



BELLINGHAM TECHNICAL COLLEGE INSTITUTIONAL PLANNING & ASSESSMENT

2023-2024 MISSION FULFILLMENT REPORT

BTC defines mission fulfillment as making progress across its strategic goals and meeting standards for 80% of its Key Performance Indicators (KPIs). In the 2023-24 academic year, BTC was fulfilling its mission based on 1) making substantial progress across each of its strategic goals and 2) meeting standards for 92% of its KPIs.

2023-24 (YEAR 1) STRATEGIC THEME PROGRESS HIGHLIGHTS

THEME 1: TEACHING & LEARNING

BTC employees remained committed to student learning, access, and progression in the face of significant challenges (including the Campus Center closure and FAFSA redesign). **BTC served over 3,900 students** and **awarded over \$1 million to low-income students** to help with college costs and financial emergencies, while the BTC Foundation awarded **nearly \$950,000 in scholarships**. The college continued its **Guided Pathways work**, delivering technology training classes on over 25 topics, rebuilding six data dashboards, supporting over 20 faculty peer mentors and mentees, and serving 100% of new students with navigation services.

THEME 2: CAREER PREPARATION & ACHIEVEMENT

In addition to **ongoing career preparation and achievement efforts** within and outside of its professional technical programs, BTC surveyed 162 students to identify career services utilization and needs and 107 employers to gather information about needs, opportunities for collaboration, and BTC graduate performance; **explored feasibility of new programs based on workforce needs** (LPN-BSN); **pursued a national Bellwether award** for a transformative, employer and partner-driven program redesign (Fisheries & Aquaculture Sciences); served **over 500 students at BTC Career and Internship Fairs**; and maintained an **80% job placement rate**.

THEME 3: INNOVATION & RESPONSIVENESS

BTC managed nearly 20 different grant projects, including two focused on exploring alternative instructional delivery formats for professional technical programs (including competency-based education) and improving student entry pipelines. **The college committed over \$600,000 from operational, grant, and BTC Foundation funds to support 35 different resource requests** to advance student learning and keep pace with technological innovation, from replacing halogen lights in the Dental Clinic to purchasing a new griddle for the Culinary Arts lab.

THEME 4: CAMPUS COMMUNITY & CULTURE

Associated Students of BTC (ASBTC) provided over 15 campus events—from game nights to end of year celebration events—designed to build student and employee community and promote inclusivity. BTC's Department of Diversity, Equity and Inclusion (DEI) collaborated with at least **9 different BTC work areas to provide DEI-focused training and events**, host **listening sessions that enabled 163 students and employees to share their experiences at BTC** and give feedback to help improve our campus climate, implement BTC's first Campus Reads program, develop 3 Employee Affinity Groups (EAGs), and create **BTC's first DEI Strategic Plan**.



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2023-24 (YEAR 1) KEY PERFORMANCE INDICATOR (KPI) STATUS SUMMARY

1. ENROLLMENT

a. Headcount	3,982
b. Full-Time Equivalent (FTE)	1,750

2. STUDENT LEARNING OUTCOMES (SLOS)

a. Course-level SLOs	92%
b. Program-level SLOs	93%
c. College-level SLOs	Completed annual goals

3. STUDENT TRANSITION

a. Transitional Studies (TS) to college-level	15%
b. Developmental education to college-level	48%
c. Early-program to core-program	32%

4. STUDENT RETENTION

73%

5. STUDENT COMPLETION

63%

6. STUDENT EMPLOYMENT

a. Career services	Made progress
b. Job placement	4% above statewide average
c. Workplace performance	89%

7. EXTERNAL PARTNERSHIPS

Completed annual goals

8. BTC PROFESSIONAL DEVELOPMENT

82%

9. STRATEGIC PLANNING & RESOURCE ALLOCATION


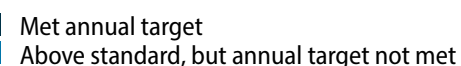
a. Unit-level planning and assessment	Completed annual goals
b. Fiscal stability	Made progress

10. CAMPUS CLIMATE

a. Student satisfaction	96%
b. Student physical safety	98%
c. Employee satisfaction	88%
d. Employee physical safety	98%
e. Participatory governance	90%

11. ADVANCING STUDENT EQUITY

a. Access	1 out of 4 groups at or above representation rate of service area population
b. Retention gap	4%
c. Completion gap	4%

 Met annual target
 Above standard, but annual target not met

 Below standard
 Target not yet set

Click here to see the
KPI Dashboards online.
www.btc.edu/StrategicPlan