

FPCC Strategic Plan 2009 – 2014 – One-Year Continuation to 2015

FPCC Strategic Plan 2015-2019

1. FPCC Strategic Plan

1. Promote excellence in academic and vocational education offerings.
2. Provide students with access to academic, vocational and other education opportunities and support that will enable them to realize their intellectual, career, social, personal and spiritual goals.
3. Ensure that FPCC Board members, administrators, faculty and staff are well-qualified and have the support needed to perform their duties.
4. Provide services to the Fort Peck community consistent with the FPCC Mission.
5. Meet the fiscal and physical needs of the College.
6. Conduct continuous planning and assessment activities to ensure FPCC programs and services are of high quality and remain effective and responsive to constituent needs (new goal in 2011).

2. Core Themes

1. Academics
2. Cultural Identity
3. Community Service
4. Workforce Preparation

3. Focus Areas

- a. Focus Area One – Student Success – Elijah Hopkins, Leader, Board Member(s): Sonica Archdale, Anna Eder, Staff/Faculty: Leigh Melbourne, Mike Turcotte, Suanne Turnbull**

Focus Area One – Student Success				
Strategic Goal Alignment	Core Theme Alignment	Short-term Goals	Indicators	Change & Adjustments for 2009-2015
Aligns with Strategic Goal Two – Provide students with access to opportunities and support to realize their goals.	Aligns with Core Theme One – Academics and Transfer Preparation & Core Theme Four – Workforce Preparation	Achieve an increase in enrollment of 4% in AY 13-14 & continue 14-15. Develop and implement retention plan. At least 75% of students will declare a major in AY 14-15.	Student count has decreased in 2014, but actual Indian Student Count has increased. Retention plan adopted by FPCC BOD (Feb. 2014). 87% of students in Fall 2014 declared a major.	Implementation of lounge & mini-café Continue Continue – update Retention Plan by 8/15. Continue – 90% goal
Strategic Goal Alignment 2015-2019	Core Theme Alignment	Short-term Goals	Indicators	
Aligns with Strategic Goal Two – Provide students with access to opportunities and support to realize their goals.	Aligns with Core Theme One – Academics and Transfer Preparation & Core Theme Four – Workforce Preparation	Early Prevention Program committee will be identified. Committee will develop and implement an Early Prevention program to decrease early student drop out, Spring 2015 student data will be used as baseline. Early student drop out rates will decrease by	Committee minutes. Early Prevention program plan. Assessment data.	

		<p>4% per year. Begin using SP 15 data, Semester to semester as base.</p> <p>Committee will meet quarterly (or as needed).</p>	Meeting minutes.	
Strategic Goal Alignment	Core Theme Alignment	Long-term Goals	Indicators	Change & Adjustments for 2009-2015
Aligns with Strategic Goal Two – Provide students with access to opportunities and support to realize their goals.	Aligns with Core Theme One – Academics and Transfer Preparation & Core Theme Four – Workforce Preparation	<p>Increase student retention by 2% per year based on AY 12-13 for next three years.</p> <p>Increase enrollment rate by 4% per year based on AY 12-13 for next three years, with a proposed recruitment budget.</p> <p>100% of FT students will be advised on workforce/career opportunities.</p>	<p>Retention Rate from Fall 2011 to Fall 2012 was 39% and Fall 2012 to Fall 2013 was 44%. It is expected that the retention rate for Fall 2013 to Fall 2014 will be 46%.</p> <p>Enrollment in Fall 2013 was 384, preliminary Fall count for 2014 is 332, however an increase in ISC from 311.92 in 2013 to 330.09 in 2014, which financially is a benefit to FPCC.</p> <p>First Year Experience course is offered to all new students and Foundations of Career Development is offered to all vocational education students.</p>	<p>Continue</p> <p>Continue – develop budget by 5/15</p> <p>Continue – offer additional semester workforce/career guidance sessions</p>
Strategic Goal Alignment 2015 – 2019	Core Theme Alignment	Long-term Goals	Indicators	

<p>Aligns with Strategic Goal Two – Provide students with access to opportunities and support to realize their goals.</p>	<p>Aligns with Core Theme One – Academics and Transfer Preparation & Core Theme Four – Workforce Preparation</p>	<p>Assessment committee will conduct a study to determine critical issues that are barriers to student success. Fall 2015/Spring 2016.</p> <p>Using results from the study, the Assessment committee will develop plan for a College Preparedness program for new, current and potential students.</p> <p>Implement College Preparedness program Fall 2016.</p> <p>Assessment committee will meet quarterly (or as needed).</p>	<p>Study results/Reflective document.</p> <p>College Preparedness program plan.</p> <p>Program start date.</p> <p>Meeting minutes.</p>	
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b. Focus Area Two – Excellence in Academic and Vocational Education – Wayne Two Bulls, Leader, Board Member(s): Ed Bauer, Leslie Gourneau, Staff/Faculty: Steve Harada, Steven Coon, Paula Firemoon, Michelle Day, Margaret Abbott

