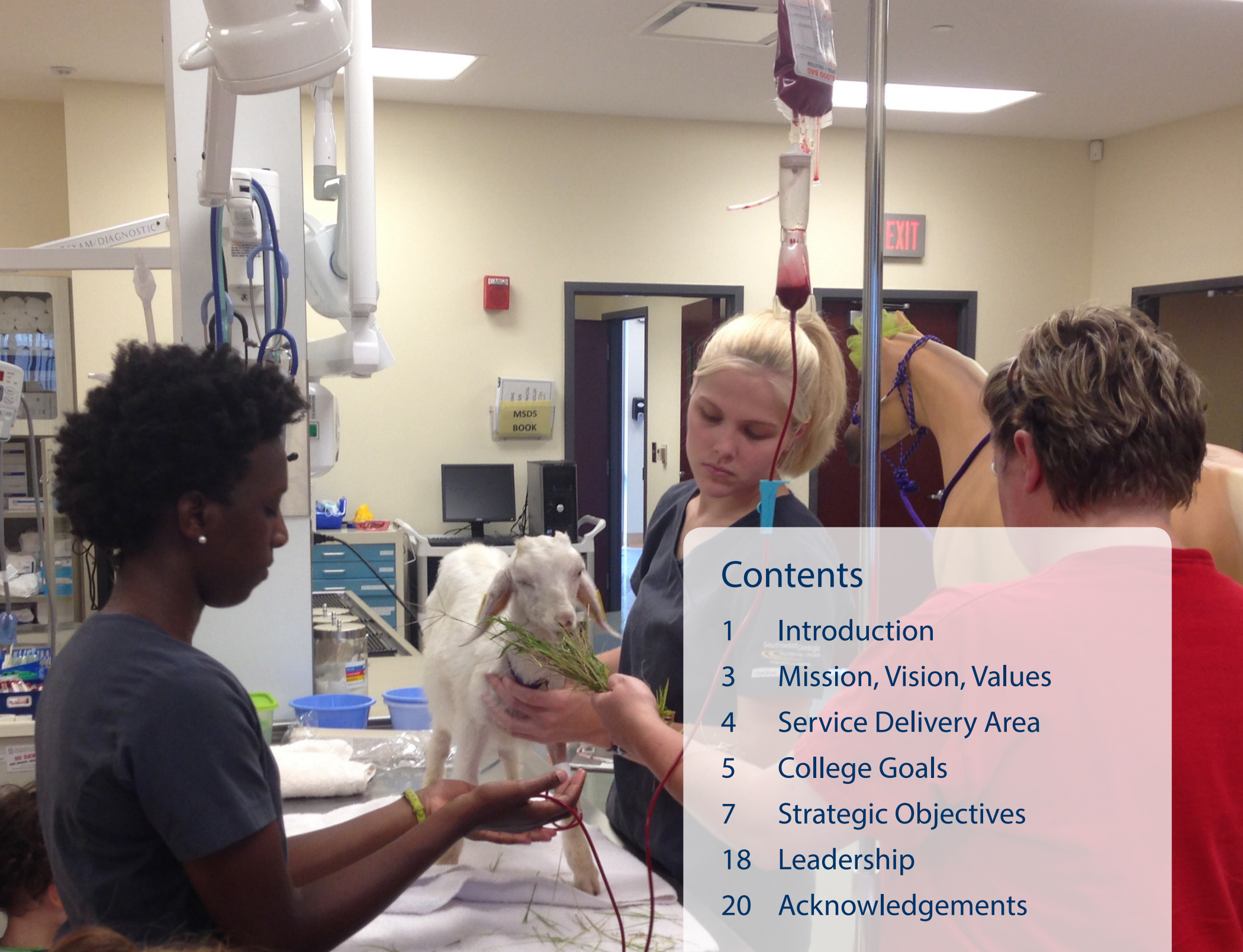




**SOUTHERN REGIONAL**  
TECHNICAL COLLEGE

# 2016-2020 STRATEGIC PLAN: 2018 UPDATE



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“ We are very excited about this **opportunity to serve Bainbridge** and nearby communities through expanded **educational and training** programs and services. SRTC is also excited to **increase outreach** to the **business and industry** partners in our new **eleven-county** service delivery area.”

