South Dakota Board of
Technical Education

Developing Priorities with Intention

☐ Establish system-level **benchmarks** and **goals**.

☐ Develop a **shared language** among institutions.

☐ Strengthen **advocacy** and **engagement** with policymakers.

☐ Align **board** and **institutional** goals.

☐ Encourage institutions to develop **enrollment** and **completion models**.

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STRATEGIC**PRIORITIES**

Timeline and Milestones

INTRODUCTION
Board Retreat
June 2023

DEVELOPMENT
Campus Leaders
July-October 2023

DEVELOPMENT
Campus Leaders
July-October 2023

PRESIDENTS MEETINGS
BOTE staff met with the Presidents in **July** and **August** to continue the conversation around strategic priorities.

INSTITUTIONAL EFFECTIVENESS TASK FORCE
The task force has identified metrics attached to each priority. The metrics will be used to track progress.

CAMPUS VISITS
Half-day sessions were hosted on each campus.
- September 18 // LATC
- September 26 // MTC
- September 27 // STC
- October 3 // WDTC

Timeline and Milestones

INTRODUCTION	DEVELOPMENT	APPROVAL
Board Retreat June 2023	Campus Leaders July-October 2023	Board Meeting December 2023

At today's meeting, the board is asked to consider a **strategic priorities document** including the following components for each priority.

SUMMARY
Provides additional context and clearly articulates the intention.

GOAL
Includes a data point and timeline, should also be system-level and measurable.

METRICS
While the list of metrics is not finalized, the use of metrics to track progress toward our goals is acknowledged. The work of the Institutional Effectiveness Task Force to recommend primary and secondary metrics for each priority is ongoing.

Timeline and Milestones

INTRODUCTION	DEVELOPMENT	APPROVAL	IMPLEMENTATION
Board Retreat	Campus Leaders	Board Meeting	System/Institutions
June 2023	July-October 2023	December 2023	2024-2030

Attainment
Affordability
Alignment

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ATTAINMENT**PRIORITY**

Increasing the number of South Dakotans who **attain high-quality** post secondary credentials.

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ATTAINMENT**GOAL**

Produce **3,000** credential completers per year by 2030.

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Determining the Current Baseline

2,440

is the average number of unique graduates produced by the system each year between 2019 and 2023.

This includes a high of **2,598** graduates in 2023 and a low of **2,274** in 2022.

	2019	2020	2021	2022	2023	Average
LATC	797	825	845	774	883	825
MTC	484	430	488	464	524	478
STC	785	810	795	708	803	780
WDTC	329	356	386	328	388	357
Total	**2,395**	**2,420**	**2,514**	**2,274**	**2,598**	**2,440**

Note 2023 graduate numbers are projections provided by the institutions.

