

# INSTITUTIONAL GOALS & STRATEGIC PRIORITIES

For the next strategic planning cycle (2023-2028), five institutional goals have been developed by the Strategic Planning Council and approved by the Board. To achieve these more overarching goals, more specific strategic priorities have been developed.

## INSTITUTIONAL GOALS

### GOAL 1:

#### Align Teaching and Learning Opportunities with District Needs

We will establish Kaskaskia College as the college of first choice in our service area.

##### Strategic Priorities

**Priority 1.1:** Build and sustain pathways that support a seamless transition from high school to KC.

- KPI: Percentage of high school graduates matriculating to KC

**Priority 1.2:** Ensure learning spaces meet programmatic and instructional delivery needs.

- KPI: EDUCAUSE Survey
- KPI: Student survey
- KPI: Faculty survey

**Priority 1.3:** Expand flexible learning options to support student equity and non-traditional learning, including varying modes of delivery, dual enrollment, and non-credit opportunities.

- KPI: Student enrollment in flexible learning options

**Priority 1.4:** Develop targeted marketing and communication to increase community awareness of academic offerings (marketing, labor market surveys, etc.).

- KPI: BAM Marketing Agency metrics

**Priority 1.5:** Expand opportunities for experiential learning, including field experience and service-learning opportunities.

- KPI: Student participation in field experiences
- KPI: Student participation in service learning experiences

### GOAL 2:

#### Strengthen and Evolve Programs that Support Student Success

We will foster an environment where all students are valued and can access resources that support their educational goals.

##### Strategic Priorities

**Priority 2.1:** Strengthen student success initiatives that address academic barriers to success.

- KPI: Student retention, persistence, and completion rates

**Priority 2.2:** Strengthen student success initiatives that address non-academic barriers to success.

- KPI: Student retention, persistence, and completion rates

**Priority 2.3:** Engage students in “next step” initiatives that support student transitions beyond KC.

- KPI: Transfer rates to 4-year institutions
- KPI: Graduate follow-up data
- KPI: Licensure pass rates
- KPI: Student participation in apprenticeships

### GOAL 3:

#### Cultivate a Workplace Culture of Growth and Diversity

We will promote an inclusive workplace where employees’ unique talents, skills, and perspectives are valued and leveraged.

##### Strategic Priorities

**Priority 3.1:** Expand professional development opportunities that enhance knowledge, develop skills, and promote growth of employees.

- KPI: Professional Growth & Development Survey
- KPI: Employee evaluation feedback
- KPI: Annual Employee Survey

### GOAL 4:

#### Foster Purposeful Community Engagement and Service

We will engage in partnerships for learning and service throughout the region to promote the public good.

##### Strategic Priorities

**Priority 4.1:** Cultivate mutually beneficial partnerships with businesses and industries within our community.

- KPI: Student participation rates in internships, apprenticeship, or service-learning offerings

**Priority 4.2:** Expand workforce development and community education opportunities.

- KPI: Number of workforce development and CE offerings
- KPI: Workforce development and CE enrollment

**Priority 4.3:** Expand opportunities for education centers to be hubs for the surrounding communities.

- KPI: R25 Facilities usage data

**Priority 4.4:** Cultivate relationships within our community that motivate stakeholders to participate in growing the future of KC.

- KPI: Advisory committee participation attendance
- KPI: Community engagement feedback

### GOAL 5:

#### Ensure Operational Effectiveness

We will be a solution-focused institution that will maintain sufficient resources, structures, and processes to fulfill its mission and respond to future challenges and opportunities.

##### Strategic Priorities

**Priority 5.1:** Optimize resource allocation to ensure appropriate resources across departments (including staffing), instructional areas, and locations.

- KPI: Annual Employee Survey
- KPI: Composite Financial Index (CFI)

**Priority 5.2:** Further our data-informed decision-making culture.

- KPI: Annual Employee Survey

**Priority 5.3:** Optimize processes to ensure effective operation of the institution.

- KPI: Annual Employee Survey