KISHWAUKEE COLLEGE
FY25 GOALS

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

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

1.2 Implement the comprehensive guided pathways model, as outlined in year two of the Title III grant. *(Multi-year Goal)*

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

1.4 Develop website pages to strategically highlight key programs/initiatives including:
   o **Fully on-line degrees / programs**
   o **Transfer pathways with university partners**
   o **K-12 and local industries.**

1.5 Continue work on key instructional student success initiatives:
   o **Examine outcomes of developmental education redesign**
   o **Engage at least 50% of faculty in Quality Matters, classroom engagement technology or Teaching and Learning Center professional development opportunities**
   o **Share student success and completion data each semester with faculty and the campus community**
   o **Implement the Navigate Student Success Management System.**

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

2.1 Create College employee professional development plan. Identify and provide College-wide professional development on emerging technologies, including AI. *(Multi-year Goal)*

2.2 Increase the percent of full-time diverse employees on campus by each of the following (2% below the National Community College Benchmark):
   o **Hispanic/LatinX from 6.1 % to 10.5%.** *(Multi-year Goal)*
   o **Black/African American from 5.6% to 5.8%.**

- Asian from 0.6% to 0.8%.

2.3 Develop and implement employee engagement plan. *(Multi-year Goal)*

2.4 Revise and standardize all staff job descriptions.

2.5 Successfully Negotiate KCAEA Contract.

3. Partnerships: Collaborate with stakeholders to meet student and community needs.

3.1 Develop an LPN program, to be offered in FY26.

3.2 Develop essential employability outcomes including digital literacy for transfer and CTE courses. **(***Multi-year Goal***)**

4. Institutional Effectiveness and Resource Management: Position the College for the future by strategically planning and responding to opportunities.

4.1 Complete building safety modifications to gym entrance, reopen the conference center space, and expand the number of all-gender bathrooms.

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

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

4.4 Add three Flex Classrooms to increase learning modality options for students.

4.5 Reduce College instructional costs from $7,668 to $6,792 per FTE (2% below the National Community College Benchmark).

4.6 Develop and seek approval for Higher Learning Commission (HLC) assurance project. *(Mult-year Goal)*