Source Graduate Outcomes Reports (2020-2022), Graduate Projections (2023)
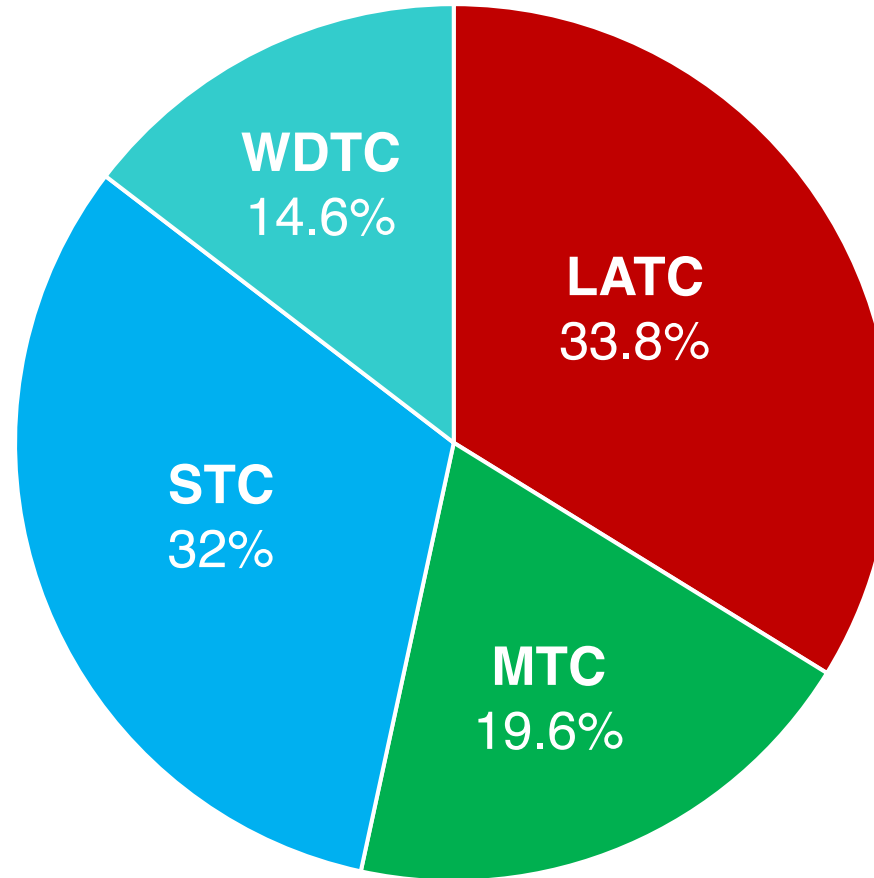
Determining the Current Baseline

2,440

is the average number of unique graduates produced by the system each year between 2019 and 2023.

On average, LATC produced **33.8%** of graduates, MTC produced **19.6%**, STC produced **32%**, and WDTC produced **14.6%**.

Pie chart:
- WDTC 14.6%
- LATC 33.8%
- MTC 19.6%
- STC 32%

Considering the Current Pace of Growth

2,760

is the number of unique graduates the system is on-track to produce each year by 2030, based on average annual growth rates between 2019 and 2023.

	Current	2024	2025	2026	2027	2028	2029	2030
LATC	825	846	868	891	913	937	961	986
MTC	478	491	505	519	533	548	563	579
STC	780	782	784	786	788	790	792	794
WDTC	357	363	369	375	382	388	395	401
Total	**2,440**	**2,483**	**2,526**	**2,571**	**2,616**	**2,663**	**2,711**	**2,760**

Note The average annual growth rate for LATC is 2.58%/year, for MTC it is 2.78%/year, for STC it is .25%/year, and for WDTC it is 1.68%/year. Each institution's current growth rates are applied above.

Source Graduate Outcomes Reports (2020-2022), Graduate Projections (2023)

