



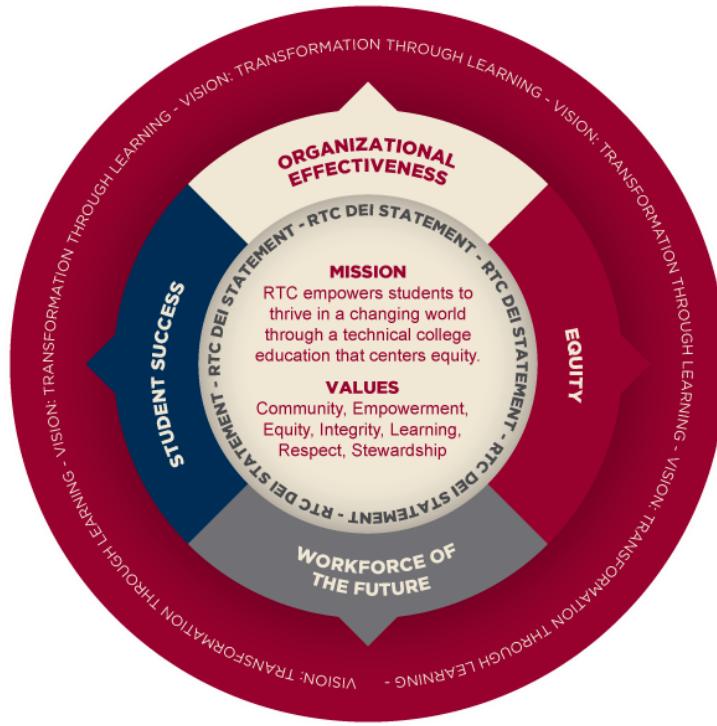
RENTON  
TECHNICAL  
COLLEGE®

# **2024-25 Strategic Equity Plan Annual Report - Year 1**

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# Be The Place Strategic Equity Plan



## Mission

RTC empowers students to thrive in a changing world through a technical college education that centers equity.

## Vision

Transformation through learning.

## Values

- **Community** – We collaborate to build trust-based relationships for a welcoming culture reflective of our values.
- **Empowerment** – We promote strength and confidence to embrace challenge, creativity, and intellectual risk.
- **Equity** – We engage one another with shared accountability by removing systemic and institutional barriers.
- **Integrity** – We foster an ethical environment of trust and honesty.
- **Learning** – We pursue excellence by engaging in critical thinking, problem-solving, and technical expertise.
- **Respect** – We value humanity and the diversity of people, perspectives, and ideas.
- **Stewardship** – We build a stronger, accountable institution for future generations.

## Mission Fulfillment Definition

Mission fulfillment is achieved when RTC demonstrates progress toward equitable student success, workforce readiness, and institutional sustainability, as measured through the Strategic Equity Plan indicators. The College defines mission fulfillment as meeting or exceeding the majority of indicators and showing improvement in key outcomes. An annual score of 70% or higher reflects satisfactory mission fulfillment.

## Scorecard

Strategic Indicator	Governance Responsibility	Score
1.1 Completion Rate	Guided Pathways Committee	1 – Partially Met
1.2 Employment Rate	Learning Council	2 – Met
1.3 Student Learning Outcomes	Assessment Committee	0 – Not Met
2.1 Campus Climate	Campus Climate & Data Equity Committee	2 – Met
3.1 Advisory Committee Health	Learning Council	1 – Partially Met
3.2 Partnership Strength	Community Advisory Committee	2 – Met
4.1 FTE Targets	Strategic Enrollment & Equity Management Committee	2 – Met
4.2 Unit Outcomes	Resource & Planning Council	3 – Exceeded
4.3 Budget Alignment	Resource & Planning Council	1 – Partially Met
<b>Total</b>		<b>14 / 18 (78%)</b>

## Summary

In Year 1 of the Strategic Equity Plan, the College achieved an overall mission fulfillment score of 14 out of 18 points (78%), indicating that the institution met its mission for the year. Strong performance was demonstrated in several areas central to the College's mission, including employment outcomes, campus climate initiatives, partnership strength, FTE targets, and unit-level outcomes, each of which met or exceeded expectations.

The results also highlight critical areas for continued focus, particularly student learning outcomes, completion rates, and budget alignment, which fell below the targeted performance level. These findings provide clear direction for improvement efforts in Year 2 as the College continues to advance equitable student success and institutional effectiveness.

