

CCCC Strategic Plan, 2019-20 Review of Work

Finalized

Priority I: Nurture Student Success

Goal 1: Increase Student Recruitment – Each academic year student enrollment will increase by 5 students.

Through the work of many, we have done some major changes in our recruitment and enrollment of students. We now have consistent recruitment staff and utilizing more social media for recruiting. We have also streamlined the enrollment process by adding the online application through Empower. Once the student has completed the application, they are then referred to the advisor in their program of study. They are also referred to their mentor for their program of study. The student is to visit with their mentors regularly to help them with any problems they may have. They also visit with their mentors to plan their class schedules before going to the advisor. The advisor then checks their matrix of their program to see that they are on task to complete.

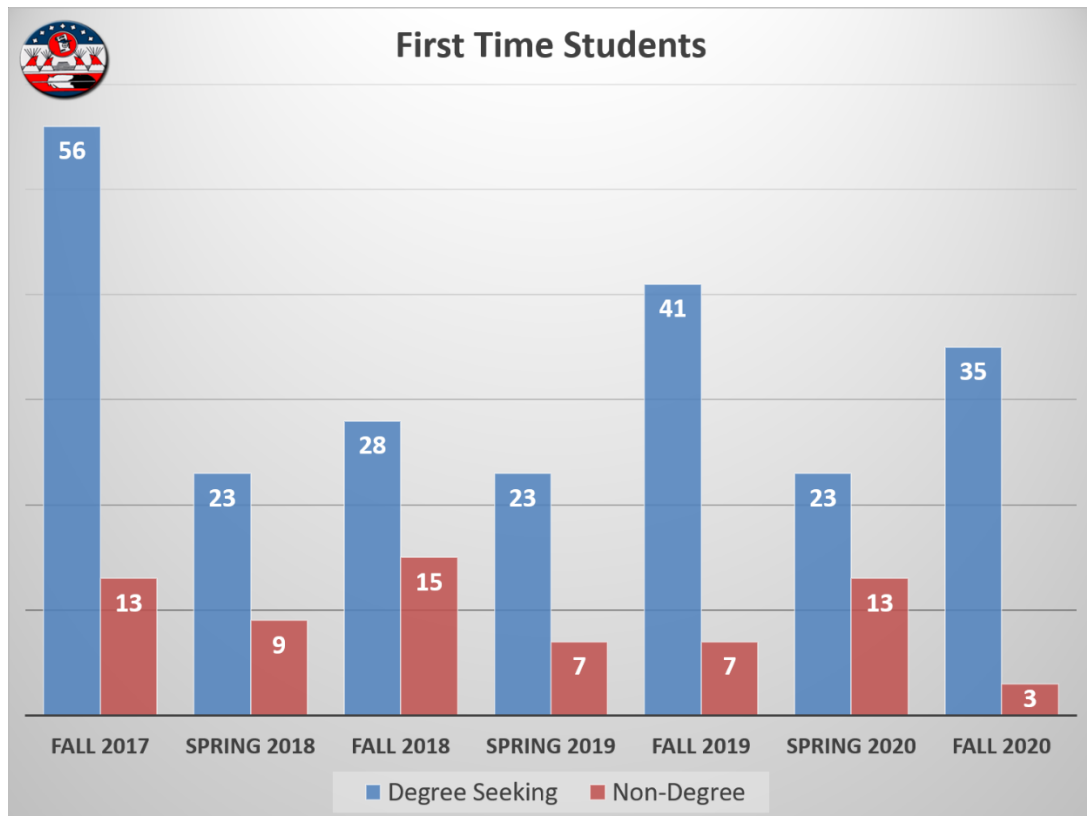
Work continues to increase our enrollment.

Fall 2018 to Spring 2019 – **Decrease of 13 students** (43 students Fall 18 – 30 Spring 19)

Spring 2019 to Fall 2019 – **Increase of 18 students** (30 students Spring 19 – 48 Fall 19)

Fall 2019 to Spring 2020 – **Decrease of 12 students** (48 students Fall19 – 36 Spring 20)

Spring 2020 to Fall 2020 – **Increase of 2 students** (36 students Spring 20 – 38 Fall 2020)



Goal 2: Improve Student Retention – Increase fall to fall retention rate, persistence rate, graduation rate by 2% each year

12/15/10

By making sure each student has a mentor and an advisor, we are able to confirm that students are being contacted to keep them attending college. We have implemented a new program review process and is now systemic with program snapshots in the off years of the main review. Each program created a matrix for course alignment and a plan for class rotation to ensure the completion of the learning outcomes.