Setting an End of the Decade Goal

The graph below applies the **current annual growth rate** to the number of graduate's produced by each institution each year. Based on the **current trajectory**, the system is on-track to produce approximately **2,760** graduates per year by 2030.
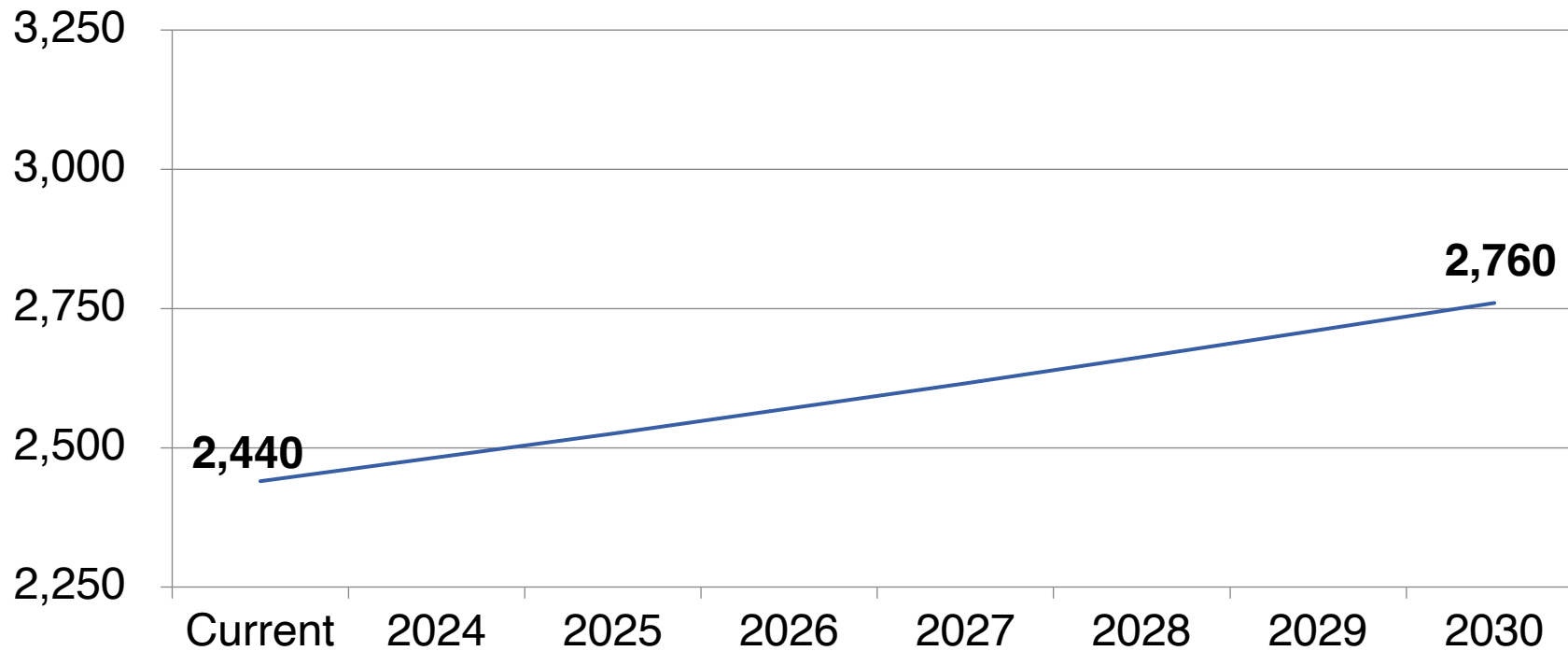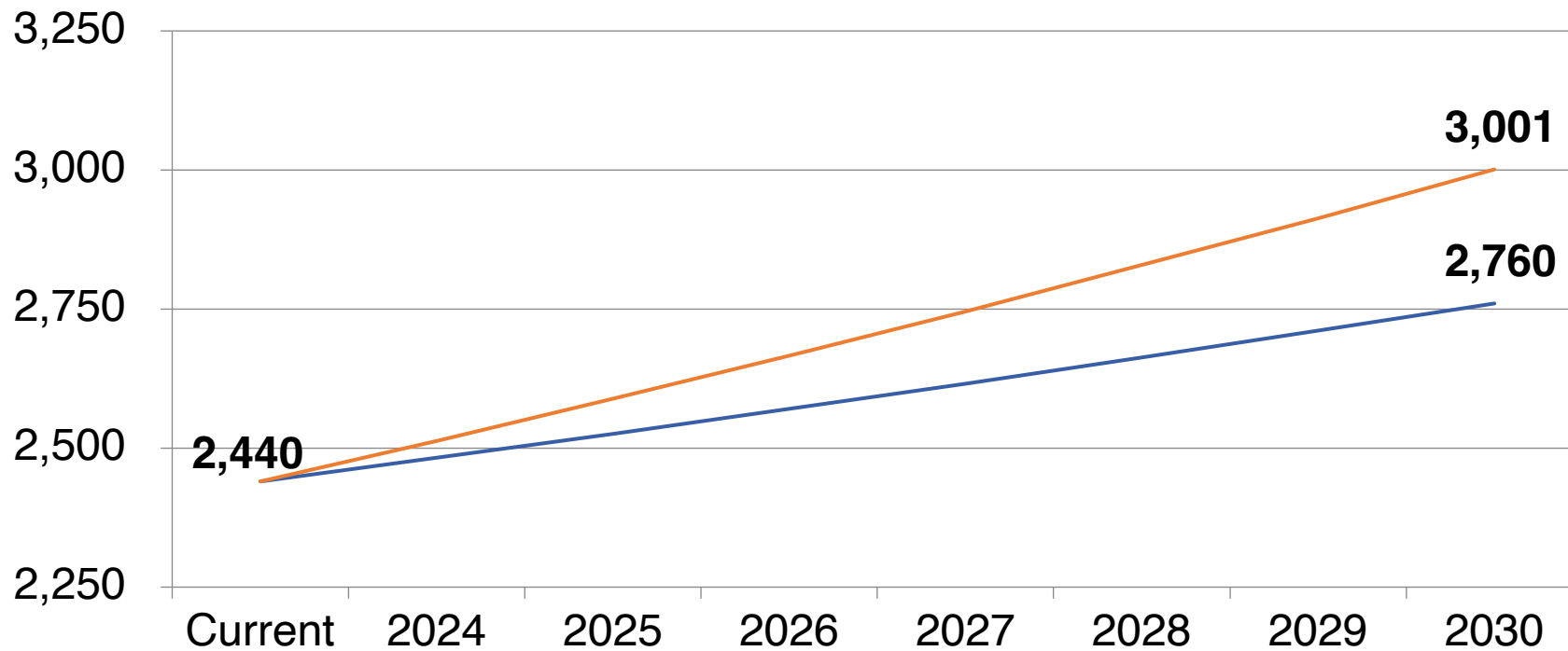

