



Institutional Transformation Advisory Group Meeting

May 2021

Northwest College

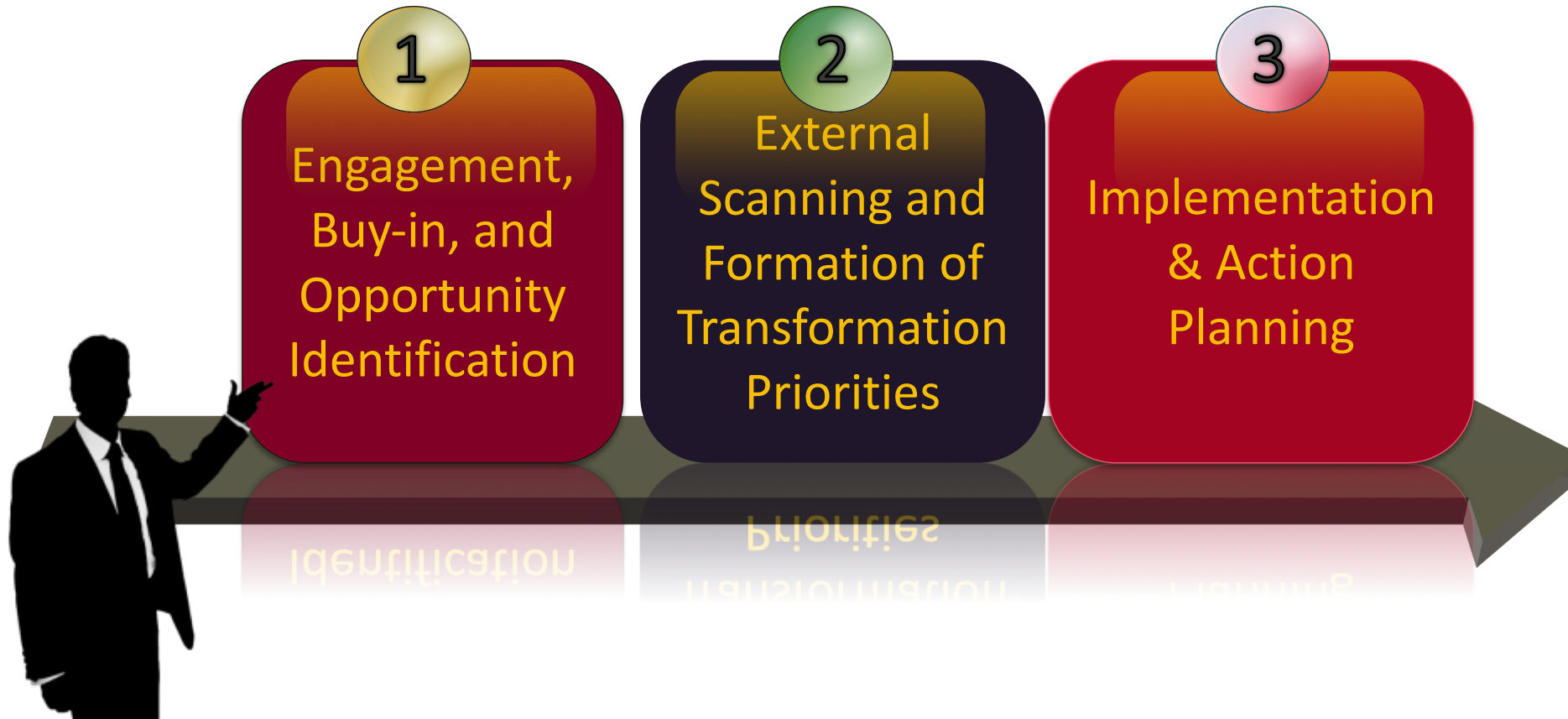
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Agenda



- The outcome of today's session is to draft the top 3 high level action steps that will advance the institutional transformation priorities.
- Transformational Priority Survey Highlights
- Small Group Breakout Activity – Identifying Actionable Objectives
- Large Group Report Out
- Next Steps

Transformation Process



Draft Transformational Priorities



| Key Priority | Nationally Recognized Academic Programs | Applied Liberal Arts | Learning and Living Destination | Driver of Economic Development | Aspen Institute Top 50 Community College |
|----------------|---|---|---|---|--|
| Key Objectives | <ul style="list-style-type: none"> ▪ Niche Academic Programs ▪ Low-Residency Certificate and Degree Programs ▪ Interdisciplinary Areas | <ul style="list-style-type: none"> ▪ Creating relevancy ▪ Hands-on and experiential learning ▪ Leaning on historical asset found in alumni | <ul style="list-style-type: none"> ▪ National and international programs with residency requirements ▪ Creating unique curricular and co-curricular experiences | <ul style="list-style-type: none"> ▪ Remote workers & hometown returners ▪ Transition into growing & emerging fields ▪ Driving entrepreneurship ▪ NWC as thought leader | <ul style="list-style-type: none"> ▪ Earn distinction and enhance reputation ▪ Recognize student success ▪ Rallies the College ▪ Affirms institutional value |

Goals establish the destination.
Objectives set the course.



Objective Defined

➤ “A specific result that a person or system aims to achieve within a time frame and with available resources” – *Business Dictionary*

➤ An outcome to achieve (the “*what*”, not the “*how*”)

- **SPECIFIC**
- **MEASURABLE**
- **ACHIEVABLE**
- **RELEVANT**
- **TIME-BOUND**

Anatomy of a SMART Objective Statement

➤ Objective Statement =

Action Verb + What + Measurement + Time

➤ Sample Objective Statements

– Provide training on equity to 100% of full-time employees by June 30, 2021

– Increase dual enrollment from 1,000 to 1,250 students per semester by end of Spring 2022

The Power of “Why”

- Develop a point person to help specifically support adult learners and their specific challenges

- 1. Why? **To provide more support for adult learners**

- 2. Why? **So adult learners can graduate at higher rates**
 - ✓ **Increase completion rates for adult learners from 18% to 28% by Spring 2024**

Small Group Activity

- **Purpose:** Draft the top 3 high level action steps that will advance your small group's designated institutional transformation priority
- **Instructions (35 minutes):**
 - Select a notetaker and a spokesperson
 - **Review the survey ratings and comments** for your assigned institutional priority (5 minutes)
 - **Brainstorm 5-10 high level action steps** that would support the advancement of this priority (20 minutes)
 - For today's activity, **focus on the what and why**, not the measures or timeframe
 - **Identify the 3 action steps** you would propose as the most viable and impactful priorities (10 minutes)
 - Prepare to share your top 3 action steps with the larger group



Report Out on Prioritized Actions (3 Minutes Each)

Email your notes to ccoley@campusworksinc.com

