

**Frank Phillips College
FY23-24 State of the College**

Mission Statement: Frank Phillips College is a comprehensive two-year, community-based educational organization committed to providing high-quality learning experiences and services.

1. Goals and Objectives: Achieving Sustainability and Growth through Relevancy

a. Growth and Retention

- i. Increase headcount/contact hour enrollment by 2%.
Head count for the fiscal year increased 8% from 1,951 to 2,111.
Credit hour for the fiscal year increased 5%.
- ii. Increase dual credit headcount/contact enrollment by 2%.
Headcount for the fiscal year increased 44%.
Credit hour enrollment increased 48%
- iii. Increase continuing education headcount/contact hour enrollment by 2%.
Headcount decreased by 4% but contact hours increased by 37%.

b. Dalhart Rahl Campus

- i. Increase headcount/contact hour enrollment by 3%.
F2F: -17.4%; -24.9% S2S: -44.1%; -47.1%
The Rahl Campus saw a decrease in traditional students in the Spring of 2024 due to many of the students switching to dual credit only. We also were faced with other factors (weather and technology) which impacted traditional enrollment for the spring semester. The Rahl Campus staff is working diligently to recruit more traditional students.
- ii. Increase dual credit headcount/contact enrollment by 5%.
Rahl Campus increased dual credit enrollment/headcount significantly which went from 144 students to 215 students. This was largely due to the collaboration with Hartley ISD for the P-TECH program. 23-24 was their first year to participate in P=TECH. Contact hours also increased significantly due to each student in Hartley enrolling in multiple courses each semester. The Rahl Campus excelled in this area of growth and anticipate further growth for the 24-25 year.
- iii. Continue to increase continuing education headcount/contact hour enrollment by 5%.
The Rahl Campus increased continuing education as well as contact hours during the 23-24 school year. We offered CDL, Phlebotomy, TCOLE, CPR/First Aide, Bus Driving, ESL, Microsoft Excel, and GED courses. We also provided increased contact hours with our local business partners. The ESL (English for the workplace) courses were extremely successful and the enrollment throughout the year increased. The Rahl Campus had a 25% increase in CE courses and contact hours from the previous year so far and that increase does not include quarter four data as it will not be reported until the end of August.
- iv. Continue to emphasize Extended Education with local business and industry.
The Rahl Campus provides continuous Extended Education courses with our local industries: Hilmar, UP, TDCJ, JBS, Dallam Hartley Counties Hospital District, Agrivision, and the City of Dalhart. The Rahl Campus will continue to serve our communities with Extended Education training. We provide businesses with no cost space for their meetings as requested. We also became an authorized TCEQ testing facility which helps our local industry partners to be able to complete their certification test locally.

- v. Continue to strengthen community alliances through business leadership meetings and EDC partnerships.

The Rahll Campus will continue to work with local businesses and attend leadership meetings. FPC has played a key role in the EDC for the 23-24 school year and hosted business leaders' meetings on campus throughout the year. Rahll Campus staff has been active in business meetings and worked to meet with additional businesses within the community.

- vi. Develop and maintain new workforce programs and seek resources to begin the process of adding a new workforce facility on the Rahll Campus.

The Rahll Campus added Diesel Mechanics this year on a limited basis and will offer the full basic/advanced classes this upcoming year. There were 11 students enrolled in the courses. Mr. and Mrs. Rahll donated funds to construct a new workforce training facility. The construction is underway and will be completed early fall. This training facility will not only house the diesel mechanics classes but will also be used for indoor CDL skills training when there is inclement weather. The CDL equipment will also be serviced in the new facility. A HDJT grant has been submitted for approval to purchase equipment. Additionally, the Rahll Campus has been approved to offer both EMT and CNA in the fall.

