

FOCUS ONE: EDUCATE

Goal 1.A - Grow student enrollment by aligning academic offerings with student needs and workforce demand while ensuring program quality.				
Objective	Action	Assessment measures	Intended Results	Responsible Party
1. Improve student access and success through strengthened advising and coordinated curriculum planning.	a. Provide regular, in-person advising opportunities to area high schools.	Track the frequency and participation levels of face-to-face advising visits with area high schools.	Increased awareness of LRSC programs and stronger early enrollment through high school partnerships.	VP Zehr
	b. Implement advisor training and standardized advising tools.	Monitor advisor training completion rates and use of advising tools.	More consistent, high-quality academic advising that results in clearer program pathways and improved student progression.	VP Zehr/Deans
	c. Develop and maintain a coordinated, long-term curriculum planning process.	Evaluate the development, adoption, and ongoing use of a long-term curriculum plan, including alignment with workforce and transfer pathways.	A fully implemented curriculum planning process that ensures relevant, sustainable, and aligned academic offerings.	Deans
2. Grow student enrollment in face-to-face learning environments.	a. Evaluate demand for additional face-to-face course offerings, including expanded scheduling in late afternoon and evening hours.	Track the number, timing, and enrollment of face-to-face course sections. Monitor enrollment trends in expanded late-afternoon and evening face-to-face course sections.	Expand access to and participation in face-to-face courses through more flexible scheduling options. Increased enrollment in late-afternoon and evening face-to-face courses offerings.	Deans
	b. Expand statewide enrollment in Peace Officer Training sites.	Measure enrollment growth in Peace Officer Training program.	Growth in enrollment across the state.	Dean Maritato
	c. Increase dual credit opportunities in Automotive, Agriculture, American Sign Language (ASL), and Health Careers programs.	Measure the number of dual credit sections offered and student participation across targeted program areas.	Stronger alignment between secondary and postsecondary programs, leading to improved enrollment pipelines and workforce readiness.	Deans
3. Improve transfer pathways that support successful transition to four-year institutions.	a. Review, update, and expand articulation agreements with NDUS institutions and new partner institutions.	Increase both the number of formal 2+2 articulation agreements and student participation in those transfer pathways.	Expanded transfer pathways that attract more Liberal Arts students.	VP Zehr/Deans

Goal 1.B - Responsibly develop academic programs that align with workforce and student needs.				
Objective	Action	Assessment measures	Intended Results	Responsible Party
1. Partner with employers to align academic programs with workforce demands.	a. Expand allied health apprenticeships by establishing partnerships with additional healthcare providers.	Track the number of active employer partnerships supporting apprenticeship programs.	Expanded hands-on learning opportunities aligned with regional workforce needs.	Dean Wangler
	b. Engage advisory boards to align programs with workforce needs, strengthen business partnerships, and have faculty share feedback and how it informs teaching and learning.	Number of regional employers engaged through advisory input or partnerships. Evidence of program adjustments based on advisory board feedback.	Academic programs are aligned with current and emerging workforce needs. Partnerships are established with regional employers. Students are better prepared for employment opportunities.	Deans
2. Expand and strengthen certificate pathways.	a. Design and evaluate stackable certificate options in Business, Social Work, and Sports Management.	Track development, approval, and launch of new certificate programs. Monitor enrollment and completion rates in new offerings.	Increased access to flexible, career-focused credentials. Enhanced program pathways that support both immediate employment and continued education.	VP Zehr/Deans
	b. Reduce barriers to enrollment for existing certificates.	Increase in enrollment in existing certificates.	Measureable reduction in enrollment barriers leading in increased enrollment.	VP Zehr/Deans
3. Develop a Bachelor of Applied Science (BAS) in Agriculture.	a. Collaborate with agricultural employers, industry advisory boards, and transfer partners to design and seek approval for a BAS in Agriculture.	Program approval milestones achieved. BAS in Agriculture launched.	Strong industry partnerships established. Graduates prepared for agriculture careers.	CTE Dean/Director Erickstad

