

Strategic Plan 2006 - 2010

KCTCS Goal 1: Promote Excellence in Teaching and Learning

BSCTC Goal #1: Become a “learning centered college” that focuses on student success through program development, technology and service-learning.

Outcome 1

Students will receive every credential for which they are entitled.

Strategies	Actions	Measures
Early development and follow-through of academic plans.	<ul style="list-style-type: none"> • Creation of electronic academic plans for all programs/credentials • Ensure every student completes academic plan for their program of study • Be proactive in awarding embedded certificates • Early interaction with students to develop academic goals. • Development of course schedule that spans multiple semesters. • Development of improved processes for priority advising and registration. 	<ul style="list-style-type: none"> • Credentials awarded per 100 students • Students’ completed academic plans

Outcome 2

Graduates will obtain job placement in a field related to their area of study.

Strategies	Actions	Measures
Creation of a job placement, career planning, and university transfer center.	<ul style="list-style-type: none"> • Identify funding, personnel, and location for Center. • Expand partnerships with employers, and four year institutions. • Promote job placement services for students. • Advising workshops focusing on the transfer student. • Pursue grant opportunities to provide funding for employee training costs. • Partner with industry to form internships, cooperative education agreements. 	<ul style="list-style-type: none"> • Statistics on center utilization. • Job placement rates for program completers. • Qualitative data on student success stories. • Number and success of students participating in co-op and internship opportunities.
Develop an alumni association	<ul style="list-style-type: none"> • Connect alumni with comparable student majors/graduates 	<ul style="list-style-type: none"> • Connections and relationships made between students and alumni.

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Outcome 3

Students will be proficient in the utilization of learning resources and technology.

Strategies	Actions	Measures
Further development of the First Year Experience (FYE) Program	<ul style="list-style-type: none"> • Further development of mentoring component of FYE 	<ul style="list-style-type: none"> • Evaluation results for GE 100 course • Evaluation of mentoring experience
Further development of Center for Enrichment Resources (CER)	<ul style="list-style-type: none"> • Increase student access to CER through additional funding and staffing • Marketing of support services available • Provide resources and assistance for utilization of technology 	<ul style="list-style-type: none"> • CER utilization statistics
Offer cutting-edge technology for students	<ul style="list-style-type: none"> • Pilot a student notebook program • Enhance wireless networking infrastructure • Establish a local student call center/help desk for technology. • Provide access to technological equipment for students while in the classroom • Development of rotation plan for classroom/technology equipment 	<ul style="list-style-type: none"> • Evaluation results of notebook program • Implementation and evaluation of wireless networking infrastructure

Outcome 4

Developmental students enrolling in first college level course (math and English) will be successful.

Strategies	Actions	Measures
Firmly enforce assessment, placement, prerequisite, and progression policies to ensure students' readiness to learn	<ul style="list-style-type: none"> • Develop seamless learning outcomes across developmental education curriculum 	<ul style="list-style-type: none"> • Percent of developmental students passing first college-level course, by subject (math and English)
Design and implement the Master Advising Program	<ul style="list-style-type: none"> • Require students to develop a plan and goals for their education; advisors to keep copies 	<ul style="list-style-type: none"> • ACT CAAP Assessment
Ensure appropriate resources are in place for developmental instruction	<ul style="list-style-type: none"> • Change teaching methods and curriculum to fit student learning styles • Provide technology to support curriculum • Recruit well-trained, experienced instructors • Provide tutorial services through CER and adult education 	

Outcome 5

Active and collaborative learning takes place throughout the institution.

Strategies	Actions	Measures
Provide learning experiences using a variety of methods and approaches.	<ul style="list-style-type: none"> • Provide focused professional development opportunities to better prepare faculty for facilitating learning in a non-traditional format. 	<ul style="list-style-type: none"> • Results of CCSSE • Service-Learning participation • AACC Student Civic Engagement Survey
Encourage and promote faculty-student interaction.	<ul style="list-style-type: none"> • Schedule social mixers and activities for faculty, staff, and students 	
Promote the incorporation of Service-Learning activities throughout the curriculum.	<ul style="list-style-type: none"> • Enlist faculty to incorporate the Service-Learning methodology into their courses • Increase the number of community partnerships civic organizations 	
Provide variety of professional development opportunities for faculty, staff and administration.	<ul style="list-style-type: none"> • Development of local leadership development program • Creation of annual professional development calendar • Utilization of focus groups to discuss various issues affecting the College 	<ul style="list-style-type: none"> • Professional development participation • Professional development offerings

KCTCS Goal #2: Increase Student Access and Success

BSCTC Goal #2: Provide access to the College’s educational programs and services to support students as they achieve success in their individual goals.