- vii. Continue to increase student involvement and student support systems with the Rahll Campus

The Rahll Campus held events this year and highlighted various programs throughout the year in support of our students. Began procedures to provide more direct academic and personal support to our students through emails, phone calls, and in person meetings. This helped with overall success and helped students to feel supported by FPC. We held a back-to-school breakfast, community cookout for National Cheeseburger Day, Halloween Reading event, Community Thanksgiving, Christmas activities on campus, Valentine's Day event for students, participated with local high schools for their homecoming activities, held a day for all graduates to receive graduation baskets as well as take pictures for graduation addition. The Rahll Campus participated in the XIT Parade.

c. Perryton Allen Campus

- i. Increase headcount/contact hour enrollment by 2%.
F2F: 22.1%; 13.9% S2S: 16.5%; 25.6%

- 1) Consistent outreach to the different area high schools and through community events to spread the word on what programs FPC has to offer at the Allen Campus.

Distribute flyers in town and in Canadian, Booker, Darrouzett, Follett, Balko, and Spearman as well as attend community events for recruiting.

October 4, 2023 – College Fair at Perryton High School

October 10, 2023 – Bridge Builders Luncheon (Panhandle Community Services)

October 11, 2023 – Follett High School Tour of FPC Facilities and Programs

November 9, 2023 – Ludi Martin Alternative Education Center School Tour of FPC Facilities and Programs

January 31, 2024 – Pre-Enrollment for 24-25 at Perryton High School

February 1, 2024 – Parent Pre-Enrollment Meetings at Perryton HS

February 6, 2024 – Visited Follett HS

February 8, 2024 – Visited Ludi Martin Pena AEC

February 13, 2024 – Visited Booker
February 13, 2024 – Visited Darrouzett
March 25, 2024 – Visited Perryton HS for program for Pre-Nursing
May 1, 2024 – Lipscomb County Senior Skip Day Program
May 13, 2024 – NPGCD Water Festival
June/July – Kid's College on Campus
July 17, 2024 – KFDA Summer Celebration in Perryton
August 24, 2024 – Wheatheart of the Nation Celebration Parade

- 2) Advertise offerings sooner to potential students by getting schedules developed earlier and starting registration in a more organized fashion each term.
Due to the dependency upon when schedules are posted, the timeframe to advertise was not conducive to achieve this goal.

ii. Increase dual credit headcount/contact enrollment by 5%.
F2F: 67%; 22.1% S2S: 81%; 50.2%

- 1) Consistent outreach to the different area high schools and through community events to spread the word on what programs FPC has to offer at the Allen Campus.
Recruiting visits, Follett campus tour, Ludi Martin Education Center tour, Perryton Parade, College Day at Perryton High School, distribute flyers in town and in Canadian, Booker, Darrouzett, Follett, Balko, and Spearman.
- 2) Additional facilities and program offerings implemented in 23-24 (Diesel Mechanics and Welding).
Fall 2023 – 34 Welding students and 5 Diesel students.
Spring 2024 – 32 Welding students and 4 Diesel students.
FAST eligibility and dual credit tuition rate had a positive impact on the number of dual credit students.
- 3) P-Tech Pathways with Perryton ISD will implement in 23-24 which will bring additional students in Pre-Nursing, Welding, and Education Pathways.
2023-2024 P-Tech cohort included 11 Perryton High School students.
2024-2025 P-Tech cohort includes 13 Perryton High School students.

iii. Increase continuing education contact hour enrollment for by 5% in 2023-2024.
Increase of 29% from 22-23 to 23-24 including all CE quarters

- 1) CDL, Bus Driving, CNA, Phlebotomy, Oilfield Safety, and TCOLE will help increase enrollment.
22-23 CDL: 58 CDL, 10 Bus, 13 Hazmat; 23-24 (only includes thru June 24): 55 CDL, 14 Bus, 20 Hazmat, 1 Restriction 23-24: 58 CDL, 22 Bus, 20 Hazmat, 1 Restriction
22-23 TCOLE offered 3 classes in Perryton; 23-24 TCOLE offered 7 classes in Perryton.
22-23 CNA – 0 offerings; 23-24 CNA – 6 students
Located and hired Phlebotomy Instructor – August 2024; classes will start in October of 2024.

- 2) More advanced planning and preparation to get marketing materials to surrounding communities.
Our marketing has been more strategic in 23-24. Our presence on social media is more consistent; we utilize free publicity in the newspaper and on the radio stations when we are able; we have put in the work to get materials to areas surrounding Perryton in 23-24.

