



Strategic Plan 2008-2012





Mesabi Range Community & Technical College Strategic Plan 2008-2012

Address from the Provost ...

This plan was developed by using an inclusive planning process.

College faculty, staff, administration, and community members contributed to the development of our Strategic Plan, and it will be through the efforts of these individuals that its mission will be accomplished.

Dr. Tina Royer

As a member of The Minnesota State Colleges and Universities, Mesabi Range Community & Technical College supports the following system strategic goals*:

1. Increase access and opportunity
2. Promote and measure high-quality learning programs and services
3. Provide programs and services that enhance the economic competitiveness of the state and its regions
4. Innovate to meet current and future educational needs

* MnSCU Strategic Plan 2008-2012



Charting Our Future

Mission and Values

The MnSCU Board of Trustees adopted the Vision and Mission for Mesabi Range Community & Technical College in May 2000.

Mission

Mesabi Range Community & Technical College provides high quality education resulting in rewarding employment, lifelong learning, and the enriched lives of our students and community.

Values

Mesabi Range Community & Technical College values leadership in learning through innovation, excellence, integrity, and accountability.

Strategic Direction

Our destination is determined by our mission: it represents where we are going. Our vision, goals, and principles are our vessel.

The Strategic Plan serves as our chart, telling us how we will proceed to our destination and how we will know when we have arrived.

Guiding Principles of Planning

- ◆ Set a context for decision-making within the institution.
- ◆ Create a working document to guide institutional direction and decision-making.
- ◆ Present a meaningful document and create a living, dynamic plan that is successful to everyone associated with Mesabi Range Community & Technical College or interested in the achievement of its mission and goals.
- ◆ Increase efficiency, effectiveness and accountability to our stakeholders and ourselves.
- ◆ Draw on the collective intelligence of our surrounding community and Mesabi's faculty and staff.
- ◆ Ensure plan carries meaning for all faculty and staff.
- ◆ Create a document that is specific and concrete in its actions as it allows us to expand our capacity as a learning organization.



Strategic Foundation: What Matters Most

We are:

- ◆ Learner Focused; Customer Service Oriented
- ◆ Leaders and Innovators in Technology and Learning Tools
- ◆ Focused on Integrity through Community and Environmental Stewardship

Getting to our destination does not require perfection; it simply requires a clear picture of where we're going and a willingness to change course as often as it takes to get there.

~G. Lynne Snead and Joyce Wycoff



Strategic Goals and Action Projects

Strategic Goal 1:
Enhance **Communication**
within the college
and with stakeholders

Strategic Action Project 1.a: Increase the public perception of the college.

- ◆ Promote the intellectual climate of the college.
- ◆ Enhance the buildings and grounds.
 - ◇ Master Facilities Plan

Strategic Action Project 1.b: Research, develop, implement, and assess our practices in public information, public relations, and marketing to ensure their relevancy and effectiveness.

- ◆ Publicize programs and schedules using formats that match target audience.
- ◆ Create strategic public information, public relations, and marketing plan.
- ◆ Create identity and sense of community as one college.

Strategic Action Project 1.c: Build our Community Forum and Lectures Series.

- ◆ Offer annual View from the Front Porch community forum.
- ◆ Develop and deliver lecture series on various topics.



Strategic Action Project 1.d:
HLC Criterion 5 -Engagement and Service. As called for by its mission, the organization identifies its constituencies and serves them in ways both value.



Strategic Goals and Action Projects

Strategic Goal 2:
Create and encourage
Leadership opportunities
for employees and students

Strategic Action Project 2.a: Anticipate and plan for succession needs.

- ◆ Analyze and create plan for replacement of retiring personnel.
 - ◇ Replacement of retiring Director of Finance and Facilities.

Strategic Action Project 2.b: Provide resources and opportunities for employees for training and professional growth.

- ◆ Center for Teaching & Learning Award: Develop and implement website promoting staff education and development opportunities.

Strategic Action Project 2.c: Provide resources and opportunities for student leadership development.

Strategic Action Project 2.d: Integrate practices that poise the college as a regional leader in being a good steward of our money and our environment.

- ◆ Budget: Continue to implement revenue enhancing and spending practices that work to preserve tradition, fulfill educational goals, and place the college in a forward-looking position.
- ◆ Sustainability: Adapt practices for the use of renewable resources and create accountability for the environmental impact of activities.



Strategic Action Project 2.e:
HLC Criterion 1 - Mission and

Integrity. The organization operates with integrity to ensure the fulfillment of its mission through structures and processes that involve the board, administration, faculty, staff, and students.



Strategic Action Project 2.f:
HLC Criterion 4 - Acquisition,

Discovery, and Application of Knowledge. The organization promotes a life of learning for its faculty, administration, staff, and students by fostering and supporting inquiry, creativity, practice, and social responsibility in ways consistent with its mission.



Strategic Goals and Action Projects

Strategic Goal 3:

Develop a comprehensive **Student Engagement and Enrichment** plan for the college

Strategic Action Project 3.a: Explore and expand the use of innovative teaching and learning methods to engage students in the classroom and beyond.

- ◆ Center for Teaching & Learning

Strategic Action Project 3.b: Offer comprehensive resources and experiences to promote personal growth and global citizenship.

- ◆ Education for Global Learning
- ◆ Northern Ireland partnership
- ◆ Multi-Cultural Studies

Strategic Action Project 3.c: Build a college Entrepreneur Team and action plan to engage students in entrepreneurial opportunities.



Strategic Action Project 3.d: HLC Criterion 3 - Student Learning and Effective Teaching. The organization provides evidence of student learning and teaching effectiveness that demonstrates it is fulfilling its educational mission.

Strategic Goal 4:

Be an active participant and leader in **Regional and Global Engagement**

Strategic Action Project 4.a: Engage NHED partners and area businesses and organizations to work in collaborative spirit on regional issues.

Strategic Action Project 4.b: Expand teaching and learning opportunities to broaden global perspectives.

Strategic Action Project 4.c: Identify and meet regional and statewide economic development priorities through program creation and enhancement.

- ◆ Wind Energy Program
- ◆ Emerging Technologies Center



Strategic Action Project 4.d: HLC Criterion 2 - Preparing for the Future. The organization's allocation of resources and its processes for evaluation and planning demonstrate its capacity to fulfill its mission, improve the quality of its education, and respond to future challenges and opportunities.



Mesabi Range Community & Technical College: Creating Energy & Sustainability for the Future

