



Strategic Plan

Purpose:

Strategic planning is essential to the continuous improvement of an institution. Its main purposes are to identify and address major concerns; establish priorities in order to focus attention on the most important and urgent issues, and to make the wisest possible use of institutional resources.

The Institutional Advisory Board aided by students, faculty and administration approved its last Strategic Plan on 2020. This Plan was meant to guide the school's development from 2020 through 2023. During the ensuing years, the plan was reviewed and revised each year in accordance with the planning process. The majority of the objectives in the plan have been accomplished and it is now time to create a Strategic Plan to guide the school for the next three years.

Review of the 2020-2023 Strategic Plan.

Mission:

The purpose of the school is defined as a vehicle to educate, provide vocational and language training:

Mission

SABER College identifies as its primary responsibility the preparation of individuals in careers to become productive members of this society by helping them in their growth to attain their educational and career goals and their development of ethical responsibilities.

Educational Objectives

The objectives of SABER College are:

1. To encourage the student's intellectual pursuits and meet the healthcare, business and technology demands of the economy;
2. To prepare men and women for entry level positions in various career fields; and
3. To provide a highly qualified faculty and staff to meet the needs of the student body.

SABER College is a private, not-for profit school established to provide basic skills, language and vocational training in various high demand occupational areas. Founded in 1972 and under the same executive administration for the past 42 years, SABER, has attained a respectable track record in the training and employment of a large segment of our workforce.

The 2020-2023 Strategic Plan: Vision, Objectives and Strategies

Vision

With the sense of accomplishment derived from the achievements of the past three years, the school entered into a three year strategic planning process. This planning process took months of work between the faculty and administration. Feedback from students and employers in the area was sought and has become part of the new Plan.

At SABER College, we re-affirm our commitment to providing an effective and creditable learning environment through the highest standards in teaching and service, consistent with our mission. In achieving those standards in the context of offering diploma and degree granting programs, we offer rigorous and relevant instruction. Furthermore, to engage our students and prepare them for leadership in their chosen professions, we commit to high standards of appropriate and adequate use of technology and faculty experience.

Three (3) year Objectives

1. Further increase enrollments in degree programs
2. Add innovative degree granting academic programs and enhance the quality of existing ones.
3. Increase funding
4. Expand diverse modes of education delivery
5. Move the school forward from an associate granting college to a Bachelor's and Master's degree granting University.

Strategies

1. Increase Enrollments

- a. Include populations from backgrounds not traditionally associated with SABER, such as non-Hispanic.
- b. Maintain close relationships with hospitals, healthcare centers, physical therapy clinics and high schools in the area which can refer students to the school.
- c. Maintain close relationships with CareerSource One stop Centers and other community centers which can refer students.
- d. Develop programs of interest to the community which will meet the need of the community, including computer programs for those working from home.
New RN program will be offered 4-5 times per year and will cost in tuition, \$43050.00. It is projected to enroll up to 30 students per cohort.
- e. Apply to Bachelor's/Master's degree granting institution.

2. Add innovative degree granting academic programs and enhance the quality of existing ones.

- a. Periodic meetings with faculty and administration to discuss new programs of study that may be desirable to the public. Include feedback from students, faculty and employers.
- b. Develop programs to meet the needs of the business community
- c. Hire credentialed and experienced faculty to enhance quality of programs.
- d. In addition to RN program SABER has been instructed by the Advisory Committee and Board of Directors to apply to Bachelor and Master Program
- e. CNA program has been submitted for approval.

3. Increase Funding

- a. Develop new programs desirable to the public and the business community, which are eligible for Title IV such as RN, BSN, MSN and CNA.
- b. Continue to maintain a close relationship with funding sources, such as CareerSource and Vocational Rehab.
- c. Maintain a high quality of education to maintain established track record, to be able to compete for more available funds.
- d. Establish well developed online educational programs to attract that sector of the community that is unable to study using our traditional educational methods

4. Expand Diverse Modes of Education Delivery

- a. Have a close relationship with Institutional Advisory Committee to benefit from their business expertise
- b. Work with faculty, students and administrators to determine which existing and new programs should be offered at a distance
- c. Continue integration of technology into residential based on campus and virtual programming.

Strategies for Evaluating Progress toward Achieving Objectives:

1. Increase enrollments:

Review enrollments annually to measure and compare with previous enrollment thresholds of previous years.