Overall, the Year 1 results show that the College is making meaningful progress toward its strategic goals while maintaining a commitment to closing equity gaps and strengthening outcomes for all students.

## Detailed Results



### Goal 1: Be The Place to Transform Student Success

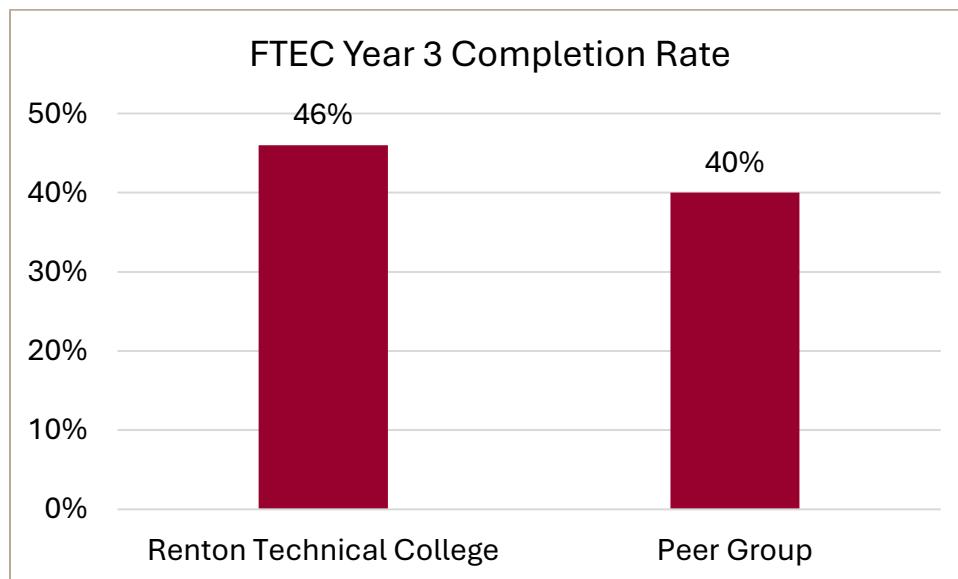
Align and equip the college to strengthen collaboration with students to reach their goals in the workforce and the community.

#### **1.1 Completion Rate**

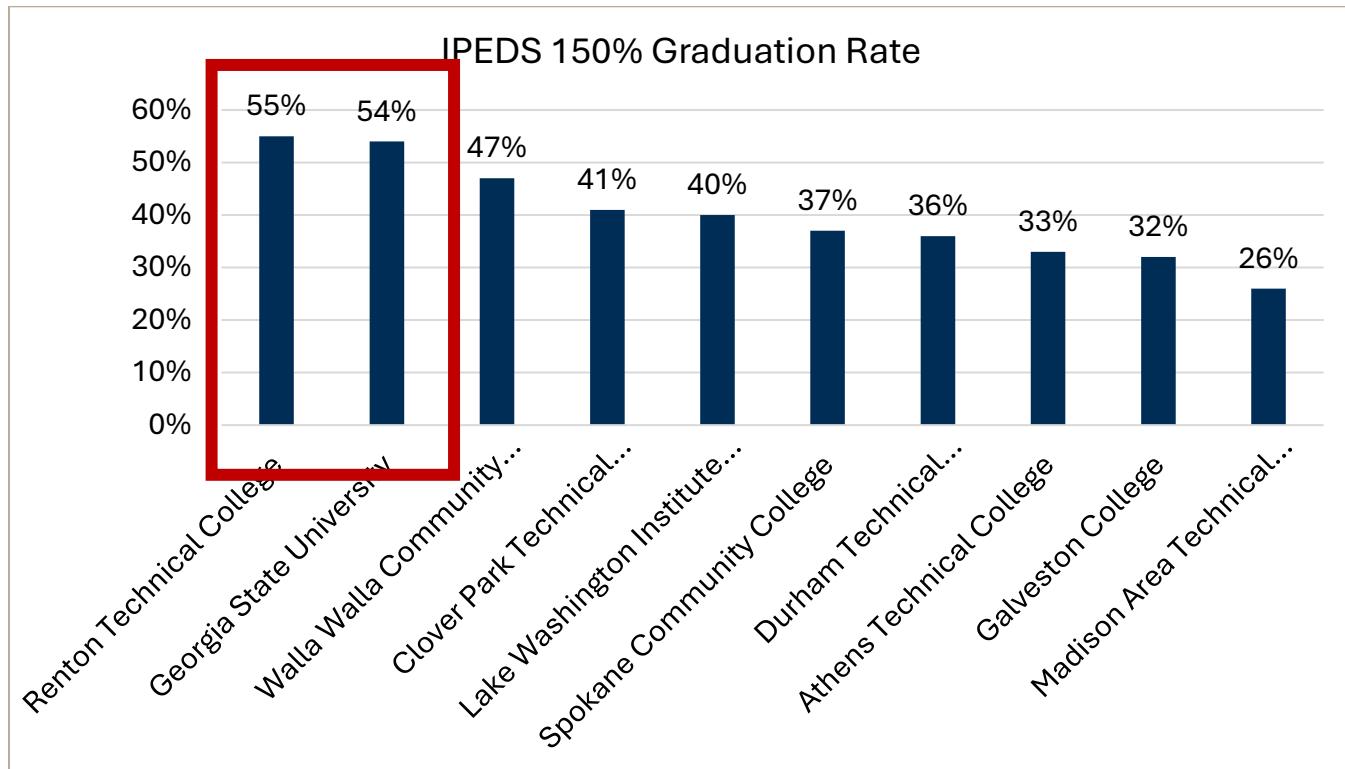
**Target:** Our goal is to increase our completion rate to 47-50%, aiming to be one of the top colleges in our regional peer group. We also want to stay within 5% or higher of Georgia State, keeping us among the leaders nationwide.

