

ISU College of Technology

Strategic Plan

2024-2028

Mission

The mission of the College of Technology is to prepare students for successful performance in high-skill, in-demand careers.

Vision

We inspire a passion for knowledge and discovery by leading in premier educational and career opportunities.

Core Values

Demonstrating, modeling, and practicing durable skills and instilling them in our students.

Leadership: Directing efforts and delivering results

Character: Personal and professional conduct

Collaboration: Teamwork and connection

Communication: Information exchange and management

Creativity: New ideas and novel solutions

Metacognition: Self-understanding and personal management

Mindfulness: Interpersonal and self-awareness

Growth Mindset: Improvement and aspiration

Fortitude: Constitution and inspiration

Goal 1: Increase Student Access, Opportunity, Retention, and Success.

We build a diverse and thriving student population by providing all students with the tools, opportunities, and environment to support their goals, learning, and achievement.

Objective 1.1: Increase access and enrollment using targeted recruitment efforts.

Performance Measures:

1.1.a. Increase by 40%, the total number of COT individual tours by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
332	239	250	262	287	335

Benchmark: Using 2021 as a baseline, increase by 40% College of Technology's total number of individual tours by FY 28.

1.1.b. Increase by 7% College of Technology's total number of enrolled degree-seeking students by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
1289	1225	1153	1110	1177	1311

Benchmark: Using 2021 as a baseline, increase the total # of enrolled degree-seeking students by 7% by FY 28.

Note: Data are Fall 10th day enrollment numbers, consistent with ISU Performance Measure 1.1.a.

Objective 1.2: Improve student retention by strengthening students' relationships with faculty/staff, student colleagues, and industry partners.

Performance Measures:

1.2.a. Increase by 20% the COT fall-to-fall, full-time, first-time degree-seeking student retention rate by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
45.7%	60.0%	72.5%	79.9%	79.9%	80%

Benchmark: Using the FY21 outcome, increase by 20% COT fall-to-fall, full-time, first-time degree-seeking student retention rate by FY28.

1.2.b. Increase by 9% the COT cohort student retention rate by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
78.9%	72.7%	80.7%	Will be available Spring 2024	81%	81.7%

Benchmark: Using the 2021 outcome, increase by 9% the COT cohort student retention by FY28.

Objective 1.3: Graduate students with technical and durable skills that support successful employment in students' chosen field.

Performance Measures:

1.3.a. Increase by 5% the percentage of CoT certificates and degrees awarded by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
432	538	564	509	549	565

Benchmark: Using the 2021 outcome, increase by 5% the number of degrees awarded by FY28.

1.3.b. Increase by 7% the percentage of CoT graduates placed in a related field by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
65.0%	84.7%	70.8 %	N/A	71%	72%

Benchmark: Using the 2020 outcome, increase by 7% the number of CoT graduates by FY28.

Objective 1.4: Provide rigorous, uniform, and thorough education that empowers students to be lifelong learners.

Performance Measures:

1.4.a. Increase by 3 the number of [pathways to a bachelor's degree](#) at ISU by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
8	9	9	10	10	12

Benchmark: Using the 2021 outcome, increase by 3 the number of pathways to a bachelor's degree at ISU by FY28.

Objective 1.5: Focus on educational readiness by preparing all non-credit students to fully participate in their careers and communities. (Continuing Ed/Workforce Training, Adult Education)

Performance Measures:

1.5.a. Increase by 10% the number of Workforce Training VFTE by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
136.9	141.4	143.7	177	148.47	151.3

Benchmark: Using the 2021 outcome, increase by 5% the number of Workforce Training VFTE (contact hours /960) by FY28.

1.5.b. Increase by 25% the number of Adult Education Participants by FY28

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
183	112	196	209	220	229

Benchmark: Using the 2020 outcome, increase by 25% the number of Adult Education Participants by FY28.

Goal 2: Strengthen Programmatic Excellence

Programmatic excellence is at the core of student achievement. The College continually evolves to meet workforce demands and recruit, retain, and support highly qualified faculty and staff. We allocate resources to strengthen programs and opportunities focused on student achievement and success.

Objective 2.1: Attract, support, and retain outstanding faculty and staff.

Performance Measures:

2.1.a. Increase by 5% the percentage of faculty and staff who feel satisfied with College of Technology as their current employer by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
N/A	TBD	N/A	TBD	TBD	TBD

Benchmark: Using FY2019 and 2021 outcomes, increase the total satisfaction level by 5% by FY28.

Objective 2.2: Enhance the infrastructure including modern classrooms, labs, equipment, and technologies to meet the current and future needs of industry.

Performance Measures:

2.2.a. Increase by #% the percentage of programs in which TAC members are satisfied with the equipment and facilities of the program by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
N/A	N/A	N/A	TBD	TBD	TBD

Benchmark: Will be set in FY2023 by surveying TAC participants to determine if current facilities are appropriate to meet the needs of industry.

Objective 2.3: Increase the visibility and reputation of our programs.

Performance Measures:

2.3.a. Increase by 5% the number of COT events by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
TBD	TBD	TBD	TBD	TBD	TBD

Benchmark: Using the 2021 outcome, increase by 5% the number of events by FY28.

2.3.b. Increase by 50% the number of COT stories published in Idaho State Today by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
9	11	2	22	14	TBD

Benchmark: Using the 2021 outcome, increase by 50% the number of COT stories published in Idaho State Today by FY28.

Objective 2.4: Align the College's programs with community, regional, and state-wide needs.

Performance Measures:

2.4.a. Maintain above 90% of programs aligning with Idaho's Hot Jobs by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
40.5%	N/A	N/A	N/A	94.9%	TBD

Benchmark: Using the 2024 outcome, maintain above a 90% threshold of COT programs aligning with Idaho's Hot Jobs by FY28.

