

Trinidad State Implementation Plan 2018-2019

Strategic Priority I. Transforming Student Experiences

Trinidad State has always been a place that puts *Students First*, so it is fitting that the leading strategic priority for the College is student-centric. Our focus is on the continued enhancement of an environment and services that promote student success.

Goal A. Define Pathways

Goal B. Promote Success

Strategic Priority I: Transforming Student Experiences		
Goal A: Define Pathways	Focus	Progress
Item 1. Test and complete transition to updated admissions application	Student Services	
Item 2. Implement revisions to the advising model across both campuses	Student Services	
Item 3. Strategically plan and offer classes to support <i>Smart Path</i> approach	Academic Affairs	
Item 4. Create work-based opportunities to support statewide goals	Academic Affairs	
Item 5. Send pathway communications to concurrent students in spring term	Institutional	
Item 6. Establish and adopt institutional enrollment management plan	Institutional	
Item 7. Fully implement Educational Advisory Board (EAB) <i>Navigate</i> software	Institutional	Ongoing
Goal B: Promote Success	Focus	Progress
Item 1. Promote and expand activities for veteran students	Student Services	
Item 2. Expand support for international students	Student Services	
Item 3. Transition to multiple measures for placement, with Next-Gen option	Student Services	
Item 4. Expand usage of open educational resources	Academic Affairs	
Item 5. Analyze success rate of students who utilize course waivers and make recommendations to academic support and waiver criteria.	Academic Affairs	
Item 6. Promote co-requisite supplemental instruction for developmental work	Academic Affairs	
Item 7. Refresh video supporting online learning for new student orientation	Institutional	
Item 8. Create virtual tour resources for both campuses	Institutional	
Item 9. Improve the registration process for concurrent enrollment	Institutional	
Item 10. Host Scholarship Dinner on each campus during spring term	Student Services	Ongoing
Item 11. Analyze student success by demographics and address attainment gaps	Institutional	Ongoing

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Strategic Priority II. Engaging Faculty and Staff

Trinidad State recognizes that motivated and energized faculty and staff are key in the student experience and are instrumental in accomplishing the goals of the College.

Goal A. Invest in People

Goal B. Encourage Teamwork

Strategic Priority II: Engaging Faculty and Staff		
Goal A: Invest in People	Focus	Progress
Item 1. Hold monthly meeting for Student Services staff	Student Services	
Item 2. Provide training for updated learning management system	Academic Affairs	
Item 3. Support professional development for faculty through Faculty Senate	Academic Affairs	
Item 4. Participate in statewide credit and contact hour discussions	Academic Affairs	
Item 5. Consider modifications of the faculty overload procedure	Academic Affairs	
Item 6. Consider supporting professional development through Staff Alliance	Institutional	
Item 7. Strategically increase number of qualified faculty members	Institutional	
Item 8. Offer emergency preparedness training to faculty, staff and students	Institutional	
Item 9. Host service recognition and retiree celebrations in December	Institutional	Ongoing
Item 10. Submit updated professional development plan to System Office	Institutional	Ongoing
Goal B: Encourage Teamwork	Focus	Progress
Item 1. Engage advising team in service model transition	Student Services	
Item 2. Review application and financial aid support for off-site locations	Student Services	
Item 3. Offer on-site professional development classes for faculty and staff	Academic Affairs	
Item 4. Support roles that are either process-related or service-focused	Institutional	
Item 5. Establish a strategic enrollment management team	Institutional	
Item 6. Include Registrar and Financial Aid Director in curriculum discussions	Institutional	
Item 7. Support continued development of the Staff Alliance group	Institutional	
Item 8. Review and revitalize committee structure and workflow	Institutional	
Item 9. Familiarize faculty and staff with <i>Navigate</i> and <i>Smart Path</i>	Institutional	
Item 10. Provide training to support personnel transitions	Institutional	Ongoing

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Strategic Priority III. Cultivating our Relationships

Trinidad State values collaboration and the synergy that results from positive relationships. We will strive toward strengthening existing partnerships and developing new possibilities.

Goal A. Broaden and Strengthen Partnerships

Goal B. Reinforce Communication

Strategic Priority III: Cultivating our Relationships		
Goal A: Broaden and Strengthen Partnerships	Focus	Progress
Item 1. Continue to grow support for SoCo BEST Robotics internally and externally	Student Services	
Item 2. Create pre-collegiate and post-secondary pathways through COSI grant	Student Services	
Item 3. Visibly promote and enhance theater and arts programs	Academic Affairs	
Item 4. Develop advisory committees for transfer programs	Academic Affairs	
Item 5. Offer public presentations to local communities	Institutional	
Item 6. Establish regular communication venue for new philanthropic discussions	Institutional	
Item 7. Broaden Booster Club support of athletic programs	Institutional	
Item 8. Participate in fundraising opportunities that strengthen the College	Institutional	
Item 9. Participate in System Equity and Inclusion initiatives	Institutional	
Item 10. Continue to engage Community Councils to build institutional support	Institutional	Ongoing
Item 11. Collaborate with the Workforce Centers	Institutional	Ongoing
Goal B: Reinforce Communication	Focus	Progress
Item 1. Consolidate and update alumni database	Student Services	
Item 2. Create master list of program and discipline advisory committees	Academic Affairs	
Item 3. Ensure feedback from advisory committees is reported and discussed	Academic Affairs	
Item 4. Improve communication and workflow in financial aid / accounts receivable	Institutional	
Item 5. Evaluate and improve switchboard operation	Institutional	
Item 6. Visibly promote campus activities both internally and externally	Institutional	
Item 7. Design inclusive hard copy personnel directory to supplement phone list	Institutional	
Item 8. Create accessible online directory, including backgrounds and photos	Institutional	
Item 9. Develop and communicate long-term vision for campus facilities	Institutional	
Item 10. Review and enhance College website for accessibility and information	Institutional	Ongoing
Item 11. Provide athletic updates on a weekly basis	Institutional	Ongoing
Item 12. Promote Learn Local Scholarship	Institutional	Ongoing

