



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

Increase in social media presence, updated/current website, increase in signage (Hound-Tron), Greyhounds give back newsletter, FSCC Annual Report, CTEC Annual Report. We plan to increase publications (and have added this as Key Performance Indicator 5)

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Identify opportunities for FSCC students, faculty, and staff to volunteer in the community.

Volunteering with annual Kids’ Fairs, Back to School Bash, numerous volunteer hours from FSCC Athletics, annual parade involvement, Chamber events, host events such as community Home Show, career fairs, lunch and learns, school district hands-on involvement at CTEC in Pittsburg.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Publicize FSCC’s economic impact on the community

Publish an Annual Report which contains economic impact information. Publish economic impact statement in each months board agenda and ensure the agenda is posted on the website. Document attendance at FSCC events and estimate economic impact (this has been added as KPI 6)

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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GOAL # 1

Foster relationships with the communities FSCC serves

Strategy 2: Strengthen community partnerships

Tactics:

- College participation in community activities at city, county, regional, and state levels

Survey employees regarding volunteer and service work. Establish a repository of current agreements with community partners (added KPI7: Increase formalized partnership agreements). Faculty, staff, and students volunteer with annual Kid's Fairs, Back to School Bash, numerous volunteer hours from FSCC Athletics, annual parade involvement, Chamber events, county inter-local agreements, partnerships with CTEC, school districts, PSU, regional hospitals, state level boards and organizations, host events such as community Home Show, career fairs, lunch and learns, school district hands-on involvement at CTEC in Pittsburg.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Encourage members of the community to participate in college advisory boards and governing agencies

Actively encourage participation and recruitment in advisory boards, the board of trustees, the foundation board, and Gordon Parks Museum Board.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Expand manufacturing day and other specialty events

Increased attendance at Mfg Day, Jr./Sr. Day, plays, kids college, kids fairs, back to school jam and other on campus events. We have added Mfg Day at CTEC, suicide awareness at Paola, CTEC Job Fair, Paola Job Fair, middle school and high school tours, participation with human trafficking awareness event, stop smoking events. Expanded options for continuing education.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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GOAL # 1

Foster relationships with the communities FSCC serves

Strategy 3: Increase community participation in campus activities

Tactics:

- Increase FSCC facility usage by community members for the benefit of the community

Hold events for USD 234, Kiwanis, Rotary, Local businesses; and publish an annual facility usage report

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Provide noncredit courses and training opportunities based on community needs

Identify Business & Industry needs and engagement opportunities for the community. Document all non-credit hours/offerings (added KPI8).

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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Key Performance Indicators

1. Participation on Advisory Boards
2. Positive Community Survey Results
3. Increased number of attendees at FSCC’s community events
4. Increased number of FSCC volunteer hours in the community
5. Increased publications to improve community involvement and awareness
6. Increase FSCC’s economic impact on the community
7. Increased number of formalized partnership agreements
8. Document all non-credit hours and offerings annually

GOAL # 2

Cultivate quality enhancements for education and learning

Strategy 1: Improve academic processes

Tactics:

- Revise orientation and capstone classes
Continue redesign capstone and orientation courses.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Develop academic affairs policy manual
Complete the process of developing an academic affairs policy manual.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Establish deadlines and schedules for catalog updates
Deadlines for catalog updates and the publishing of the catalog on the web, are the last day of June. The tactic is fully integrated.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Regular modification and updates to assessment website to reflect current information and findings.
Website established for posting the data. AMS Watermark used for data entry and assessment follow-up. Assessment reports and findings will be published on website.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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GOAL # 2

Cultivate quality enhancements for education and learning

Strategy 2: Maintain compliance with accreditors and oversight agencies

Tactics:

- Ensure alignment between degree audits, catalog, and KBOR
 Program/course inventory and degree audit are continually updated to align with catalog; the revised program review process provides an additional check and balance for alignment. This tactic is fully integrated.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Provide training for compliance-based issues
 Training via speakers, webinars, and conference opportunities for topics such as Title IX/VAWA, FERPA, cybersecurity, and ADA provided annually.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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GOAL # 2

Cultivate quality enhancements for education and learning

Strategy 3: Increase teaching effectiveness

Tactics:

- Increase professional development opportunities related to teaching and learning

Provide funding for professional development opportunities annually as designated in the negotiated agreement. Support faculty pursuit of professional development.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Enhance classroom technology

Continue to add new technologies to the classroom setting, such as Hover cams, smart TVs, Zoom Software, and updated computers.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Optimize distance education

Evaluate online classes for quality online instruction. Offer more courses synchronously utilizing technologies, such as Zoom and LMS.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Standardize the curriculum across campuses including concurrent credit courses

Concurrent courses required to use master syllabus and final. Annual evaluations of concurrent courses/instructors.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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Key Performance Indicators

1. Employee survey
2. Student survey
3. Performance indicators
4. Classroom observation
5. Curriculum assessments
6. Entrance/exit exams
7. 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

Student surveys administered annually to determine efficacy of the schedule.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Communicate with division chairs about scheduling needs

Division chairs and faculty work together to develop schedules for their departments .