- iv. Open the Perryton Workforce Development Center by filling all positions and working through the transition to offer CDL, Diesel Mechanics, and Welding Programs.
Successfully opened the Perryton Workforce Development Center in August of 2023 with a full staff; Hosted the Grand Opening for the Public in October of 2023; Hosted Welding Build-Off at facility in May of 2024; continue to host the public in the facility – Jennie June Club in February of 2024 and CTE and school tours in 23-24 to facility.
- v. Continue to improve facilities by following the maintenance and repair priorities and scheduled activities that address maintenance and repair needs for all Perryton facilities.
We successfully followed our maintenance and repair schedule in 23-24 by completing the following tasks: painted the entire interior of the workforce facility, shop light and shop fan upgrades in the diesel shop, new air system in the diesel shop, beautification projects at each campus for the summer, painting at the Allen Campus (Office 102, Conference Center kitchen, breakroom) and had several drywall repairs done around campus (Room 112, Conference Center).
- vi. Identify student financial needs and help provide resources such as an “adopt a student” program to students affected by the June 15th tornado.
It was a struggle to identify students that needed help after the tornado in Perryton. Students were hesitant to identify as being a “victim” of the disaster due to both pride and fear. We were able to help students with their needs (through local organizations and scholarships) after the tornado but not in the organized fashion we had planned.
- vii. Continue to develop and promote student activities that encourage and build community amongst students and in the community.
 - 1) August-Welcome Back First Treats, September-National Coffee Day, October-National Chocolate Day, November-Community Thanksgiving Meal, December-Christmas Desserts, January-National Pie Day, February-Valentines Day, March-National Taco Day, April-National Pigs in a Blanket Day, May-Graduation Baskets, Wheatheart of the Nation Parade August 2023, Pathways Fundraiser March 2024.
Student activities on campus in 23-24: September-National Coffee Day, October-National Chocolate Day and Pumpkin Painting Contest, November-Student Thanksgiving Meal, December-Faculty Snack Bags, February-Valentines Day, March-Perryton Pathways Auction and Fundraiser, April-National Pigs in a Blanket Day, May-Graduation Baskets, donuts, burritos, and outreach to students throughout the year, student help at FPC event (grand opening, fundraiser, water festival).

Student/Community Involvement in 23-24: FYIS/Learning Framework classes community service projects and community service hours, water festival, welding build off, Wheatheart of the Nation Parade and Block Party, KFDA Summer Celebration, community club programs (Rotary, Lions, Jennie Junes, Coffee Break Program).

d. Dual-credit opportunities in area high schools

- i. Hold Counselors' workshop to align degree plans with pathways in lieu of the annual roundtable meeting. A meeting was scheduled but no one attended, so information about the FAST program to the counselors. Kamron visited the counselors in person to make sure they understood the process.
- ii. Provide timely and comprehensive training on Brightspace and Anthology to all dual-credit faculty and facilitators. Training was provided to faculty and facilitators who are using Brightspace and Anthology at Fall in-service and before the Fall 2024 fall semester.
- iii. Promote Spanish and humanities courses. Spanish was promoted and Canadian students took the course. Several sections of Humanities were added for dual credit students.
- iv. Attend at least three college nights and include representatives from academic and workforce programs. We did not meet this goal. We did attend parent nights at Gruver, Dalhart, Channing, Hartley, and Perryton, but we did not take any representatives with us. We will keep trying to get into the high schools, who generally don't invite us, and our director will help plan the nights at each high school.
- v. Actively recruit by participating in college fairs at high schools within our service area and coordinate attendance with program directors.
Pampa (I&E);
Stinnett (Kamron, Cosmetology and Barber, Welding);
Panhandle (Kamron);
Amarillo Academy (Kamron);
Wildorado (Kamron and Kaisha, the counselor);
Berger (Kamron, Financial Aid, Welding, Nursing, and I&E).