Source Graduate Outcomes Reports (2020-2022), Graduate Projections (2023)

Setting an End of the Decade Goal

The graph below applies a **three percent annual growth rate** to the number of graduate's produced by each institution each year. Based on the **goal trajectory**, the system would produce approximately **3,000** graduates per year by 2030.

Source Graduate Outcomes Reports (2020-2022), Graduate Projections (2023)

Setting an End of the Decade Goal

3,001

is the number of unique graduates the system aims to produce each year by 2030.

Achieving the goal would require a **three percent** average annual growth rate.

	Current	2024	2025	2026	2027	2028	2029	2030
LATC	825	850	875	901	929	956	985	1,015
MTC	478	492	507	522	538	554	571	588
STC	780	803	828	852	878	904	931	959
WDTC	357	368	379	390	402	414	426	439
Total	**2,440**	**2,513**	**2,589**	**2,666**	**2,746**	**2,829**	**2,913**	**3,001**

Source Graduate Outcomes Reports (2020-2022), Graduate Projections (2023)

AFFORDABILITYPRIORITY

Ensuring that technical education in South Dakota is **affordable** and offers a positive **return on investment**.

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AFFORDABILITYGOAL

Maintain a **5.0 or lower** cost to earnings premium for every AAS program in the system by 2030.

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Cost to Earnings Premium

Defining affordability is more complex than just considering the cost of a credential. Credentials have differing earning potential, which is better reflected in the price to earnings premium, based on an equation proposed by various public organizations and outlined below.

Proposed Equation

$$\frac{\text{Cost of a Credential}}{(\text{Post-Enrollment Earnings} - \text{Typical High School Graduate Salary in South Dakota})} = \text{Number of Years to Recoup the Cost of a Credential}$$

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Source Third Way, "How Could We Use a Price to Earnings Premium in Higher Ed" (retrieved 2023)

Cost to Earnings Premium

The equation below relies upon actual data from an existing academic program in the system. The median AAS salary is from actual graduates. The South Dakota high school diploma salary is a five-year average. Both salary numbers have been adjusted for inflation.

