

KISHWAUKEE COLLEGE

FY24 GOALS

1. Student Success: Provide programs and services to foster student achievement.

1.1 Implement year 2 of the 3-year comprehensive guided pathways model. *(Multi-year Goal)*

- In Progress. Four of the 8 metamajors (areas of interest) are complete including:
 - Education, Health Sciences, Science Engineering & Math, and Business & Computer Technology
- Within the four completed metamajors, 46 program planners have been completed with 20 approved and in the current catalog.

1.2 Explore converting the majority of courses to an 8-week format. *(Multi-year Goal)*

- In Progress. The focus of the work for FY24 included:
 - Assessing current and potential 8-week offerings
 - Researching potential calendar revisions
 - Developing an implementation and communication timeline
 - Training faculty in designing courses in the 8-week format.

1.3 Continue the work of the textbook affordability committee with an eventual goal of eliminating student textbook costs. *(Multi-year Goal)*

- In progress. A plan was developed to implement a conservative per-credit flat textbook fee, with a one touchpoint process in the bookstore for all student books and course materials. A pause was put on the plan, pending DoE's ruling on this topic.
- Work has continued with faculty on examining the cost of the textbooks required of students for their classes, as well as continued work on expanding the use of Open Educational Resources (OER's), which provide no cost instructional support materials for students.
- Part of this goal was also to examine other fees paid by students. The College took the bold move of removing student fees, providing more transparency in the cost of attendance for students and parents.

1.4 Increase course completer success in core areas for fall term (2% below the National Community College Benchmark):

- **College Algebra- from 63.7% to 77.5%**
 - Increased from 63.7% to 68.1% as of FA22
- **Remedial Math Completer Success- from 57.5% to 69.7%**
 - Increased from 57.5% to 65.8% as of FA22
- **Remedial English Completer Success- from 71.6% to 72.2%**
 - Decreased from 71.6% to 68.4% as of FA22

- **First College Math Completer Success- from 59.6% to 80.6%**
 - This metric is no longer being tracked. Due to the increase in corequisite courses, the number of students at this level is very small.
- **Retention- from 88.1% to 90%**
 - Increased from 88.1% to 89.2% as of FA22.

1.5 Develop a quality assurance plan for online instruction.

- In progress. Document will be finalized after faculty review in FA24.
- Online quality work will be continued through Student Success Initiatives goal in FY25 (1.4).

1.6 Pilot online learning success module.

- Complete. Student Online Success Experience (S.O.L.E.) embedded in CSD 100, CSD 101, ENG 111 as an assignment.

1.7 Inventory current curriculum for essential employability skills.

- In progress. Completed Inventory of all learning outcomes in transfer courses.
- Next step: Work to identify a common essential employability learning outcome for all transfer courses.
- Carry over to FY25 Goals (3.2).

1.8 Write state required equity plan.

- Complete. Submitted to the State on May 7th, 2024.

2. Valuing Employees: Recognize the importance of building and maintaining a positive employee experience.

2.1 Increase the number of full-time Hispanic/LatinX employees from 5.5% to 9.7% (2% below the National Community College Benchmark) of employees. (Multi-year Goal)

- In progress. The college has increased its Fulltime Hispanic/LatinX staff from 5.5% to 6.1% of employees.

2.2 Complete the employee handbook.

- Complete. Handbook information will be included in HR web pages and HR SharePoint.

2.3 Create college employee professional development plan.

- In Progress. Plan to be finalized in FY25.

2.4 Revise employee evaluation forms.

- Complete.

2.5 Develop and implement employee engagement plan.

- In progress. New onboarding program implemented in Spring 2024. Full plan to be finalized in FY25.

3. External Partnerships: Partner with stakeholders to meet community needs.

3.1 Implement High School Early College Program for FA24.

- Complete. The newly created Early College Program identifies pathways for high school students to earn College credit while in high school, including a pathway to earn an associates degree and high school diploma at the same time. The EMSA and 2 Degrees in 3 Years programs are now under the umbrella of the Early College Program.
- Five schools have signed a program MOU with Kish - DeKalb, Genoa-Kingston, Hiawatha, Rochelle, and Sycamore. Indian Creek opted to wait as their administration is new. We anticipate they will sign the agreement for FY26.
- There are currently 12 students registered for the Early College program for the 2024-25 school year.

3.2 Demonstrate K-12/Community College/Business alignment on web.

- In Progress. Carry over to FY25 Goals (1.4).

3.3 Develop student programs and certifications to meet industry needs based on year one of the New Program Strategic Plan.

- Complete. New program development research and workflow process have been developed.

4. Resource Management: Optimize the fiscal, physical, technological and knowledge management resources.

4.1 Finalize the A1400 wing plan by summer 2024.

- Complete. A1400 vacated. Offices and classrooms in A1400 moved into the Conference Center (A1200/A1300). Adult Education also relocated into the Conference Center.

4.2 Migrate student information system to SaaS (Software as a Service). (Multi-year Goal)

- In progress. Testing in progress with an anticipated go live date of November 15th, 2024.

4.3 Implement new student payment plan system. (Multi-year Goal)

- Complete. New payment plan system not needed with ability to convert the current plan to Saas.

4.4 Implement merchant services system. (Multi-year Goal)

- Complete. Since we will not need to change payment plan vendors, we do not need to implement a

new merchant services system.

4.5 Develop and seek approval for Higher Learning Commission (HLC) assurance project.

- In progress. Project selected: Online course quality improvement including implementation of quality assurance plan, faculty training, and the development of exemplary online course examples for training.
- Submission of proposal to HLC in September 2024.

4.6 Explore Solar Energy Opportunities at the College. (*Multi-year Goal*)

- In Progress. Currently exploring the addition of solar to our roof tops to offset 90% of our power usage.