e. Workforce & Career and Technical Education programs

i. Welding

- 1) Recruit highly qualified instructors to replace two outgoing instructors for Basic Welding and CAD classes. The college has two instructors and is hiring another part-time instructor to meet the growing needs of the program.
- 2) Develop new CAD class after industry recommendations. Did not meet this goal. Included as a goal for 2024-25.
- 3) Successfully complete expansion project with installation and implementation of new equipment and booths. We successfully completed the implementation.
- 4) Allen Campus – Recruit a highly qualified full-time instructor and fill equipment needs to get the new program up and running. The program is up and running.
- 5) Rahll Campus – Continue to refine program with input from Advisory committee. The Rahll Campus provost and the welding instructor have met with local industries and the advisory board to discuss specific needs. Our communities have an increasing need for sanitary pipe and sanitary stainless welding training. Dairies, cheese factories, DHCHD, and local municipalities require sanitary certifications for food-grade welding needs. The Rahll Campus is now including this training in our course sequence to meet those needs.

ii. Cosmetology

- 1) Obtain a pass rate of 100% on cosmetology and barber state exams and increase the percentage of students sitting for the exams by 10%.

Note: The year is not over, and most students take their tests during the summer. I will update the results in the fall when the variable is not as strong. In the past, we have not counted students who do not pass the written part of the test because TDLR does not count them if the students don't take both the written and the practical. However, a student cannot take the practical without passing the written test. According to TDLR, we have a high pass rate, but we are interested in tracking it starting with the written so that we know how the students are doing.

Barber

2022-2023, 80% of students completing Barber took the exam.

2023-2024, TBD% have taken the exam so far.

2022-2023 Pass rate: 75% (6 of 8); 86% (6 of 7) passed both parts and got their license.

Information is not available on TDLR site at this time.

Cosmetology Perryton

2022-2023 50% of students completing took the exam.

2022-2023 Pass rate: 54% (18 of 33); 93% (14 of 15) passed both parts and got their license.

2023-2024 Pass rate: 83% (1); 83% (5 of 6) passed both parts and got their license. *As of July 2, 2024

Cosmetology Borger

2022-2023 73% of students completing took the exam.

2023-2024 100% have taken exam.

2022-2023 Pass rate: 66%; 100% passed both parts and got their license.

23-24 Pass rate: 100% passed both parts

- 2) Increase enrollment in Perryton by employing a second full-time instructor to teach dual credit courses. We added a second instructor and may need to add a third (if space will allow the growth).
- 3) Upgrade office space in Borger to allow visibility between instructors and students. The space was upgraded this summer.

iii. Industrial Education

- 1) Recruit students with the goal of returning to pre-Covid enrollment numbers. Traditional student enrollment remains below pre-Covid enrollment. Dual credit continues to grow and may present a challenge moving forward. There is only 1 dual credit instructor available, and this limits the number of seats to 25.
- 2) Research programs related to Industrial Maintenance that might be of value to industry partners and students which would include a variety of course work and certifications possibly including small crane, forklift, CPR, electrical and small engine maintenance, and repair. Currently we have only instituted tube bending into the I&E courses. Continuing to look for opportunities to add third party credentials valued by industry partners.

- 3) Work to revamp Electrical Program to reflect industry needs now that a full-time instructor has been hired to include panel wiring and actuator training. Ongoing. Travis is doing a great job and the addition of the new panel wiring trainer is serving valuable.
- 4) Continue to improve Internship Program by working with business and industry partners to create increased and meaningful experiences. Ongoing, we have still not returned to pre-Covid opportunities.
- 5) Investigate opportunities to add safety training opportunities within Industrial Programs now that both are housed in CAI. Ongoing. We are planning on integrating the tube bending class that safety teaches into the instrumentation classes. I am hoping to incorporate additional training opportunities like forklift and possibly safety essentials as part of the capstone class.
- 6) Continue purposeful focus on the primary credentials (Instrumentation, Electrical, Industrial Maintenance, and Process Technology) we are awarding and meeting the needs of employers in our service area. Ongoing. Increased emphasis on the organization of advisory committees.

iv. Agriculture

- 1) Hire a full-time faculty Director of Agricultural Instruction to recruit, teach, maintain current operations, and build the ag program. We have hired Mary Minchew. She is already working on MOUs for transfer with WTAMU, Texas Tech, OPSU, and Tarleton.
- 2) Recruit 15 – 20 students for Fall '24. The Director of Agriculture Education is actively attending state and regional stock shows to recruit future students.