## HERE WE GROW AGAIN! {2018 Strategic Plan Update}

Southern Regional Technical College (SRTC) is excited about the opportunity to build a stronger, larger, more accessible college to serve our new eleven-county region. Now serving Colquitt, Decatur, Early, Grady, Miller, Mitchell, Seminole, Thomas, Tift, Turner, and Worth counties, SRTC strives to deliver high-quality education that produces highly-skilled graduates who are prepared for the workforce. The five-year Strategic Plan is designed to enhance the College’s programs and services to meet the needs of our students and business and industry partners in our service delivery area. The College Goals and Strategic Objectives focus on nine major areas of emphasis and are defined in detail throughout this plan. It is my belief that SRTC will continue to be an educational leader, dedicated to serving students, citizens, and business and industry. We are excited to offer the communities we serve even more classes, programs, and training.

SRTC is proud of the role it plays in the communities we serve, and we look forward to continuing to improve the quality of life for our students, their families, and our community.

A handwritten signature in black ink that reads "Craig R. Wentworth, Ed.D." The signature is written in a cursive, flowing style.

Craig R. Wentworth, Ed.D., President



**SRIC**  
SOUTHERN REGIONAL  
TECHNICAL COLLEGE

# THE STRATEGIC PLAN

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Endorsed by the Southern Regional Technical College Local Board of Directors for implementation

## Our Mission: July 1, 2015 - June 30, 2018

{WHO WE ARE}

Southern Regional Technical College, a unit of the Technical College System of Georgia, is a public two-year college that provides access to learner-centered high-quality services; academic and occupational credit courses; associate degree, diploma, and technical certificate of credit programs; continuing education opportunities; business and industry training; and adult education programs. Through traditional and distance delivery methods at multiple instructional sites, the College supports workforce development serving primarily the citizens of Colquitt, Grady, Mitchell, Thomas, Tift, Turner, and Worth counties.

## Our Mission: July 1, 2018

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## Our Vision

{WHO WE WANT TO BE}

Southern Regional Technical College will meet the evolving needs of tomorrow's workforce by providing engaging and cost-effective educational opportunities, preparing learners for success, and promoting seamless, lifelong learning. Southern Regional Technical College will provide state-of-the-art, well-maintained, and safe facilities to further support an optimal student-learning environment.