Retention Rate

Fall '17	Fall '18	37%
Fall '18	Fall '19	32%
Fall '19	Fall '20	23%

Persistence Rate

Fall '17	Spring '18	51%
Fall '18	Spring '19	51%
Fall '19	Spring '20	52%

Graduation Rates

2014	16%
2015	15%
2016	3%
2017	21%
2018	3%
2019	20%

Graduation rates of full-time, first-time degree/certificate-seeking undergraduates within 150% of normal time to program completion

Priority II: Endorse Effective Teaching and Learning Process

Goal 1: Constant and consistent academic improvement

Course deliver is assessed in each course every semester and data is collected for the program assessment that maintains course integrity/rigor. With the measurements being collected, the program is then verified that it meets the state institutions standards (GERTA). Student assessment is understood, utilized and reviewed each semester to identify areas and/or courses which need improvement.

Every fall and spring an in-service is held to inform the staff/faculty/stakeholders regarding any updates and changes that are happening with program review process, GERTA changes, course and/or program of study changes. Dakota language and culture has been incorporated into all courses/programs of study. We have not managed to development the Dakota Studies into a bachelor’s level program as of yet, but the college created 4 positions and hired the staff to work in that direction.

2+2 pathways have been continued with Early Childhood Education with Mayville State University and Social Work with University of North Dakota.

Priority III: Advance Community Development and Innovation

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

It is time again to the Comprehensive Community Assessment but with the COVID pandemic, it has been put on hold until we can hold events again to gather the information needed. The updated will be completed by May 2021 with Head Start taking the lead.

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

Assure strong Dakota cultural component as well as courses (i.e. quilt making, beadwork, tanning hides, etc.). Through a grant available through College Fund, Carol Greywater was able to provide a hide tanning experience for the community. Quilt making and beadwork was offered as a Fine Arts elective through the class schedules for students. Land Grant Extension Service with NDSU Extension and the Library conducted several nutrition workshops, ribbon skirt making, corn drying, canning/pickling, making centerpieces, ornaments, and more.

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

CCCC continues to offer business courses as part of the academic programming. Internships have been developed with reservations employers in 2019-2020. CCCC obtained monies from the State of North Dakota to develop a Business Incubator. Due to lack of continued funding the incubator was closed but from the state monies, the Professional Driver program was started and continues to thrive. Land Grant Extension working toward agricultural businesses with Farmers Markets, farm training, and internships.

Goal 4: Improve understanding and utilization of Land Grant status.

Land Grant Extension established the Community Garden at the new Head Start facility and has run for two years with great success. The fall of 2020, they were able to have a corn maze and pumpkin patch open to the community. Due to COVID-19 pandemic some of the planned workshops for fall had to be postponed until the community can be safe with social gatherings.

Priority IV: Ensure Sustainable & Superior Institutional Organization

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

Meetings conducted with respect for all member contributions; the curriculum committee monitors and maintains integrity for all courses and programs and ensures cultural components are in place for all courses and programs.

Goal 2: Stakeholders receive various reports on annual basis.

Items that are available to stakeholders: Annual report, Institutional Profile, Financial Audits, Accreditation status, AIMS/AKIS and IPEDs (tribal college and federal data) and Student Profile(s). Some of these documents are printed and distributed to stakeholders. They are all available on the college website.

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

The mission and vision are posted throughout campus, in every document created for print, are addressed in course syllabi and is an ongoing part of the assessment of programs.

Goal 4: Policy documents are reviewed and updated yearly

The college catalog is on a two-year rotation for updating programs etc. The most current one is located on the college website. Employee handbook is updated as needed. All the most recent documents are posted on the college website. www.littlehoop.edu

Goal 5: Communication methods are reviewed and improved annually

Regular training is provided to all employees/students regarding technology and communications including social media use. Due to COVID-19 pandemic, CCCC currently uses email and social media for all communications.

Goal 6: Appropriate and affordable marketing strategies are utilized.

Through surveys being taken at orientation, registration and other events, CCCC has found that the main sources of advertising for the community that works is social media, radio and direct mail flyers.

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

CCCC is implementing recruitment, mentoring, job-shadowing roles for all key positions. CCCC also assures that each employee has the opportunity for professional development/affiliation. CCCC provides work study, internships and apprenticeships for employment options.

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

With changing of board members, training is always happening for members.

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

Continue working on. Did the Gallup Poll/College Fund Initiative – 9 or 11 TCU's were involved led by the NDTCA

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

Continue working on. And dependent on resources.

Goal 11: Maintain master campus facilities plan.

A master inventory is maintained, schedule of depreciation, expected maintenance/repairs/upgrades are continuing. Land Grant Extension provides agricultural internships, which includes landscaping and improving curb appeal of campus. Security of the campus is handled through the security office and they maintain all schedules for training drills for disasters.

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

Technology has been updated extensively and computers have been available to staff and students for distance working/learning. A company has been hired to digitize all records to have available digitally for easier access.

Fall of 2020, plans were put into place for digitizing student records, personnel records and governance records. ImageTech was hired to complete the digitizing by May 2021.