



2020-2025 STRATEGIC PLAN



BUILDING OUR FUTURE



CTE Building Construction at
Lamar Community College

Message from the President

On behalf of Lamar Community College, its employees, and the many students and communities we serve, I am very excited to present the college's 2020-2025 Strategic Plan. This plan was developed collaboratively through the efforts of a grass-roots Strategic Planning Task Force (SPTF) that engaged the entire college, our students, and our communities in establishing goals, priorities, and measures that will guide the college in ensuring student, community, employee, and resource success in the coming years.

The SPTF used an inclusive process which recognized and valued the diversity of our college communities; sought internal and external input; and aligned the plan with the Colorado Community College System strategic plan and the Higher Learning Commission's accreditation standards. Additionally, the SPTF looked closely at LCC's very successful 2017-2020 Strategic Plan to identify which elements to retain and which to improve. Among the lessons-learned from the previous plan were: 1) focus on what matters most to LCC's students, employees, and communities; 2) clarify and simplify the plan and its processes; 3) measure what matters; 4) commit resources to the plan; 5) engage everyone in implementing the plan; and 6) integrate all planning under the strategic planning umbrella.

This plan is innovative. This plan is elegant in its simplicity – a single ongoing goal coupled with a different annual theme for the next five years. This plan is also action-oriented and will guide our efforts and engage each of you at all of our employee convenings and throughout the year. This plan is not “the plan” – this is “OUR plan” and each of you will have a role.

Please join me in thanking the co-chairs and members of the Strategic Planning Task Force. They worked carefully and thoughtfully to ensure LCC has a plan that will make a difference for us now and into the future!

Warmest regards,

Linda Lujan, Ph.D.



Task Force Members

Jenna Davis,
Director of Admissions (co-chair)

Robert Vazquez,
IT Director (co-chair)

Anne-Marie Crampton,
Executive Director, LCC Foundation

Kelly Emick,
Arts & Science Faculty

Berna Griego,
Student Services Transfer Coordinator

Mittie Helm,
Business Faculty

Dr. Paul Kraft,
MAP Center Director/ Title III Co-Director

Dr. Annessa Stagner,
Academic Dean

Rian Stubbs,
Men's Basketball Coach

Shelly Tombleson,
Human Resources Director across Colorado, the nation,
and the world.



Mission:

We enrich lives through learning

Located on the golden plains of southeastern Colorado, Lamar Community College is focused on the educational needs of Prowers, Baca, Kiowa, and Cheyenne Counties. Yet its unique programs, NJCAA/NIRA athletics, small class sizes, dedicated staff, innovative spirit, and idyllic setting also make it a destination college for students of all ages from across Colorado, the nation, and the world.

Vision

Lamar Community College provides the highest quality education and service excellence in an environment of care, support, mutual respect, and integrity. unique programs, NJCAA/NIRA athletics, small class sizes, dedicated staff, innovative spirit, and idyllic setting also make it a destination college for students of all ages from across Colorado, the nation, and the world.



Role & Purpose

As part of the Colorado Community College System, LCC is committed to providing its students with:

- Academic programs that qualify students for transfer to four-year colleges and universities.
- Educational offerings that meet the occupational needs of students in career and technical fields.
- Instructional and support strategies that enable students to begin classes at any stage of academic preparation
- Opportunities for perpetual learning and lifelong development.
- Comprehensive assessment of student learning outcomes to continually improve our students' experiences and success.
- An environment that supports learners and opens minds to innovation, creativity, and possibilities.

Core Values

- **Respect** – We relate to colleagues, students, external stakeholders, and community members with consideration and thoughtfulness.
- **Integrity** – We steadfastly adhere to high moral principles, honesty, and professional standards; we nurture and expect the same values in our students.
- **Open Communication** – We operate through communication processes that guide our college in making decisions and seeking future opportunities; we communicate those decisions and actions to our internal and external stakeholders.
- **Valuing People** – We promote the development and intellectual growth of faculty, staff, administrators and students. We recognize internal and external stakeholders' contributions to the college. We foster integrity, excellence, passion, and the fulfillment of students' and employees' academic and professional goals.



