential information sources into one, trustable repository.		

Objective 2.3: Build an exceptional faculty model of excellence which embraces academic integrity, relevance, innovation, technology, and rigor.

System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Academic Affairs	Continue Development of a "Center for Teaching & Learning"	Pollard	Ongoing	To streamline faculty growth & development, specifically in the areas of teaching methods & curriculum development		
Facilities	Continuing/finish faculty open office suites (not included in 19/20 & 20/21 projects)	Marquez	June 2021	Incorporated into the 20-21 master facilities plan. The outcome will be to have all three campuses with only open concept faculty suites by the end of Fiscal FY21		
Talent Management	Expand faculty development programming (CI050)	Henken	June 2021	Partner with the Faculty Guild to fill a gap in the development continuum for faculty and foster faculty excellence.		
Talent Management	Package and promote faculty learning opportunities	Henken	June 2021	Implement LinkedIn Learning to enhance faculty development and promote faculty excellence.		

Objective 2.4: Focus efforts on advancing diversity, equity and belonging for all students and employees.						
System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Facilities	Threat assessment tool development (Policy/Procedure) (CI040)	Faeh	June 2021	Have a process and procedure in place to use for threat assessment.		
Facilities	Revitalize the business continuity program (CI012)	Adams	June 2021 (continued and sustained management of the program beyond 2020-21)	• Fundamental review of existing plans to update to new baseline • Develop and implement solutions for identified gaps for critical functions • Continue developing the IT Disaster Recovery Plan • Update all internal & external contacts and develop a process for routine maintenance of these resource relationships		
Talent Management	Implement and communicate the AA/EO 5-year Plan activities (CI061)	Stettbacher	June 2021	Develop and implement strategies to recruit and retain diverse talent and advance workplace diversity and inclusion.		
Talent Management	Launch new learning opportunity aligned with valuing diversity and building a sense of belonging (CI052)	Henken	June 2021	Implement unconscious bias training for employees to support and advance workplace diversity and inclusion.		
Student Services	Hire an Assistive Technology Specialist - utilizing grant funding through the Student Success grant. (CI018)	Bauer	June 2021	Specialized functional knowledge of technology for all Disability specialists is becoming a service issue. Increased technology demands on staff are taking away from direct service with students and causing staff shortages.		

STRATEGIC PRIORITY 3: Economic Driver/Community Impact	Metrics: To be defined in detail

Objective 3.1: Engage employers and community stakeholders to ensure job placements and learned skills meet workforce needs

System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Academic Affairs	Move two faculty positions from grant funding to college-funding (grant funding tied to CVTC Consortia grant; Expansion of NA in High School grant) (CI005, CI006)	Jascor	June 2021	Will sustain FTE in program and meet employer demand		
Academic Affairs	Improve and revise Global Education offerings and processes to include one international and one domestic trip embedded in an Introduction to Diversity Course (CI001)	Raad	May 2021	Improve quality, safety, and educational outcomes of Global Education offerings.		
College Leadership	Expand stewardship efforts with current and future donors	Bourland	September 2020	Increased touchpoints and financial support with key donors		
College Leadership	Create donor recognition walls at all three campuses (CI017)	Bourland	December 2020	Increased visibility to enhance stewardship activities		

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

System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Academic Affairs	Develop and launch new and modified programs offerings in Applied Technology and Trades, Health and Human Services. (CI007 – Cybersecurity Degree Program) (CI008 – Program Budget – Industrial Mechanical Technician Associate Degree) (CI009 – Program Budget – Maintenance Technician Apprenticeship Program) (CI010 – Program Budget – Industrial Electrician Apprenticeship Program) (CI011 – Advanced Manufacturing Degree Program)	Rice/Jascor	June 2021	Create new Associate Degree, Technical Diploma, and Career Pathway Certificate programs to be available beginning in the 2021/2022 school year and launch new program offering in 2020/2021., Implement updated curriculum as previously approved by the Criminal Justice-Corrections Program Advisory Board (approved 2018/19 academic year); Expand online course offerings in Early Childhood Education to provide students increased flexibility; intended outcome is shorten time to program completion. Identify new Associate Degree, Technical Diploma or Career Pathway Certificate programs to be available in the 2021/22 school year. Develop a minimum of one additional Dual Credit opportunity within Health and Human Service programs with an intended launch in academic year 2021-22.		

Objective 3.3: Engage stakeholder partners in developing effective and efficient credential solutions.						
System/Unit	2020-21 System Initiatives	Accountable Manager	Expected Completion Date	Target Outcome	Mid-Year Performance (Dec.)	Year-End Performance (June)
Academic Affairs	Investigate opportunities to address health care worker shortages within the MPTC District.	Jascor	June 2021	· Identify expanded strategies to promote career options within K-12 · Identify alternative scheduling opportunities within existing programs to expand capacity with minimal impact on college resources · Explore potential for Apprenticeship for Medical Assistant program.		
Facilities	External purchasing/facilities web page (CI034)	Marquez/Keenan	June 2021	Site set-up and maintained to engage community stakeholders.		