Goal 1.C - Improve course scheduling to better accommodate academic advising.				
Objective	Action	Assessment measures	Intended Results	Responsible Party
1. Design flexible schedules and delivery models that support student success.	a. Conduct survey of students and faculty to assess preferences for scheduling and course delivery.	Measure survey participation rates and analyze trends in student and faculty feedback. Track changes in course scheduling and delivery formats based on survey results.	More responsive scheduling and delivery models aligned with student and faculty needs. Improved student satisfaction and course completion rates.	Deans/Director Erickstad
	b. Research innovative delivery models used by other institutions.	Completion of a summary report with recommended practices.	Identify effective practices to inform future course delivery decisions.	Deans/Director Erickstad

FOCUS TWO: ENHANCE

Goal 2.A - Enrich the student experience through housing and campus life.				
Objective	Action	Assessment measures	Intended Results	Responsible Party
1. Develop and implement a long-term student housing plan.	a. Engage Student Senate to assess residence hall needs, identify modernization priorities, and establish a plan for improvements.	Monitor student feedback on residence hall facilities and improvements through surveys and Student Senate input.	A clearly defined, student-informed housing plan that supports long-term campus growth. Improved residence hall facilities that enhance student comfort and satisfaction. Increased student engagement in shaping the residential experience.	VPs
2. Deliver student life programming that strengthens opportunities for student leadership.	a. Develop and implement a Student Senate programming plan focused on increasing student involvement and connection to LRSC.	Track attendance and participation rates in student life events and programming for an annual Student Senate report.	Stronger sense of belonging and connection to LRSC among students.	VP Zehr
	b. Organize student trips that promote historical awareness, cultural understanding, and exposure to diverse perspectives.	Collect student feedback on the quality and impact of events and experiences.	Expanded opportunities for personal growth through diverse and meaningful experiences.	Dean Wolf
	c. Relaunch Snow Days by forming a planning committee and successfully hosting Snow Days events.	Measure the number of Snow Days events and the number of participants.	Increased student participation in campus life and co-curricular activities.	VP Wood/VP Zehr

Goal 2.B - Strengthen relationships with the community and region to better serve students and employers.				
Objective	Action	Assessment measures	Intended Results	Responsible Party
1. Increase community awareness of LRSC's programs and impact.	a. Host Chamber Business After Hours events and program-specific open houses across programs or divisions.	Track the number of community events hosted and attendance levels. Collect feedback from event attendees.	Increased community awareness of LRSC programs and services.	VP Wood
	b. Provide campus tours for area high schools that showcase students actively engaged in learning.	Monitor participation from area schools. Collect feedback from event attendees.	Stronger relationships with local schools, businesses, and community organizations.	VP Zehr
2. Build and sustain meaningful engagement with regional stakeholders.	a. Expand outreach initiatives such as the "Royal Treatment" program to area high schools.	Track the number and reach of outreach initiatives and school partnerships.	Stronger, more consistent engagement with regional schools and stakeholders.	VP Wood/VP Zehr
	b. Promote shared governance, tenure, and academic freedom through community engagement and public dialogue.	Monitor participation in community engagement activities and public forums.	Increased trust and collaboration between LRSC and the broader community.	Deans

FOCUS THREE: ADVANCE

Goal 3.A - Strengthen collaboration with the Community College Foundation.				
Objective	Action	Assessment measures	Intended Results	Responsible Party
1. Expand and strategically use scholarships to support recruitment and retention.	a. Evaluate the current scholarship initiative designed to increase student enrollment and retention.	Track the number and distribution of scholarships awarded in alignment with recruitment priorities. Evaluate the impact of targeted scholarships on program growth, including Fine Arts participation.	More strategic use of scholarships to attract and retain students. Improved student persistence and completion rates among scholarship recipients.	VP Wood
	b. Establish targeted scholarship opportunities to support and enhance Fine Arts programming, including Theater.	Monitor enrollment and retention rates of scholarship recipients.	Increased enrollment in targeted program areas.	VP Wood
2. Build and sustain meaningful alumni engagement.	a. Expand "Boost the Blue" into a comprehensive institutional event that fosters engagement among alumni, families, and current students.	Track participation rates in alumni events and engagement activities.	Increased alumni participation and connection to LRSC.	VP Wood
	b. Collect and analyze alumni data to inform targeted marketing, communication, and engagement strategies.	Measure growth and accuracy of alumni data and contact information. Monitor alumni giving and involvement over time.	More effective and targeted alumni communications. Strengthened long-term relationships that support institutional advancement.	VP Wood

