

Strategic Goals and Objectives

2023-2027

Goal 1: Advance Student Success

Allen will provide access to innovative academic programs and engage in college completion initiatives, transforming students and preparing them for success.

- 1.1 Increase enrollment for all student demographics.
- 1.2 Implement Strategic Enrollment Management and Marketing Plan (SEMMP) reflecting evidence-based best practices in access and equity.
- 1.3 Increase first-time, full-time, award/degree attainment for all students.
- 1.4 Develop new Career and Technical Education (CTE) pathways.
- 1.5 Transform retention, persistence, and academic support model.
- 1.6 Facilitate intentional communications and interactions with learners to strengthen relationships.

Goal 2: Strengthen Community, Business, and Industry Engagement

Allen will be forward-looking and agile in providing a rich array of certificate and degree pathways forging partnerships that unlock transformational career opportunities for students and accommodate the workforce with talent.

- 2.1 Partner with business and industry for workforce credentials.
- 2.2 Foster community involvement within Allen, Coffey, and Shawnee counties.
- 2.3 Develop marketing campaigns that support pathways and partnership.
- 2.4 Invest in high demand and high wage workforce certificate programs.
- 2.5 Establish an alumni association and increase giving beyond Allen County.

Goal 3: Enhance Employee Engagement and Development

Our faculty and staff will engage in professional development opportunities to continuously improve in their community of practice. Allen will avail faculty and staff to resources that enhance their wellbeing.

- 3.1 Recruit and retain a diverse and stable workforce.
- 3.2 Adopt new board policy and administrative procedure manual.
- 3.3 Develop and implement a new employee onboarding and evaluation process.

- 3.4 Form a Staff Council representation group.
- 3.5 Evaluate and ensure robust professional development that meets college needs.
- 3.6 Conduct an internal employee classification and compensation analysis.

Goal 4: Establish a Culture of Organizational Excellence

Allen will build a culture of excellence that inspires everyone to become “advocates” for our students and community. We will be accountable for delivering academics, experiences, and services of the highest quality.

- 4.1 Cultivate a culture of institutional integrity, compliance, and improvement.
- 4.2 Update and fully implement new Enterprise Systems.
- 4.3 Ensure clear, well-defined processes that result in positive student experiences.
- 4.4 Pursue and secure grants and external funding to support organizational excellence.
- 4.5 Foster a culture of high performance, evidenced based decision making, continuous improvement, and risk mitigation.
- 4.6 Higher Learning Commission Quality Initiative to redesign Assessment of Student Learning and Program Review processes.

Goal 5: Invest in Facilities and Environmental Sustainability

Allen will provide and maintain safe state-of-the-art facilities through ongoing deferred maintenance and assessment plan.

- 5.1 Upgrade campus safety measures.
- 5.2 Reduce outstanding deferred maintenance.
- 5.3 Develop comprehensive facilities plan that includes an analysis of real estate assets and cost-benefit analysis to expand campus footprint.
- 5.4 Ensure students, faculty, and staff have access to the latest technology.
- 5.5 Improve cybersecurity while balancing the needs of users and security.

** The President’s Council will develop Key Performance Indicators (KPI’s) and Metrics to track the ongoing success of the Strategic Plan.*