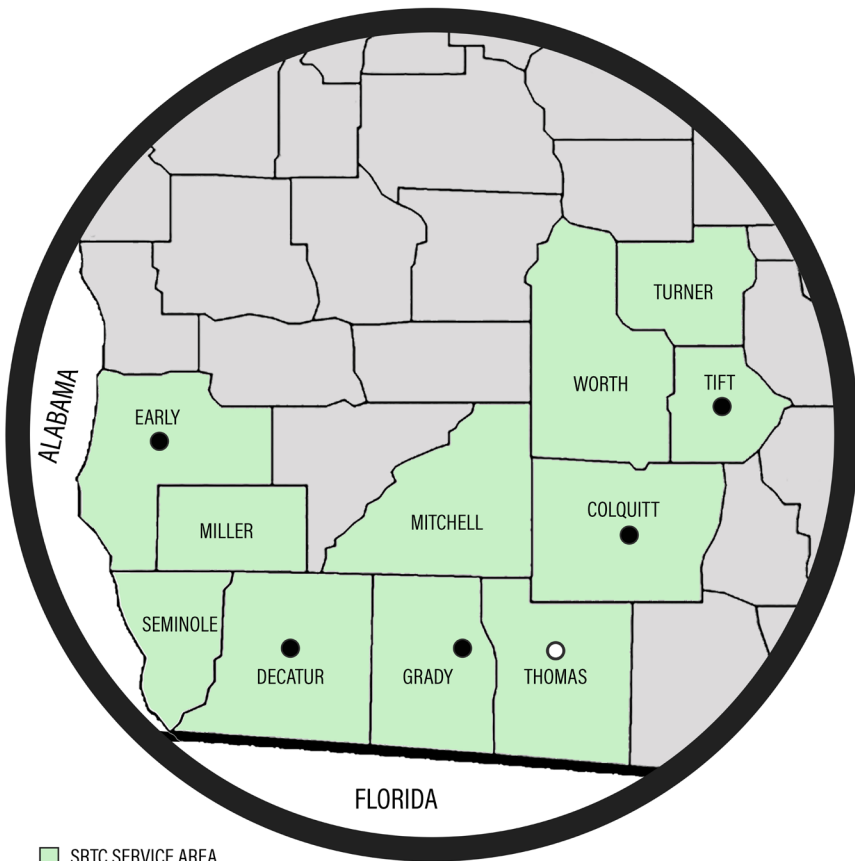
## Our Values

{WHAT GUIDES AND INSPIRES US}

At Southern Regional Technical College, we value honesty, integrity, and excellence. We are committed to the success of our students by providing high-quality programs, services, and facilities along with professional and caring faculty and staff. We hold ourselves accountable to our students, employees, and community by honoring our commitments and striving to provide the highest quality education.

# { Service Delivery Area }

Southern Regional Technical College serves Colquitt, Decatur, Early, Grady, Miller, Mitchell, Seminole, Thomas, Tift, Turner, and Worth counties.



- SRTC SERVICE AREA
- MAIN CAMPUS LOCATION
- OTHER CAMPUS LOCATIONS



## { Overview of College Goals }

In order to support workforce development, Southern Regional Technical College has established College Goals and supporting Strategic Objectives to achieve its mission and to ensure student success. The following goals capture the critical areas of education, training, and services provided by Southern Regional Technical College.

1. Deliver accessible quality credit courses and programs that serve the intellectual and career needs of the individual and the business and industry of our eleven-county service area.
2. Provide comprehensive programs, services, activities, and recruitment initiatives to promote student success.
3. Promote high school initiatives and opportunities throughout the service delivery area and provide college-wide student retention and graduation strategies.
4. Recruit, hire, train, and retain qualified faculty and staff.
5. Maintain financial stability and a fiscal environment, which promotes growth through responsible planning and management of resources.
6. Advance technology and infrastructure to support teaching, learning, and administrative functions.
7. Promote Economic Development in our service delivery region by providing quality training that meets the needs of business and industry and continuing education programs that enhance the lives of individuals.
8. Ensure a culture of accountability and continuous improvement through a research-based system of assessment, planning, and budgeting to achieve expected outcomes.
9. Strengthen public perception and develop mutually beneficial community partnerships from business and industry, public-sector sources, private foundations, and individuals.





# { Strategic Objectives }

## Student Learning

### College Goal 1:

Deliver accessible quality credit courses and programs that serve the intellectual and career needs of the individual and the business and industry of our eleven-county service area.

### Strategic Objectives:

1. Improve student achievement metrics.
2. Expand, enhance, and develop programs and offerings.
3. Achieve and maintain applicable program accreditations.
4. Maintain satisfactory licensure pass rates by applicable programs.
5. Increase enrollment, retention, and placement in the Adult Education program.
6. Increase the use of Library resources.



# { Strategic Objectives }

## Student Support Services

### College Goal 2:

Provide comprehensive programs, services, activities, and recruitment initiatives to promote student success.

### Strategic Objectives:

1. Increase enrollment by recruiting, accessing, and admitting a diverse student population.
2. Promote and facilitate support services that increase the opportunity for students to define and reach their educational and career goals.
3. Improve student retention and graduation rates by providing viable resources and comprehensive student support services.
4. Maintain or increase placement rate by providing students and graduates with comprehensive job search assistance and follow-up.
5. Address the needs of special populations by providing assistance to remove barriers to educational success.



# { Strategic Objectives }

## High School Initiatives/Enrollment Management

### College Goal 3:

Promote high school initiatives and opportunities throughout the service delivery area and provide college-wide student retention and graduation strategies.

### Strategic Objectives:

1. Increase enrollment through recruiting, assessing, and admitting secondary student populations.
2. Foster secondary partnerships.
3. Promote successful transition to post-secondary education.
4. Improve student retention and graduation rates by providing viable resources and comprehensive student support services.



# { Strategic Objectives }

## Human Resources

### College Goal 4:

Recruit, hire, train, and retain qualified faculty and staff.

### Strategic Objectives:

1. Provide supervisors an efficient and expeditious system for recruitment and hiring, which yields a diverse pool of well-qualified job applicants.
2. Equip Human Resources staff and managers with knowledge, skills, and tools to promote a productive work environment.
3. Create a culture of learning via new hire orientation, ongoing professional development, workshops, seminars, and conferences.
4. Evaluate and install Human Resources procedures that comply with agency, state, and federal policy and law.
5. Develop onboarding process for Bainbridge faculty and staff.