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Strategic Priority IV. Enriching our Communities

Trinidad State provides academic and career programming, and a variety of community, athletic and cultural events. New ideas will be continually explored to best serve our communities.

Goal A. Assess Programming

Goal B. Expand Offerings

Strategic Priority IV: Enriching our Communities		
Goal A: Assess Programming	Focus	Progress
Item 1. Determine the next steps in acquisition and management of grants	Student Services	
Item 2. Plan for enhancements of library services	Academic Affairs	
Item 3. Establish attainable benchmarks for enrollment by discipline & program	Institutional	
Item 4. Engage broad Continuing Education advisory group	Academic Affairs	Ongoing
Item 5. Assess departments for succession planning opportunities	Institutional	Ongoing
Goal B: Expand Offerings	Focus	Progress
Item 1. Utilize enhanced recruiting model to reach future students	Student Services	
Item 2. Support and expand the Adult Education program in the Valley	Academic Affairs	
Item 3. Partner with CCC System to develop new RN to BSN completion degree	Academic Affairs	
Item 4. Develop a new program to support unmanned aviation and drones	Academic Affairs	
Item 5. Partner with Colorado University – Denver to offer teacher education	Academic Affairs	
Item 6. Support and promote Human Services program	Academic Affairs	
Item 7. Expand the Emergency Medical Services program to include Paramedics	Academic Affairs	
Item 8. Develop plan to offer on-site coursework in Rio Grande County	Institutional	
Item 9. Prepare plan to support museum expansion	Institutional	
Item 10. Determine feasibility of additional athletic programs	Institutional	
Item 11. Utilize technology to expand enrollment opportunities	Institutional	Ongoing

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Strategic Priority V. Operating with Excellence

Trinidad State has become both strategic and rigorous in its approach to internal operations. Federal, State and System compliance and accreditation remain crucial and serve as points of pride for the College.

Goal A. Strengthen Infrastructure

Goal B. Streamline Processes

Goal C. Ensure Compliance

Strategic Priority V: Operating with Excellence		
Goal A: Strengthen Infrastructure	Focus	Progress
Item 1. Increase use of technology tools to support <i>Students First</i> model	Student Services	
Item 2. Consolidate classroom and field locations for line technician program	Academic Affairs	
Item 3. Improve athletic facilities, including fields and scoreboards	Institutional	
Item 4. Renew concurrent enrollment contracts with local school districts	Institutional	
Item 5. Implement ADA modifications campus wide	Institutional	
Item 6. Review vacant positions with a focus on succession planning	Institutional	Ongoing
Item 7. Consistently utilize institutional brand in print and electronic media	Institutional	Ongoing
Item 8. Review and prioritize facilities improvements	Institutional	Ongoing
Goal B: Streamline Processes	Focus	Progress
Item 1. Review work-study positions and processes	Student Services	
Item 2. Analyze effectiveness of mid-term grade reporting	Academic Affairs	
Item 3. Streamline process for adjunct instructor payments	Academic Affairs	
Item 4. Continue to update the information technology plan	Institutional	
Item 5. Refine billing process for concurrent enrollment	Institutional	
Item 6. Take steps to align athletic fees across the institution	Institutional	
Item 7. Establish defined pay rates for hourly employees	Institutional	Ongoing
Item 8. Continue refinement of institutional Emergency Operations Plan	Institutional	Ongoing
Item 9. Continue development of transparent budgeting processes	Institutional	Ongoing
Goal C: Ensure Compliance	Focus	Progress
Item 1. Move Clery reporting responsibilities to Campus Resource Officers	Student Services	
Item 2. Integrate student conduct responsibilities within Student Services	Student Services	
Item 3. Explore accreditation of concurrent enrollment program	Academic Affairs	
Item 4. Complete accreditation review for automotive programs	Academic Affairs	
Item 5. Complete Higher Learning Commission site visits for selected locations	Academic Affairs	
Item 6. Attain full participation in all mandatory online compliance trainings	Institutional	
Item 7. Conduct institution-wide lock out, lock down and fire drills	Institutional	
Item 8. Review and update institutional web accessibility plan	Institutional	
Item 9. Submit Affirmative Action plan with workforce diversity strategies	Institutional	
Item 10. Maintain compliance with credentialing standards	Institutional	Ongoing
Item 11. Update required annual Consumer Information data	Institutional	Ongoing