**Result:** RTC's Year 3 completion rate using state FTEC data was 46%, which fell slightly below the target range of 47-50%. Using IPEDS data, RTC's 150% graduation rate was 55%, exceeding Georgia State University's rate of 54%. While the state FTEC target was not fully met, RTC continues to perform competitively at the national level. (Score: 1 – Partially Met)

**Figure 1: The First-Time Entering College (FTEC) Year 3 Completion Rates Comparison for Regional Peers**



*Data Source: [First-Time Entering Student Outcomes Dashboard](#)*

**Figure 2: The IPEDS 150% Graduation Rates Comparison for National Peers**

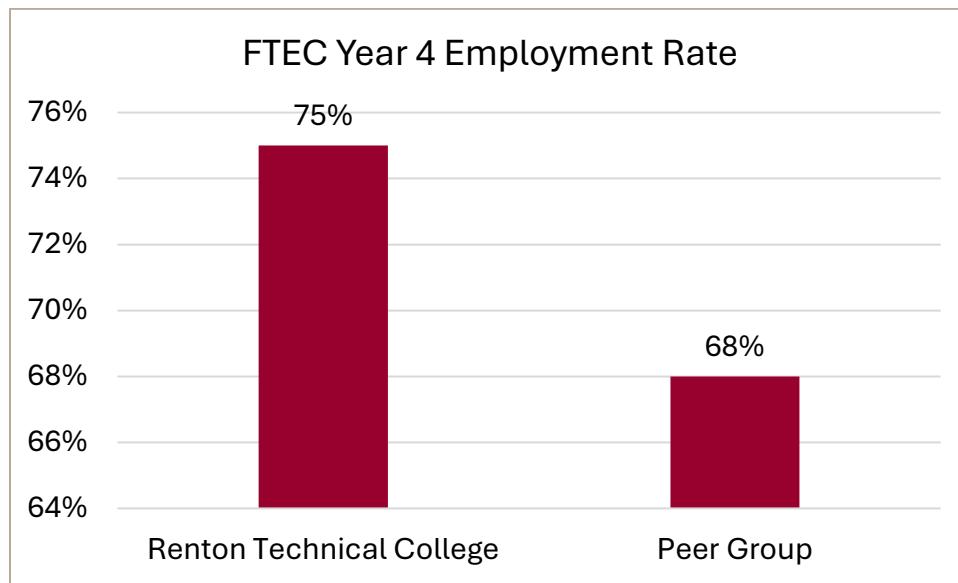
*Data Source: [Integrated Postsecondary Education Data System \(IPEDS\)](#)*

## 1.2 Employment Rate

**Target:** Over the past three years, 74% of our students were employed within four years of starting, compared to 67% at similar colleges in our state. Our goal is to keep our employment rate at 70-75%.

