

President’s Workplan for 2023-2024

Priority 1: Student Support and Success

Objectives	Strategic Plans
<p><i>Enhance Program Offerings and Relevance</i></p>	<ul style="list-style-type: none"> • Work with Program Advisory Committee and industry and community partners to use the Program Review Process to evaluate existing programs, ensuring they align with industry demands and emerging trends. • Start the first cohort of the BAS degree in Public Safety Administration in Fall 2024. • Convert 5 existing programs to competency-Based Education (CBE) By the end of Summer 2024. • Develop new programs: A.I and/or embed A.I. into existing programs. • Enhance the General Education offerings to minimize the need for students to attend other colleges to fulfill their prerequisites.
<p><i>Focus on Student-Centered Teaching and Deliver Student Services that Close Equity Gaps</i></p>	<ul style="list-style-type: none"> • Support faculty in adopting innovative and student-centered teaching approaches. • Implement professional development opportunities for faculty to enhance teaching skills, pedagogy, DEIA and classroom management. • Increase enrollment and retention of minority students. • Use CRM to improve program advising and academic progress tracking. • Ensure each newly enrolled student meets with an advisor to create an academic plan starting Winter 2024. • Enforce customer services on campus, including: <ul style="list-style-type: none"> • 24 business hours for response times to inquiries. • Early intervention and proactive support by the Student Retention Specialists. • Provide comprehensive trainings and set clear expectations for staff to improve their communication skills, empathy, and knowledge of various student services. • Implement College Success courses, including: <ul style="list-style-type: none"> • A College Success for Nursing course for students who test into IBEST level. • A required College Success course for Tech High and Running Start students. • A required College Success Course for students who are returning to school after a long time off.



Office of the President

*Build a Sense of
Belonging for Students,
Faculty and Staff*

- Conduct a climate survey in Fall 2023 and provide outcomes to the campus community in Spring 2024.
- Deliver trainings and host events to promote cultural understanding, competency, and a climate of equity and inclusion and to show the faculty and staff they are valuable to the college.
- Partner with local community groups/organizations to reach out and recruit underserved populations, including veterans.
- Create professional development opportunities that allow employees to acquire skills, expertise in multiple areas, and explore career pathways.
- Review and improve the current new employee onboarding process to ensure it is inclusive and meaningful.
- Resume the President's List and Dean's List Reception for students.
- Foster a welcoming, collaborative, respectful, and safe campus environment for students and employees.

*Improve College
Marketing and Outreach*

- Utilize social media, digital marketing, and community engagement initiatives to showcase the college's strengths and accomplishments.
- Create and implement an annual community/school district/industry events calendar before September 1 and share the information with the campus community on the Fall Opening Day. Invite and encourage faculty and staff's participation in recruitment activities.
- Provide monthly outreach efforts and outcomes to the President's Cabinet and include them in the President's Monthly Newsletter.
- Develop a college accomplishments database, including recognition for individuals, programs, and the college, spotlights on faculty, staff and students, and program/institution accreditation efforts.
- Conduct a review of the college website and ensure the accessibility for students, faculty, staff and community members. Develop a list of the owner of each page and outline regular update timeline.
- Develop a timeline to review and update the program brochures.



Priority 2: Increase College Effectiveness and Efficiency Through Continuous Improvement

Objectives	Strategic Plan
<p><i>Develop and complete the Bates Technical College 5-Year Strategic Plan (2024-2029)</i></p>	<ul style="list-style-type: none"> • Hire a facilitator to lead the Strategic Plan process. • Develop the timeline and milestones for each initiative. • Identify community and industry partners who will provide feedback on the Strategic Plan. • Identify the faculty, students and staff who will attend the Strategic Plan Retreat in October 2023. • Complete and present the draft Strategic Plan to the Board of Trustees in April 2024.
<p><i>Resources Management</i></p>	<ul style="list-style-type: none"> • Begin first phase of preparation for developing the facilities master plan to ensure that physical resources are well-maintained and utilized efficiently. • Monitor and track the budget and progress of the construction of the Fire Services Training Center. • Develop a plan that includes a timeline and resources needs for the remodeling of the building on 19th street. • Explore the possibility of sharing personnel with other colleges to manage and track state grants. • Provide trainings for faculty and staff to track program/department expenses and revenue. • Review and update the data dashboard to ensure they are accurate, accessible and secure.
<p><i>Streamline Processes</i></p>	<ul style="list-style-type: none"> • Revise and simplifying hiring, recruiting, and performance evaluation processes. • Establish a process to identify and track annual goals for college committees to ensure committees are focused on continuous improvement. College Council is responsible for collecting the annual report and providing it to the President in May, 2024. • Analyze existing processes to identify areas of inefficiency in ctclink, share best practices, create standardized workflows and procedures, and train appropriate staff to ensure consistency and to improve efficiency.