## College Goals Report

<table>
<thead>
<tr>
<th>Edit Goal</th>
<th>Strategic Goal</th>
<th>Strategic Objective</th>
<th>Desired Results</th>
<th>Assessment Method</th>
<th>Actual Assessment Results / Analysis</th>
<th>Use of Results/Improvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Access and opportunity for student success</td>
<td>Guarantee student access and the opportunity for success.</td>
<td>200 High School Enrollment (Expand dual enrollment and ACCEL opportunities for high school students)</td>
<td>KMS Dual Enrollment Report</td>
<td>257 High School Enrollment</td>
<td>Exceeded the desired outcome. Efforts by high school coordinators prove to be effective in developing rapport with high school administrators and counselors. The Summer Educator Academy also helped inform high school personnel of the benefits of technical education.</td>
</tr>
<tr>
<td>2</td>
<td>Access and opportunity for student success</td>
<td>Guarantee student access and the opportunity for success.</td>
<td>Ensure Enrollment System is followed</td>
<td>Enrollment Management Report</td>
<td>4,461 enrolled in FY 2010</td>
<td>Enrollment strategies were developed and implemented. Advertisements were created to allow students to complete their enrollment.</td>
</tr>
<tr>
<td>3</td>
<td>Access and opportunity for student success</td>
<td>Guarantee student access and the opportunity for success.</td>
<td>82% Retention rate</td>
<td>TCSG Data Center Report</td>
<td>96.9% Retention rate (264/295)</td>
<td>Retention efforts increased 4.8% over projected</td>
</tr>
<tr>
<td>4</td>
<td>Access and opportunity for student success</td>
<td>Guarantee student access and the opportunity for success.</td>
<td>52% Graduation Rate</td>
<td>TCSG Data Center Report</td>
<td>52% (1,221/2,349)</td>
<td>Projected graduation rate was reached. Serving a low-socio-economic area increases the odds for a student not to complete a program within anticipated timeframes. Unforeseen obstacles typically prevent students from graduating on time. Students may drop out for two or more quarters before being able to return and finish their studies.</td>
</tr>
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<td>5</td>
<td>Access and opportunity for student success</td>
<td>Guarantee student access and the opportunity for success.</td>
<td>84% Job Placement Rate</td>
<td>TCSG Data Center Report</td>
<td>Job placement rate is not available</td>
<td>Job placement rate provided by DOL for the WIA data match of the previous year</td>
</tr>
<tr>
<td>6</td>
<td>Access and opportunity for student success</td>
<td>Guarantee student access and the opportunity for success.</td>
<td>1,400 FTE</td>
<td>TCSG Data Center Report</td>
<td>1,881 FTE</td>
<td>An almost 16% increase over the projected FTE for FY 2010. Downturn of the economy caused more people to go to college since jobs were not available. TCSG as a whole has experienced record enrollment.</td>
</tr>
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<td>7</td>
<td>Access and opportunity for student success</td>
<td>Guarantee student access and the opportunity for success.</td>
<td>Develop a program to enhance GED graduates' transition to technical education programs</td>
<td>GALIS National Report</td>
<td>The transition rate increased by 1% over FY'99. Instructors provided program information in the Centers for students. Academic Affairs provided workshops quarterly.</td>
<td></td>
</tr>
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<td>8</td>
<td>Access and opportunity for student success</td>
<td>Guarantee student access and the opportunity for success.</td>
<td>2000 Adult Education Enrollment in NRS (ABE/ASE/ESL)</td>
<td>TCSG Data Center Report</td>
<td>1,850 enrolled in NRS (ABE/ESL)</td>
<td>Federal enrollment was down due to the loss of the ESL program. ESL students must provide documentation they are eligible for our program services. The enrollment was less than the desired goal.</td>
</tr>
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<td>9</td>
<td>Access and opportunity for student success</td>
<td>Guarantee student access and the opportunity for success.</td>
<td>800 Level Completions in NRS (ABE/ASE/ESL)</td>
<td>TCSG Data Center Report</td>
<td>800 Level Completions in NRS (ABE/ESL)</td>
<td>The State changed the post-testing guidelines in October 2009. Students must complete 60 hours of instruction before they can be post-tested.</td>
</tr>
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<td>10</td>
<td>Access and opportunity for student success</td>
<td>Guarantee student access and the opportunity for success.</td>
<td>450 GED Graduates</td>
<td>TCSG Data Center Report</td>
<td>547 GED graduates</td>
<td>A new GED testing policy was created to allow students to be post-tested prior to completing 60 hours. The program will utilize the form in an effort to meet our FY'11 goal.</td>
</tr>
</tbody>
</table>

https://ies.southeastern.edu/merger/SPRIT/College_Goals_edit.cfm [2/7/2012 3:30:20 PM]
9/2 ASTA Job Profiling - D. Yarbrough
9/24 Georgia Work Ready Meeting - D. Yarbrough
9/30 Mystery Shopping Coordination - D. Yarbrough

