



# Strategic Plan: Year 1 Highlights

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**Triton College**

It's about you.

# Strategic Plan: July 1, 2021- June 30, 2024



**MISSION:** Valuing the Individual, Educating and Serving the Community.

## Goal 1.

Assure quality and innovation in teaching and learning to increase student recruitment, retention, and completion.

*This goal aligns with the Mission focus of “Educating the Community.”*

## Goal 2.

Cultivate a diverse, equitable, and inclusive work environment that fosters employee engagement to support students.

*This goal aligns with the Mission focus of “Valuing the Individual.”*

## Goal 3.

Strengthen the College’s relationship with the community and prepare students to enter the local workforce.

*This goal aligns with the Mission focus of “Serving the Community.”*

# GOAL 1: How did we advance quality and innovation in teaching and learning?



## Improved Success Rates

- Fall 2021:  
With peer mentors: **78%** success rate and **13%** withdraw rate.  
Without: **60%** success rate and **23%** withdraw rate
- Spring 2022:  
With peer mentors: **68%** success rate and **18%** withdraw rate.  
Without peer mentors: **63%** success rate and **21%** withdraw rate

## Developed New Courses and Programs

- 1 degree, 7 credit certificates, 4 credit courses, 14 non-credit courses
- Accelerated Early Childhood Education AAS cohort program
- 18 credit courses in 13 departments being developed in an online format

## Used Quality Teaching Methods

- 10 best practice videos created of faculty of the year award winners
- They lead the way for problem-based learning, group activities, and personalizing their approach to teaching students.

# GOAL 2: How did we advance a diverse, equitable and inclusive work environment on campus?



## Provided Professional Development to Our Employees

Kaleidoscope Group presented 3 DEI workshops to employees. **94%** satisfaction rate for faculty & administrators

DEI professional development continues

## Recognized the Efforts of Our Employees in New Ways

New Shared Values awards

Employee recognition and events websites were developed and “Co-Worker Connect” events are now monthly

## Reviewed HR Board Policies

All 28 HR Board policies and processes were reviewed through an equity lens

# GOAL 3: How did we strengthen our relationship with the community, and prepare students for the local workforce?



## Strengthened Our Relationships with District Schools

- *Celebration of the Arts*: 103 students from 6 district schools
- *Youth Leadership Conference*: 179 high school students and 20 staff from 10 schools

## Brought in Employers and HR Professionals to Speak with Our Students

- 221 students attended 5 “Getting Hired” career panels
- **100%** employer panelists expressed satisfaction and interest in participating in upcoming college job fairs
- **94%** of the students surveyed were Satisfied or Very Satisfied with the career development skills they learned



# Year 2 Action Plans and Leaders



1. Promote effective and inclusive classroom instruction for all students.
2. Develop flexible online learning opportunities across courses in all areas of study.

## Goal 1



1. Implement a supervisor training program that develops DEI skills and leadership.
2. Strengthen employee engagement through a culture of acceptance and openness.

## Goal 2



1. Organize institutional efforts that serve returning adult students.
2. Develop a community learning hub for neurodiversity to serve individuals of varying learning styles.

## Goal 3