

MCTC Strategic Priorities 2011–2015

OVERARCHING INSTITUTIONAL GOALS

Student Success: Graduation to Transfer or Employment

Educational Equity: Success for All Students

ENGAGE STUDENTS

1. Create an Engaging College Experience in Which All Students Can Succeed

MCTC will provide every student with well-defined paths to completion that are supported, structured and intentional.

- Establish intentional recruitment and enrollment strategy
- Support informed goal-setting for students
- Emphasize clearer academic pathways
- Structure intentional academic supports
- Streamline student services supports
- Ensure clear, consistent policies and simplified procedures

Example activities:

Student African American Brotherhood (SAAB), Integrated Advising, Learning Communities, College Ready Academy

EMPOWER EMPLOYEES

2. Build a High-functioning Organization That Empowers All Employees To Support Student Success and Educational Equity

MCTC will ensure improved organizational functioning across units and departments through the use of innovative technology, improved processes, procedures and systems and will ensure a high-level of service to support our students and each other.

- Institute high-performance systems
 - Support college-wide process improvement
 - Establish effective communication systems
 - Promote and increase technological literacy of students, faculty and staff
 - Incorporate innovative technology to improve teaching and learning
- Define performance metrics
- Prioritize staff development
- Map hiring to college demand
- Systemize succession planning

Example activities:

Employee Intranet, Atomic Learning Software Training, Lean Process Improvement Projects



CREATE CAPACITY

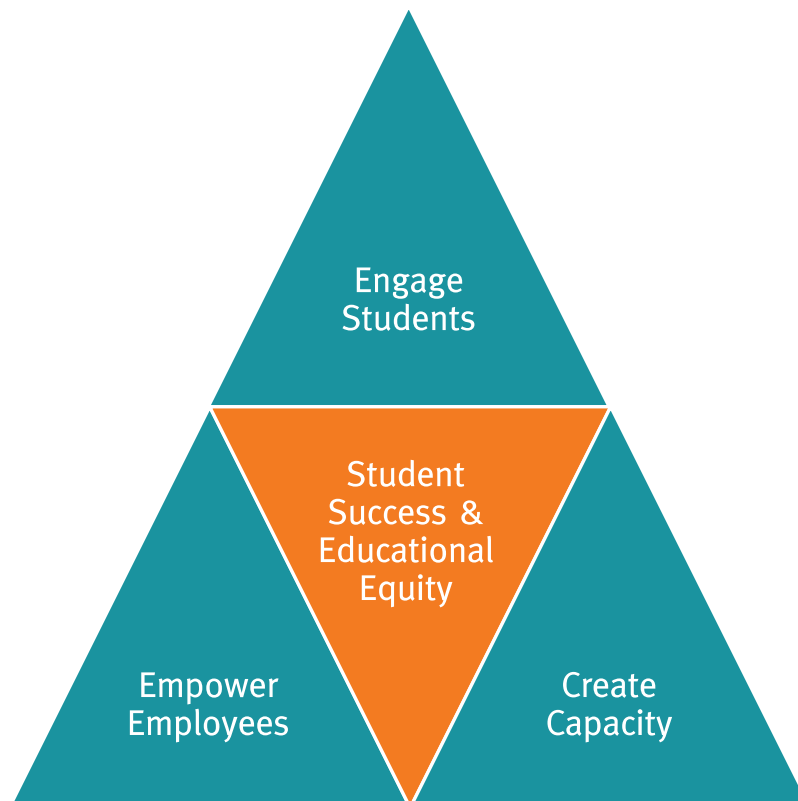
3. Create Capacity for Cultural Competence and Evidence-based Decision-making

To meet the needs of today's learners, employers and community leaders, MCTC will: 1) foster use of culturally competent practices among individuals, departments and units and across all levels of the College and 2) use evidence – internal, external, qualitative and quantitative - to develop and support relevant programs, effective teaching, excellent support services and dynamic partnerships.

- Ensure employee mastery of cultural competence
- Support teaching and student services that meet the needs of diverse students
- Utilize high-quality program evaluation and academic assessment methodologies
- Use a continuous improvement model to improve key organizational processes
- Undertake stronger reporting and analysis among stakeholders for better decision-making

Example activities:

Diversity Training, Data Warehouse Project, Evaluation Training



Minneapolis Community and Technical College

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MCTC is an equal opportunity educator and employer
Member of the Minnesota State Colleges and Universities system

To apply or get more information,
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