



Strategic Plan Mid-Year Update:

July 1- December 31,
2022

Dean Jennifer Davidson, Dean
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DeVol, Dean Hilary Meyer

GOAL 1.

Assure quality and innovation in teaching and learning to increase student recruitment, retention, and completion.



Leaders

Cabinet Champion: VP Susan Campos

Action Plan Leader: Dean Jennifer Davidson,
Dean Pam Harmon



Year 1 Committee

20 faculty and staff

ACTION PLAN 1.

Promote effective and inclusive classroom instruction for all students.

Mid-Year Update

- List of high-impact practices (HIPs) from the AAC&U website
- Throughout this semester, will gather list of courses where HIPs were implemented in fall 2022
- CTE adding descriptions for each faculty of the year video (from Year 1 action plan) to ID HIPs
- In fall 2022, Center for Teaching Excellence (CTE) offered 34 workshops, total enrollment 167.
- 42 faculty participated: 25 full-time and 17 part-time.
- Compared to last fall, CTE participation down for full-time faculty, same for part-time faculty.
- New centralized process to collect PD completed outside of CTE for participation rates.
- 6 CTE sessions in fall focused on HIPs for a total enrollment of 35 faculty members.
- To promote HIPs, new 360 Peer-to-Peer cohort program for faculty developed to launch spring 2023.

KPIs

- Increased faculty use of High-Impact Practices (HIPs)
- Increased faculty participation in teaching and learning professional development activities

ACTION PLAN 2.

Develop flexible learning opportunities across courses in all areas of study.

Mid-Year Updates

- Researching course modalities at Illinois community colleges: online, face-to-face, hybrid, and flex
- Online Education and Technology Committee (OETC) drafted new process for development of hybrid courses.
- Online/hybrid course development proposal form enhanced with additional info and definitions.
- New proposal form is under final review by the OETC.

KPIs

- Process(es) for converting courses into additional flexible instructional formats developed
- Flexible instructional format courses are identified and prioritized

GOAL 2.

Cultivate a diverse, equitable, and inclusive work environment that fosters employee engagement to support students.



Leaders

Cabinet Champion: VP Sean Sullivan

Action Plan Leader: Assistant VP Purva DeVol



Year 1 Committee

15 faculty and staff

ACTION PLAN 1.

Implement a supervisor training program that develops DEI skills and leadership.

Mid-Year Update

- Professional Development Center (PDC) piloted *Supervising with Equity*, a hybrid offering, in fall of 2022.
- 15 staff and faculty were involved in either the development or the pilot of this program.
- The program will be offered college-wide in February and March for current and aspiring supervisors.

KPI

- 50 employees across employee groups will complete the supervisor training program.

ACTION PLAN 2.

Strengthen employee engagement through a culture of acceptance and openness.

Mid-Year Update

- 2 College Hours held in fall of 2022 with 63 total in attendance
- The College Hours were on SEED, and Guided Pathways & Enrollment
- Presenters included mid-managers, faculty, and administrators
- 96% of the 22 respondents reported satisfaction with the programs
- 2 more College Hours this spring semester

KPIs

- 50 employees will attend one or more College Hour sessions.
- Satisfaction of attendees, reported through a survey after each College Hour, will exceed 80%

GOAL 3.

Strengthen the College's relationships with the community and prepare students to enter the local workforce.



Leaders

Cabinet Champion: VP Jodi Koslow Martin

Action Plan Leader: Dean Hilary Meyer



Year 2 Committee

21 faculty and staff

ACTION PLAN 1.

Organize institutional efforts that serve returning adult students.

Mid-Year Update

- Began Goal 3 work using a “Design from the Margins” framework.
- Surveyed all (3,272) current adult (25+) students to obtain insights on service impact.
- Exceeded goal of 700 responses (achieved 705, or 22%) to ensure a CI of +/-3%.
- Completed an inventory of current offerings to adult students.
- Identified community and employer partners and created focus group questions.
- Drafted adult-student-centered landing page, to be modified based on additional learnings.

KPIs

- Proportion of adult students responding to a survey on college offerings.
- Employer and community partners responding to an invitation to connect.

ACTION PLAN 2.

Develop a community learning hub for neurodiversity to serve individuals of varying learning styles.

Mid-Year Update

- Identified need for campus-wide education on neurodiversity as a strength-based paradigm, aligned with inclusive and universal design efforts through other aspects of Strategic Plan and Enrollment Action Plan.
- Captured information from district feeder schools, library resources, and organizations offering free virtual online training on neurodiversity and autism.
- Campus-wide education began with a presentation at November 2022 SALT (Student Affairs Leadership Team) meeting.
- Identified and reached out to community partners, inviting them to serve in an advisory capacity and asking them introductory questions on district needs.

KPIs

- Completion of a concept brief for the community learning hub.
- At least three funding opportunities identified for the hub.

MORE INFORMATION?



ON THE STRATEGIC PLAN
PORTAL PAGE



CONTACT THE ACTION PLAN
LEADER FOR THE GOAL