Introduction

The 2020-2025 Strategic Plan builds on LCC’s 2017-2020 Strategic Plan; it expands on the previous plan’s successes while addressing its challenges. Specifically, the re-envisioning of the new plan sought to create more tangible and relatable outcomes, a simpler format, and more ways for employees to engage and see progress. We desired something innovative that would stand apart from other colleges’ strategic plans, with fluidity that would respond to the changing needs of our students and communities. We wanted a plan that would address the practical needs we saw on campus while also considering the college’s long-term growth goals. Finally, we needed the plan to align with existing college plans and goals (i.e. Complete College America, CCCS Strategic Plan, Facilities Master Plan, IT Strategic Plan, Title III Grant, Academic Master Plan, Enrollment Management Plan, and LCC Foundation’s Strategic Plan) to ensure cohesion and integration supporting LCC’s ongoing focus on student equity and success, employee engagement, community wellbeing, and resource acquisition.

Ultimately the 2020-2025 Strategic Plan empowers LCC’s employees to make strategic decisions at the individual, department, and campus level. The plan empowers each employee to make immediate changes in their area in alignment with LCC’s integrated plans. Through department and budget planning processes departments can work and find their place and role within the 2020-2025 Strategic Plan. As a whole, campus will have the opportunity to create larger impacts through the action priorities chosen each year around a common theme.

Our Goal

Through a proactive and responsive approach to student, resource, employee, and community needs, LCC will enroll at least 1000 total student* headcount by Fall 2025.

**Unspoken, but understood is the need to ensure each student persists and achieves his/her goals with our support*

TERM	HEADCOUNT	4% ANNUAL INCREASE IN HC
Fall 2019	835 (set in Sept)	*33
Fall 2020	868	+34
Fall 2021	902	+36
Fall 2022	938	+37
Fall 2023	975	+39
Fall 2024	1014	+40
Fall 2025	1054	219 total 5-year increase

A New Approach- The Plan

The 2020-2025 Strategic Plan is broken into five year-long themes. Each year includes action priorities focused in four areas: student success, community success, resource success, employee success.

- **Year 1** (2020-21): Improving and Enhancing Aesthetics and Amenities
- **Year 2** (2021-22): Communication
- **Year 3** (2022-23): Expanding Access
- **Year 4** (2023-24): Cultivating Growth & Sustainability
- **Year 5** (2024-25): Service: Being the college that serves

Each year's theme was chosen through analysis of quantitative and qualitative feedback from internal and external stakeholders, current initiatives and planned work, and using the notion that each year's theme would build on the last, allowing the plan to achieve a compounding effect through its life.

Improving and enhancing aesthetics & amenities will bring visible changes in the first year. Advancing communication will also create visible changes and is a high priority for our students, employees and other stakeholders. As strategic growth occurs, the plan enables the college to turn our focus towards expanding access, and then sustaining all the different types of growth we have achieved. The final year of the plan will allow the college to think deeply about future decisions as we brand ourselves as the College that serves.

How it Works

For each year, there will be a layering of decisions. First, campus leadership will review and approve a list of potential campus-wide action priorities. At the annual fall employee meeting, campus employees will use the list to vote on the action priorities for that year. All employees will join an action priority task force so each employee will be actively involved in at least one action priority each year. Each task force will elect a chair, co-chair, and reporter who will comprise the task force's action priority (AP) executive team and guide the task force's project to completion that year.