October 2009
Community Meetings Attended During the Month of October
10/1 Jenkins County Work Ready Town Meeting - Dr. Thornton/Janene Betts
10/5 Wrightsville/Johnson County Chamber of Commerce Meeting - Dr. Thornton
10/22 Business After Hours - Wrightsville - Dr. Thornton
10/26 Golden Opportunity Grant Meeting, Macon, GA - Dr. Thornton/Janene Betts
10/6 EF Professional Development Day - Macon - David Yarbrough
10/20 Toombs-Montgomery Retail Committee - David Yarbrough
10/21 Glennville - Tattnall Leadership - David Yarbrough/Susan Rustin
10/24 Glennville Rotary Auction - David Yarbrough
10/7, 21, 28 Vidalia Rotary - David Yarbrough

November / December 2009
Community Meetings Attended During the Month of November and December
11/10 Work Ready Administrator Conference Call - Janene Betts
11/2 Work Ready Award Luncheon in Atlanta - Dr. Thornton/Janene Betts
11/3 Jenkins County Work Ready - Dr. Thornton/Janene Betts
11/10 Wrightsville/ Business After Hours - Dr. Thornton
11/18 Crider Poultry - Dr. Thornton
11/18/09 Work Ready Night for the General Public - Dr. Thornton/Janene Betts
11/19 Metter Bank - Dr. Thornton
12/2 Adult Education Advisory Board Meeting - Janene Betts
12/8 Rotary Club Meeting - Dr. Thornton
11/4, 11, 12/2, 9, 15 Vidalia Rotary Club Meeting - David Yarbrough
12/4 Metter/Candler Development Authority - David Yarbrough
11/5 VCHS Vocational Advisory Committee - David Yarbrough/Susan Rustin
11/9 STC Pre Legislative Meeting - David Yarbrough
11/17 Toombs Montgomery Retail Committee - David Yarbrough
11/18 Toombs Development Planning Retreat - David Yarbrough
11/19 Tattnall Farm/City Day - David Yarbrough
12/2 Metter/Candler Development Authority - David Yarbrough
12/16 Work Ready Administrative Conference Call - David Yarbrough
12/8 Business After Hours - David Yarbrough

January 2010
Community Meetings Attended During the Month of January
12/2/09 Adult Education Advisory Committee Meeting - Janene Betts
11/14/10 Jenkins County Family Enrichment Meeting - Janene Betts
11/4/10 Strategic Meeting Emanuel County - Dr. Thornton
12/10 Candler County Chamber Banquet - Dr. Thornton/ D. Yarbrough
12/10 Economic Outlook Luncheon - Dr. Thornton/ D. Yarbrough
12/15 Pre Legislative Breakfast Toombs Co. - David Yarbrough
11/19/10 Toombs-Montgomery Retail Committee Meeting - David Yarbrough
11/19/10 Metter Rotary – Dual Enrollment - David Yarbrough
11/19/10 Tattnall Business After Hours - David Yarbrough
12/8 Rotary Club Meeting - Dr. Thornton

February 2010
Community Meetings Attended During the Month of February
2/4/10 Chamber Banquet in Emanuel County - Dr. Thornton & D. Yarbrough
February Rotary Club Meeting - Dr. Thornton
2/11/10 Swainsboro Chamber Meeting - Dr. Thornton
2/18/10 Johnson County Chamber Banquet - Dr. Thornton & D. Yarbrough
2/18/10 Georgia Academy for Economic Development - Dr. Thornton
2/20/10 Eggs & Issues in Emanuel County - Dr. Thornton
2/17/10 Crider Poultry - Dr. Thornton & D. Yarbrough
2/16/10 Tattnall County Development Authority Meeting - Dr. Thornton
2/17/10 Work Ready Administrator Meeting - Janene Betts
2/3/10 Jenkins County Enrichment Center Banquet - Janene Betts
2/3 & 24/10 Rotary - Vidalia - D. Yarbrough 2/9/10 Rick Perkins Award - D. Yarbrough & Dr. Thornton
2/11/10 RCF Technologies - D. Yarbrough
2/16/10 Toombs Montgomery Retail Committee - D. Yarbrough
2/16/10 Meadows Regional - Work Ready - D. Yarbrough
2/10/10 Small Business Finance Workshop – Fort Valley - D. Yarbrough
2/18/10 Toombs County Development Authority - D. Yarbrough
2/25/10 STC Board Meeting - Millen, D. Yarbrough
2/27/10 Eggs & Issues – Metter - D. Yarbrough

