



## Core Themes

### Student Success

Renton Technical College provides student access that reflects the diverse demographic makeup of its community. Equity is achieved by high success and completion rates of all students, data-informed decision making and student-centered policies and practices throughout the institution.

### Workforce Education

Renton Technical College delivers workforce education programs that fulfill student and industry needs through preparation for viable career pathways. Industry needs are met through competency and outcomes based teaching, learning, and hands-on training facilities that reflect workplace best practices. Students become resilient workers by completing innovative educational programs that incorporate current industry trends.

### Basic Skills Education

Renton Technical College offers basic skills courses that support the transition of students to college level study and career pathways. Student progression is supported through ESL instruction, high-school completion options, college-readiness instruction, and integration of basic skills instruction into workforce programs.

### Institutional Sustainability

Renton Technical College cultivates, manages and prioritizes its financial, human & physical resources to advance the mission of the college. An optimal learning environment is created through a diverse and innovative faculty and staff, deployment of technologies that enhance teaching and student engagement, and financial planning that supports the college's strategic priorities.

## Core Themes, Objectives and Key Performance Indicators (KPIs)

### **CORE THEME 1: STUDENT SUCCESS**

Renton Technical College provides student access that reflects the diverse demographic makeup of its community. Equity is achieved by high success and completion rates of all students, data-informed decision making and student-centered policies and practices throughout the institution.

**Objective 1.1:** Attract and retain a student population reflective of the diverse community we serve.

**Key Performance Indicator #1:** 1st to 2nd Quarter Retention Rates (disaggregated by race/ethnicity)

**Key Performance Indicator #2:** 1st to 3rd Quarter Retention Rates (disaggregated by race/ethnicity)

**Key Performance Indicator #3:** One-Year Persistence Rates (disaggregated by race/ethnicity)

**Objective 1.2:** Achieve equitable success rates of all students.

**Key Performance Indicator #4:** Course Success Rates (disaggregated by race/ethnicity)

**Objective 1.3:** Provide effective support services from enrollment to completion.

**Key Performance Indicator #5:** Student Satisfaction with Programs and Services

**Objective 1.4:** Identify and communicate learning outcomes to students, and use the assessment of student learning outcomes to enhance teaching, learning, and continuous improvement.

**Key Performance Indicator #6:** Student Learning Outcomes Assessment

### **CORE THEME 2: WORKFORCE EDUCATION**

Renton Technical College delivers workforce education programs that fulfill student and industry needs through preparation for viable career pathways. Industry needs are met through competency and outcomes based teaching, learning, and hands-on training facilities that reflect workplace best practices. Students become resilient workers by completing innovative educational programs that incorporate current industry trends.

**Objective 2.1:** Achieve high rates of student progress and degree or certificate completion.

**Key Performance Indicator #7:** Completion Rates (disaggregated by race/ethnicity)

**Key Performance Indicator #8:** DTA Student Transition and/or Completion Rate

**Objective 2.2:** Deliver workforce programs that meet current industry demand and standards.

**Key Performance Indicator #9:** Licensure and Certification Pass Rates

**Key Performance Indicator #10:** Advisory Committee Satisfaction with RTC Students

**Objective 2.3:** Achieve high rates of employment placement in training-specific industries for workforce completers.

**Key Performance Indicator #11:** Placement Rates

**Objective 2.4:** Deliver instruction in a variety of suitable formats that expand opportunities for student learning.

**Key Performance Indicator #12:** Course and Program Learning Formats

### **CORE THEME 3: BASIC SKILLS EDUCATION**

Renton Technical College offers basic skills courses that support the transition of students to college level study and career pathways. Student progression is supported through ESL instruction, high-school completion options, college-readiness instruction, and integration of basic skills instruction into workforce programs.

**Objective 3.1:** Achieve significant student progression toward achieving educational goals.

**Key Performance Indicator #13:** Gains Made (disaggregated by race/ethnicity)

**Objective 3.2:** Achieve significant student progression toward achieving career goals.

**Key Performance Indicator #14:** Retention Rates – Basic Studies (disaggregated by race/ethnicity)

**Objective 3.3:** Transition students into college classes and programs.

**Key Performance Indicator #15:** Transition Rates (disaggregated by race/ethnicity)

### **CORE THEME 4: INSTITUTIONAL SUSTAINABILITY**

Renton Technical College cultivates, manages and prioritizes its financial, human and physical resources to advance the mission of the college. An optimal learning environment is created through a diverse and innovative faculty and staff, deployment of technologies that enhance teaching and student engagement, and financial planning that supports the college's strategic priorities.

**Objective 4.1:** Attract a diverse faculty and staff suited to prepare a diverse population for work.

**Key Performance Indicator #16:** Employee Demographics

**Objective 4.2:** Manage and prioritize financial, technological and physical resources to advance the mission of the college.

**Key Performance Indicator #17:** Budget to Actual Variance

**Key Performance Indicator #18:** Technology Replacement Cycle/Enhance Technology Services

**Objective 4.3:** Align enrollment with FTE projections and state allocations.

**Key Performance Indicator #19:** FTE Enrollment

**Key Performance Indicator #20:** FTE Enrollment by Student Intent

**Objective 4.4:** Increase community partnerships to improve RTC's effectiveness and positive impact in the region.

**Key Performance Indicator #21:** Donations and Partnerships

**Objective 4.5:** Pursue strategic funding opportunities to ensure fiscal sustainability.

**Key Performance Indicator #22:** Grants and Contracts Funding