# { Strategic Objectives }

## Financial Resources

### College Goal 5:

Maintain financial stability and a fiscal environment, which promotes growth through responsible planning and management of resources.

### Strategic Objectives:

1. Maintain a budget process to align institutional priorities with available resources.
2. Ensure that existing resources are used efficiently.
3. Safeguard existing resources.
4. Maintain a process of timely and accurate reporting.
5. Improve responsiveness to meet the needs of internal and external customers.
6. Provide fiscal services to students to facilitate learning.
7. Provide bookstore support to meet the needs of students and the College.



# { Strategic Objectives }

## Infrastructure and Technology College Goal 6:

Advance infrastructure and technology to support teaching, learning, and administrative functions.

### Strategic Objectives: Infrastructure

1. Provide buildings, grounds, and equipment that promote an atmosphere conducive to learning.
2. Provide a safe and secure learning environment.
3. Provide and maintain emergency management plans.

### Technology

4. Provide campus-wide technologies and infrastructure that enhance student learning and meet instructional and administrative needs.
5. Maintain and enhance technology to ensure sufficient network and wireless capacity, to streamline process, and to improve services.
6. Provide and support appropriate adaptive technology for individuals with documented special needs.
7. Maintain secure access to information as needed.
8. Provide and enhance telepresence capabilities for instructional and administrative needs.







# { Strategic Objectives }

## Economic Development

### College Goal 7:

Promote Economic Development in our service delivery region by providing quality training that meets the needs of business and industry and continuing education programs that enhance the lives of individuals.

### Strategic Objectives:

1. Survey business and industry in the eleven-county service region to determine their training needs.
2. Develop customized training to meet the continuous improvement requirements for business and industry.
3. Increase awareness of local and state economic development programs and services for business and industry.
4. Develop and offer continuing education courses for personal and professional development.
5. Explore new grant opportunities.





## { Strategic Objectives }

### Accountability and Continuous Improvement

#### College Goal 8:

Ensure a culture of accountability and continuous improvement through a research-based system of assessment, planning, and budgeting to achieve expected outcomes.

#### Strategic Objectives:

1. Demonstrate compliance with the Southern Association of Colleges and Schools Commission on Colleges, the Technical College System of Georgia, and other external agency/organization requirements, policies, and procedures to ensure a quality educational experience for students.
2. Collect and analyze data enabling decisions to be data driven supporting continuous improvement efforts in strengthening the effectiveness and efficiency in all areas of the College.
3. Improve performance on student learning outcomes and expected outcomes for program, service, and other units of the College by meeting or exceeding benchmarks for local, state, and federal expected outcomes and accountability measures.
4. Conduct business and industry surveys to identify needs for new and expanding programs and improvement needs for existing programs and services.
5. Maintain College administrative support, academic and student support, community/ public service, and program units on an ongoing basis.

# { Strategic Objectives }

## Institutional Advancement, Marketing, and Public Relations College Goal 9:

Strengthen public perception and develop mutually beneficial community partnerships from business and industry, public-sector sources, private foundations, and individuals.

### Strategic Objectives:

1. Enhance fund raising strategies in order to expand grant writing opportunities and the base of major gift, planned giving, and annual fund prospects.
2. Research and develop a strategy for conducting the next capital campaign.
3. Expand scholarship opportunities through resource development.
4. Research resources to sustain and expand program offerings.
5. Enhance the image of Southern Regional Technical College as a high quality provider of accessible public education.
6. Increase alumni contributions and promote alumni pride and participation.
7. Increase community presence and visibility in Southern Regional Technical College's service delivery area.
8. Provide marketing, public relations, advertising/media relations, print and electronic media, publications, build and maintain community partnerships, manage web services, and promote and support the mission of the College.