March 2010
Community Meetings Attended During the Month of March
March 1, 8, 15, 22 Rotary Emanuel County - Dr. Thornton
March 1 Division Meeting - All March 2 Jenkins County Collaborative Meeting - Dr. Thornton, Janene Betts
March 3 Work Ready Meeting with the COE of Candler County Hospital - Dr. Thornton
March 5 Wrightsville/Johnson Development Authority - Dr. Thornton & David Yarbrough
March 11 Swainsboro/Emanuel County Chamber Board - Dr. Thornton
March 16 Work Ready Administrator Conference Call - David Yarbrough
March 16 GAED Class - Dr. Thornton
March 22 Annual Staff Development Meeting - All
March 25 Jenkins County Chamber Banquet - Dr. Thornton & David Yarbrough
March 25 Work Ready Conference Call - Janene Betts & David Yarbrough
March 1 Toombs Business Tour - Meridy’s - David Yarbrough
March 2 & 3 Entrepreneur Summit - David Yarbrough
2.1: Provide economic development and community services that support attracting business and industry, creating, expanding, and retaining jobs.

Meet training needs of Chicken of the Sea. Meet training needs of Southern Company Nuclear Energy Plants. Meet training needs of Department of Corrections. Meet training needs of Industrial Service Agencies.

Customized Training Report Continuing Education Report

Customized training and services were provided for a total of 11,433 individuals during the year. Assisted 123 new and existing small businesses. 84+ computer certifications were awarded at Smith State Prison. Current training needs in the community were met. Provide opportunities for more companies to receive customized contract training to meet their employee's training needs.

3.1: Provide economic development and community services that support attracting business and industry, creating, expanding, and retaining jobs.

55 companies trained - Customized Contract Training:

50 companies training for customized contract training exceeded the desired number of companies trained by 5. Promoted customized contract training via industry visits/community functions.

3.2: Provide economic development and community services that support attracting business and industry, creating, expanding, and retaining jobs.

42,000 Total Trainee Contact Hours - Customized Contract Training

37,755 total trained contract hours for customized contract training due to the economic situation across the service delivery area, companies requested fewer training hours for their business needs. Built relationships with businesses, industries, and agencies to provide the customized contract training they require.

3.3: Provide Certified Work Ready Program.

Expand Certified Work Ready program.

27 Work Ready assessments were conducted during the year. More certificates were awarded as displayed by the Work Ready website (http://www.gaworkready.org). Certificates Earned By County. Certified Work Ready Program is expanding in each of the counties within the Southeastern Georgia’s workforce.

4.1: Provide credit

Start new programs - Strategic Industry Report

TCSG Report #AP14 Wildlife Preserve Assistant - Vidalia and Glennville Plans approved for Glennville.
3: Organizational development—Enhance the College's organizational development in terms of its educational delivery, facilities and equipment, and internal workforce.

3.1: Maximize efficiency and effectiveness in the delivery of programs and services.

- Establish bookstore on Swainsboro Campus.
- Implement Human Resources (HR) processes, policies and practices.
- Develop and implemented new Full-Time and Part-Time Employee HR Checklists.
- Employee Self Service Module Instructions disseminated on the Intranet.
- Self-calculating Employee Weekly Time Report developed/implemented.
- FLSA Employee Notification Form developed/disseminated.
- Employee Handbook was developed/disseminated on the Intranet.
- Use of checklists helped ensure new employees receive appropriate orientation and adequate training to be a successful employee.
- Making the Forms/reports/handbook available online improved efficiency.

3.2: Expand human resources services to enhance internal workforce.

- Expand Human Resources (HR) processes, policies and practices.
- HR Policy Manual.

3.3: Provide safe and secure campuses.

- Safety Reports.

3.4: Manage financial resources efficiently and effectively.

- Improve internal control documentation.
- Audit Report.

4: Organizational development—Enhance the College's organizational development in terms of its educational delivery, facilities and equipment, and internal workforce.

4.1: Manage facilities and construction processes to maximize conservation and environmental initiatives, space utilization, campus efficiencies, and capital outlay planning.

- Develop a plan to effectively monitor utility usage.

4.2: Manage facilities and construction processes to maximize conservation and environmental initiatives, space utilization, campus efficiencies, and capital outlay planning.

- Master Campus Plan: a. Construct Glennville Classroom building b. Construct Automotive Technology--Career Academy/Early College building (Vidalia) c. Accomplish renovation priorities on all campuses d. Landscape Dental Hygiene building (Vidalia) and improve landscaping on all campuses e. Obtain funding for Health Sciences building (Swainsboro) f. Obtain funding to purchase land adjacent to Vidalia campus g. Determine facility needs

4.3: Manage facilities and construction processes to maximize conservation and environmental initiatives, space utilization, campus efficiencies, and capital outlay planning.