Measures

Each task force will establish metrics, outcomes, and a timeline for their action priority during the annual Conversation Day work session. All task forces will follow a standard strategic planning calendar template, and all action priority measures will be placed on a common dashboard on SharePoint. Executive team members will be trained in updating the SharePoint site. EPT and PLC will monitor progress throughout the year.

https://lamarcc.sharepoint.com/_layouts/15/sharepoint.aspx?q=LCC%20Strategic%20&v=search

YEAR 1

2020-21 IMPROVING AND ENHANCING AESTHETICS & AMENITIES

Recommended Action Priority Options

NOTE: Options were/will be gathered and vetted through college and community forums each year. Additional options could be added during each plan year’s implementation process. Collectively, each August, LCC will select a priority option in each of the four categories – Student Success, Employee Success, Community Success, and Resource Success as that year’s action priority for that category.

	STUDENT SUCCESS	EMPLOYEE SUCCESS	RESOURCE SUCCESS	COMMUNITY SUCCESS
Action Priority	Remodel dorm room with construction trades students (paint/lighting)	Updated furniture in offices and classrooms	Updated, attractive and accurate external signage across campus	Implementation team for additional Location sites (Granada, Cheyenne Wells, Springfield, Eads)
Action Priority	Improve the dining experience and food options for students	Buildings pick a beautification project in their area	Website content review & design edits from all campus	Improve and market rental and meeting space
Action Priority	Implement an “Outdoor Club”		Updated, attractive and accurate internal signage & bulletin boards	Evaluate the offerings and enrollment process for non-credit and continuing education options for community members to enroll in LCC courses at a cost-effective rate.
Action Priority	Implementation team for Student Union space.			
Action Priority	Implementation team for CTE Building			

YEAR 2

2021-22 COMMUNICATION

Recommended Action Priority Options

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	STUDENT SUCCESS	EMPLOYEE SUCCESS	RESOURCE SUCCESS	COMMUNITY SUCCESS
Action Priority	More use of stream- ing events.	Assessment team on employee satisfac- tion.	Strive for at least three recognized awards.	Listen to community needs related to hours of operations, academic offerings, rental spaces
Action Priority	Create a plan to use LCC phone app	Evaluate the on- boarding process for a new employee		Offer additional open houses on campus
Action Priority	Utilization of digital content for students			Task force to determine community needs for Spanish speaking citizens. Host a minimum of two events.
Action Priority	Evaluate the commu- nication flow prospec- tive students receive			Maximizing community partnerships for com- munity training. Create a progressive training environment.
Action Priority	Evaluate the commu- nication flow current students receive			

YEAR 3

2022-23 EXPANDING ACCESS

Recommended Action Priority Options

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STUDENT SUCCESS	EMPLOYEE SUCCESS	RESOURCE SUCCESS	COMMUNITY SUCCESS
Action Priority			
Action Priority			
Action Priority			
Action Priority			
Action Priority			

YEAR 4

2023-24 CULTIVATING GROWTH AND SUSTAINABILITY

Recommended Action Priority Options

	STUDENT SUCCESS	EMPLOYEE SUCCESS	RESOURCE SUCCESS	COMMUNITY SUCCESS
Action Priority				
Action Priority				
Action Priority				
Action Priority				
Action Priority				

NOTE: Options were/will be gathered and vetted through college and community forums each year. Additional options could be added during each plan year’s implementation process. Collectively, each August, LCC will select a priority option in each of the four categories – Student Success, Employee Success, Community Success, and Resource Success as that year’s action priority for that category.

YEAR 5

2024-25 SERVICE: BEING THE COLLEGE THAT SERVES RECOMMENDED ACTION PRIORITY OPTIONS

NOTE: Options were/will be gathered and vetted through college and community forums each year. Additional options could be added during each plan year’s implementation process. Collectively, each August, LCC will select a priority option in each of the four categories – Student Success, Employee Success, Community Success, and Resource Success as that year’s action priority for that category.

STUDENT SUCCESS	EMPLOYEE SUCCESS	RESOURCE SUCCESS	COMMUNITY SUCCESS
Action Priority			
Action Priority			
Action Priority			
Action Priority			
Action Priority			



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