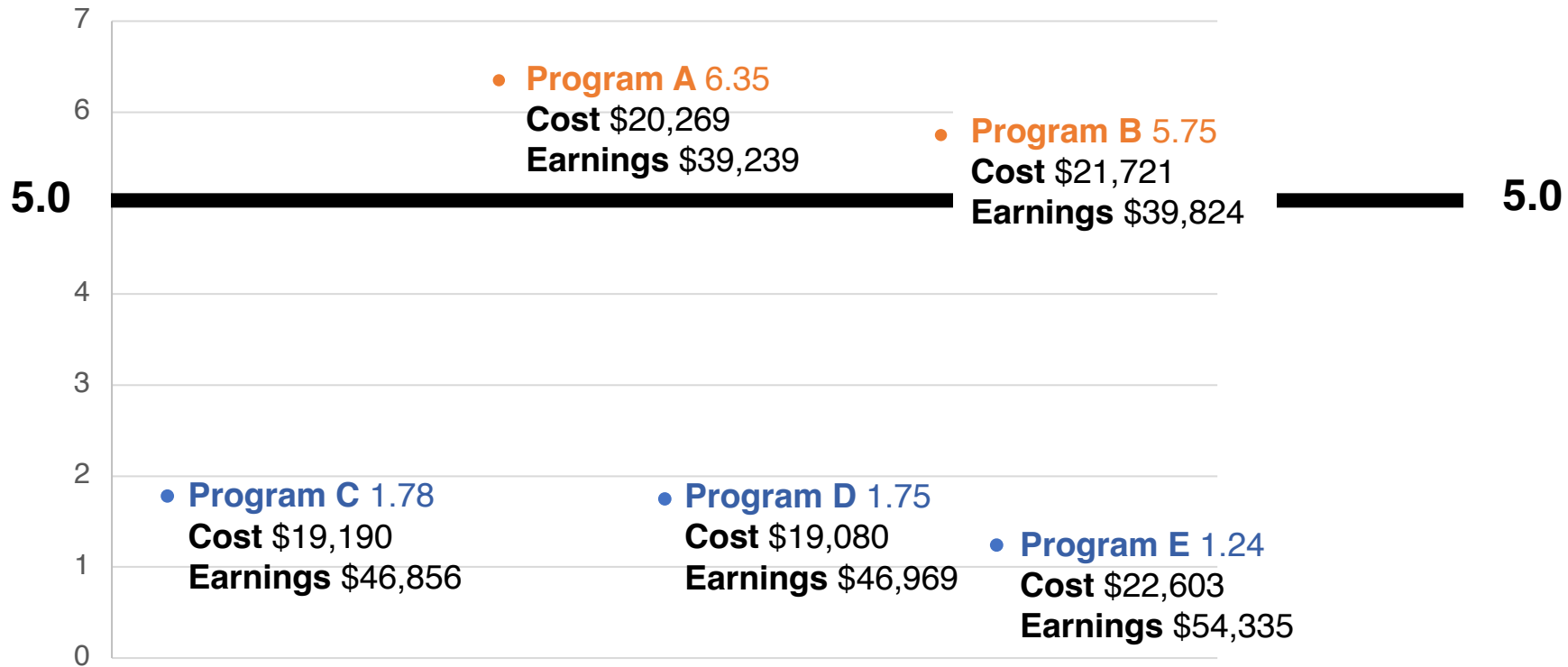$$\frac{\$18,569 \text{ (cost of AAS)}}{(\$48,507 - \$36,046) \text{ (AAS year five salary – high school diploma salary)}} = 1.49 \text{ years to recoup credential cost}$$

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Source Cost of Attendance Report (2023), U.S. Census Bureau, Post-Secondary Employment Outcomes

Cost to Earnings Premium

The matrix below plots five hypothetical AAS programs using the proposed Cost to Earnings Premium and the 5.0 threshold goal.