**Result:** RTC's Year 4 employment rate was 75%, placing the College at the upper end of the established target range of 70-75%. This result reflects continued strength in post-completion employment outcomes for RTC students. (Score: 2 – Met)

**Figure 3: The First-Time Entering College (FTEC) Year 4 Employment Rates Comparison for Regional Peers**



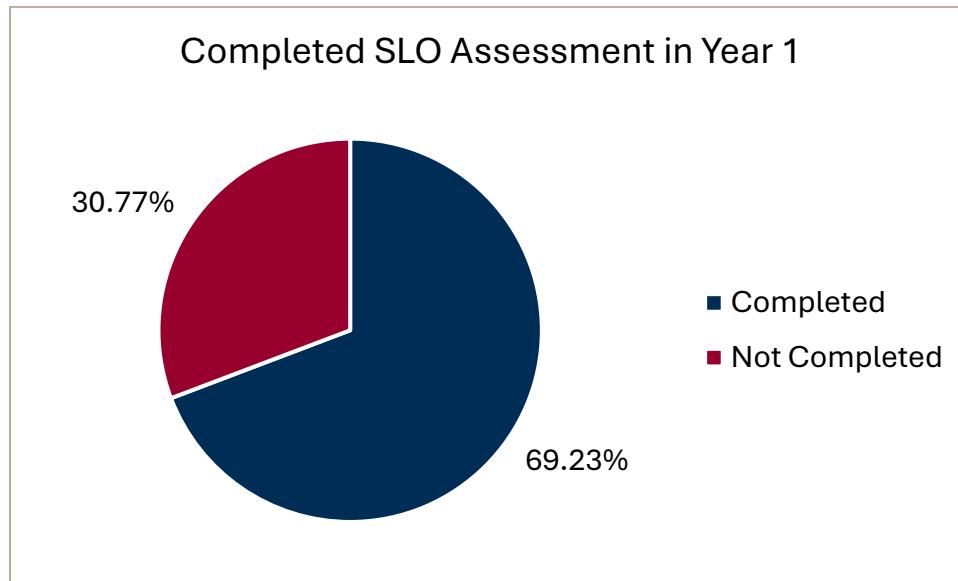
*Data Source: [First-Time Entering Student Outcomes Dashboard](#)*

### 1.3 Student Learning Outcomes

**Target:** RTC will collect at least 1 quarter of program learning outcome data from each program and reflect on that data. Our stretch target is to collect data for 2 quarters for each program.

**Result:** During Year 1, 27 of 39 programs (69%) completed at least one quarter of program learning outcome (PLO) assessment data. While progress was made, the target of collecting data from all programs was not fully achieved, indicating a need for increased consistency and support for assessment implementation. (Score: 0 – Not Met)

**Figure 4: Percentage of Programs that Completed an SLO Assessment in Year 1**



*Data Source: [Canvas Outcome Results Report](#)*



## Goal 2: Be The Place for Transformative Equity

Align and equip the college to center racial equity and operationalize DEI across the functions of the institution.

### 2.1 Campus Climate

**Target:** RTC will begin improvements of at least one recommendation from the 2024 campus climate listening sessions report. Stretch target is to complete it.

**Result:** Work has begun on all eight recommendations identified in the 2024 Campus Climate Listening Sessions report. Although none of the recommendations were fully completed during Year 1, initiation across all areas demonstrates institutional commitment to improving campus climate and addressing identified concerns. (Score: 2 – Met)

**Table 1: List of Recommendations and Progress Statuses**

Rec. Number	Recommendation Description	Progress
1	Continuously audit spaces to ensure the environment is welcoming and comfortable for students and employees.	Started
2	Facilitate professional development for faculty to equip them with the skills and knowledge necessary to foster a culturally responsive sense of belonging in the classroom.	Started
3	Create clear, differentiated processes for handling interpersonal conflict vs. conduct vs. complaints at RTC that are easy-to-follow.	Started
4	Review policies and standard operating procedures (SOPs) with an equity lens to clarify expectations.	Started
5	“Relaunch” RTC’s internal SharePoint site as a hub for communications, documents, and information.	Started
6	Conduct events or workshops to promote cross-collaboration and relationship building to break down siloes and communication barriers at work.	Started
7	Support adjunct faculty with the recognition, resources, and respect they need to thrive.	Started
8	Promote leadership development and accountability.	Started