2. New and enhanced academic programs:

Review annually what programs have been added or enhanced

3. Increase Funding

Review financials at end of each program year

4. Expand Diverse Modes of Education Delivery

Meet with IT Department to review new modes of educational delivery established by SABER

Based on the proposed plan it was projected that the school would be able to grow in enrollments while delivering quality education. The above plan is one that is both feasible and very productive. It is important to bear in mind that it is essential to maintain the very highest quality programs in order to be able to recruit outstanding students.

The 2023-2026 Strategic Plan: Vision, Objectives and Strategies

Vision

With the sense of accomplishment derived from the achievements of the past three years, the school will enter into a three year strategic planning process. This planning process took months of work between the faculty and administration. Feedback from students and employers in the area was sought and has become part of the new Plan.

At SABER College, we re-affirm our commitment to providing an effective and creditable learning environment through the highest standards in teaching and service, consistent with our mission. In achieving those standards in the context of offering diploma and degree granting programs, we offer rigorous and relevant instruction. Furthermore, to engage our students and prepare them for leadership in their chosen professions, we commit to high standards of appropriate and adequate use of technology and faculty experience.

Three (3) year Objectives

1. Further increase enrollments programs
2. Add innovative academic programs and enhance the quality of existing ones.
3. Increase funding
4. Expand diverse modes of education delivery

Strategies

1. Increase Enrollments

- a. Include populations from backgrounds not traditionally associated with SABER, such as non-Hispanic.
- b. Maintain close relationships with hospitals, healthcare centers, physical therapy clinics and high schools in the area which can refer students to the school.
- c. Maintain close relationships with CareerSource One stop Centers, Veteran's Affairs and other community centers which can refer students.
- d. Develop programs of interest to the community which will meet the need of the community, including English language and computer programs for those working from home.
- e. Apply to ABHES as a new accreditor for Bachelor's/Master's degree granting programs.

2. Add innovative academic programs and enhance the quality of existing ones.

- a. Periodic meetings with faculty and administration to discuss new programs of study that may be desirable to the public. Include feedback from students, faculty and employers.
- b. Develop programs to meet the needs of the business community
- c. Hire credentialed and experienced faculty to enhance quality of programs.
- d. SABER has been instructed by the Advisory Committee and Board of Directors to apply to Bachelor and Master Program
- e. ESOL program has been added and will start April 1, 2024

3. Increase Funding

- a. Develop new programs desirable to the public and the business community, which are eligible for Title IV such as RN, BSN, MSN and ESOL.
- b. Continue to maintain a close relationship with funding sources, such as CareerSource and Veteran's Affairs.
- c. Maintain a high quality of education to maintain established track record, to be able to compete for more available funds.
- d. Establish well developed online educational programs to attract that sector of the community that is unable to study using our traditional educational methods

4. Expand Diverse Modes of Education Delivery

- a. Have a close relationship with Institutional Advisory Committee to benefit from their business expertise
- b. Work with faculty, students and administrators to determine which existing and new programs should be offered at a distance
- c. Continue integration of technology into residential based on campus and virtual programming.

Strategies for Evaluating Progress toward Achieving Objectives:

1. Increase enrollments:

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3. Increase Funding

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Meet with IT Department to review new modes of educational delivery established by SABER

Based on the proposed plan it is projected that the school will be able to grow in enrollments while delivering quality education. The above plan is one that is both feasible and very productive. It is important to bear in mind that it is essential to maintain the very highest quality programs in order to be able to recruit outstanding students.

Reviewed 2018

Reviewed 2019

Reviewed 2020

Reviewed 2021

Reviewed 2022

Reviewed 2023

Reviewed 2024

Reviewed 2025

Review and Update Strategic Plan - 2022

As proposed on Vision, Objectives and Strategies, for the years 2020-2023, we will proceed to discuss and report changes made to achieve the three year objectives.

Following we will be discussing the Strategies as cited in the Plan

Strategies

1. Increase Enrollments

SABER has increased its marketing investment to \$8k per month for electronic adds and has addressed the non Hispanic population. It has increased its ads on Google and Facebook and is targeting non Hispanic zip codes. SABER is presently negotiating to put ads on bus stops and adds internal to buses. Enrollments have increased in the PTA program to 58 in the year.

SABER is currently offering the RN program and has had an increase in enrollments from 15 enrollees to 25 enrollees per new classes. The program offered five classes in 2021.

2. Add innovative degree granting programs and enhance quality of existing ones

SABER has developed more clinical sites and students are attending externships as scheduled in both the PTA and the RN classes. It was agreed by the Institutional Committee to delete the CNA program since it was not profitable when projections were made. PTA program will be asking permission from CAPTE to start a second class, which will increase enrollments and funding. It was agreed by the Advisory Committee that SABER was to apply to a new accrediting body that will accredit Bachelor and Master's programs.