Focus Area Two – Excellence in Academic and Vocational Education				
Strategic Goal Alignment	Core Theme Alignment	Short-term Goals	Indicators	Change & Adjustments for 2009-2015
<p>Aligns with Strategic Goal One – Promote excellence in academic and vocational education offerings.</p>	<p>Aligns with Core Theme One – Academics and Transfer Preparation and Core Theme Four –</p>	<p>80% of students completing welding and truck driving will attain industry certificate.</p>	<p>85% of CDL and Welding attained industry certification.</p>	<p>Continue</p>

	Workforce Preparation.	90% of faculty and staff will receive training in Moodle.	90% of faculty has been trained in Moodle. Moodle provides FPCC faculty the avenue/tools to deliver their courses in an online format. Staff who assist students on a regular basis will obtain the training to ensure student success when courses are delivered through Moodle.	Continue – 100% faculty goal. Identify & train key staff by 8/15.
Strategic Goal Alignment 2015-2019	Core Theme Alignment	Short-term Goals	Indicators	
Aligns with Strategic Goal One – Promote excellence in academic and vocational education offerings.	Aligns with Core Theme One – Academics and Transfer Preparation and Core Theme Four – Workforce Preparation.	<p>Increase research opportunities for students through partnerships with other institutions and organizations. Summer 2015 as base.</p> <p>Increase the number of FPCC students attending summer internships by 1 student per summer/academic year. Begin Summer 2015</p>	<p>Number of partnerships and opportunities.</p> <p>Assessment data/student internships,</p>	
Strategic Goal Alignment	Core Theme Alignment	Long-term Goals	Indicators	Change & Adjustments for 2009-2015
Aligns with Strategic Goal One – Promote excellence in academic and	Aligns with Core Theme One – Academics and Transfer Preparation and Core Theme Four –	Within three years, 100% of transfer programs will be offering an online course.	FPCC transfer programs are not available online, but faculty do have the technology and expertise to deliver their courses in	Continue – goal of one transfer program course offered online by Fall 2016.

vocational education offerings.	Workforce Preparation.	Explore funding to institute professional development. Plan to sustain vocational programs due to possible loss of funding.	an online format. Professional development opportunities have been encouraged to all faculty and staff. Educational attainment merits an increase in pay for faculty and staff depending upon the level of educational attainment and budget constraints. Department of Labor funds end in Fall 2015. Program sustainability will be priority for the finance committee, meeting minutes.	Continue Continue – quarterly BOD finance committee meetings
Strategic Goal Alignments 2015 - 2019	Core Theme Alignment	Long-term Goals	Indicators	
Aligns with Strategic Goal One – Promote excellence in academic and vocational education offerings.	Aligns with Core Theme One – Academics and Transfer Preparation and Core Theme Four – Workforce Preparation.	Increase on campus summer research activities to at least one research project per summer. Summer 2015 as base.	Number of summer research projects.	

c. **Focus Area Three – Ensure Fiscal and Physical Stability – Noel Sansaver, Leader, Board Member(s): Tom Brown, Jackie Miller, Staff/Faculty: Rose Atkinson, Melissa Berger, Joy Toavs, Kylee Sears**

Focus Area Three – Ensure Fiscal and Physical Stability				
Strategic Goal Alignment	Core Theme Alignment	Short-term Goals	Indicators	Change & Adjustments for 20109-2015

Aligns with Strategic Goal Five – Meet the fiscal and physical needs of the college		<p>FPCC Board needs to consider financial stability in regards to healthcare, salaries, and retirement.</p> <p>The FPCC Board will work with administration to develop a financial plan to address sequestration concerns.</p>	<p>FPCC Board is in the process of reviewing charter and policy.</p> <p>Fiscal Year 2014 has been reviewed and budget has been adopted.</p> <p>Health insurance benefits will be available for approval once rate package is received from Cassco Insurance.</p> <p>Staff and faculty have received and completed a healthcare satisfaction survey. Survey results.</p> <p>Grant revenue has increased from 2013 with some additional grants obtained with the Department of Agriculture, DPHHS, and with expected funds from the Parshall estate.</p>	<p>Continue Inventory policy & process.</p> <p>Salary scale review.</p> <p>Assessment to be used in fiscal planning, program pilots, etc. – review current assessment process and align with needs – 6/15.</p> <p>Continue</p> <p>Continue. Evaluate healthcare satisfaction survey.</p> <p>Continue. Yearly grant levels monitored. Finance committee continue planning.</p>
Strategic Goal Alignment 2015-2019	Core Theme Alignment	Short-term Goals	Indicators	
Aligns with Strategic Goal Five – Meet the		Members of the FPCC Board of Directors will volunteer to sit on the	Board minutes. Finance committee minutes.	

