

2020-2025 Cankdeska Cikana Community College Strategic Plan



CANKDESKA CIKANA
COMMUNITY COLLEGE

Spirit Lake Tribe

The purpose of any plan is to provide a pathway or guide for the work of the organization. A strategic plan outlines the steps to accomplishing the mission. As a tribal college, Cankdeska Cikana Community College's (CCCCs) vision and mission are intricately linked to Dakota values that are articulated and promulgated within the various governing documents, the policies, and the practices. Think Dakota, Live Dakota is not just a theme. It is cultural knowledge on how to live, how to be a good relative. The essence of Dakota values is honesty, integrity, fortitude, compassion, and respect. CCCC's Strategic Plan integrates, uses, and acknowledges those values as the strategic plan continues to evolve.

Dr. Cynthia Lindquist - Board Approved 12/16/2020

Mission Statement

Cankdeska Cikana Community College provides opportunities that lead to student independence and self-sufficiency through academic achievement and continuation of the Spirit Lake Dakota language and culture.

Vision Statement

Cankdeska Cikana Community College builds a strong and viable Dakota community that enjoys physical, mental, emotional, and spiritual health.

Key Values

Shared Responsibility

We are respectful of each other.

We believe in the value of educational and vocational training.

We believe in the potential of our students.

Commitment to Quality

We strive toward being the best tribal community college.

We employ fully qualified faculty and staff in all positions.

We maintain accreditation.

We structure the institution to optimize the skills and contributions of all.

Initiatives & Goals

Nurture Student Success

Goals

- 1) Increase Student Recruitment
- 2) Improve Student Retention

Endorse Effective Teaching & Learning Processes

Goals

- 1) Constant and consistent academic improvement

Advance Community Development & Innovation

Goals

- 1) Conduct Comprehensive Community Assessment (CCA) every 5 years
- 2) Offer as appropriate, more community education classes
- 3) Seek outside resources and collaborations for student-led economic development ideas
- 4) Improve understanding and utilization of Land Grant status

Ensure a Sustainable & Superior Organization

Goals

- 1) Dakota values are integral to all work with the foundation being respect and integrity
- 2) Stakeholders receive various reports on annual basis
- 3) Mission and vision are understood and core to all work
- 4) Policy documents are reviewed and updated annually
- 5) Communication methods are reviewed and improved annually
- 6) Appropriate and affordable marketing strategies are utilized
- 7) Succession planning is integrated as a component of strategic plan with emphasis on tribal, staff/faculty development
- 8) CCCC Board of Regents have annual training on role/responsibilities
- 9) Establish a CCCC Alumni Association and host Alumni events
- 10) Create a Development office for research capacity and fund raising
- 11) Maintain Master Campus Facilities Plan
- 12) Technology infrastructure is state-of-the-art and secured

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Initiative 1: Nurture Student Success

By providing

Goal 1: Increase Student Enrollment

- a. New student enrollment will increase by 5 students per semester

Improve outreach/engagement with area high schools and communities

Continue to provide tuition waivers (as funding allows) to all high school seniors, veterans, elders, and GED graduates

Improve tracking of high school students engaged in CCCC weekend/summer academies, also Talent Search participants

Implement consistent and updated marketing strategies

Discover workforce needs and opportunities to strengthen tribal and community relationships, including CTE fields

Increase awareness of events, activities, and opportunities using established social media links

Goal 2: Improve Student Retention

- a. Increase fall-to-fall student retention rate by 1%, persistence rate by 1%, graduation rate by 1% each year

Assign Student Academic Advisor immediately upon enrollment

Assign Student Academic Mentor within first two weeks of semester

Set educational plan/pathway for each student that includes expectations/milestones

Utilize data to identify performance gaps and develop necessary interventions

Schedule regular contact/meeting times for the semester

Utilize honor students for the ICE-TI program as peer mentors or tutors

Require the Student Success class for all new students

Provide co-curricular activities and opportunities, that include Student Support Services and CTE/NACTEP

Address child/family needs for students within the educational plan, as appropriate

Require student orientation for new students and encouraged for all students

Provide financial education to all students

- b. 80% of eligible students will complete financial aid applications each fall.