SABER has hired two new instructors and one part time instructor, all highly qualified as ARNPs

3. SABER is still dealing with increasing the funding. It is accurate to say that funding has increased gradually, but more students are needed in order to increase funding to desirable levels. We are in the process of applying for accreditation for a Bachelor's degree program in Nursing so we can start BSN classes. We just started researching into a new accrediting agency and it is estimated that the applications for Bachelor programs will take up to 21 months.

SABER is also applying to National League of Nursing (NLN) to obtain accreditation for the RN program. School will not be fully accredited until first class passes the NCLEX state exam, which will be in Jan-March of 2023. Funding has increased in 2022 to \$3,782,505.

4. The general education classes of both the RN and the PTA program are both virtual. It is projected after discussions with faculty, students and administrators, that that many of the BSN classes may be offered online

It seems that the evaluation of progress toward achieving objectives is giving us a positive results. We are pleased with the way the programs are advancing and look forward to their development. We will review program at the end of the 2023 academic year on after June 30, 2023

Review and Update Strategic Plan - 2023

As proposed on Vision, Objectives and Strategies, for the years 2020-2023, we will proceed to discuss and report changes made to achieve the three year objectives.

Following we will be discussing the Strategies as cited in the Plan

Evaluation of Strategies

1. Increase Enrollments

SABER has increased its marketing investment to \$8k per month for electronic ads and has addressed the non-Hispanic population. It has increased its ads on Google and Facebook and is targeting non-Hispanic zip codes. SABER has put ads on bus stops and internal car cards advertising in buses. The increase in year 2023 has been as follows:

PTA – 62

RN - 113 (new program)

SABER is currently offering the RN program and has had an increase in enrollments from 15 enrollees to 30 enrollees per new classes.

2. Add innovative degree granting programs and enhance quality of existing ones

SABER has developed more clinical sites and students are attending externships as scheduled in both the PTA and the RN classes. CAPTE has approved a second class and the class will start at the end of 2023, It was agreed by the Advisory Committee that SABER was to apply to a new accrediting body that will accredit Bachelor and Master's programs for the RN program. SABER has done research and chosen ABHES as the possible new accreditor. SABER attended the application meeting in Washington DC for ACCSC and has decided that ABHES offers more student oriented services in healthcare.

SABER has hired two new instructors and one part time instructor, all highly qualified as ARNPs

3. SABER is still dealing with increasing the funding. It is accurate to say that funding has increased gradually, but more students are needed in order to increase funding to desirable levels. We are in the process of applying for accreditation for a Bachelor's degree program in Nursing so we can start BSN classes. We just started researching into a new accrediting agency and it is estimated that the applications for Bachelor programs will take up to 21 months.

SABER is also applying to National League of Nursing (NLN) to obtain programmatic accreditation for the RN program. School will submit its self-study to NLN at the end of September and will host a visit in November. The general education classes of both the RN and the PTA program are both virtual. Funding has increased from \$3,782,505.00 to \$4,674,636.00

It seems that the evaluation of progress toward achieving objectives is giving us a positive results. We are pleased with the way the programs are advancing and look forward to their development. We will review programs at the end of the 2024 academic year or after June 30, 2024. Achievement results will be submitted to COE and CIE.

Review and Update Strategic Plan – 2024

As proposed on Vision, Objectives and Strategies, for the years 2023-2026, we will proceed to discuss and report changes made to achieve the three year objectives.

Following we will be discussing the Strategies as cited in the Plan

Evaluation of Strategies

1. Increase Enrollments

SABER has maintained its marketing investment at \$10k per month for electronic ads and has addressed the non-Hispanic population. It has increased its ads on Google and Facebook by 30%, and is targeting non-Hispanic zip codes. The College has changed its marketing agents to Follows-us Marketing Group and they have impacted the lead development by 22%. We have also developed a contract with Aquinas Group for Lead development.

SABER is currently offering the RN program and has had an increase in enrollments from 15 enrollees to 30 enrollees per new classes. The program offered six RN classes, two PTA classes and will start an ESOL class in 2024. Increase in enrollments were as follows: PTA 74, RN 273, ESOL 23.

