



President’s Workplan for 2021-2022

Priority 1: Improve Equitable Student Success

Strategic Plan Indicator	Objectives	Strategies/Notes for 2021-2022
<p>Goal 2 Student Centered</p>	<p>Objective 4 Increase percent of students with a 2.00 quarter GPA or higher from <u>71% in Fall 2020</u> to <u>75% in Fall 2022</u></p>	<ul style="list-style-type: none"> <li>• Use Bates’ Guided Pathways plan to identify and target interventions for students who need extra help getting through their course(s)</li> <li>• Implement an early alert system to improve student retention and success</li> <li>• Improve tutoring and support services for targeted students</li> <li>• Convene faculty learning communities on topics related to teaching and learning, equity, and supporting student success</li> </ul>
<p>Goal 3 General Education</p>	<p>Objective 1 Increase percent of students passing college-level math in the first year from <u>20.3% to 22%</u></p>	<ul style="list-style-type: none"> <li>• Explore ways to improve schedule efficiency for students and programs</li> <li>• Provide faculty with professional development opportunities to learn about curriculum redesign strategies (ex. math co-requisite courses)</li> <li>• Ensure that placement processes are student-centered</li> </ul>
<p>Goal 3 General Education</p>	<p>Objective 2 Increase percent of students passing college-level English in the first year from <u>12.8% to 18%</u></p>	<ul style="list-style-type: none"> <li>• Explore ways to improve schedule efficiency for students and programs</li> <li>• Provide faculty with professional development opportunities to learn about curriculum redesign strategies (ex. tiered English courses)</li> <li>• Ensure that placement processes are student-centered</li> </ul>
	<p>Continue implementing the Guided Pathway process</p>	<ul style="list-style-type: none"> <li>• Regularly report Guided Pathway progress to the college and update information on the college website</li> </ul>

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## Office of the President

- Enhance the effectiveness of the enrollment process and support system to improve access to students of color, first-generation students, and under-represented students
- Evaluate existing program review processes and explore new approaches that consistently create improvements
- Improve connections into credit offerings from Adult Basic Education for college and career
- Develop an annual scheduling process
- Develop program maps for all career technical programs

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Priority 2: Empower Equity for All Students

Strategic Plan Indicator	Objectives	Strategies/Notes for 2021-2022
<p>Goal 1 Workforce Education</p>	<p>Objective 3 Increase percent of students taking human diversity courses or human relations courses from <u>82.8% to 85%</u></p>	<ul style="list-style-type: none"> <li>• Identify and develop human diversity and human relations courses</li> <li>• Develop a faculty learning community to review and share the Student Learning Outcomes (SLO)</li> <li>• Align Student Learning Outcomes (SLO) across course, program, and institution levels</li> </ul>
	<p>Improve access, retention, and graduation rates of underrepresented students to meet the goals set for the rest of the students</p>	<ul style="list-style-type: none"> <li>• Provide academic support through tutoring, library, student mentors to students</li> <li>• Encourage student’s classroom engagement to build a sense of learning community</li> <li>• Provide equity and inclusion training for faculty, staff, and students</li> </ul>
	<p>Implement strategies to increase enrollments to meet at least <u>75% of the state allocation 3958: 2969.</u></p>	<ul style="list-style-type: none"> <li>• Use web-enhanced, hybrid and online modalities to maximize course/program enrollment</li> <li>• Continue exploring opportunities to increase I-BEST programs</li> <li>• Coordinate marketing strategies for focused program promotion and targeted outreach to underrepresented students and communities of color</li> <li>• Develop competency-based education strategies</li> <li>• Continue exploring the expansion of certificate, program, and BAS offerings</li> </ul>

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Priority 3: Improve Institutional Sustainability and Capacity

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	<i>Develop financial sustainability plan</i>	<ul style="list-style-type: none"> <li>• Continue exploring grants and contracts opportunities to provide additional support for students</li> <li>• Update 2013 Facilities Master Plan and explore new capital projects for the college</li> </ul>
	<i>Establish and uphold clear expectations for the administrators who have supervisory responsibilities</i>	<ul style="list-style-type: none"> <li>• Continue providing trainings on budgeting and planning for the deans and directors so they are accountable for the program’s sustainability and the department budget</li> <li>• Provide management trainings for the deans and directors</li> </ul>
	<i>Improve processes and procedures to address accountability</i>	<ul style="list-style-type: none"> <li>• Regularly review, monitor, and track department and program budgets</li> <li>• Review and eliminate inconsistent operating processes and implement efficiencies that improve productivity and data-informed decision making</li> <li>• Provide training and support for faculty and staff to fully implement ctcLink in spring 2022</li> </ul>
	<i>Increase diversity on campus to support student success</i>	<ul style="list-style-type: none"> <li>• Update and adopt policies and processes that promote a more welcoming and inclusive college for all students, faculty, staff, and community members</li> <li>• Improve current outreach and hiring practices: clarify roles and responsibilities of HR, Hiring Manager, and committee makeup. Mandatory anti-bias training for all interview committee members</li> <li>• Provide opportunities for students, graduates, and current employees to apply for college positions</li> </ul>

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