

Strategic Plan Key Performance Indicators (KPIs)

1 Increase student persistence, completion, and transfer from 67% to 75% for all students by 2022.

2 Increase faculty and staff diversity from 22.5% to 30% by 2022.

3 Decrease student loan debt from an average of \$12,000 per graduate to \$10,000 per graduate by 2022.

4 Increase student FYE from 4,546 to 5,000 FYE by 2022.

5 Eliminate opportunity gap by 2022.

6 Increase private fundraising by \$5.0 Million by 2022. Facilitated by the Friends of Saint Paul College Foundation.

7 Increase graduate placement rate from 87.3% to 95% by 2022.

Strategic Goals 2022	KPIs	Strategies
<p>GOAL ONE</p> <p>Provide an inclusive and welcoming environment that maximizes learning through comprehensive high-quality programs and services.</p>	1, 2, 5, 7	<ol style="list-style-type: none"> 1. Provide seamless, comprehensive learning opportunities through innovative academic programs and services for diverse learners and development and recruitment of excellent faculty. 2. Apply technology to enhance teaching and learning to maximum effect. 3. Continually assess and improve academic programs, student services, student success and retention strategies, and instructional effectiveness and excellence. 4. Maintain current and pursue new national, regional, and professional accreditation.
<p>GOAL TWO</p> <p>Expand opportunity and support to increase learning persistence and success.</p>	1, 4, 5, 7	<ol style="list-style-type: none"> 1. Use multiple measures to holistically assess learners' preparedness for college. 2. Collaborate interdepartmentally and with community-based organizations to provide support services and resources that promote learner success. 3. Implement processes consistently across all departments to foster learner persistence and success. 4. Partner with secondary and post-secondary institutions to increase educational opportunities for learners.
<p>GOAL THREE</p> <p>To be the partner of choice for both business/industry and community based organizations by purposely strengthening these partnerships.</p>	1, 3, 5, 7	<ol style="list-style-type: none"> 1. Promote the College as a key provider of high-quality, life-long learning for employment and/or transfer. 2. Provide continuing education, and short-term training, to meet workforce and community needs. 3. Build and sustain strong relationships/ partnerships with alumni, local, state, regional, national and international businesses and other constituents. 4. Develop and expand outreach services and partnerships to support economic and community vitality. 5. Provide the business community with diverse, high-quality workforce talent. 6. Use formative and summative assessment tools to ensure programs and trainings are relevant to meet business/industry and partner needs.
<p>GOAL FOUR</p> <p>Optimize organizational innovation and development.</p>	2, 5	<ol style="list-style-type: none"> 1. Build organizational capacity to better anticipate change, meet future challenges, navigate barriers, and create opportunities that foster innovation and responsiveness. 2. Cultivate a campus culture that encourages new ideas, engagement, and collaboration. 3. Inspire alternative instructional approaches and curricular innovation to meet the needs of our diverse and continuously evolving student base. 4. Effectively leverage technology to realize innovative ideas. 5. Commit resources to provide opportunities for creative development, improve learning and operations, and maximize organizational efficacy.
<p>GOAL FIVE</p> <p>Sustain financial viability during changing economic and market conditions.</p>	3, 4, 6	<ol style="list-style-type: none"> 1. Make budget decisions that reflect priorities in core mission and fiscal stewardship. 2. Utilize sound financial management and assessment practices. 3. Decrease financial risk to the College by pursuing new ways to promote student financial literacy. 4. Expand institutional fundraising to generate additional scholarships, grants, and to grow the College's endowment. 5. Promote financial stability by analyzing and maintaining an appropriate academic program mix between Liberal Arts education and Career and Technical education programs.