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Develop document providing guidance for departments to direct student inquiries

Collect information, develop document, and disseminate to employees. Add Key Performance Indicator 5, Advising Survey.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Develop a timely enrollment process

Enrollment opens at a predetermined date each semester. Individualized and differentiated academic advising provided to students.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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GOAL # 3

Promote Student Success

Strategy 2: Develop a sense of community

Tactics:

- Publicize and encourage student participation in FSCC-sponsored activities

Announcements go out to students via student e-mails, text alerts and social media. Program sponsors provide opportunities and incentives to students to participate.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Provide sufficient and safe housing options

Evaluate student enrollment trends. Investigate opportunities to upgrade housing.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Increase number of activities offered to students

Monthly activities provided for dorm students utilizing RA's. Open gym for students on certain nights of the week. Promote student involvement in clubs, student organizations, and activities (e.g. theatrical performances)

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Increase participation of GED students in activities

Intentionally seek input from GED instructors and students. Utilize same strategies for "increasing number of activities offered to students" in previous tactic.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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GOAL # 3

Promote Student Success

Strategy 3: Effectively recruit students

Tactics:

- Publicize placement rates and wages of graduates

Publish Career and Tech Education degrees/certificate graduation and wages on the website. Add Key Performance Indicator 6 (K-Tip Report).

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Advertise FSCC’s offerings in academics and scholarships

Utilize social media, print, radio, and related mediums for advertising. Evaluate updated online scholarship application and process. Provide website link to outside scholarships, including development/endowment scholarships.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Host events to advertise FSCC’s offerings

Host Senior Day and Junior/Senior day to invite students to campus. Host additional activities which promote FSCC, such as Aggie Day, Math Relays, history day, music festival, drama productions, nursing presentations, children's fair, home and garden show, breakfast with Santa, rodeo, athletic events, and continuing education opportunities.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Create a culture of recruitment

Develop ideas to facilitate communication with potential students. Provide opportunities for all employees to be FSCC ambassadors.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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Key Performance Indicators

1. Increased enrollment
2. Completion or graduation rates
3. Student satisfaction survey
4. Retention rates
5. Advising Survey
6. KTIP Report

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
Continue meetings with directors to go over financials, review budget and expenses monthly. Practice 10 day close. Adapt 1099 process. Provide composite financial index to external stakeholders.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Incorporate energy effective technology
Update the lighting to LED. Upgrade windows/doors to increase efficiency. Implement zone controlled HVAC systems.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Develop a proactive maintenance plan (Deferred and Preventative)
Annually identify and prioritize projects. Budget accordingly to meet those needs. Explore software, calendars, and/or processes to assist with deferred maintenance. Collaborate with external entities, such as local, county, and state governments.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Develop a long-range technology plan
Continue to update and revise the technology plan. Upgrade technology, such as phone systems, document drop box, and security Initiatives.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Develop a comprehensive transportation plan
Develop approach of utilizing both purchase and lease of vehicles to maximize feasibility. Increase the logistical efficiency of the college fleet vehicles.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Develop e-waste and equipment disposal plan
Promote usage of e-waste and equipment disposal forms. Continue developing plan for timeline/requirement for property disposal.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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GOAL # 4

Through fiscal responsibility, ensure reliable and safe facilities and equipment

Strategy 2: Maximize Fiscal Stability

Tactics:

- Implement Strategic Budgeting Process

Continue to utilize Zero-Based Budgeting. Review additional opportunities to streamline budget process. Budget requests linked to strategic plan.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Review institutional expenditures and processes

Review outsourced services and contracts, modify as applicable. Review and revise items (e.g. school dude forms, water dispensers, etc.) for cost effectiveness.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Improve management of college assets

Develop software system for door key inventory. Explore asset management system to inventory assets, locations, and responsible users.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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Key Performance Indicators

1. Decreased cost
2. Decrease in emergency expenditures
3. Increase storage availability

GOAL # 5

Promote employee engagement

Strategy 1: Promote strategies for employee success

Tactics:

- Increase awareness and understanding of policies and procedures.
Annually update employee training manuals, board policy, employee handbook, and departmental handbooks. Include new information for policies and procedures during in-service and conversation meetings.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Improve new employee training
Continue development of formal onboarding process. Assign a mentor to new employees.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Encourage employees to establish professional development goals
Establish a professional development budget for each department. Create and utilize a professional development request form.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Conduct 360 degree evaluations
Develop and implement an annual process for 360 degree evaluations.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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GOAL # 5

Promote employee engagement

Strategy 2: Create an atmosphere of unity

Tactics:

- Enhance communication among employees

Host institution-wide conversation meetings monthly and small group meetings with President quarterly to share information. Conduct and utilize feedback provided on annual employee satisfaction surveys and exit surveys.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Increase number of social events for employees

Continue hosting events that encourage employee interaction and participation (e.g. family cookout at fall in-service, end of year luncheon).

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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- Provide avenues for employee recognition

Continue to celebrate employment milestones and explore ways to contribute to the significance of those milestones. Improve emeritus staff policy and implement faculty/staff of the year process for recognition.

Integration Scale

0 - None	1 - Minimal	2 - Partial	3 - Moderate	4 - Significant	5 - Full
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Key Performance Indicators

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