

PANTHER STRONG

STRATEGIC PLAN 2023

ANNUAL PLAN – YEAR 3

TACTICS – action items that are established yearly to assist in strategy execution.

Accelerate Completion

- 1** Fully implement career pathway maps with connections to the Academic and Career Communities aligned with the Loss Momentum Framework.
- 2** Utilize data provided by IRE for available “on path” and “off path” triggers to determine preliminary interventions and identify appropriate tools for enhanced data collection to increase engagement and improve retention and student success in relation to the appropriate phase of the Loss Momentum Framework.
- 3** Develop a credentialing infrastructure and provide opportunities for Palm Beach State College’s AA students and/or employees to complete and earn skills building micro-credentials.

Achieve a Healthy & Diverse Culture

- 4** Implement multi-tiered cultural competency training program.
- 5** Build an Equity Scorecard providing insights that lead to improved retention and student success.

Building Learning Environments

- 6** Focus on implementing Innovative Learning spaces with an emphasis on Lecture Capture capabilities.
- 7** Focus on creating virtual lab spaces to effectively deliver traditional hands-on learning in the online environment.

Connect to Community

- 8** Implement Customer Relationship Marketing Software/Technology to track community contacts by College faculty and staff.
- 9** Conduct marketing campaigns to strengthen the brand of the College and increase student retention.

Escalate Continuous Improvement

- 10** Compose an institutional team skilled in the use of the 4DX methodology to training and implement a change management process that will be developed and applied across the entire strategy council with subsequent scaling to the entire College.
- 11** Implement a data literacy initiative starting this 2020-2021 academic year aiming to encompass the topics Why Data, Being Data Informed, Use of Data, Data Analytics, and Business Intelligence. The initiative will commence via the adoption of a virtual data literacy curriculum through collaboration with the Data Literacy Project.

Evaluate and Align Offerings

- 12** Finalize revisions for the academic program review process, cycle, and measures to improve program quality, align programs to College and community needs, and inform the program prioritization process.

Grow Enrollment and Retention

- 13** Close the disparities in graduation rates for men of color.
- 14** Increase student engagement during the first year to positively impact persistence and retention.

Grow Talent

- 15** Grow Talent as measured by Total Score from Greatest College to Work for Survey. Increase total survey score by 3 percentage points from 63% to 66%.
- 16** Expand robust learning and development programs for faculty and staff with an emphasis on providing workforce training and best practices for teaching in a remote environment.

Maximize Resources

- 17** The College will utilize its enhanced ERP system to provide program outcome data enabling better program net revenue reviews to consider in its future course offerings.
- 18** Grow the College’s multi-year energy conservation sustainability initiative by expanding external partners.