

ENGAGE NWFSC
Year Three

GOAL 1: Classroom (Student Focus)

Fully empower NWFSC students through quality instruction, faculty connection, and supportive learning communities to maximize their individual potential.

| Measure of Excellence | Annual Targets | Strategies |
|---|------------------------|--|
| Increased year-to-year student persistence | Baseline to +2% points | <p>President’s Priority for Budget Requests: Fully utilize technology and human resources to gather data that provide the necessary analytics to create programming that improves student persistence rates.</p> <p><u>Supporting Strategies</u></p> <ul style="list-style-type: none"> • Increase fall-to-spring re-enrollment for all students in credit-bearing courses. • Increase internships, apprenticeships, and industry certifications that lead to college credit. • Develop and implement a comprehensive early alert system that targets resolving achievement gaps. |
| | Weight – 30% | |
| Increased number of annual completions | Baseline to +2% | <p>President’s Priority for Budget Requests: Intentionally create enhanced systems that improve student completion rates and close the equity gaps among underserved populations.</p> <p><u>Supporting Strategies</u></p> <ul style="list-style-type: none"> • Increase the number of short-term certificates and credentials embedded in academic programs. • Increase the number of students taking and passing professional licensure examinations. • Develop and implement an updated and revised College Success Course (SLS 1101) with curriculum that targets degree program completion strategies. |
| | Weight – 40% | |
| Increased credit and non-credit overall enrollments | Baseline to +2% | <p>President’s Priority for Budget Requests: Increase total student enrollment. We must advance now!</p> <p><u>Supporting Strategies</u></p> <ul style="list-style-type: none"> • Develop and implement a strategy to reduce the proportion of students in non-paid status by drop for non-payment date. • Expand Early College programs to meet community needs. • Implement Recruit CRM and begin implementation of Advise CRM to collect, maintain, and analyze data about prospective and current students. |
| | Weight – 30% | |

Categories of Achievement:

Not met = Below baseline

Met = Between baseline and target

Exceeded = Above the Board-established target

GOAL 2: Campus (Faculty & Staff Focus)

Thoroughly enhance NWFSC employee experiences through talent management practices that focus on recruitment, retention, professional development, and recognition to optimize our greatest asset.

| Measure of Excellence | Annual Targets | Strategies |
|---|-----------------|--|
| Invest in recruitment and retention of faculty and staff | At baseline | <p>President’s Priority for Budget Requests: Focus on our greatest asset through recognition and reward of personnel who are highly engaged, innovative, and who provide exemplary contributions to the advancement of the College.</p> <p><u>Supporting Strategies</u></p> <ul style="list-style-type: none"> • Increase opportunities for recognition of faculty and staff. • Continue to invest in our long-term compensation and benefits strategy. • Enhance support and resources provided to adjunct instructors. |
| | Weight - 30% | |
| Increased number of faculty & staff participating in professional development | Baseline to +5% | <p>President’s Priority for Budget Requests: Give priority consideration to professional development activities that are targeted toward improving student achievement metrics and campus culture.</p> <p><u>Supporting Strategies</u></p> <ul style="list-style-type: none"> • Fully use all staff and professional development (SPD) funding annually through proactive internal marketing of the program. • Consistently update emergency preparedness plans and provide regular emergency training (i.e., active shooter, hostage, and severe weather preparedness). • Require broad-based professional development for all employees. |
| | Weight - 40% | |
| Increased diversity among faculty, staff, and administration reflective of service area | Baseline to +1% | <p>President’s Priority for Budget Requests: Advance the College’s efforts to promote equity, diversity, and inclusion internally and in the community.</p> <p><u>Supporting Strategies</u></p> <ul style="list-style-type: none"> • Continue to ensure that training materials comply with federal and state law regarding equity, diversity, and inclusion. • Routinely seek feedback to assess the employee retention needs of a diverse faculty & staff. • Continue to demonstrate our commitment to diversity through intentionality in recruitment and hiring practices. |
| | Weight - 30% | |

Categories of Achievement:

Not met = Below baseline

Met = Between baseline and target

Exceeded = Above the Board-established target

GOAL 3: Community (Community & Industry Focus)

Effectively engage with the community through initiatives focused on community, workforce, and economic development.

| Measure of Excellence | Annual Targets | Strategies |
|--|-----------------|--|
| Increased workforce certificates and industry certifications | Baseline to +2% | <p>President’s Priority for Budget Requests: Expand academic program capacity that results in an increase in earned industry-recognized certification.</p> <p><u>Supporting Strategies</u></p> <ul style="list-style-type: none"> • Increase the number of CAPE-funded industry certifications earned by students. • Increase the number of non-CAPE-funded industry certifications earned by students. • Increase the number of workforce certificates earned by students. |
| | Weight - 40% | |
| Increased resource investment from business & industry, government, and philanthropic giving | At baseline | <p>President’s Priority for Budget Requests: Expand external resource development for academic programming, student success, fine and performing arts, athletics, and CBA/MKEI.</p> <p><u>Supporting Strategies</u></p> <ul style="list-style-type: none"> • Expand monetary support for the College and its programming. • Expand the Foundation support (excluding bequests) to the College and its programming. • Increase engagement of college personnel in resource development. |
| | Weight - 40% | |
| Expand community perceptions about the College | Above baseline | <p>President’s Priority for Budget Requests: Remain financially stable by demonstrating an entrepreneurial spirit focused on relationship development and management with external donors and business/industry partners.</p> <p><u>Supporting Strategies</u></p> <ul style="list-style-type: none"> • Increase opportunities for the community to engage in on-campus activities. • Increase enrollment-related marketing in the community. • Increase college personnel participation in community events. |
| | Weight -20% | |

Categories of Achievement:

Not met = Below baseline

Met = Between baseline and target

Exceeded = Above the Board-established target