2. Add innovative programs and enhance quality of existing ones

SABER has developed more clinical sites and students are attending externships as scheduled in both the PTA and the RN classes. CAPTE approved a second class and the class started at the end of 2023, in August, with 28 students. It was agreed by the Advisory Committee that SABER was to apply to a new accrediting body that will accredit Bachelor and Master's programs for the RN program. SABER did research and chose ABHES as the possible new accreditor. However, the college had to apply to FSA in order to apply to ABHES. On Friday, March 15th, SABER got permission from FSA to apply to ABHES. SABER currently has 12 instructors in the RN program and a new Clinical Coordinator. Of the 12 instructors 9 have MSNs and 3 have BSNs studying towards their MSNs. The College has hired a new Lab Instructor in the PTA program. She has an AS in PTA. The instructor for the ESOL program scheduled to start in April 1, 2024, holds an MSN in Educational Leadership and 6 yrs experience teaching ESL at Academier Charter School, a member of the Miami Dade County Public School System

3. Increase Funding

SABER is still dealing with increasing the funding. It is accurate to say that funding has increased gradually, but more students programs are needed in order to increase funding to desirable levels. We are in the process of applying for accreditation for a Bachelor's degree program in Nursing so we can start BSN classes. We identified ABHES as accrediting BSN and MSN programs and we had to apply first to FSA for approval to change accreditors. Last Friday, March 15th, FSA gave us approval and we will now proceed to apply to ABHES; we've been told it will take up to 21 months. Funding has increased from \$4,674,636.00 to \$6,771,770.00

SABER is also applying to National League of Nursing (NLN) to obtain programmatic accreditation for the RN program. School will submit its self-study to NLN at the end of July and will request to host a visit from them. The general education classes of both the RN and the PTA program are both virtual.

4. Expand Diverse Modes of Education Delivery

SABER is presently recruiting for an ESOL program which is scheduled to start on April 1st.

The program will be offered 100% online, which targets our 4.b Strategy.

It seems that the evaluation of progress toward achieving objectives is giving us positive results. We are pleased with the way the programs are advancing and look forward to their development. We will review programs at the end of the 2024 academic year or after June 30, 2024

Review and Update Strategic Plan – 2024

Review of Strategic Plan 2025

March 17, 2025.

All objectives have been met as follows:

1. Increase Enrollments – SABER has significantly increased enrollments by 62% and is currently spending \$10K per month for marketing. The same group, Follow Us Marketing, continues to offer marketing services. SABER continues to work with the Aquinas Group for Lead Outreach and Consulting. So far, we have offered 23 RN classes and the number of students has increased in each class from approximately 15 to 40 plus students. We continue to have 2 PTA classes and have currently offered 5 VESL classes. It is clear that enrollments have significantly increased as explained above. Increase in Enrollments has been as follows: PTA 90, RN 424, VESL 218.
2. Add innovative academic programs and enhance the quality of existing ones. SABER has added Medical Assisting (AS) and this is projected to start within the next month. The Medical Assisting Program has been approved by CIE and COE and it has reported to FSA for financial aid purposes. We are currently waiting for the ECAR and the PPA to start the program. SABER currently has 14 instructors in the RN Program and has increased the number of instructors in PTA from 3 to 5. The VESL Program also increased instructors from 1 to 2. In the RN Program the skills lab was remodeled and now we have a main room for regular mannequins and other skills lab equipment, two rooms which house high-definition mannequins and 1 room for briefing and debriefing. Ten more computers were added to the library and an independent room for conferencing and studying was added to the library. As you can see, we have been seriously enhancing the quality of our programs and have added a new one.
3. Increase Funding
Funding has increased gradually where we now feel comfortable that we will be meeting our current needs. The 62% increase in enrollments is the most salient factor affecting this increase. We have already applied to ABHES, and it is projected that we will be hosting their visit in 2026. That will give us a chance to offer BS and MS Programs. SABER hosted the visit from the National League of Nursing-NLN and came out with no findings. This will influence SABER's reputation in enrollments. Overall, all steps taken above have significantly impacted on increased funding. SABER has increased funding to \$8,541,001.00
4. Expand Diverse Modes of Education Delivery
SABER continues to recruit actively for all the existing programs and is now preparing to recruit for the Medical Assisting Program. The AS Programs are all hybrid, which means that the general education part of the programs is online. The VESL Program is 100% online and it seems to be highly successful. Out of 38 students, 28 graduated from the five levels offered at the present time. A minor modification was submitted and

approved and we are now offering a sixth level which will be offered to the graduate students as well.

It seems that the evaluation of progress toward achieving objectives is giving us positive results. We are pleased with the way the programs are advancing and look forward to their development. We will review programs after June 30, 2025.