



Fort Scott Community College

STRATEGIC PLAN

GOAL #1

Foster relationships with the communities FSCC serves

Strategy 1: Optimize and expand community outreach

Tactics:

- Effectively communicate FSCC's impact on the community
- Identify opportunities for FSCC students, faculty, and staff to volunteer in the community
- Publicize FSCC's economic impact on the community

Strategy 2: Strengthen community partnerships

Tactics:

- College participation in community activities at city, county, regional, and state levels
- Encourage members of the community to participate in College advisory boards and governing agencies
- Expand manufacturing and other specialty events

Strategy 3: Increase community participation in campus activities

Tactics:

- Increase number of events held at FSCC for the benefit of the community
- Provide noncredit courses and training opportunities based on community needs
- Provide facilities for GED instruction

Key performance indicators:

- Participation on advisory boards
- Positive community survey results
- Increased number of attendees at FSCC's community events
- Increased number of FSCC volunteer hours in the community

GOAL #2

Cultivate quality enhancements for education and learning

Strategy 1: Improve academic processes

Tactics:

- Revise orientation and capstone classes
- Develop academic affairs policy manual
- Establish deadlines and schedules for catalog updates
- Provide website for internal/external stakeholders to review aggregate data to improve assessment process

Strategy 2: Maintain compliance with accreditors and oversight agencies

Tactics:

- Ensure alignment between degree audits, catalog, and KBOR
- Provide resources for external accrediting bodies
- Provide training for compliance-based issues

Strategy 3: Increase teaching effectiveness

Tactics:

- Offer professional development to increase active learning in the classroom
- Enhance classroom technology
- Optimize distance education
- Standardize the curriculum across campuses including concurrent credit courses

Key performance indicators:

- Employee survey
- Student survey
- Performance indicators
- Classroom observation
- Curriculum assessments
- Entrance/exit exams
- Noel-Levitz SSI

GOAL #3

Promote student success

Strategy 1: Provide high quality customer service

Tactics:

- Assess students' needs and develop a course schedule that meets their needs
- Communicate with division chairs about scheduling needs
- Develop a "cheat sheet" for all departments so that every employee knows where to send a student for each inquiry
- Develop a timely enrollment process

Strategy 2: Develop a sense of community

Tactics:

- Publicize and encourage student participation in FSCC-sponsored activities
- Increase student housing options
- Increase number of activities offered to students
- Increase participation of GED students in activities

Strategy 3: Effectively recruit students

Tactics:

- Publicize placement rates and wages of graduates
- Advertise FSCC's offerings in academics and scholarships
- Host events to advertise FSCC's offerings
- Create a culture of recruitment - everyone is a recruiter

Key performance indicators:

- Increased enrollment
- Completion or graduation rates
- Customer service survey
- Retention rates
- Orientation survey

GOAL #4

Through fiscal responsibility, ensure reliable and safe facilities and equipment.

Strategy 1: Develop a culture of fiscal responsibility

Tactics:

- Promote and continuously communicate a shared fiscal vision
- Incorporate energy effective technology as possible
- Develop a proactive maintenance plan
- Develop a deferred maintenance plan
- Develop a long-range technology plan
- Develop a comprehensive transportation plan
- Develop an e-waste disposal plan
- Develop e-waste and equipment disposal form
- Encourage use of School Dude
- Offer training for School Dude on a regular basis

Key performance indicators:

- Decreased costs
- Decrease in emergency expenditures
- Increased storage availability

GOAL #5

Promote employee engagement

Strategy 1: Promote strategies for employee success

Tactics:

- Create/update employee training manuals
- Create better and more consistent onboarding plan
- Create mentoring plan for new employees
- Allow faculty to establish professional development goals
- Establish process for recording professional dev. sessions
- 360 degree evaluations
- Develop an exit survey

Strategy 2: Enhance communication among employees

Tactics:

- Host monthly conversation meetings to share information
- Host small group meetings with the President

Strategy 3: Create an atmosphere of unity

Tactics:

- Increase number of social events for employees
- Provide avenues for employee recognition

Key performance indicators:

- Formalized new employee checklist
- Results of employee satisfaction survey (median scores of 3.5 on a 5.0 scale)
- Professional learning communities established for utilizing campus technologies
- Employee retention data