Objective 2.5: Continue to promote and explore curricular models that address current and future industry needs.

Performance Measures:

2.5.a. Increase by 5% the number of faculty/staff who participate in back-to-industry professional development by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
TBD	TBD	TBD	TBD	TBD	TBD

Benchmark: Using the 2024 outcome, increase by 5% the number of faculty/staff who participate in back-to-industry professional development by FY28.

Goal 3: Cultivate External Partnerships

We foster strong collaborations among existing partnerships and build new associations that advance our mission.

Objective 3.1: Increase the number of relationships with industry, non-profit, and government entities.

Performance Measures:

3.1.a. Increase by #% the number of industry representatives attending TAC meetings annually by FY28

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
N/A	TBD	TBD	TBD	TBD	TBD

Benchmark: Using the 2021 outcome, increase by #% the number of representative attending TAC meetings annually by FY28.

Objective 3.2: Maximize the impact of new and existing regional partnerships to support our mission.

Performance Measures:

3.2.a. Increase by #% the number of student competitions, workshops, and other professional development events sponsored by or in partnership with corporate, non-profit, or governmental partners by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
N/A	N/A	N/A	TBD	TBD	TBD

Benchmark: 2023 will be the first year this data is collected.

3.2.b. Increase by 40% the number of off-campus CPI by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
TBD	TBD	TBD	TBD	TBD	TBD

Benchmark: Using 2021 data, increase by 40% the number of off-campus CPIs by FY28.

3.2.c. Increase by 5% the number of VIP visits from existing and new partners to COT in a year by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
N/A	N/A	N/A	N/A	TBD	TBD

Benchmark: FY2024 will be the first year COT tracks this measure.

Objective 3.3: Expand collaborations with K-12 and post-secondary educational institutions.

Performance Measures:

3.3.a. Double the number of high school students enrolled in CTE dual credit by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
187	205	305	359	380	410

Benchmark: Using the 2021 outcome, double the number of high school students enrolled in CTE dual credit by FY28.

3.3.b. Facilitate outreach programs that bring 20 high school counselors to the College of Technology by FY28.

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
N/A	N/A	N/A	N/A	TBD	

Benchmark: 2024 will be the first year this data is collected.

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Goal 4: Support Creative and Scholarly Activities

We enrich the educational experience of our students by fostering creative and scholarly activities.

Objective 4.1: Enhance the faculty's ability to initiate applied research and innovative projects.

Performance Measures:

4.1.a. Increase by #% the percentage of eligible faculty applying for Rank & Promotion by FY28

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
TBD	TBD	TBD	TBD	TBD	TBD

Benchmark: Using the 2021 outcome, increase by #% the percentage of eligible faculty applying for Rank & Promotion by FY28.

Objective 4.2: Enhance ISU student engagement in scholarly and creative opportunities such as team collaborations, competitions, student associations, etc.

Performance Measures:

4.2.a. Increase by #% the number of programs with student clubs/organizations by FY28

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)

Benchmark: Using 2021 data, increase by #% the number of programs with student clubs/organizations by FY28.

Goal 5: Lead Out in Workforce Development

The College of Technology provides innovative approaches to cultivate and advance the workforce of Southeast Idaho and beyond.

Objective 5.1: College of Technology programs will engage with industry partners in an advisory role twice a year.

Performance Measures:

5.1.a. 100% by 1% the Number of Technical Advisory Committees held annually by FY28

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
TBD	TBD	TBD	TBD	TBD	TBD

Benchmark: Using FY2021 data, COT will increase by 1% the number of TACs held annually by FY28.

Objective 5.2: College of Technology will take action to respond to industry needs in a timely manner.

Performance Measures:

5.2.a. Increase by #% the number of substantive curriculum changes by FY28

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
TBD	TBD	TBD	TBD	TBD	TBD

Benchmark: Using the 2021 outcome, increase by #% the number of substantive curriculum changes by FY28.

Objective 5.3: College of Technology leadership will participate in local and state workforce development councils.

Performance Measures:

5.3.a. Increase by #% the number of workforce committees COT leadership participates in by FY28

FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	FY 2023 (2022-2023)	Benchmark	
				FY 2024 (2023-2024)	FY 2028 (2027-2028)
TBD	TBD	TBD	TBD	TBD	TBD

Benchmark: Using the 2021 outcome, COT will increase by #% the number of workforce committees COT leadership participates in by FY28.

Idaho Division of Career and Technical Education Strategic Plan				
	<i>Goal 1: Educational System Alignment</i>	<i>Goal 2: Educational Readiness</i>	<i>Goal 3: Educational Attainment</i>	<i>Goal 4: Workforce Readiness</i>
College of Technology				
Goal 1: Increase Student Access, Opportunity, Retention, and Success	√	√	√	√
Goal 2: Strengthen Programmatic Excellence	√		√	√
Goal 3: Cultivate External Partnerships	√			√
Goal 4: Support Creative and Scholarly Activities		√		√
Goal 5: Lead Out in Workforce Development	√		√	√

State University Strategic Plan					
	<i>Goal 1: Increase Student Access, Opportunity, Retention, and Success</i>	<i>Goal 2: Strengthen Programmatic Excellence</i>	<i>Goal 3: Cultivate External Partnerships</i>	<i>Goal 4: Expand Research, Clinical, and Creative Activities</i>	<i>Goal 5: Energize the Bengal Community</i>
College of Technology					
Goal 1: Increase Student Access, Opportunity, Retention, and Success	√				
Goal 2: Strengthen Programmatic Excellence		√			
Goal 3: Cultivate External Partnerships			√		
Goal 4: Support Creative and Scholarly Activities				√	
Goal 5: Lead Out in Workforce Development					√