v. RNEC

- 1) Hire new director for RNEC/LVN program. Mary Blackwell was hired as the program director.
- 2) Achieve a 100% pass rate for the LVN students and a 10% improvement in retention compared to the 2022-2023 class. As of June the pass rate was 100%, but some students still need to sit for the exam. Our retention rate for 2022-2023 was 46% and increased to 74.5% in 2023-2024.
- 3) Work with hospitals and other clinical sites to improve retention in the LVN class (10%). We spoke with all of the hospital administrators and have seen some improvements in Hereford that AC helped achieve.
- 4) Revise orientation to include student services available to all students. We did some revision but will implement full-scale revisions as part of the last year of the QEP.
- 5) Provide skilled tutors at Perryton, Dalhart, and Borger campuses. We provided a highly skilled tutor (who just passed her Nurse Practitioner exam) at all five sites but did not have good participation. We are changing the day and time she will tutor so that students do not have to try to interact outside of the time they are in the program.

vi. Safety Training

- 1) Transition from ARSC to HASC, including moving from T3 operating system to Omnicouncil.
Completed. Discontinued utilizing T3 system effective May 31st.
- 2) Secure grant opportunities to expand safety training opportunities, including Texas Mutual Grants and Susan Harwood Training Grant Program.
Grant opportunities related to Safety have proven difficult to secure. The college was unsuccessful in obtaining these grant opportunities.
- 3) Expand Safety Training Center Owner/Operator customer base utilizing Safety Essentials for employees and contractors to include Tokai Carbon and Nutrien.
Ongoing. Safety Director and Trainer continue to look for new training opportunities with our owner/operator sites.
- 4) Recruit highly skilled instructors to assist in new and expanded training opportunities.
Ongoing. Currently speaking to Steve Lines as a possible additional dual credit instructor. Jonathan Martinez has shown some interest in possibly coming onboard as an instructor if we are able to meet his salary requirements.
- 5) Increase revenue by at least 22% for the 2023-2024 fiscal year resulting in more than \$500k in total revenue and an additional \$150,000.00.
Revenue from the Safety Center totaled \$429,486 for FY23-24, or about \$70,000 below the goal. This is due to not having our transition to HASC fully implemented prior to the start of the P66 turnaround and some industries sending notices to contractors to go directly through HASC instead of thru FPC safety center. The Safety Center is coordinating with area industry to utilize FPC. In addition, a large number of contractors showed up with the majority of their training needs already met.

f. Community Education

- i. Develop at least five new classes based on community feedback. (Computer, art, Office, etc.).
We have offered QuickBooks, several art classes, and a number of community engagement type classes. Having pivoted from business/productivity classes to fun/creativity classes, we have seen success that we will be able to build on moving forward.
- ii. Increase kids' camp by 25% over 2022-2023 academic year by offering additional "young adult" targeted classes like archery, Babysitter CPR/FA, and forensics summer opportunities.
The total number of kids attending camp in the summer of 2024 was 236 which was a 300% increase over the number in 2023 which was only 77.
- iii. Continue to recruit students in the CDL program for the Borger campus with a goal of 10 students per class every five weeks.
Borger CDL continues to have challenges with recruiting students. The classes are typically 2-4 organic students. The number of students from Windstream continues to increase and the college is increasing its efforts to advertise and promote the program.

- iv. Monitor passing rates of CDL program completers with a goal of 90% first time passing with examiners. **This goal was met. 28/31 = 90%.**
Borger Campus now has 3 examiners.
- v. Participate in monthly meetings with coordinators and administrators at Dalhart and Perryton campuses to share CE opportunities and information.
All campuses are working closely together on a daily basis to help make positive changes to the program.
- vi. Complete the objectives of the redesign of TCOLE and increase offerings at all three campuses.
The FPC TCOLE Department was redesigned over 23-24 to include FPC representatives from all three campuses. Each campus representative built relationships with the local law enforcement departments to identify potential instructors, determine training needs, and get classes scheduled.
22-23 TCOLE reported classes – 12 classes.
23-24 (includes through June) TCOLE reported classes – 22 classes