*Data Source: [Campus Climate Webpage](#)*



## Goal 3: Be The Place to Transform the Workforce of the Future

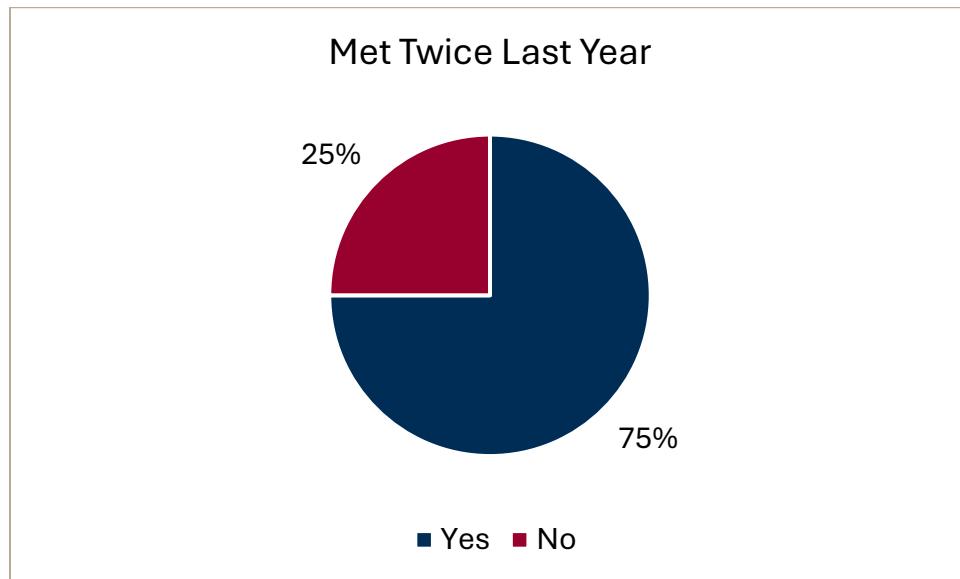
Align and equip the college to deepen industry and community partnerships through collaboration between employers and students, resource development, workforce diversification, and relevant instruction.

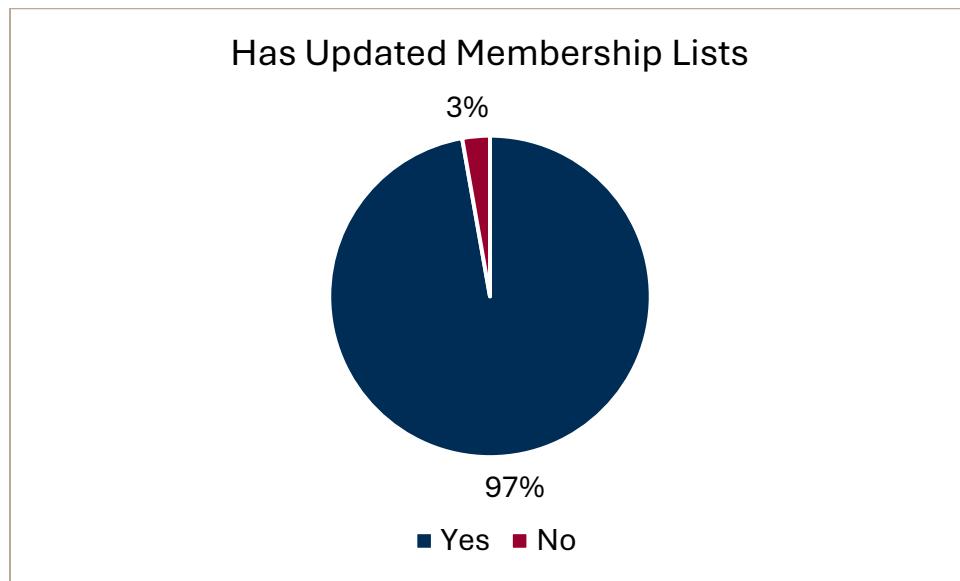
### **3.1 Advisory Committee Health**

**Target:** Each advisory committee will meet at least twice during the academic year. Our stretch target is for at least 85% of committees to maintain and publish up-to-date membership lists for internal use.

