



Presidential Goals 2025-2026

Each new goal below draws directly from the strategic plan's focus areas connects to measurable objectives, and builds upon the spirit and direction of previous goals.

1. Student Success and Access

- **Lead efforts to simplify admission processes** and reduce barriers, with an annual goal of increasing the completed enrollment process by at least 3% per year over three years.
- **Oversee implementation of evidence-based retention strategies** targeting a minimum 5% increase in both fall-to-fall retention and persistence rates over two years.

2. Academic Programs and Pathways

- **Ensure design and continuous improvement of clear, industry-aligned transfer and CTE pathways**, including regular assessment of 2+2 programs, articulation agreements, and updating programs to reflect workforce needs.
- **Advance instructional support programs (tutoring, advising, academic resources)** to achieve measurable increases in student retention, engagement, and satisfaction, as determined by annual retention rates.
- **Strengthen and expand dual credit and early college partnerships**, aiming to double freshmen dual enrollment within three years.

3. Community Partnerships and Engagement

- **Serve as the primary ambassador for expanding strategic business, industry, tribal, and community partnerships**, with objectives including:
 - 10% increase in community engagement and event attendance
 - 10+ new partnership initiatives over two years.
- **Prioritize collaborative initiatives with regional tribes**, co-developing at least three new joint educational or workforce programs and growing tribal student enrollment/retention by 10%.
- **Oversee expansion of work-based learning opportunities** (internships, apprenticeships, practicums) aiming for 15% growth in student participation in these experiences within two years.

4. Institutional Systems and Integration

- **Integrate academic programs and support services across the main campus and centers**, ensuring equity of access and streamlining administrative processes for staff and students.
- **Lead efforts to enhance information-sharing and communication infrastructure**, facilitating consistent, clear messaging and data systems college-wide.

5. Operational Excellence and Infrastructure

- **Champion a comprehensive compensation and employee development plan** to ensure market competitiveness and increase staff development participation by 20%.
- **Oversee a redesigned budgeting process** that allocates budget resources to strategic plan priorities over five years, with annual reporting of returns on investment.
- **Lead campus technology modernization**, targeting the rollout of at least five automated systems improvements across key operations within two years, and completing a cloud readiness assessment and RFP process for SIS upgrades.
- **Expand affordable housing and essential resources for students** by fostering new community partnerships, with measurable targets such as securing new housing units within two years.
- **Ensure accreditation compliance and reporting** in alignment with NWCCU and other relevant bodies, maintaining a standing focus on preservation and enhancement of institutional accreditation status.

6. Professional Development

- **National Board/CEO Leadership Conference** participate in at least one national-level conference and attend at least one President's Academy.
- **Continuous Improvement in Board/CEO relationships** continue work to restore and improve excellent Board-CEO relationships and support for a high performing board.

Key Differences and Continuity

- **The new goals emphasize measurable outcomes, timelines, and data-driven progress tracking** aligned with the strategic plan, providing clear benchmarks for presidential performance.
- **The focus on partnerships, systems integration, and campus infrastructure builds directly upon the previous work** in access, academic excellence, and strategic planning, while expanding the scale and specificity of objectives.
- **Accreditation, program review, and equitable processes remain priorities**, but are now embedded within broader institutional systems and operational excellence goals for sustainable growth and compliance.

These updated goals ensure that the president's leadership aligns with institutional priorities, maintains accountability, and propels North Idaho College toward achieving its strategic vision.