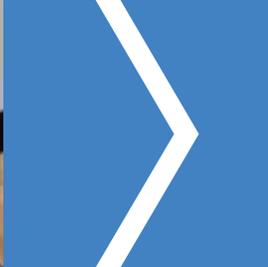


Kansas City Kansas
Community College™



STRATEGIC PLAN *2020-2023*

Centennial Path



DEAR KCKCC COMMUNITY,

The College Strategic Planning Committee and I are pleased to share with you Kansas City Kansas Community College's Centennial Path, the College's FY 2020-2023 Strategic Plan. As we approach KCKCC's Centennial in 2023, the college community created this plan to provide direction and position KCKCC for tremendous success in the next 100 years.



With purposeful intention to have the plan crafted by the full college community and external stakeholders, the creation of the strategic plan was launched at the August 2018 Fall Convocation. Faculty, staff and administration worked in small groups to develop important themes used to create KCKCC's new Mission and Vision statements. During the next four months, the steering committee facilitated employee, student and public open forums to gather additional input for these statements and initial development of KCKCC's Strategic Priorities for the next three years. Draft Mission, Vision and Priority Statements were approved by the Kansas City Kansas Community College Board of Trustees in December 2018.

At the 2019 Spring Convocation, these statements were presented to all faculty and staff, and the work begun to identify Goals and Initiatives to be implemented to achieve KCKCC's new Strategic Priorities. Work continued throughout the spring semester, similar to the fall, which accumulated to the development of the KCKCC 2020-2023 Centennial Strategic Plan. The full plan was approved by the KCKCC Board of Trustees June 2018-2019.

KCKCC's Centennial Path recognizes existing challenges and tremendous opportunities that lie ahead for the college and community. These include opportunities such as the rapidly growing Wyandotte County economy as well as challenges such as aging infrastructure and the need to provide additional and enhanced educational and service-related opportunities to underrepresented populations and Leavenworth stakeholders.

This Centennial Path emphasizes Kansas City Kansas Community College's commitment to engage students in high-impact experiential learning opportunities and to strive for excellence in all we pursue. KCKCC is dedicated to our new Mission to "Inspire individuals and enrich our community one student at a time" and Vision to "Be a national leader in academic excellence and partner of choice in the communities we serve." Using these statements as our institutional internal compass, KCKCC is committed to achieving excellence in our four Strategic Priorities: Student Success, Quality Programs and Services, Employee Engagement and Community Engagement.

Thank you to the many individuals and groups who dedicated themselves to the creation of KCKCC's 2020-2023 Strategic Plan. The direction provided in this plan will be critical as we forge our way to the end of the College's first Centennial and as we blaze a trail into the next 100 years!

SINCERELY,

**Dr. Greg Mosier
President**



Mission

**INSPIRE
INDIVIDUALS &
ENRICH OUR
COMMUNITY ONE
STUDENT AT A TIME**

Vision

**BE A NATIONAL
LEADER IN ACADEMIC
EXCELLENCE &
PARTNER OF CHOICE
IN THE COMMUNITIES
WE SERVE**



Student Success

Provide services and resources that empower students to attain their goals

GOAL 1 | Enhance student centered services and processes

INITIATIVES

- | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1</p> <p>Create and implement a college-wide process for strategically scheduling classes to meet student needs</p> | <p>2</p> <p>Increase educational opportunities and services to historically underrepresented populations and the Greater KC region</p> |
| <p>3</p> <p>Develop and implement a plan to engage more students in service-learning, undergraduate research, apprenticeship and similar opportunities</p> | <p>4</p> <p>Examine and determine added value of implementing national student success initiatives such as Complete College America and Achieving the Dream</p> |

GOAL 2 | Increase year to year retention of all students by 2.5% annually

INITIATIVES

- | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1</p> <p>Enhance academic advising and wrap-around student support services</p> | <p>2</p> <p>Design and implement an individual student success plan that assists students in identifying and obtaining their educational pathway</p> |
| <p>3</p> <p>Coordinate intentional outreach and interventions for students based on known risk categories, and/or students experiencing academic challenges</p> | <p>4</p> <p>Enhance the developmental education process to expedite students entrance to college-level work</p> |