**Result:** Seventy-five percent of programs met the target of convening advisory committees at least twice during the academic year. Additionally, 97% of programs maintained and published up-to-date advisory committee membership lists. While meeting frequency did not fully meet expectations, strong progress was made toward improving committee documentation and transparency. (Score: 1 – Partially Met)

**Figure 5: Percentage of Programs that Met with their Advisory Committees Twice**



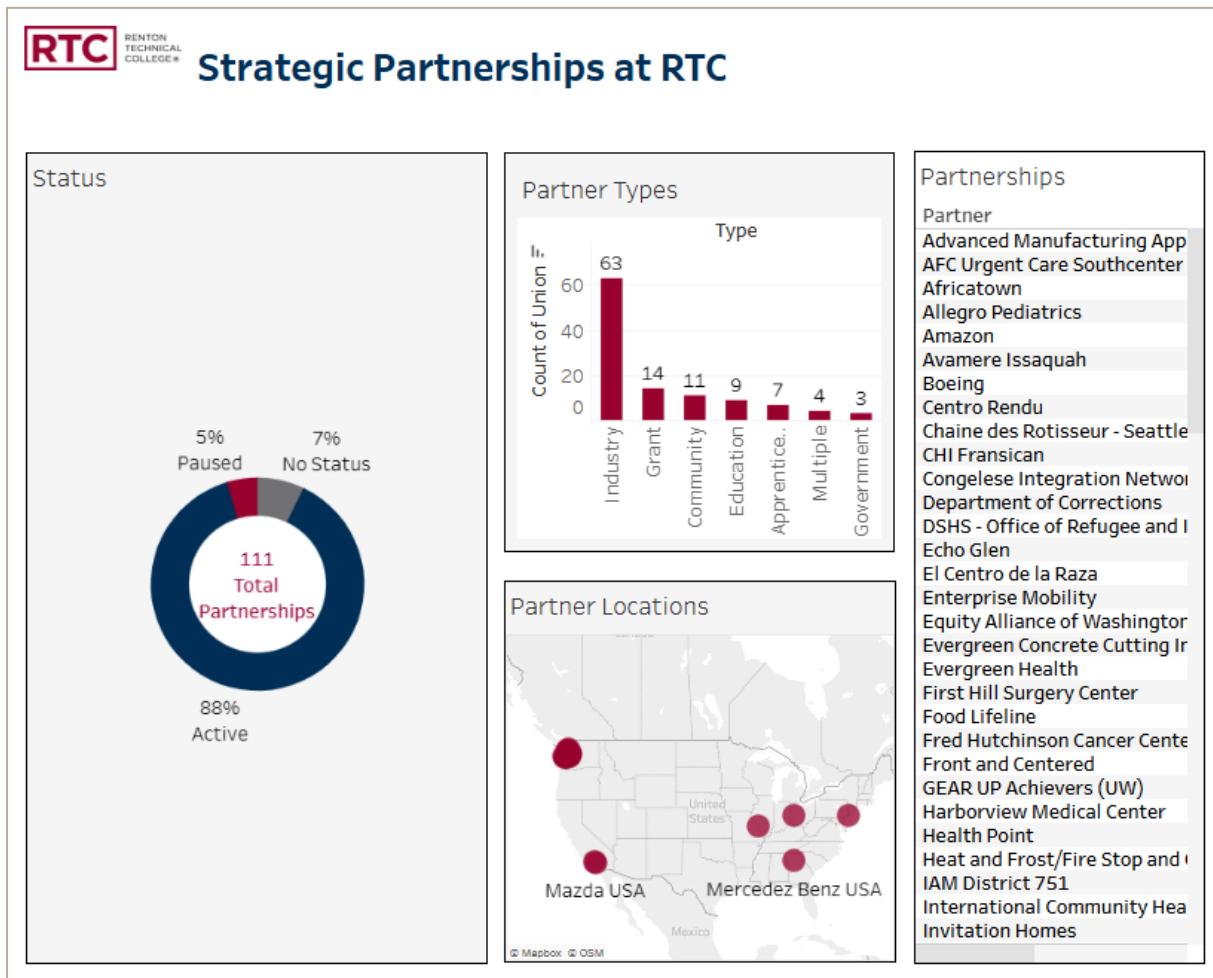
**Figure 6: Percentage of Programs that had Updated Membership Lists**

### 3.2 Partnership Strength

**Target:** An inventory of all partnerships at RTC will be created and maintained by a central group of people. Stretch target is to compile all MOUs and data sharing agreements in a central location.