Goal 3.B - Secure resources to support LRSC's long-term priorities.				
Objective	Action	Assessment measures	Intended Results	Responsible Party
1. Diversify and expand funding sources.	a. Utilize initiatives such as text-a-thons to identify and cultivate new and prospective long-term donors.	Track the number of new donors identified and retained through outreach efforts.	Increased and diversified revenue streams supporting institutional priorities.	VP Wood
	b. Develop and implement a grant strategy aligned with institutional priorities.	Monitor grant applications submitted, awarded, and total funding secured.	Stronger donor pipeline and long-term philanthropic engagement.	VP Kitchens
	c. Clarify and strengthen the role of Booster Club contributions to maximize support for athletic programs.	Evaluate contributions and impact of Booster Club funding on athletic programs.	More effective use of external funding to enhance programs and initiatives.	VP Wood
2. Secure funding for the Royals Athletic Performance Center.	a. Develop and implement a sustainable funding plan for ongoing operations and maintenance of the facility.	Track funds raised toward construction, maintenance, and program support goals.	Successful construction and long-term sustainability of the Athletic Performance Center.	VP Wood
	b. Launch and advance a capital campaign that includes scholarship and programmatic support components.	Monitor progress of capital campaign phases and donor participation.	Increased donor engagement through a comprehensive capital campaign. Expanded opportunities for student-athlete development and success.	VP Wood

Goal 3.C - Invest in faculty and staff to strengthen culture, growth, and development.				
Objective	Action	Assessment measures	Intended Results	Responsible Party
1. Foster a supportive culture that promotes equitable advancement and professional growth.	a. Conduct regular climate surveys and use the results to guide targeted improvements in workplace culture.	Climate survey response rates and trends in favorability scores. Number of action items implemented in response to survey feedback.	Improved workplace climate and increased employee engagement.	VP Kitchens
	b. Establish pathways for advancement, including mentorships and leadership opportunities.	Participation rates in professional development and mentorship programs.	Greater transparency and equity in advancement opportunities.	VPs/Deans
	c. Provide ongoing professional development opportunities aligned with institutional priorities and individual growth goals.	Advancement and retention rates among faculty and staff.	A culture of continuous learning and professional growth. Higher levels of faculty and staff satisfaction and retention.	VPs/Deans
2. Align student learning outcomes across all instructional modalities.	a. Conduct a comprehensive review of student learning outcomes across face-to-face, dual credit, and online modalities to identify differences.	Completion of a comprehensive review of student learning outcomes across all modalities.	Consistent application of student learning outcomes across modalities.	Dean
	b. Facilitate faculty discussions and collaborative review sessions to gather input.	Establish a plan for addressing identified differences.	A defined action plan that reflects faculty input and supports improved alignment in academic practices.	Deans

Goal 3.D - Leverage athletics to enrich the LRSC experience.				
Objective	Action	Assessment measures	Intended Results	Responsible Party
1. Evaluate existing and prospective athletic programs to identify strategic opportunities for growth.	a. Conduct a comprehensive review of current athletic programs, including participation trends, operating costs, competitive performance, and facility needs.	Data on participation, retention, recruitment, and competitive outcomes by sport.	Data-informed decision-making regarding athletic program sustainability and expansion.	Athletic Director
	b. Analyze regional and conference trends to identify emerging sports and opportunities for expansion.	Stakeholder feedback from students, coaches, administration, and community.	Strategic allocation of resources to programs with the greatest potential impact.	Athletic Director
	c. Assess student interest, recruitment potential, and community support for prospective sports.	Identification of one high-potential athletic team to consider for development.	Strengthened competitiveness, visibility, and long-term success of the athletics program.	Athletic Director
2. "Build the Pride" - Create a game day environment that increases attendance, strengthens community pride, and builds connections between athletic teams and the community.	a. Implement targeted marketing campaigns using social media.	Attendance numbers and ticket sales at athletic events.	Increased attendance at athletic events.	VP Wood/Athletic Director
	b. Invite schools, youth organizations, clubs, and community groups to participate in game day activities such as half-time performances.	Participation rates of community groups during game days.	An exciting game day atmosphere that encourages repeat attendance.	VP Wood/Athletic Director
	c. Organize regular opportunities for athletic teams to attend community events, school visits, and service activities.	Frequency of team involvement in community events.	Stronger sense of school pride and community connection.	VP Wood/Athletic Director