# { Acknowledgements }

## **Strategic Plan 2016-2020**

### **{Original Plan}**

#### **Consolidation Steering Committee: October 6, 2014**

The Consolidation Steering Committee (CSC) was charged with consolidating Moultrie Technical College and Southwest Georgia Technical College to form Southern Regional Technical College, effective July 1, 2015, and functioned as the Strategic Planning Committee to create the Southern Regional Technical College Strategic Plan 2016-2020. The Plan was developed and approved by the CSC on October 6, 2014. Committee members included the following:

*Gary Aldridge, Darbie Avera, Carla Barrow, Art Beveridge, Abby Carter, Rebecca Clark, Kevin Cronin, Susan Davis, David Evans, Jim Glass, Dr. Debbie Goodman, Deborah Gray, Lisa Griffin, Ralph Griffith, Claudia Grooms, Joyce Halstead, Michael Heard, Christa Herring, Kathryn Kent, Dennis Lee, Danny Mainprize, Amy Maison, Dr. Annie McElroy, Steve Peacock, Becky Richardson, Gail Roberts, Paul Roberts, Vickie Sangster, Jennifer Simpson, Yvonne Sparkman, Udella Spicer, Ken Strickland, Tina Strickland, Steve Taunton, Wendi Tostenson, David VanLandingham, Leigh Wallace, Dr. Craig Wentworth, Jana Wiggins, Peggy Wilson*

#### **President's Leadership Cabinet: July 1, 2015**

The President's Leadership Cabinet (PLC) was tasked to implement the Plan. The PLC in place July 1, 2015, included the following:

*David Evans, Jim Glass, Dr. Debbie Goodman, Joyce Halstead, Christa Herring, Dennis Lee, Amy Maison, Dr. Annie McElroy, Paul Roberts, Ken Strickland, Leigh Wallace, Dr. Craig Wentworth*

## **Strategic Plan 2016-2020: 2018 Update**

### **Original Strategic Plan Updated Due to Planned Acquisition of Programs, Land, Facilities, and Capital Equipment of Bainbridge State College {Effective January 1, 2018, Abraham Baldwin Agricultural College}**

#### **Plans Updated for Acquisition**

The President's Leadership Cabinet concluded at its meeting on October 3, 2017, that the existing SRTC 2016-2020 Strategic Plan and the SRTC 2016-2020 Strategic Plan: 2018 Implementation Plan should be reviewed to determine if changes were needed in either document to reflect the work to be undertaken by SRTC relative to the acquisition of Programs, Land, Facilities, and Capital Equipment of Bainbridge State College by the Technical College System of Georgia and Southern Regional Technical College during AY 2018 and onward. Members of PLC, the Director of Human Resources, and the Executive Director of Information Technology reviewed their sections of the SRTC 2016-2020 Strategic Plan and SRTC 2016-2020 Strategic Plan: 2018 Implementation Plan. At the November 14, 2017, PLC meeting, edits were presented and approved for the SRTC 2016-2020 Strategic Plan and the SRTC 2016-2020 Strategic Plan: 2018 Implementation Plan. In addition to updating the Mission Statement, College Goals and Strategic Objectives were edited, and Activities were added to reflect the work to be undertaken by SRTC relative to the acquisition during AY 2018 and forward.

#### **President's Leadership Cabinet: November 2017**

The President's Leadership Cabinet (PLC) was tasked to implement the updated Plan. The PLC in place November 2017, included the following:

*Ross Cox, David Evans, Jim Glass, Dr. Debbie Goodman, Christa Herring, Amy Maison, Dennis Lee, Leigh Wallace, Dr. Craig Wentworth*

## Strategic Plan 2016 - 2020

### {Original Plan}

#### **SRTC Board of Directors and SRTC Foundation Board of Trustees**

The SRTC Board of Directors and SRTC Foundation Board of Trustees support the Plan. Membership of these groups in place October 2014 included the following:

#### **SRTC Board of Directors: October 2014**

*Sabrina Boykins-Everett, Ellen Eaton, Kim Gilman, Kent Hamilton, Lewis Herndon, Dawn Johns, Lynn Lovett, Chadd Mathis, Kha McDonald, Katrina McIntosh, Cal McMillan, Ray Muggridge, Dr. Bonita Richter, Don Sims, Zach Wheeler*

#### **SRTC Foundation Board of Trustees: October 2014**

*Chris Addleton, Paul Blough, Jenny Bostick, Rebecca Cline, Mark Cobb, Mike Davis, C.B. "Scooter" Grubbs, Tommy Hill, Bob Hutchison, Zeke Johnson, Janet Liles, Frances Mims-Parker, John Mark Mobley, Tommy Patel, Robby Pitts, Charles Rooks, Bob Swadel, Emily Watson*