GOAL 3 | Increase student completion by 2.5% annually

INITIATIVES

- | | |
|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| <p>1</p> <p>Implement a year-long schedule to assist student planning of classes needed for graduation</p> | <p>2</p> <p>Increase accessibility of student support services to meet the needs of all students</p> |
| <p>3</p> <p>Create targeted initiatives that assist second year students to achieve degree and certificate completion</p> | <p>4</p> <p>Increase use of different instructional modalities to enhance student choice for degree completion</p> |

GOAL 4 | Increase student engagement and satisfaction

INITIATIVES

- | | |
|------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| <p>1</p> <p>Expand activities that recognize students for academic or other accomplishments</p> | <p>2</p> <p>Add extra- and co-curricular activities and services that target historically underserved student populations</p> |
| <p>3</p> <p>Evaluate opportunities to expand supplemental instruction and/or mentoring to enhance active and collaborative learning</p> | <p>4</p> <p>Expand services and opportunities to provide career readiness and employment placement services</p> |

Quality Programs & Services

Provide excellence in education by offering relevant and innovative educational programs and services that meet the needs of our students and community

GOAL 1 | Align program and course offerings with business, workforce and four-year educational needs

INITIATIVES

- | | |
|--------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| <p>1</p> <p>Create a comprehensive Academic Master Plan to help guide the future direction of KCKCC offerings</p> | <p>2</p> <p>Develop robust and engaged advisory committees for all programs and disciplines</p> |
| <p>3</p> <p>Demonstrate the use of external occupational data in all program plans and review cycles</p> | <p>4</p> <p>Expand workforce and customized training offerings to meet the needs of regional business and industry</p> |

GOAL 2 | Create learner-centered environments

INITIATIVES

- | | |
|-----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| <p>1</p> <p>Establish benchmarks to create high-quality, learner-centered physical spaces</p> | <p>2</p> <p>Create and implement a multi-year plan to bring student learning spaces up to established benchmarks</p> |
| <p>3</p> <p>Enhance KCKCC's digital learning environments to implement best practices for student learning</p> | <p>4</p> <p>Expand external partnerships to provide additional experiential learning opportunities</p> |

GOAL 3 | Foster learner-centered instruction

INITIATIVES

- | | |
|----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| <p>1</p> <p>Develop and implement a formal faculty professional development program focused on learner-centered instruction</p> | <p>2</p> <p>Support learner-centered instruction in lifelong learning and adult education classes</p> |
| <p>3</p> <p>Develop and implement a formal faculty mentoring program focused on learner-centered instruction</p> | <p>4</p> <p>Support learner-centered instruction priorities with institutional resources</p> |

GOAL 4 | Evaluate and implement processes aligned to national best practices

INITIATIVES

- | | |
|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| <p>1</p> <p>Develop and implement a comprehensive program review process</p> | <p>2</p> <p>Identify and implement best practices for curriculum development and revision processes</p> |
| <p>3</p> <p>Create and implement an Institutional Assessment Plan</p> | <p>4</p> <p>Align division budgets with program review</p> |

Employee Engagement

Foster an institutional culture that promotes diversity and inclusion, a commitment to KCKCC and employee success

GOAL 1 | Improve employee equity to create a one team culture

INITIATIVES

1

Identify and update college-wide policies, procedures and processes to be consistent across all employee groups

2

Develop and implement a comprehensive college-wide compensation plan

3

Initiate a college-wide employee recognition program

4

Improve College-wide communication

GOAL 2 | Improve college-wide communication

INITIATIVES

1

Assess current internal communication opportunities and develop a comprehensive internal communication strategy

2

Continue open forums to obtain employee feedback and respond to employees questions

3

Continue to enhance the employee suggestion and idea program

4

Establish purpose/function/charters for all committees/groups

GOAL 3 | Attract and retain a high-performing diverse workforce that reflects the internal and external communities we serve

INITIATIVES

1

Re-shape and optimize the recruitment and selection process to attract diverse highly-qualified talent

2

Develop a new faculty and staff performance appraisal process that appropriately assesses performance and rewards employees for achievements towards excellence.

