

# **SOUTH ARKANSAS COLLEGE BOARD POLICY NO. 23**

## **POLICY TYPE: ENDS**

### **POLICY TITLE: *BOARDS ENDS AND FORMAL INSTITUTIONAL MONITORING***

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**Policy Statement:** To ensure accountability and transparency of college performance, SouthArk’s Board of Trustees has established specific ENDS requirements for the college tied to its strategic plan: THRIVE. These ENDS exemplify South Arkansas College’s mission, vision, values, and strategic initiatives. Monitoring reports are used by the board to inform planning and opportunities for performance improvement.

In order to provide residents in the region with “excellence in learning, teaching, and service” and to “serve as a cultural, intellectual, and economic resource,” the college board shall set forth ENDS, of which outcomes achievement shall be reviewed annually.

The office of Institutional Effectiveness and Research will prepare Board Policy No. 23 monitoring reports for each of the ENDS as outlined below. Where possible, reports will include data and college cohort comparisons. In most cases, data will be compiled from the previous academic year.

#### **1. Viability (presented in September)**

This ENDS performance area focuses on program and college viability. From college readiness, to retention, completion of certificates and degrees, employment or transfer, SouthArk’s strategic initiatives measure student success at many levels.

- Conversion to Post-Secondary Education
  - Secondary Technical Center Students
  - Concurrent Credit/ Dual Enrollment
  - Adult Basic Education
- Student Success
  - Developmental
  - Adult Education
  - Distance Education
  - Athletes
- Progression
  - Fall-to-Spring Persistence
  - Fall-to-Fall Retention
- Completion
  - Graduation

- Completion – 100% and 150%
- Total Credentials per Full-Time Equivalent Enrollment
- Secondary Credential Attainment
- Transfer
  - Percent Transfer
  - Transfer Success
- Program Success
  - Articulation Agreements
  - Program Accreditation
  - Program Alignment with High Demand Employers
  - Licensure
  - Certification
  - Graduate Employment

## **2. Hub and Resources (presented in November)**

This ENDS performance area focuses on the connections SouthArk has with the community, serving as an educational hub for the region. The College's involvement in offering lifelong learning, training, and workforce development activities for area employers and community members is measured annually. Funds and supplies are also tracked to ensure that SouthArk consistently makes efficient use of its resources.

- Community Education (Library)
- Corporate Education
  - Business and Entrepreneurship
  - Industrial Training
  - Apprenticeships
  - Catalyst Program
- Partnerships
- Alumni Contacts
- Foundation Donors
- External Funding
- Technology
  - Technology Lifecycle
  - Innovation with Technology in Academics

## **3. Experience and Inclusion (presented in January)**

This ENDS focuses on the holistic student experience, which includes the instructional process and student support services. SouthArk recognizes the uniqueness of students and values these differences, providing a safe and positive learning environment. This ENDS also focuses on inclusion as part of a diverse and equitable setting for students, faculty, and staff.

- Community College Survey of Student Engagement

- Student Involvement
  - Organizations
  - Activities
  - Engagement
  - Community Service
  - Internships
- Student Support Services
  - Learning Center
  - Testing Center
- Finances
  - Tuition and Fees
  - Student Financial Aid Participation
- High School Recruitment
  - High School Engagement Activities
  - High School to SouthArk
- Inclusion
  - Cultural Enrichment Events
  - Inclusion Training for Faculty and Staff
  - Student Diversity
  - Faculty and Staff Diversity

#### **4. Team (presented in March)**

This ENDS considers the faculty and staff experience by demonstrating how the college has created a productive, respectful, and caring work environment. SouthArk builds and supports its team through professional development and growth opportunities.

- Employee Professional Development
- Employee Satisfaction
- Employee Retention
- Employee Recognition

#### **5. Year-End Review (presented in May)**

This ENDS seeks to monitor SouthArk's overall initiatives related to innovative practices, improvements, and changes to achieve the desired college outcomes. ENDS 5 will consist of a year-end summary of ENDS 1-4 for strategic initiative tracking and evaluation.

#### **6. Mission Statement (presented in May)**