**Result:** A centralized inventory and dashboard of RTC partnerships were created and are maintained on the Strategic Partnerships Task Force page. While not all MOUs and data-sharing agreements were compiled during Year 1, the foundational infrastructure to support partnership tracking and management is now in place. (Score: 2 – Met)

**Figure 7: Screenshot of the Strategic Partnership Inventory Dashboard**





## Goal 4: Be The Place for Organizational Effectiveness

Strengthen the college's processes, procedures, and resources to enhance accountability, increase consistency, and ensure sustainability.

### 4.1 FTE Targets

**Target:** We will increase overall FTE enrollment by 10% this year.

**Result:** Total FTES increased from 3,161.54 in AY 2023-24 to 3,480.18 in AY 2024-25, representing a 10.1% increase. This exceeds the Year 1 target of a 10% enrollment growth and reflects continued progress toward institutional sustainability. (Score: 2 – Met)

**Table 2: State-Funded FTE Totals**

Term	AY2023-24	AY2024-25	% Change
Summer	985.69	1239.18	25.7%
Fall	2787.23	3040.36	9.1%
Winter	2838.99	3233.53	13.9%
Spring	2872.70	2927.47	1.9%
<b>Annualized</b>	<b>3161.54</b>	<b>3480.18</b>	<b>10.1%</b>

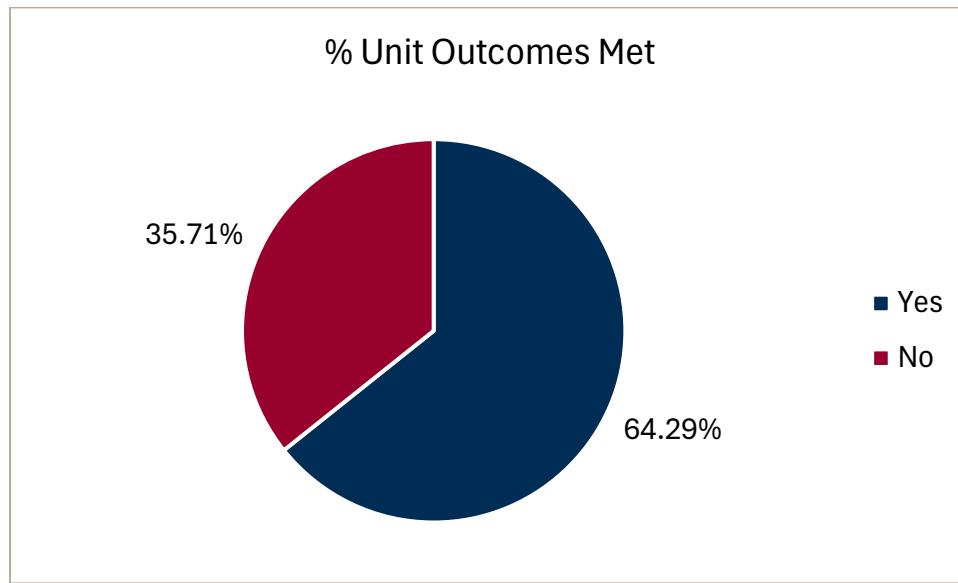
*Data Source: dataLink*

## 4.2 Unit Outcomes

**Target:** Each unit will establish outcomes to be assessed over the next three years. Of the outcomes assessed in Fall 2025, it is expected that 50-60% will have met their defined targets.

**Result:** Of the unit outcomes assessed during Year 1, 64.29% met their defined targets. This result exceeds the established benchmark of 50-60%, demonstrating strong alignment between unit-level outcomes and the Strategic Equity Plan. (Score: 3 – Exceeded)

**Figure 8: Percentage of Successful Unit Outcomes Assessed**



### **4.3 Budget Alignment**

**Target:** Among all programs with supply fees, 65-75% will be right-sized (70% student-funded and 30% college-funded) to reflect a more accurate allocation of resources. Additionally, we will implement a procedure to prioritize spending down fee funds and special allocations before drawing from local funds.

**Result:** Of the 40 programs with course fees, 27 (67.5%) were right-sized during 2024-25 to take effect in 2025-26, meeting the target range of 65-75%. However, a formal procedure to prioritize spending down fee funds and special allocations prior to using local funds was not implemented during Year 1. (Score: 1 - Partially Met)

**Figure 9: Percentage of Programs with Right-Sized Fees**