Program A 6.35
Cost $20,269
Earnings $39,239

Program B 5.75
Cost $21,721
Earnings $39,824

5.0 ━━━━━━━━━━━━━━━━━ **5.0**

Program C 1.78
Cost $19,190
Earnings $46,856

Program D 1.75
Cost $19,080
Earnings $46,969

Program E 1.24
Cost $22,603
Earnings $54,335

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Source Cost of Attendance Report (2023), U.S. Census Bureau, Post-Secondary Employment Outcomes

ALIGNMENTPRIORITY

Preparing learners and graduates for meaningful **employment** and **continued education** opportunities.

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Increase the year five
in-state placement rate to **75%** by 2030.

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History of Year Five In-State Employment

| 2001-2005 | | 2006-2010 | | 2011-2015 | |

70%

of 2001 to 2005 employed graduates were employed in the state five years after graduation.

LATC	75%
MTC	67%
STC	70%
WDTC	65%

72%

of 2006 to 2010 employed graduates were employed in the state five years after graduation.

LATC	77%
MTC	70%
STC	70%
WDTC	70%

71%

of 2011 to 2015 employed graduates were employed in the state five years after graduation.

LATC	73%
MTC	62%
STC	74%
WDTC	71%

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Source Postsecondary Employment Outcomes Initiatives, U.S. Census Bureau (retrieved June 2023)

STRATEGICPRIORITIES
Defining Metrics
Effort led by the Institutional Effectiveness Task Force

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Using Metrics to Track Progress

An important element of this multi-year effort is identifying a consistent set of metrics used to track our progress between 2024 and 2030. The **Institutional Effectiveness Task Force** is considering a long list of potential metrics and narrowing the potential list to a set of three to five **primary** and **supporting metrics** attached to each priority.

Primary Attainment Metric Number of Completers

	Metric	FY24 (Reported in FY25)			FY25 (Reported in FY26)		
		Target	Actual	Difference	Target	Actual	Difference
LATC	Number of Completers						
MTC							
STC							
WDTC							
System							

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Using Metrics to Track Progress

In addition to the **primary metric**, which will be more directly tied to the goal, a set of **supporting metrics** will also be identified. These will serve as indicators of our progress toward meeting the goal.

Supporting Attainment Metrics Enrollment Number, Retention Rate, and Completion Rate

		FY24 (Reported in FY25)			FY25 (Reported in FY26)		
	Metrics	**Target**	**Actual**	**Difference**	**Target**	**Actual**	**Difference**
LATC	Enrollment #						
	Retention Rate						
	Completion Rate						
System	Enrollment #						
	Retention Rate						
	Completion Rate						

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STRATEGIC PRIORITIES | 2024-2030

The South Dakota Board of Technical Education and the technical college system have affirmed strategic priorities centered around three pillars. The priorities and related goals are outlined below.

Priority 1

Attainment
Increasing the number of South Dakotans who attain high-quality postsecondary credentials.
Goal Produce **3,001** credential completers per year by 2030.

Priority 2

Affordability
Ensuring technical education in South Dakota is affordable and offers a positive return on investment.
Goal Maintain a **5.0 or lower** cost to earnings premium for every AAS program in the system by 2030.

Priority 3

Alignment
Preparing learners and graduates for meaningful employment and continued education opportunities.
Goal Increase the year five in-state placement rate to **75%** by 2030.

Metrics The system will track progress by defining primary and supporting metrics associated with each priority and providing annual updates on outcomes related to those metrics. The metrics are being considered and recommended by the Institutional Effectiveness Task Force.

Connectedness The three priorities are connected and the system must make progress in all three areas to ensure we continue to fulfill our mission of producing skilled professionals prepared to serve the people, industries and communities of South Dakota.

South Dakota Board of
Technical Education

This document was produced for the
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QUESTIONSORCOMMENTS

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