fiscal and physical needs of the college		<p>Finance committee along with the President and Vice Presidents. Spring 2015 as base.</p> <p>Finance committee will meet quarterly and report and make recommendations to the board. (see long term goals)</p>	Finance committee minutes.	
Strategic Goal Alignment	Core Theme Alignment	Long-term Goals	Indicators	Change & Adjustments for 2009-2015
Aligns with Strategic Goal Five – Meet the fiscal and physical needs of the college		<p>Board reviews charter and policy.</p> <p>FPCC Board develops a 3-5 year financial plan. Finance committee will meet quarterly to provide recommendations to the Board.</p>	<p>FPCC Board is in process of reviewing charter and policy.</p> <p>Finance committee will begin meeting quarterly and developing a 3-5 year spending plan based on AY 2014 financials.</p>	<p>Continue.</p> <p>Continue. Finance committee to meet regularly.</p>
Strategic Goal Alignment 2015-2019	Core Theme Alignment	Long-term Goals	Indicators	
Aligns with Strategic Goal Five – Meet the fiscal and physical needs of the college		Institutional Research Department will head a committee to develop an Endowment and Capital Campaign plan.	Committee minutes.	

		<p>Endowment and Capital Campaign plan will be presented to the FPCC BOD by Fall 2015.</p> <p>Increase endowment internal and external contributions. Fall 2015 as base.</p>	<p>Endowment and Campaign plan.</p> <p>Financial documents, payroll deductions, etc.</p>	
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d. Focus Area Four – Community Outreach – Craig Smith, Leader, Board Member(s): Stacey Summers & Garrett Bigleggins, Leigh Melbourne, Michelle Day, Suzanne Turnbull, Marty Reum, Olivia Headdress, Paula Firemoon, Patty Murray

Focus Area Four – Community Outreach				
Strategic Goal Alignment	Core Theme Alignment	Short-term Goals	Indicators	Change & Adjustments for 2009-2015
Aligns with Strategic Goal Four – Provide services to the Fort Peck Community consistent with the FPCC mission.	Aligns with Core Theme Three – Community Service	Conduct an annual survey to address community needs and interest.	<p>Community Survey was done in December 2013 to approximately 1500 individuals during per-capita distribution.</p> <p>A needs assessment for academics could be beneficial for various grant and program development.</p>	<p>Continue. New community survey conducted annually through Community Service Department.</p> <p>Continue. Survey will address proposed initiatives, i.e., Community Center – training, cultural, meetings, etc. Academic needs.</p>
Strategic Goal Alignment 2015-2019	Core Theme Alignment	Short-term Goals	Indicators	
Aligns with Strategic Goal Four – Provide	Aligns with Core Theme Three –	Ensure responsiveness to community needs		

<p>services to the Fort Peck Community consistent with the FPCC mission.</p>	<p>Community Service and Core Theme Four – Workforce Preparation.</p>	<p>through community needs assessments.</p> <p>Assessment Officer will develop needs assessment activities. Conduct needs assessment. Fall 2015.</p> <p>Respond to tribal training needs. Assess future needs. Spring 2015 as base.</p> <p>Assess community need to increase HiSet attainment numbers. Fall 2015 as base.</p> <p>Foster relationships with local school districts to offer more Early Start and Dual Credit courses. Spring 2015 as base.</p> <p>Increase online education offerings. Spring 2015 as base.</p>	<p>Community needs assessment.</p> <p>Continue current activities. Student data, course listings, evaluation forms.</p> <p>HiSet completion data assessment.</p> <p>Assess current offerings, enrollment data. School/college meeting minutes.</p> <p>Include in community needs assessment.</p>	
<p>Strategic Goal Alignment</p>	<p>Core Theme Alignment</p>	<p>Long-term Goals</p>	<p>Indicators</p>	<p>Change & Adjustments for 2009-2015</p>
<p>Aligns with Strategic Goal Four – Provide services to the Fort Peck Community</p>	<p>Aligns with Core Theme Three – Community Service</p>	<p>Develop a 3-5 year plan for community outreach.</p>	<p>The State of the Reservation Summit was held in October 2014. An evaluation review was</p>	<p>Continue. Partnerships, etc. WHO, WHAT, WHERE, WHEN & WHY &</p>