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Outcome 1

Students become responsible partners in their learning as early as possible

Strategies	Actions	Measures
Development and implementation of an intervention program for at-risk students.	<ul style="list-style-type: none"> • Development of early warning system • Restructuring of advising process to include the Master Advising Program • Incorporate mentoring program for at-risk students • Involve faculty in identifying at risk students in courses • Assign responsibility for retention • Establish and maintain collaborative relationship with Adult Ed • Use of cohort groups • Summer programs focusing on identified weaknesses 	<ul style="list-style-type: none"> • Retention • Student success rates • Completion rate of students academic plan
Refine and further develop the First Year Experience (FYE) Program	<ul style="list-style-type: none"> • Ensure all students create an academic plan and goals for their education • Ensure student awareness of resources (i.e. mentoring, CER, minority student union, etc.) 	

Outcome 2

Students are academically challenged and are provided with many options for learning.

Strategies	Actions	Measures
Full implementation of Honors Program	<ul style="list-style-type: none"> • Improve our market share of honors level students through more effective use of publicity and stronger relationships with high school counselors. • The establishment of a constant and consistent, year-round ad campaign touting both the college in general and the honors program in particular. • Establishment of an early Honors GE 100 in late July at which time honors students would meet with an honors advisor, establish their classes, receive advice concerning the program, meet with representatives from our college honor society, financial aid, the 	<ul style="list-style-type: none"> • Results of CCSSE • Service-Learning Participation • AACC Student Civic Engagement Survey • Number of Service Projects • Tutoring services provided

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	<p>president, the provost, and other honors students already established in the program.</p> <ul style="list-style-type: none"> • Establish and maintain a tracking program for each honors student upon admission to the college. This tracking program would be concerned with the academic and vocational goals and plans of each honors student and would establish an effective guidance plan that would extend beyond the community college level to the student's respective, chosen baccalaureate institution. 	
Provide a variety of methods, scheduling options, etc. that enable students with different learning styles and lifestyles to complete their educational goals.	<ul style="list-style-type: none"> • Long-term planning for scheduling classes to meet students' needs • Establish clear student learning outcomes for each program • Service-Learning opportunities 	
Provide meaningful learning experiences to engage students in every aspect of their educational experience	<ul style="list-style-type: none"> • Development of learning-centered syllabi • Service-Learning opportunities 	
Development of distance learning program.	<ul style="list-style-type: none"> • Extensive work on quality improvement for distance learning course offerings • Training for faculty on distance learning course delivery systems 	<ul style="list-style-type: none"> • Retention and success rates of distance learning students

Outcome 3

Students become increasingly independent in the utilization of support services and systems to foster, document, and improve their learning.

Strategies	Actions	Measures
Design and implement a learning-centered educational services delivery	<ul style="list-style-type: none"> • Realignment of academic and student affairs • Sufficient personnel in place to provide services • Improve communication on services available and individual student needs between support personnel and college faculty, staff, and students • Expand college webpage to provide additional access to support services • Expand information technology services to include technology training for students, faculty and staff • Determine why students leave or drop courses 	<ul style="list-style-type: none"> • Results of CCSSE • Student use of support services

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at the institution

Outcome 4

Students who transfer to four year institutions will be successful.

Strategies	Actions	Measures
Develop career and transfer center and provide marketing to promote awareness of transfer options.	<ul style="list-style-type: none"> • Development of alumni association • Develop transfer advising opportunities for students • Transfer advising information session for employees 	<ul style="list-style-type: none"> • Total number of students transferring. • Success of transfer students. • Utilization statistics for the career and transfer center
Examine opportunities to create additional partnerships with four year colleges and universities.	<ul style="list-style-type: none"> • Assign responsibility for 2+2 agreements • Develop partnerships with universities to provide incentives for students attending BSCTC. 	

KCTCS Goal #3: Expand Diversity and Global Awareness

BSCTC Goal #3: Promote and encourage expansion of diversity and global awareness throughout the College and surrounding communities.

Outcome 1

The College promotes unity and respect for diverse cultures, and provides opportunities for sharing diversity and global awareness.

Strategies	Actions	Measures
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Encourage institutional commitment to diversity and equal opportunity	<ul style="list-style-type: none"> • Provide professional development training/workshop/education including anti-racism training, to staff and faculty • Organize orientation trainings/workshops for all levels of staff/administrators and faculty • Create a functional Diversity Advisory Council (PDAC) to coordinate the visibility/viability of diversity-related issues • Publicize cultural diversity activities on a prominent link on the BSCTC homepage 	<ul style="list-style-type: none"> • Number of training workshops organized • Effective organization of orientation workshops • Attendance at workshops/activities • Evaluations by participants and/or focus group follow-up discussions • Content analysis of College mission/vision statements • Budgetary allocation for sponsoring events that support cultural diversity on campus • Level of maintenance of Office of Cultural Diversity link on BSCTC webpage
Encourage the recognition of staff, faculty and student commitment, and enhancement of diversity outreach activities	<ul style="list-style-type: none"> • Create a functional Diversity Resource Center that increases student, faculty and staff access to didactic materials and other resources that promote cultural diversity • Create Diversity Leadership and Outreach Committee (DLOC) and functional subgroups • Create a program to recognize exemplary diversity efforts on campus and in the community 	<ul style="list-style-type: none"> • Diversity Resource Center utilization statistics • Statistics on the individual/units recognized • Qualitative and quantitative information on DLOC activities (meetings, and activities)
Develop programs that target African American students, other minority populations, and other diverse groups like the aging and disabled	<ul style="list-style-type: none"> • Develop and implement an Anti-Bias Response Plan (including hate and harassment incidents) for reporting and follow-up • Identify specific needs of minority groups • Work with Disability Services Coordinator to promote awareness of disability-related issues 	<ul style="list-style-type: none"> • Anti-Bias Response Plan

Outcome 2

The College provides opportunities for sharing diversity and global awareness on campus and in the surrounding communities.