Though not a goal for the 2023-2024 academic year, we are offering Basic EMT, followed by Advanced EMT in the fall and spring. We are also talking to Anna Howard about her paramedic classes and believe we can partner with her to offer the program.

g. Academic Affairs

- i. Fully implement the PATHWAYS for STEM, humanities, business, engineering, education, cosmetology, agriculture, welding, nursing/allied health, and I&E programs. Update website and catalog with new pathways. **The website and catalog has been updated to reflect the new pathways.**
- ii. Begin for the preparation of the five-year review for SACSCOC due 9/1/2025. **We have begun preparation and have several people attending the Summer and Winter conferences.**
- iii. Engage faculty in professional development with the Gardner Foundation. **We have engaged in professional development and will continue to work on our initiative this summer. We have another great opportunity to work with the Foundation in an initiative for transformation in higher education.**

h. Maximizing Performance Funding Opportunities

- i. Provide professional development to faculty through the John N. Gardner Foundation to increase completers. **This has been ongoing.**
- ii. Complete all Pathways through dissemination of information on the college website and in meetings with dual credit counselors. **The Pathways program was fully implemented.**
- iii. Educate all faculty about the funding model and support faculty in achieving academic success, primarily through completion of milestones that offer success funding, such as 15 hours of completion for dual credit students. **We have spoken about the funding model multiple times and will continue to discuss how we maintain our current state that led to higher funding.**

- iv. Educate stakeholders in performance-based funding to garner the level of support needed to implement the achievement goals that result in an increase in completers. Staff are the primary stakeholders and have been educated. The Board of Regents has also had some professional development.
- v. Increase each academic funding measurement by 2%.
FY23-24 was the first year with the new funding formula. It will be our benchmark, and this will be a goal starting in FY24-25. FY24-25 funding increased by 28% or \$1.64 million over FY23-24.

2. Educational Programs Goals and Objectives: Increase Curriculum Offerings

- a. Implement the English Submersion program for students who are struggling with English proficiency. This has been implemented and we will continue to move students into the program, particularly international students who are close but not quite at the TOEFL level we require.
- b. Implement the diesel mechanic program at the Allen Campus. The diesel mechanic programs have been implemented in Perryton and Dalhart.
- c. Continue working on the Dalhart prison classes with Christy Dovel. The TDCJ advisory board approved the program. A meeting with Windham ISD is scheduled for November 5 to discuss the program. We are working with the prison and awaiting their MOU in order to begin the substantive change with SACSCOC.

3. Financial Goals and Objectives: Achieve and Maintain Financial Stability

- a. Adhere to the 2023-24 adopted budget.

The college goal of a \$1.1 million surplus was exceeded as the college ended the year with a surplus of almost \$1.5 million.

- i. Board sub-committee to meet quarterly with new goals at each meeting. This goal was not met. Met in November to reformat monthly financial reports. The sub-committee started meeting in June for Budget preparation.
 - ii. Department review for program financial viability.
The college looks forward to achieving this goal with the implementation of Power BI which will enhance the ability to review program financial viability.
 - iii. Increased use of ERP system to stay within budget. The staff has received additional training to better utilize budgeting data within the Anthology system. Specific analyses have also been provided to Directors as requested to assist in planning and forecasting.
- b. Each new program or initiative will have a financial pro forma statement as a guided path.
 - i. Present profit and loss schedules for new programs, as well as grant activity. The two programs approved this year were the Emergency Technician Program and the Dalhart Prison Education Program. Due to the nature of the programs, financial pro forma statements were not prepared.
 - c. Seek to maximize grant funding opportunities and grant partnerships. The college has continued to successfully seek out grant funding opportunities and partnerships including with the Amarillo Area Foundation, Borger EDC, Texas Workforce Commission, THECB, Dalhart EDC, and Perryton EDC.
 - d. Reduce annual accounts receivable by at least 10%. This goal was not met. Accounts receivable has increased by 11% (as of 7/2/24). However, the Business Office is currently working toward implementing a new student payment plan system that will automate the process and improve efficiencies, which will in turn reduce A/R.