3

Create and implement professional development programs and opportunities to support employee excellence

4

Develop a succession planning process to include identifying critical positions, training, and career development opportunities

GOAL 4 | Increase employee satisfaction to align with the national norm for peer institutions

INITIATIVES

1

Create an employee engagement task force that focuses on specific employee engagement strategies and outcomes

2

Develop and implement assessment tools to measure employee engagement and satisfaction outcomes

3

Implement focus group sessions to further assess and measure survey outcomes

4

Implement a supervisor training program that focuses on developing supervisors in their efforts to enhance the employee experience

Community Engagement

Advance KCKCC to its next level of excellence and elevate the College's presence in the community

GOAL 1 | Develop a broad network of engaged alumni

INITIATIVES

- | | |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| <p>1</p> <p>Build, implement and maintain a robust alumni database</p> | <p>2</p> <p>Create and host regularly scheduled alumni events</p> |
| <p>3</p> <p>Create and implement a comprehensive alumni communication plan</p> | <p>4</p> <p>Create and implement plan to target alumni to join KCKCC committee and advisory boards</p> |

GOAL 2 | Cultivate and strengthen mutually beneficial partnerships with business and industry, and community stakeholders to enhance KCKCC's ability to serve stakeholders

INITIATIVES

- | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| <p>1</p> <p>Create and show evidence of an active KCKCC Advisory Council</p> | <p>2</p> <p>Establish a physical presence in downtown KCK with holistic services for KCKCC students and community</p> |
| <p>3</p> <p>Partner with local businesses, schools, government entities and social-based organizations to increase educational access and opportunities in our community</p> | <p>4</p> <p>Develop and implement a process to listen carefully and respond to community needs, concerns, and suggestions</p> |

GOAL 3 | Launch Centennial Capital Campaign to expand offerings and opportunities for KCKCC students and community

INITIATIVES

- | | |
|---------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| <p>1</p> <p>Identify key College and community needs to be included in the creation of KCKCC's Centennial Capital Campaign</p> | <p>2</p> <p>Develop multi-level, multi-phase plan, with targeted objectives aligned to KCKCC's Centennial Celebration</p> |
| <p>3</p> <p>Create a comprehensive and staged Master Facilities Plan</p> | <p>4</p> <p>Establish a mechanism for program-specific funding sources for scholarships, equipment, etc.</p> |

GOAL 4 | Build community awareness and participation through branded marketing efforts

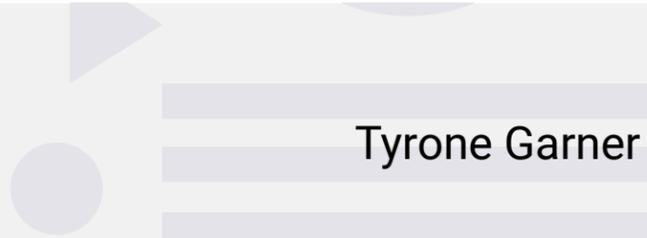
INITIATIVES

- | | |
|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| <p>1</p> <p>Improve the outward facing website functions to allow community members ease of locating information</p> | <p>2</p> <p>Partner with local organizations to provide KCKCC support of local community events</p> |
| <p>3</p> <p>Engage with community stakeholders in specific marketing campaigns to share the impact of KCKCC</p> | <p>4</p> <p>Provide information to the community in multiple ways to break through communication challenges</p> |

Board of Trustees



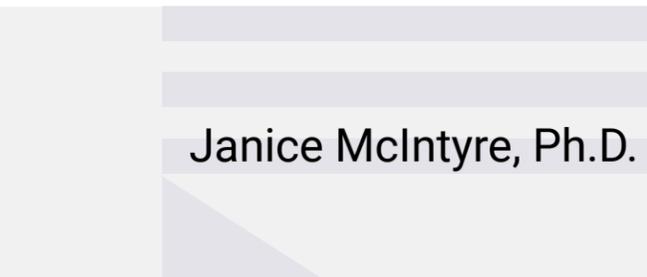
Rosalyn Brown
Chair



Tyrone Garner



Ray Daniels, Ed.D.
Vice-Chair



Janice McIntyre, Ph.D.