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Initiative 2: Endorse Effective Teaching & Learning Processes

By providing

Goal 1: Constant and consistent academic improvement

- a. Innovative course delivery that maintains course integrity/rigor (syllabi)
- b. Continue to expand project-based and career-focused learning experiences for students
- c. Meet standards in line with state institutions (GERTA, articulation agreements, common course numbering and objectives)
- d. Assessment of student learning is understood, utilized, and reviewed each semester
- e. Identify areas and/or courses from data showing student success to identify areas and/or courses which need improvement
- f. Evaluate and monitor student learning outcomes and Essential Studies Outcomes
- g. Faculty/course evaluation (annual/each semester)
- h. Maintain master course schedule that is innovative and supportive of student status, established and maintained
- i. Program Review is understood, utilized, and evaluated
- j. Faculty and staff professional development is required, supported, and documented in personnel file
- k. Conduct faculty and staff in-service in fall and spring
- l. All courses/programs of study include a Dakota cultural or language component
- m. Advisory Boards maintained for all CTE programs of study to garner industry perspective and guidance for student pathways
- n. Development of the Indigenous Studies program to bachelor's level
A tribal member 'faculty/teacher' development program is implemented
- o. Continue and enhance support for the early childhood education and social work 2+2 programs
Develop other programs for the 2+2 pathway
- p. Ensure majority of faculty are ND/CTE certified

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Initiative 3: Advance Community Development & Innovation

By providing

Goal 1: Conduct Comprehensive Community Assessment (CCA) every 5 years

- a. Update for the CCA 2020-21
 - More focus on local (reservation) workforce/employer needs
 - Renew partnerships, particularly with the local employers and service organizations
- b. Maintain and update baseline data contained in the CCA
 - Link data with programs of study, job opportunities
 - Create new opportunities via housing, advanced manufacturing, child care, social services, and CDL (plus other areas)
 - Link work-study, internships, and apprenticeships to academic pathways and community career/employment

Goal 2: Offer, as appropriate, more community education classes

- a. Support Valerie Merrick Memorial Library for these offerings
- b. Assure strong Dakota cultural component as well as courses (i.e. quilt making, bead work, tanning hides, etc.)
- c. Focus on sustainable development, stewardship role with environment, living a balanced lifestyle (Dakota values)
- d. Emphasize CTE programs including Non-Traditional Fields

Goal 3: Seek outside resources and collaborations for student-led economic development ideas

- a. Continue to provide business courses as part of the academic programming
- b. Schedule external sources on business development for regular campus visits/activities
- c. As appropriate and depending on resources, utilize CCCC as incubator for business/economic development

Goal 4: Improve understanding and utilization of Land Grant status

- a. Provide community education and outreach opportunities
- b. Promote stewardship of land, food, and environment using Dakota values and philosophy
- c. Listen to community needs, respond as appropriate
- d. Promote community garden and farmers market projects for food security

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Initiative 4: Ensure a Sustainable & Superior Organization

By providing

Goal 1: Dakota values are integral to all work with the foundation being respect and integrity

Wisdom, humility, courage, generosity, fortitude, respect and honesty (woksape, wicowahba, wowaditake, wawokiya, wowaditake, waohoda, and ohañ owotana)

Goal 2: Stakeholders receive various reports on annual basis

- a. Annual report
- b. Institutional Profile (data summary)
- c. Financial audits
- d. Accreditation status
- e. AIMS/AKIS and IPEDs (tribal college and federal data reports)
- f. Student Profile(s)

Goal 3: Mission and vision are understood and core to all work

Goal 4: Policy documents are reviewed and updated annually

Goal 5: Communication methods are reviewed and improved annually

- a. Regular training is provided to all employees/students regarding technology and communications including social media use

Goal 6: Appropriate and affordable marketing strategies are utilized

Goal 7: Succession planning is integrated as a component of strategic plan with emphasis on tribal, staff/faculty development

- a. Implement recruitment, mentoring, job-shadowing roles for all key positions
- b. Assure each employee has opportunity for professional development/affiliation
- c. Work study, internships, and apprenticeships are employment options for all CCCC positions

Goal 8: CCCC Board of Regents have annual training on role/responsibilities

Goal 9: Establish a CCCC Alumni Association and host Alumni events

Goal 10: Create a Development office for research capacity and fund raising

Goal 11: Maintain Master Campus Facilities Plan

- a. Maintain master inventory of all equipment, furniture, etc. in finance office
- b. Schedule depreciation, expected maintenance/repairs/upgrades
- c. Funding and plans for landscaping, curbs and sidewalks, art installations
- d. Prioritize security of all employees/students
- e. Document and address campus violence, assaults, complaints per policy
- f. Plan and schedule training drills for disasters, safety in concert with local law enforcement
- g. Review/update Campus Safety/Security Plan annually
- h. Make appropriate signage visible, understood for safety/security protocols
- i. Realize student housing (dorms) (faculty/staff housing also)

Goal 12: Technology infrastructure is state-of-the-art and secured

- a. Staff have access to training
- b. Develop and set dates for digital archiving of all student records, personnel, governance records (board minutes)
- c. Recruit/hire Tribal members/CCCC students for technology positions
- d. Use work-study, internships, and apprenticeships as a pathway for development of Native staff