<p>consistent with the FPCC mission.</p>			<p>completed and will be taken into consideration with the Administrative team to develop a community outreach plan. The Reservation Summit also built partnership to address the social issues that affect community members. This venue was a partnership with the Fort Peck Tribes and it is the goal of the administration to develop a 3-5 year plan based on summit evaluations.</p>	<p>continue partnership recruitment activities.</p>
<p>Strategic Goal Alignment 2015-2019</p>	<p>Core Theme Alignment</p>	<p>Long-term Goals</p>	<p>Indicators</p>	
<p>Aligns with Strategic Goal Four – Provide services to the Fort Peck Community consistent with the FPCC mission.</p>	<p>Aligns with Core Theme Three – Community Service and Core Theme Four – Workforce Preparation.</p>	<p>Include HiSet attainment in the College Preparedness project by Fall 2016.</p> <p>Foster relationships with local school districts to offer more Early Start and Dual Credit courses.</p> <p>Plan increase in online education offerings. Assess need for General Education online degree.</p>	<p>Project plan and implementation.</p> <p>HiSet completion data assessment.</p> <p>Course offerings and student enrollment data.</p> <p>Online education plan.</p> <p>Online offerings.</p> <p>Student enrollment data.</p>	

e. Focus Area Five – Languages & Culture – Suzanne Turnbull, Leader, Board Member(s): Tom Christian, Tom Brown, Staff/Faculty: Del First, Marty Reum, Mike Turcotte, Roxann Smith, Elijah Hopkins,

Focus Area Five – Languages & Culture				
Strategic Goal Alignment	Core Theme Alignment	Short-term Goals	Indicators	Change & Adjustments for 2009-2015
Aligns with Strategic Goal Four – provide services to the Fort Peck Community consistent with the FPCC mission.	Aligns with Core Theme Two – Cultural Identity	All employees and students will learn the school song.	The FPCC school song is taught during student/faculty orientation each semester and performed as requested or during special gatherings, etc.	<p>Continue. Increase activity.</p> <p>Provide & encourage additional culturally related educational presentations & activities. For Example: naming ceremonies, star knowledge, etc.</p> <p>Encourage more academic competition in speech, writing, knowledge bowl, etc.</p> <p>Increase visibility of FPCC in Tribal College Journal and other media sources. What were are doing, success stories,</p>
		Provide regular cultural workshops.	Cultural workshops are held on a semester basis for credit, CEU and community interest.	
		Encourage participation in annual AIHEC conference with emphasis on student competitions.	Approximately 25 students attend AIHEC each year and participate in competition.	

				student highlights, research, etc.
Strategic Goal Alignment 2015-2019	Core Theme Alignment	Short-term Goals	Indicators	
Aligns with Strategic Goal Four – provide services to the Fort Peck Community consistent with the FPCC mission.	Aligns with Core Theme Two – Cultural Identity	<p>Increase college appearance as a Tribal college. More culturally related art/design.</p> <p>Request staff and faculty volunteers to develop a color scheme, design plan and budget. Spring 2015 as base.</p> <p>Present short-term plan to BOD for approval.</p> <p>Assess current Cultural Committee activities, challenges, partnerships and needs. Assessment to be completed by December 2015.</p>	<p>Committee minutes, plan and budget.</p> <p>BOD minutes.</p> <p>Cultural Committee assessment.</p>	
Strategic Goal Alignment	Core Theme Alignment	Long-term Goals	Indicators	Change & Adjustments for 2009-2015
Aligns with Strategic Goal Four - provide services to the Fort Peck Community	Aligns with Core Theme Two – Cultural Identity	Offer Class 7 certification for Nakoda and Dakota languages.	Language immersion is offered in the summer each year.	Class 7 Certification needs attention. Assess need by 8/15.

<p>consistent with the FPCC mission.</p>		<p>Provide cultural signage across campuses.</p> <p>Explore funding for cultural activities and language acquisition.</p>	<p>Cultural signage is a priority of President Gourneau, renaming all classrooms and any new facilities with culturally appropriate names.</p> <p>As usual, funding opportunities are explored on a daily basis and will be submitted when applicable.</p>	<p>Naming planning committee. Include students.</p> <p>Archive Center – explore grant opportunities, faculty and student involvement. Evaluate current archive situation and devise development plan by 12/15.</p>
<p>Strategic Goal Alignment 2015-2019</p>	<p>Core Theme Alignment</p>	<p>Long-term Goals</p>	<p>Indicators</p>	
<p>Aligns with Strategic Goal Four – provide services to the Fort Peck Community consistent with the FPCC mission.</p>	<p>Aligns with Core Theme Two – Cultural Identity</p>	<p>Schedule priority areas for over a five year span and begin design plan. Begin project Summer 2015.</p> <p>Develop a long term plan to integrate cultural activities and language across campus. Integrate plan by Spring 2016.</p>	<p>Annual assessment of progression of five year plan and results.</p> <p>Completed cultural and language campus wide plan.</p> <p>Annual assessment of activities and progression/evaluation of plan.</p>	