



Final Action Plan Template

Based on what you have learned in Action Plan 1 and 2, as well as your own study in the past year, what have you identified as the most important things needing change at your college? Using the template below as a quick summary, fill in what the initiative is, what area of the Loss Momentum Framework it addresses, etc.

Framework Area (Connection, Entry, Progress, Completion)	Description of Proposed Action	Initiative 1: Restructuring of Student Support	
	Potential Costs	Impacted Stakeholder Groups	Anticipated Impact
Connection through Completion	CCSSE \$6,000 x 3 = \$18,000. conducted every other year	Students	Increase graduation rate each year to reach a rate of 40% by 2021. Currently 24.5%
	Website = \$30,000	Deans	Increase Fall to Fall retention rate to 60%. Currently 40.5 %
	Professional development = \$15,000 X 5 years	Faculty	Increase part-time student retention to 40% .
	Redesign catalog = \$25,000.	VP of Instruction & Student Services	Increase in the number of credentials each year to meet goal of tripling by 2021
	Tutoring \$6,000 per year	Excel Program	Make measurable improvement of soft skills
	3 hours per week for deans \$18,225 per year	Webmaster	Make measurable improvement in services to students
	\$108,225 each year for first 3 years	Director Of Resource Development	
	\$88,700 each year for last two years	QEP Director	
	\$502,075 total	Director of Institutional Research and Effectiveness	
		Student Services	
	Tutoring Coordinator		
	Tutors		
	IT Department		
Initiative 1: Timeframe (as specific as necessary for your needs)			
2015-2016			

- Reorganization of academic and student services divisions
- Updated physical space including new signage and furniture
- Centralized Student Services to better serve students
- Made Student Success Team a standing committee
- Encouraged full-time students to take 15 credit hours per semester

Provided professional development for faculty, staff and administrators

Developed reverse transfer agreements with East Tennessee State University, Emory & Henry College and King University

Increased focus on academics in student activities

Implemented pilot supplemental instruction program

Fully Implemented National Society of Leadership & Success Chapter

2016-2017

Implement co-enrollment in developmental/college courses

Expand use of embedded tutoring

Develop a plan to improve retention of part-time students

Work collaboratively with faculty to identify programs and classes to employ remediation

Update college website

Develop and implement the WOLF Plan for Student Success

Obtain Certification of the Tutoring Center CRLA

Employ greater utilization of SIS for notetaking capabilities

Work collaboratively with faculty to identify strategies to improve class attendance

Conduct CCSSE Spring 17

Examine Current Advising Practices

Explore establishing additional reverse transfer agreements

2017-2018

Provide professional development for faculty, staff and administrators for structured pathways and credentials with emphasis on advising

Work collaboratively with faculty to implement an enhanced attendance policy

Redesign college catalog to reflect pathways

Limit late registration period

Implement plan to improve services for part-time students

Continue to look at ways to expand use of SAILS

Implement strategies as a result of CCSSE

Implement VHCC Quality Enhancement Plan - Building Soft Skills Through Experiential Learning

Implement pilot for remediation

2018-2019

Evaluate, make adjustments and update WOLF Plan as needed

Continue to provide training in advising

Conduct CCSSE Spring 19,



65% of all programs will have a Capstone project for QEP
Continue professional development activities
Analysis and assessment of structured pathways and credential attainment

2019–2020

All programs will have a Capstone project for QEP.
Modify late registration period as needed
Expand remediation plan for appropriate programs/courses
Implement Strategies based on CCSSE

Evaluate limited registration period

Continue Professional Develop activities to support student success plan

2020–2021

Continue professional development activities to support student success plan
Continued analysis and assessment of QEP and modify as indicated

Description of proposed Action		Initiative 2: Develop Structured Pathways	
Framework Area (Connection, Entry, Progress, Completion)	Potential Costs	Impacted Stakeholder Groups	Anticipated Impact
Entry through Completion	3 hours a week for 45 weeks per Dean or designee (\$18,225 per year)	Students	1. Increase graduation rate each year to reach a rate of 40% by 2021. Currently 24.5% 2. Increase Fall to Fall retention rate to 60% by 2021. Currently 40.5% 4. Increase the number of credentials each year to meet goal of tripling by 2021. 5. Students will be supported to determine their desired pathway and progress to completion. 6. Deans will know with greater certainty the number of sections to offer of specific courses and will schedule courses as directed by pathways. 7. Faculty advisors will have clear advising plans for students with semester by semester schedules outlined in advance.
	2 hours a week for all full-time faculty (\$80,050 per year)	Deans	
	1 hour a week for 12 month employees (\$19,025)	VP of Instruction & Student Services	
	Cost \$99, 075 per year for first 3 years	Student Services	
	Cost \$75,00 per year for the last two years	Faculty Advisors	
	\$447,225 Total	Program Coordinators Lead Discipline Faculty Coordinator of Marketing IR-E Executive Leadership Team Local Board Program Advisory Members	

Initiative 2: Timeframe (as specific as necessary for your needs)

2015-2016

Developed six guided pathways
 Focused on professional development activities (see narrative)

2016-2017

Continue and finalize a structured pathway for each program
 Begin implementation of initial structured pathways
 Implement program specific advisory committees campus wide

2017-2018

Expand implementation of structured pathways

2018-2019

Analysis and assessment of structured pathways

2019–2020

Modify structured pathways as needed based on assessment results
 Continued analysis of structured pathways

2020–2021

Implement change based on assessment of structured pathways

Framework Area (Connection, Entry, Progress, Completion)	Potential Costs	Impacted Stakeholder Groups	Anticipated Impact
Connection through Completion	2 hours a week for 40 weeks for both academic counselors (\$2,800) Travel to conferences \$5,000 Professional Development \$5,000 per year Total cost \$64,000 for the 5 year period	Students Dean of Student Services & Enrollment Management Academic Counselors SDV Instructors Faculty Advisors Faculty Student Services Office of IR Deans Director of Resource Development	1. Increase graduation rate each year to reach a rate of 40% by 2021. Currently 24.5% 2. Increase Fall to Fall retention rate to 60%. Currently 40.5% 3. Increase part-time student retention rate to 40% Currently 21.7% 4. Increase the number of credentials each year to meet goal to triple 5. Measureable improvement of student soft skills 6. Every student will come into SDV and will determine a career cluster of interest. Upon completion of the SDV course, each student will have decided upon their course of study and will have determined a pathway to completion/graduation. 7. SDV instructors will participate in yearly professional development to coordinate course objectives and develop assignments to include all learning styles. 8. Faculty will incorporate the “WOLF Plan” into all syllabi and reference its proactive success strategies throughout their courses.

Initiative 3: Timeframe (as specific as necessary for your needs)

2015-2016

New student orientation program implemented
 Implemented requiring SDV in first semester
 Piloted academic advising plans in three SDV sections

2016-2017

Implement academic plan, Initial revamp of SDV courses
 Apply for CIF and other grants to support SDV redesign

2017-2018

Assess and evaluate SDV redesign

2018-2019

Work collaboratively with program coordinators to implement SDV courses by gps

2019-2020

Evaluate SDV redesign.

2020-2021

Full implementation of new SDV program.