

STRATEGIC PLAN 2030

2024 PROGRESS UPDATE AND REFRESH

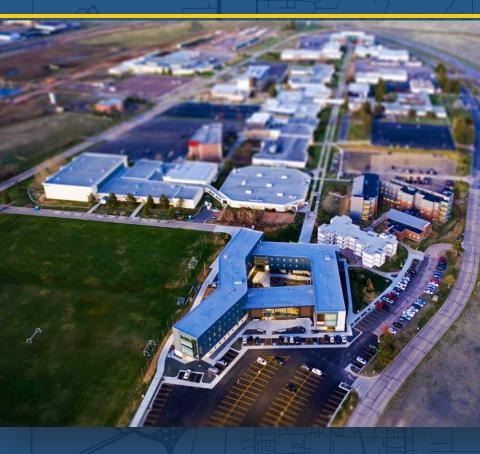


TABLE OF CONTENTS

Board of Trustees	Aspirational Values 6
Executive Leadership 3	Unlocking Opportunity 7
LCCC's Mission 4	Goal 1 9
The Big Goal	Goal 2
The Vision	Goal 3
Core Values 6	Goal 4



This document represents Laramie
County Community College's 2021-2030
comprehensive strategic plan. It is the
result of nearly nine months of hard work,
undertaken amidst a global pandemic, by
an interdisciplinary group of individuals
committed to the success of the College,
our students, and the communities we
serve. The Plan was "refreshed" in 2024 to
include progress updates and an evolution
of strategies and initiatives that shape the
College's strategic efforts.



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The campus community of Laramie County Community College (LCCC) is bound by a basic understanding that our students, regardless of how they arrive at LCCC, yearn for a better life by engaging in the process of higher education. We are compelled to aid this transformation by offering diverse educational experiences that are inspirational for all those involved in the learning process. While we recognize our work is diverse, the entirety of the work we do is grounded in the four foundational elements of the comprehensive community college mission:

- 1. To prepare people to succeed academically in college-level learning (academic preparation)
- 2. To engage our students in learning activities that will prepare and advance them through the pursuit of a baccalaureate degree (transfer preparation)
- 3. To develop individuals to enter or advance in productive, life-fulfilling occupations and professions (workforce development)
- 4. To enrich the communities, we serve through activities that stimulate and sustain a healthy society and economy (community development)

THE BIG GOAL

Our over-arching goal is to become a finalist for the Aspen Prize for Community College Excellence on or before the conclusion of this plan in 2030. The Aspen Prize is awarded to institutions with outstanding achievement in teaching and learning, degree completion, transfer success, workforce success, equity for all student populations, and leadership and institutional culture. See https://highered.aspeninstitute.org/aspen-prize/ for more information.

THE VISION

In the future, we are no longer the best kept secret in the Rocky Mountain West. Our frontier mentality will not allow us to be encumbered by habits of old constructs. Rather, we are engineered to be nimble, driven towards innovation, striving to make the impossible possible. Students and partners seek us because of what we do and what we offer. Our enrollment will reach record levels as a result of deeper engagement, an identifiably different student experience, and the value proposition of our programs and services. We will achieve equitable outcomes for all students, leading to good jobs and/or transfer with advanced standing at our university partners. In turn, our region's economy will be diversified in large part because of LCCC's leadership. We intentionally catalyze change.

OUR CORE VALUES

At LCCC, we believe our core values are inherent in the cultural fabric of the College and could not be extracted in any way. They define who we are and how we behave as a community.

Authenticity – With purpose and without pretense, we are steadfast in our dedication to delivering on a promise, product, or service, meeting the needs of the individuals we serve.

Desire to Make a Difference – We engage in and pursue our goals for the opportunity to create better lives, better communities, and a better world for those who are here today and the generations that follow.

Passion – Our institution is wholly dedicated to engaging in our work, sharing our beliefs, and debating the merits of any course of action as we strive to transform our students' lives through inspired learning.

Openness – We are committed to transparency through shared governance, where our best work fosters a culture of trust and respect as a college of choice.

OUR ASPIRATIONAL VALUES

We readily admit to a mismatch between our desire for these values and their existence at the College. However, our strong aspiration for these values will shape our actions to ensure their universal presence at LCCC into the future.

Commitment to Quality – We are committed to promoting a culture of evidence that compels us to continuously strive for greater competence, productivity, and excellence in serving our students and community.

Inclusion – Leveraging the diversity of our talents, we engage in the practice of wide-ranging, open-minded discourse with civility and respect. Our work is objectively grounded in what is best for our community and the provision of equitable opportunity for all.

Innovative Agility – We embrace the notion of adaptability, where our curiosity leads to forward-looking and unique actions. We are unencumbered by convention, endeavoring to discover improved ways of serving our students and community. We strive to make the impossible possible.

UNLOCKING OPPORTUNITY

In 2023, LCCC was selected as one of 10 community colleges nationwide to participate in a program aimed at improving students' post-completion outcomes called Unlocking Opportunity.

