

HCTC STRATEGIC PLAN 2010-2016

Strategic Goal #1

HCTC will Advance Excellence and Innovation in Teaching, Learning, and Service.

Performance Measure #1

HCTC will use the Results from the Community College Survey of Student Engagement (CCSSE) and the Community College Faculty Survey of Student Engagement (CCFSSE).

Unit(s) Responsible: Learning Services and Student Services

Definition: Average scores on CCSSE's (Community College Survey of Student Engagement) benchmarks of effective educational practice; results from CCFSSE (Community College Faculty Survey of Student Engagement); selected CCSSE questions related to service

Performance Measure #2

HCTC will review the Percent of First-Time Takers Passing Licensure and Certification Examinations.

Unit(s) Responsible: Learning Services

Definition: Annual percent of first-time takers passing licensure and certification exams required by the profession as reported by state and national examining boards or college licensure exam administrators.

Strategic Goal #2

HCTC will Increase Student Access, Transfer, and Success.

Performance Measure #1

HCTC will review the Developmental Education Success Rate for English, for Math, and for Reading.

Unit(s) Responsible: Learning Services and Student Services

Definition: Percent of students referred to developmental courses by subject who complete a developmental course in that subject by the end of the second year.

Performance Measure #2

HCTC will review the Participation Rate of students enrolled per population.

Unit(s) Responsible: Student Services

Definition: HCTC fall credit enrollment, divided by adult population (ages 18-64), as reported by the United States Census Bureau, reported for the state and by geographic analysis region.

Performance Measure #3

HCTC will review the Total Credentials Awarded.

Unit(s) Responsible: Student Services

Definition: Annual count of associate degrees, certificates, and diplomas awarded.

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Performance Measure #4

HCTC will review the Persistence Rate.

Unit(s) Responsible: Student Services

Definition: Percent of fall/summer first-time credential-seeking students who have re-enrolled, earned a credential, transferred to a four-year institution, or are still enrolled at the end of three years.

Performance Measure #5

HCTC will review In-State and Out-of-State Transfers, Students Transferring Additional Credit, KCTCS Credit Accepted, and the Transfer Rate.

Unit(s) Responsible: Student Services

Definition: HCTC/CPE definition includes in-state transfers, out-of-state transfers, students transferring additional credit, transfer credit, transfer credit applied to degree programs, and two transfer rates.

Strategic Goal #3

HCTC will Cultivate Diversity, Multiculturalism, and Inclusion.

Performance Measure #1

HCTC will promote Student Diversity.

Unit(s) Responsible: Diversity Services

Definition: Percent of students with known ethnicity in all racial/ethnic categories excluding white and nonresident alien, based on fall unduplicated headcount, compared to percent minority population aged 18-64 in enrollment cluster.

Performance Measure #2

HCTC will promote Employee Diversity.

Unit(s) Responsible: Human Resources

Definition: Percent of employees with known ethnicity in all racial/ethnic categories excluding white and nonresident alien compared to percent minority population aged 18-64 in enrollment cluster. Data represents employees in the following categories: Executive/Administrative/Manager, Faculty, and Other Professional as defined for IPEDS. Includes both full-time and part-time.

Performance Measure #3

HCTC will review the Diversity Persistence Rate.

Unit(s) Responsible: Student Services

Definition: Percent of minority fall/summer first-time credential-seeking minority freshmen who have re-enrolled, earned a credential, transferred to a four-year institution, or are still enrolled at the end of three years.

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Strategic Goal #4

HCTC will Enhance the Economic and Workforce Development of the Commonwealth.

Performance Measure #1

HCTC will review the KCTCS High Wage, High Demand Completions.

Unit(s) Responsible: Learning Services and Student Services

Definition: Number of unduplicated credentials in programs cross-walked to a high wage, high demand occupation. Credentials unduplicated by college and program; High Demand is defined as greater than average annual job growth rate for Kentucky or at least 100 annual average job openings; High Wage is defined as a median annual wage that is greater than the wage at the 75th percentile for all occupations in the state of Kentucky. Certificates and diplomas do not count as high wage, high demand credentials in programs that crosswalk with high wage/high demand occupations requiring an associate's degree. Occupations requiring a bachelor's degree or higher are excluded.

Performance Measure #2

HCTC will review the Wage Index.

Unit(s) Responsible: Learning Services and Student Services

Definition: Median quarterly wage of all graduates making at least \$2,500 in the 2nd quarter post-graduation divided by the Kentucky median occupational wage (occupational wage divided by four for comparison to quarterly wage). Graduates who return to KCTCS in the following academic year are excluded from this analysis. Graduation is assumed to be in the 3rd quarter for summer term, 4th quarter for fall term, and 2nd quarter for spring term; wages matched to the 2nd quarter post-graduation term; for those students who graduated from two different KCTCS institutions in one academic year, the summary data for the system level reflects the average of the wages earned.

Performance Measure #3

HCTC will review Workforce Matriculation.

Unit(s) Responsible: Learning Services and Student Services

Definition: Percent of first-time workforce students who enroll as a credential-seeking student within three academic years from their workforce training cohort year. The matriculation figures are an unduplicated count. For instance, a workforce student may matriculate at one or more colleges, however they are only counted once for their home college.

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Strategic Goal #5

HCTC will Enhance College and Community Leadership.

Performance Measure #1

HCTC employees will complete a structured professional development plan.

Unit(s) Responsible: Human Resources and Unit Supervisors

Definition: Percentage of HCTC employees completing a structured professional development Plan as demonstrated in the Planning, Performance, and Evaluation process.

Performance Measure #2

HCTC will promote leadership development among employees, students, and community constituencies.

Unit(s) Responsible: Human Resources and Program Directors

Definition: Percentage of employees, students and community constituents who express satisfaction (Strongly Agree or Agree) with the college's support in leadership development.

Strategic Goal #6

HCTC will Promote the Recognition and Value of HCTC.

Performance Measure #1

HCTC will review Financial Contributions.

Unit(s) Responsible: Advancement and Government Relations

Definition: Annual dollar amount (rounded to the nearest \$1,000) of financial contributions from grants, contracts, advancement, and other external sources and endowment income.

Performance Measure #2

HCTC will provide information for the Media Focus.

Unit(s) Responsible: Advancement and Government Relations

Definition: Number of media citations and positive citations as a percent of total, as reported by VOCUS media-tracking service and KCTCS Public Relations.

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<p>Strategic Goal #7A Biennial College Initiative 2010-2012 Unit(s) Responsible: Academic Services</p> <p>Modify curriculum to address quicker access of degrees, developmental education, e-Learning initiatives, P-16 partnerships and new technologies.</p>
<p>Performance Measure #1 Time to degree shortened Unit(s) Responsible: Academic Services</p> <p><i>Definition:</i></p>
<p>Performance Measure #2 Curriculum in compliance with established standards Unit(s) Responsible: Academic Services</p> <p><i>Definition:</i></p>
<p>Performance Measure #3 Increase Workforce Solutions transitional offerings in which students can be converted to credential-seeking students Unit(s) Responsible: Academic Services</p> <p><i>Definition:</i></p>
<p>Strategic Goal #7B Biennial College Initiative 2012-2014</p> <p>Enhance/expand extended campuses to provide services and promote communities</p>
<p>Strategic Goal #7C Biennial College Initiative 2014-2016</p> <p>Assess organizational efficiency and effectiveness and compare to the Baldrige model</p>