

Planning

FDLTCC's self-study process during spring 2008 identified some of the concerns expressed by Commission evaluators in spring 2009, and thus, the college had already begun improvements in the area of strategic planning. At the time of the Commission's comprehensive evaluation in spring 2009, the college's plan had been operational for only six months; as a result, Commission evaluators were unable to assess with certainty the effectiveness of the college's work in that area.

The Higher Learning Commission has placed FDLTCC on notice in this area of operations, specifically with regard to Criterion 2, Core Component 2A: The organization realistically prepares for societal and economic trends. Core Component 2C: The organization's evaluation and assessment processes provide reliable evidence of institutional effectiveness that clearly informs strategies for continuous improvement. Core Component 2D: All levels of planning align with the organization's mission, thereby enhancing its capacity to fulfill its mission.

To adequately resolve this area of concern, FDLTCC must take the following necessary action: "Strategic Planning that includes full implementation and continues the engagement of the college community. It should provide evidence of the allocation of resources and the development of institutional measurements to assess the fulfillment of the college mission and effective planning for their future" (p. 27, Assurance Section, *Final Report*).

The college's primary actions and the results of those actions from January through May 2010 are summarized below.

FDLTCC's Primary Actions, January – May 2010

- Created and posted Dean of Workforce position
- Created and posted Director of Institutional Research and Planning position
- Created Director of Athletics and Student Preparedness position
- Created Interim Dean of Student Services position
- Held Default Management meetings with U.S. Department of Education (USDE) representatives regarding USDE's new calculation of student loan default rates
- Created and implemented 5-year campus-wide budget planning
- Calculated and reported budget outlook for 2012 and 2013
- Reviewed and reported 2008 – 2010 progress on FDLTCC Strategic Plan
- Reviewed and reported progress on 2009 – 2010 Lean Plan
- Reviewed and reported progress on President's Work Plan 2009 – 2010 to MnSCU Chancellor's office
- Completed FDLTCC 2010 – 2012 Strategic Plan
- Completed the Assessment Plan 2009 – 2012
- Began conversation of facilities/academic planning scheduled for fall 2010
- Targeted a portion of stimulus monies to teaching and learning improvements on main campus and at Red Lake outreach site
- Met with program coordinators to jointly determine appropriate fees for designated courses

Results of Actions, January – May 2010

- Positioned the college to focus more effectively on priority areas, including data-driven decision making and planning, student preparedness, retention and completion, fiscal health, and building collaborations with external constituencies
- Aligned faculty hiring with priority areas, including planning, assessment of student learning, retention and completion, and student preparedness
- Determined faculty hires based on instructional budget data regarding adjunct credits
- Revised position postings to align with priority areas, including planning, evaluation, and improvement based on evaluation
- Estimated reserve in excess of \$150,000 at end of FY10
- Projected positive FY2011 budget
- Continued to build campus awareness of the financial challenges posed by 2012 and 2013 and laid groundwork for future decision making related to how such challenges will be met Estimated reserve in excess of \$150,000 at end of FY10
- Developed new strategic benchmarks for 2010 – 2012 Strategic Plan
- Revised Default Management plan and materials to pre-empt possible challenges posed by new USDE calculation of default percentages
- Shifted Foundation position duties to include assistance to Financial Aid office
- Established close working relationship with U.S. Department of Education financial aid team
- Purchasing Camtasia software to assist improvement efforts in online learning

- Purchasing twenty laptops for classroom use at Red Lake outreach site
- Based on MnSCU system-wide comparative data and input from program coordinators regarding program plans and needs, set special fees for designated courses that meet student, program, and institutional needs
- Based on budget data, and in alignment with institutional plans, created new positions aligned with priority areas, including planning, assessment of student learning, retention and completion, and student preparedness
- Conducted Employer Survey of area health care providers
- Began review of regional workforce trend data with program coordinators
- Reviewed and updated FDLTCC's MnSCU Program Inventory
- Reviewed FDLTCC articulation agreements
- Pulled outdated articulation agreements from MnTranser.org website and determined agreements to be added
- Continued preparation for fall 2011 HLC focus visit and possible HLC comprehensive site visit in 2013 - 2014