Strategies	Actions	Measures
Provide access to English as Second Language (ESL) services	<ul style="list-style-type: none"> • Referrals to Adult Ed for ESL Services 	<ul style="list-style-type: none"> • Number of participants in ESL Program • Attendance at activities
Expand high school partnerships to include diversity and cultural education	<ul style="list-style-type: none"> • Target foreign language courses in high schools • Identify BSCTC faculty to teach high school 	<ul style="list-style-type: none"> • Evaluations by participants and/or focus group follow-up discussions

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	students	
Development of visiting scholars and exchange programs	<ul style="list-style-type: none"> • Target diverse sites for recruitment • Use technology to broadcast cultural events as they occur internationally • Promote student study abroad and student exchange opportunities 	
Expand multicultural offerings into various methods of delivery.	<ul style="list-style-type: none"> • Expand multi-cultural courses online • Include multicultural issues (all cultures) into GE 100, Service-Learning, and student activities • Develop an annual program for International Awareness Month • Promote and implement awareness activities, colloquia, community education forums • International food tasting events 	
Provide forums to celebrate diversity and African American heritage	<ul style="list-style-type: none"> • Institute and develop an annual program for Cultural Diversity Month • Institute and develop an annual program for All campus Engagement and Education Month • Martin Luther King Day celebrations • Black History Month celebrations 	<ul style="list-style-type: none"> • Number of forums effectively organized • Attendance at activities • Qualitative data from feedback from participants

Outcome 3

The College will actively recruit African American and other minority students and faculty.

Strategies	Actions	Measures
Recruitment and retention of minority students and employees	<ul style="list-style-type: none"> • Visit historically black institutions for employee recruitment • Target communities where minority students live and work • Liaise with high schools in the College region to obtain statistics on minority students 	<ul style="list-style-type: none"> • Percentage of minority students • Data on African American/minority population employment • Compliance with Kentucky Plan
Develop programs to ensure high retention and graduation rate for African American and other minority students.	<ul style="list-style-type: none"> • Develop/incorporate a mentoring program to address the needs of African American/minority students in conjunction with other mentoring programs across the College • Institute a cultural diversity scholarship program for minority students 	<ul style="list-style-type: none"> • Number and success of minority students participating in mentoring programs • Statistics on cultural diversity scholarships awarded

KCTCS Goal #4: Expand the Economic Development of Communities and the Commonwealth

BSCTC Goal #4: Increase economic opportunities for the citizens of the Big Sandy region through a concentrated program of workforce development and strategic partnerships to attract new business and industry.

Outcome 1

Students taking licensure/certification examinations will pass on first attempt.

Strategies	Actions	Measures
Development of licensure/certification exam support services	<ul style="list-style-type: none">• Development of licensure preparation courses• Provide access to additional training leading	<ul style="list-style-type: none">• Percent of first-time takers passing licensure and certification examinations required by the

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	<p>to licensure and certification</p> <ul style="list-style-type: none"> • Analysis of testing success and failure rates • Assess the licensure and certification needs of the community • Preparatory courses for GRE, GMAT, etc. • Provide remediation in areas where students are deficient 	<p>profession.</p> <ul style="list-style-type: none"> • Gather business and industry data on needs
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Outcome 2

The College will be the premier provider of training and services, both credit and non-credit, for economic development across the region.

Strategies	Actions	Measures
Increase College presence in business community.	<ul style="list-style-type: none"> • Have an employee on all area chambers of commerce • Develop a speakers bureau • Increase relationships with state agencies, federal agencies, and local associations • Develop professional programs with CWED (real estate) in weekend format using cohort groups 	<ul style="list-style-type: none"> • Number of businesses served. • Total enrollment • Number of students completing BIT courses transferring them to credit • Satisfaction survey
Creation of seamless path between BIT credit courses and curriculum	<ul style="list-style-type: none"> • Develop and publish catalog of BIT courses and available services • Examine career pathways opportunities • Develop and implement long range marketing plan 	
Expand CEU offerings	<ul style="list-style-type: none"> • Expand CEU offerings for areas such as counseling, cosmetology, engineering, etc. 	<ul style="list-style-type: none"> • CEUs awarded

Outcome 3

The College will provide the surrounding communities with opportunities for lifelong learning.

Strategies	Actions	Measures
Increase college presence in service area through community education offerings	<ul style="list-style-type: none"> • Development of calendar of community special interest courses • Development of catalog of course offerings • Utilize faculty, staff and community members to assist in providing workshops • Develop offerings on various cultures 	<ul style="list-style-type: none"> • Total enrollment • Locations of offerings