The Aspen Institute, an international nonprofit organization based in Washington, D.C., in partnership with the Community College Research Center (CCRC) at Teachers College of Columbia University, selected LCCC to be in its national network of exceptional community colleges committed to ensuring that every student can earn a degree or high-quality workforce credential.

Unlocking Opportunity doesn't require any single reform of participating colleges, but each college has committed to advancing reforms through five broad strategies:

- 1. Set a family-sustaining wage standard and assess programs against it.
- 2. Setting goals for changing program-level enrollments and outcomes.
- Strengthen the program portfolio and partnerships to increase post-graduation success.
- 4. Align advising to greater and more equitable completion of high-value programs.
- 5. Institutionalize reforms.



LCCC has established seven priority strategies framing the work within Unlocking Opportunity. A priority strategy is a focused area of actions and activities LCCC will engage in to accomplish specific, quantitative goals aligned with the intended outcomes of Unlocking Opportunity.

The strategies are organized under two main objectives provided by Aspen and CCRC:

- 1. "Strengthening the Program Portfolio"
- 2. "Strengthening Support to Enter and Complete Programs"
- A third objective, developed by and for LCCC references "A Unique Experience to Develop Unique Graduates"

These strategies include:

- 1. Clear Transfer Pathways
- 2. Value-Added Student Paths in the Health Sciences & Wellness Pathway
- 3. Pathways-Aligned, Equitable Dual/Concurrent Enrollment
- 4. Individualized Success Plans
- 5. STRT 1000: Strategies for Success Reboot
- 6. Student-Focused Course Scheduling
- 7. The LCCC Student Experience

Specific strategies and initiatives aligned with Unlocking Opportunity are denoted within the 2030 Strategic Plan. Look for the located next to these items.

More information about the Unlocking Opportunity initiative is available on the Aspen Institute website.



GOAL 1.

Become the best-known higher education opportunity within 350 miles of Cheyenne.

AWARENESS STRATEGY:

Through comprehensive and purposeful efforts, we will substantially increase the region where people know who LCCC is, what we do, and the value of the programs and services we offer.

BRANDING STRATEGY:

Assess, determine, and modify, as necessary, the overall brand of LCCC to ensure it is recognized favorably and interpreted relevantly by our future students and current stakeholders.

STUDENT EXPERIENCE STRATEGY:

Provide and deliver an experience that differentiates LCCC from all others and leads to the development of a more well-rounded, better-prepared student after completion.

AFFORDABILITY STRATEGY:

Ensure an LCCC education is affordable, ideally debt-free, to all who choose to pursue it, and effectively communicate this across the 350-mile impact region.



GOAL 2.

Engage substantially greater numbers of individuals in intentionally pursuing and achieving post-secondary outcomes at LCCC through strategic enrollment management.

RECRUITMENT STRATEGY:

Implement strategic recruitment efforts targeted and segmented to the various population markets where LCCC desires to enroll more students in our programs and services.

RETENTION STRATEGY:

Implement effective, innovative strategies that increase retention and persistence to completing a credential for the students already enrolled at LCCC.

MARKETING STRATEGY:

Research and implement strategic marketing efforts that generate interest and engagement with LCCC and result in increased enrollment.



GOAL 3.

Transform the College's academic offerings into innovative programming with paths to viable opportunities for social mobility.

STAKEHOLDER ENGAGEMENT STRATEGY:

Create deeper, purposeful connections with stakeholders to maximize LCCC's alignment of programs and services with identifiable community needs and viable opportunities.

CAPACITY BUILDING STRATEGY:

Capacity-building activities will focus on areas where LCCC can fill a niche and become a premier provider of programs, services, and activities related to these areas.

EXPANSION STRATEGY:

LCCC will expand programmatic offerings in areas where we recognize that we can do substantially more to better serve our stakeholders and communities.

PROGRAM HEALTH STRATEGY:

LCCC must assess, evolve, and adapt our programs to ensure viability.

EARLY COLLEGE STRATEGY:

LCCC will expand and align early college offerings to ensure equitable access and structured pathways that increase college-going rates, persistence, and completion, particularly for underserved populations.

GOAL 4.

Continue to cultivate an environment intentionally designed where employees can do the best work of their lives.

CLARITY OF PURPOSE STRATEGY:

LCCC must now become more intentional about its focus on outcomes and provide clear expectations and exceptional support for the College's employees.

ENGAGEMENT & EMPOWERMENT STRATEGY:

LCCC will invest in employee growth through training, retention, empowerment, collaboration, and tailored success plans.

WORK/LIFE INTEGRATION STRATEGY:

LCCC will strive to find ways for employees to feel a work/life balance through the integration of these two elements.

INTERNAL COMMUNICATION STRATEGY:

LCCC must have cohesive communication tools and strategies to support, engage, and empower employees as they do the best work of their lives.

DATA SECURITY STRATEGY:

Ensure data security by protecting student and employee information, complying with cybersecurity standards, and meeting Department of Education requirements.

CAMPUS SECURITY STRATEGY:

Provide an atmosphere of safety, security, and comfort for the diverse populations of LCCC through the physical security goals.

