

STRATEGIC AND INSTITUTIONAL EFFECTIVENESS
PLANNING POLICY

Policy 9.1
BOT 6-21-2005
Revision 1/BOT 5-18-2010

Applies to Faculty and Staff

A. Policy:

It is the policy of the Rhodes State College that development, management, and monitoring institutional operations are based on a comprehensive strategic and institutional effectiveness planning process conducted within all organizational units.

B. Purpose:

The purpose of the policy for Strategic and Institutional Effectiveness Planning is to set forth the requirements for systematic, annual, and long-range planning, implementation and analysis, leading to performance improvement of institutional, program/department, and student learning outcomes in order to further the mission of Rhodes State College.

- C. Procedure:** Under the direction of the President, the faculty, administration, and staff of Rhodes State College will participate in an ongoing planning-implementation-assessment-improvement cycle for both student-learning outcomes and administrative-services outcomes. The Executive Director of Institutional Effectiveness/Assistant to the President for Planning will coordinate the SIEPS process and, through the Institutional Effectiveness offices of Institutional Research and Assessment, provide consultation to all College personnel regarding: (a) the processes and procedures outlined within the SIEPS Operations Manual; (b) measurement and assessment; (c) quantitative analysis; (d) survey development; (e) research design, for identified areas of study; and (f) related topics that support planning, assessment, and decision-making at the unit and institutional levels.

Strategic Planning

The College shall have a formal *strategic planning process* that incorporates an environmental scan, mission review, decisions regarding priorities and budgets, and Board of Trustees approval. The faculty and staff shall be involved in developing the plan and shall be included in the structure by which the plan is implemented. The institution shall maintain a current strategic plan through which the institution's mission is advanced in accordance with the strategic directions and guiding principles established by the President in collaboration with the Cabinet administration.

Institutional Effectiveness

The College shall have a formal process by which *systematic assessment of institutional effectiveness* is conducted and the results used to achieve institutional improvement. The institution and each of its units shall identify key performance measures to assess applicable student learning outcomes and functioning of services, specifically related to:

1. General education core skills and abilities at entry and exit;
2. Technical competencies;
3. Degree programs; and Non-credit Training
4. Academic and administrative support services and/or functions.

The faculty and staff shall be involved in developing assessment processes and included in the structure by which those processes are implemented and used for improvement.

Strategic and Institutional Effectiveness Planning Budget Process

The institutional planning, assessment, and improvement processes are expected to contribute to the realization of Rhodes State College's vision, mission, goals, and strategic initiatives. Thus, the institution and each unit shall link its substantive budget allocations and other major academic and administrative decisions to its planning and assessment processes in order to improve institutional effectiveness.

Strategic and Institutional Effectiveness Plan

A current copy of the College's Strategic and Institutional Effectiveness Plan shall be maintained on the Rhodes State College website. The plan will contain: (1) a description of the planning and effectiveness structure and process, (2) institutional objectives, (3) the measures and targets for achievement of its strategic objectives, and (4) the associated key performance indicators used for assessing and improving institutional effectiveness.