4. Facilities Goals and Objectives: Improve and Maintain the Physical Plant

- a. Exercise stewardship over the physical plant by preserving its functionality and its aesthetic appearance and by maximizing its longevity:
 - i. Continue full inspection of all property at least annually to maintain a 5-yr revolving Facilities Management Plan. The facilities improvement and management plan is included in the long-range capital asset plan.
- b. Maximize economic lifetime of the capital facility.
 - i. Window replacement for the CLC Building. This will be completed with the roofing project by the end of October.
 - ii. Continue to work with auction company to free up capital for new purchases.
- c. Complete plan for ADA compliance per OCR audit. All ADA requirements have been met.
- d. Prepare a long-range capital asset acquisition and improvement plan. The long-range plan was prepared in October 2023 and is updated annually.

5. Internal Activities Goals and Objectives: Promote Programs that Contribute to Student and Institutional Success

- a. Create and promote a strong professional development plan.
 - i. Create an environment for employees to enhance workplace skills and develop leadership skills.
Dr. Bill Holda provided leadership training for faculty and staff.

We are currently planning to implement a professional development opportunity using Vector Solutions. We will create a Brightspace class for all employees so that they have access to courses and also take required training. We will allow anyone to add appropriate training into the portal (such as how to create an eReq or submit time off).
 - ii. Provide opportunities for employees to expand professional networks. We have participated in several initiatives that have provided these opportunities for employees including John Gardner Institute, Talent Strong Texas Pathways Institute (TACC), Texas Success Center Leadership Academy (TACC), SACSCOC Conference, and Anthology Conference.
- b. Utilize marketing strategies to increase relevancy.
 - i. Optimize website homepage and landing pages for high engagement. Tori Tripp has updated the homepage and several of the landing pages of the website. This is an ongoing process to maintain relevancy.
 - ii. Continue to grow social presence online through targeted campaigns. The marketing department as well as individual departments have continued to grow the social media presence of the college. This is an ongoing process.

6. External Goals and Objectives: Promote the visibility and Advancement of the College

- a. Pursue partnerships with area businesses through extended education and grant opportunities.
Coordinated with the Borger Chamber of Commerce to start the "Lunch and Learn" series.
Facilitated the arrangement between Borger Inc. and 828 Sports Ventures regarding a possible sports complex.
- b. Continue to pursue partnerships with area universities and area ISDs.
Met with area ISD administrators regarding expanding workforce opportunities.

- c. Participate in regional and state opportunities such as PC3+WTAMU, P16, various rural initiatives, CCATT, etc.

All TACC legislative and quarterly meetings are regularly attended to advocate funding and other priorities for the college.

- d. Continue periodic articles regarding positive attributes of FPC.

This is an ongoing goal and is accomplished each year.

- e. Continue to host community events, town halls, etc.

The college held several events related to the 75th anniversary. Some of the events are planned to become annual.

- f. Acquire Senator Ted Cruz or similar quality speaker for Spring 2024 commencement.

The college was honored to have State Senator Kevin Sparks speak at the 2024 commencement. Plans are to have our state representative speak in 2025.

7. Athletic Department Goals

- a. 100% of athletes are expected to complete sufficient course work to graduate or transfer. To my knowledge all sophomores of each program that were on scholarship passed and graduated and are moving on to their next institution.

- b. The athletic teams will perform community service on at least a monthly basis as requested by community organizations. Community service was good & active with each program. The Lunch Buddy program was created in which some of the sports programs went over to Borger Middle School and assisted teachers at lunch time and recess. This year we will be reaching out to Fritch and Stinett as well to see if they would like to join. Each sport did a share of community service, especially in their off season. Our athletes also did a great job of going over to Borger High School and supporting their athletic programs.

- c. Each team should achieve post season eligibility. Two out of six sports participated in post season play (Softball & Rodeo). Men's basketball had an interim head coach due to their previous coach resigning and had a trying season. Women's Basketball had the first winning season in six years finishing 5th and missed post season by 2 games. Baseball finished 8th in the conference and only the top four teams can participate in post season. Volleyball also missed post season finishing 7th in conference while also needing to finish in the top four.