- Master Campus Plan: Project Status Report.

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6.7: Manage facilities and construction processes to maximize conservation and environmental initiatives, space utilization, campus efficiencies, and capital outlay planning.

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6.8: Manage facilities and construction processes to maximize conservation and environmental initiatives, space utilization, campus efficiencies, and capital outlay planning.

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6.9: Manage facilities and construction processes to maximize conservation and environmental initiatives, space utilization, campus efficiencies, and capital outlay planning.

- Develop a plan to effectively monitor utility usage.
**New Page 3**

**New Technology Plan**

- High-speed connectivity between Swainsboro and Vidalia.
- Fiber optic connectivity between the Swainsboro and Vidalia campuses has been completed. Also the Vidalia Economic Development Center has been connected to the fiber network.
- This new capability has significantly reduced processing times and provides new options to the Technology Plan since before the merger.

**New Strategic Plan**

- SPIRIT Reports FY 2010 Strategic Plan was developed and implemented July 1, 2010.
- The executive council took the high-speeds at EC Planning Day in August.
- A draft Team Building Journey document was reviewed, but the EC deemed a team building to be an ongoing activity. Therefore, a written plan will not be developed at this time. This outcome will be deleted.
- Executive Council took the Myers/Briggs at EC Planning Day in August.
- Divisional meetings.
- This new capability has significantly reduced processing times and provides new options to the Technology Plan since before the merger.

**New Recruitment Plan**

- Two ceremonies to celebrate the merger were well covered by media outlets.
- Social networking interface on webpage.
- Marketing Plan.

- Approximately 15 ads placed in print media.
- Facebook page for Southeastern Tech.
- Twitter page for Southeastern Tech.
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**New Marketing Plan**

- Ongoing strategic planning is documented in SPIRIT.
- Chairman's Reminders were emailed to all members of the Executive Council. Reminders for the President's Review Calendar were revised per the schedule on the President's Review Calendar.
- The strategic plan was implemented and is ongoing in SPIRIT.

**New Communication Plan**

- A merger page with updated information was placed on the website for use on the website.
- New online Policy Guide database was developed.
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**New Human Resources Plan**

- Two ceremonies to celebrate the merger were well covered by media outlets.
- Social networking interface on webpage.
- Marketing Plan.

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**New Organizational Development Plan**

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**New Environmental Plan**

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**New Facilities Plan**

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**New Financial Plan**

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<th>4: Visibility, value, and support: Improve the visibility, recognized value, and support of Technical Education, Adult Education, and Workforce Training for all citizens in Southeastern Georgia.</th>
<th>4.2: Maintain COC and appropriate program accreditations.</th>
<th>Complete Compliance Audit and host a COC visit. Maintain COC accreditation. Maintain current program certifications/accreditations.</th>
<th>Marketing Plan was well implemented and incorporated the latest forms of advertising to reach potential students.</th>
<th>The SACS Reaffirmation Timeline and QEP Topic Selection Timelines were developed and disseminated. Assignments for the Compliance Certification were also developed. Work in progress.</th>
</tr>
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<td>4: Visibility, value, and support: Improve the visibility, recognized value, and support of Technical Education, Adult Education, and Workforce Training for all citizens in Southeastern Georgia.</td>
<td>4.3: Build private financial support and increase alternative funding sources for the College.</td>
<td>Work with Foundations while they go through merger process. Research and apply for grants.</td>
<td>Foundation Donor Listing Grants Received</td>
<td>Met with both Foundations as well as TCSG Foundation contacts. Applied for and received Mill Creek Foundation grants. $5000 Merger of the Foundations was a success.</td>
</tr>
<tr>
<td>4: Visibility, value, and support: Improve the visibility, recognized value, and support of Technical Education, Adult Education, and Workforce Training for all citizens in Southeastern Georgia.</td>
<td>4.4: Provide a system of research and assessment to present value-added data for monitoring, analyzing, planning, and decision making.</td>
<td>Ensure Institutional Effectiveness Plan is followed.</td>
<td>Successful implementation: security setup and fully functioning IE System - SPIRIT includes all the information database functions</td>
<td>The TIER Team will be utilized to review and provide input on how to improve the system.</td>
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<td>Accreditation Reports COC Compliance Certification developed. No Recommendations COC visit September 14-16, 2009 Successful! Successful SACS Substantive Change - Merger Visit. Since the accreditation is retroactive to January 2008, the reaffirmation is June 2013; therefore, it will be necessary to begin the timelines for reaffirmation.</td>
<td></td>
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