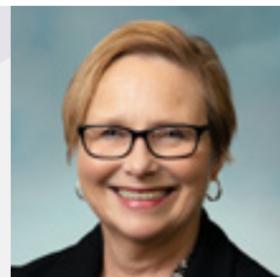
Don Ash



Linda Hoskins Sutton



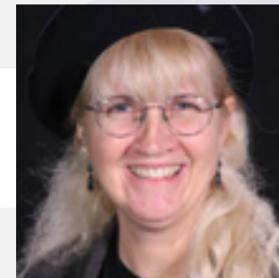
Evelyn Criswell



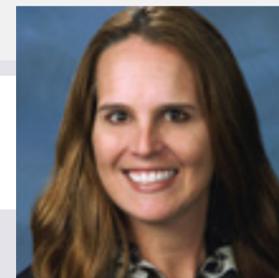
President's Cabinet



Dr. Greg Mosier
President of KCKCC



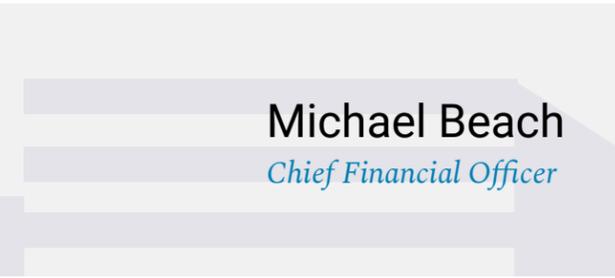
Beth Ann Krueger, Ph.D.
Vice President of Academic Affairs



Delfina Wilson, Ph.D.
Vice President of Student Affairs



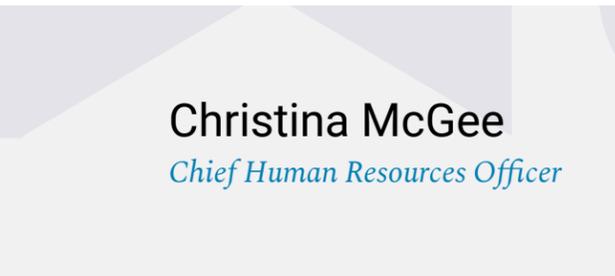
Tami Bartunek
Chief Marketing and Outreach Officer



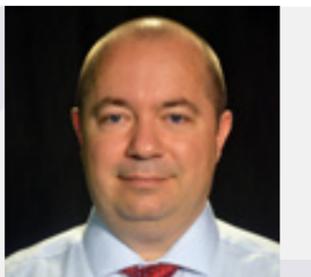
Michael Beach
Chief Financial Officer

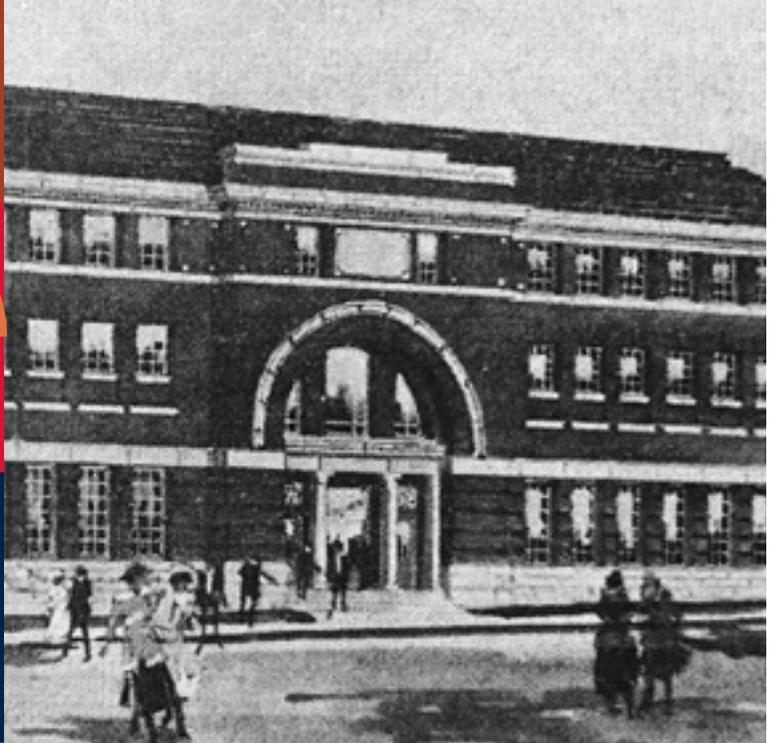


Peter Gabriel
Chief Information Officer



Christina McGee
Chief Human Resources Officer





MAIN CAMPUS

7250 State Avenue
Kansas City, KS 66112
913.334.1100

**DR. THOMAS R. BURKE
TECHNICAL EDUCATION CENTER**

6565 State Avenue
Kansas City, KS 66102
913.288.7800

PIONEER CAREER CENTER

1901 Spruce Street
Leavenworth, KS 66048
913.288.7750

WWW.KCKCC.EDU

#WECREATEOURFUTURE