## Strategic Plan 2018 Update

### {Effective January 1, 2018, Abraham Baldwin Agricultural College}

#### **SRTC Board of Directors and SRTC Foundation Board of Trustees**

The SRTC Board of Directors and SRTC Foundation Board of Trustees support the Plan. Membership of these groups in place November 2017 included the following:

#### **SRTC Board of Directors: November 2017**

*Sabrina Boykins-Everett, Jim Carter, Ellen Eaton, Kim Gilman, Lewis Herndon, Eric Hughes, Lynn Lovett, Katrina McIntosh, Dr. Bonita Richter, Don Sims, Mesha Wind*

#### **SRTC Foundation Board of Trustees: November 2017**

*Chris Addleton, Tommy Hill, Mark Cobb, Jason Harpe, Bob Swadel, Demarius D. McRae, Robby Pitts, Tommy Patel, Frances Parker, Rebecca Cline, Emily Watson, Dr. Melissa Rampal*

# { Thank You! }

The Consolidation Steering Committee prepared the Southern Regional Technical College: Strategic Plan 2016-2020 during the Fall Semester 2014. Committee members exhibited dedication and commitment as they worked diligently as a group and in sub-committees to prepare the first Strategic Plan to be in place for the new College. The Plan, which merged together the dreams and aspirations for the new College was in place July 1, 2015, as the new College began operation.

For the two ensuing years, members of the Southern Regional Technical College (SRTC) faculty and staff fully implemented the SRTC Strategic Plan 2016-2020. Members of the President's Leadership Cabinet, the Director of Human Resources, and the Executive Director of Information Technology reported out on Strategic Plan accomplishments in the SRTC 2016-2020 Strategic Plan: 2016 Implementation Plan and the SRTC 2016-2020 Strategic Plan: 2017 Implementation Plan documents.

The President's Leadership Cabinet (PLC), the Director of Human Resources, and the Executive Director of Information Technology, individuals who were involved in planning for the acquisition of Programs, Land, Facilities, and Capital Equipment of Bainbridge State College by the Technical College System of Georgia and Southern Regional Technical College, began the arduous review of the existing SRTC 2016-2020 Strategic Plan and the SRTC 2016-2020 Strategic Plan: 2018 Implementation Plan determining if changes were needed in either document to reflect the new acquisition work to be undertaken by SRTC. Suggested edits were approved by PLC, and the SRTC 2016-2020 Strategic Plan and the SRTC 2016-2020 Strategic Plan: 2018 Implementation Plan were updated to reflect the work to be undertaken by SRTC relative to the acquisition during AY 2018 and forward.

The Southern Regional Technical College: Strategic Plan 2016-2020: 2018 Update and the SRTC 2016-2020 Strategic Plan: 2018 Implementation Plan were in place as the College moves forward in implementing work required of the acquisition to be effective July 1, 2018.

Debbie Goodman, Ed.D.  
Vice President, Institutional Effectiveness



**SOUTHERN REGIONAL**  
TECHNICAL COLLEGE

Serving Colquitt, Decatur, Early, Grady, Miller, Mitchell, Seminole,  
Thomas, Tift, Turner, and Worth counties.  
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*A Unit of the Technical College System of Georgia*

Southern Regional Technical College is accredited by the Southern Association of Colleges and Schools Commission on Colleges.  
Southern Regional Technical College is a unit of the Technical College System of Georgia.

*As set forth in its Southern Regional Technical College Catalog and Student Handbook, Southern Regional Technical College (SRTC) does not discriminate race, color, creed, national or ethnic origin, gender, religion, disability, age, political affiliation or belief, genetic information, disabled veteran, veteran of the Vietnam Era, or citizenship status (except in those special circumstances permitted or mandated by law). The following persons have been designated to handle inquiries regarding the non-discrimination policies: Lisa Newton and Dr. Jeanine Long. At SRTC, the Title IX Coordinator is Lisa Newton, SRTC-Moultrie-Veterans Parkway, Building A, (229) 217-4132, lnewton@southernregional.edu. The Section 504 Coordinator for SRTC is Dr. Jeanine Long, SRTC-Thomasville, Building A, (229) 227-2668, jlong@southernregional.edu.*