



FOCUS
2018-2020
LARAMIE COUNTY COMMUNITY COLLEGE

In 2013, Laramie County Community College (LCCC) developed a comprehensive strategic plan outlining the College's goals and strategies through 2020.

To view the original strategic plan, visit: lccc.wy.edu/StrategicPlan

The goals of the plan

1. Increase the number of students earning high-value credentials;
2. Strengthen relationships and connections with key community partners to improve student transitions between educational entities and into the workforce;
3. Build an organizational capacity to thrive in the future; and
4. Transform the College's physical environment into a vibrant, and appealing place conducive to the engagement of students and community.

Now, with just two years left under this plan, it is time for LCCC to focus. Focus on the work that needs to be completed to bring the original plan to close. That is what this publication does. It provides the focus on three key areas the College will emphasize in the final years of its strategic vision:

1. FOCUS: Student Success
2. FOCUS: Inside LCCC
3. FOCUS: Campus Transformation

– Pathways 2.0 Colleges –



FOCUS: STUDENT SUCCESS

The College's first focus area is on what matters most – the success of our students. These efforts here are centered on LCCC's participation in the American Association of Community College's Guided Pathways 2.0 initiative. While the term is new, Guided Pathways truly is about building on, connecting, and finalizing the work LCCC has been doing under Goals One and Two of the original strategic plan.

Guided Pathways

The Guided Pathways model is an integrated, institution-wide approach to student success based on intentionally designed, clear, coherent and structured educational experiences.

4 Pillars of AACC's Guided Pathways & LCCC Must Haves:

1. **CLARIFY THE PATH**
(Academic Program Structure)
2. **HELP STUDENTS GET ON A PATH**
(New Student Intake)
3. **STAY ON A PATH**
(Progress Monitoring and Support)
4. **ENSURE STUDENTS ARE LEARNING**
(Instructional Effectiveness)

Pathway Groups

MUST HAVE FOR SUCCESS

These nine areas were identified as key components in creating a successful outcome for LCCC's Pathways journey by the Fall of 2020.

- Advising Model
- Co-Req Dev Math & English
- Course & Program Competencies
- Eagles' Academies
- Essential Student Experiences
- Excellence in Instruction
- General Ed 2.0
- Program Maps
- Streamlined, Effective Entry

Strategic Enrollment Management (SEM) Planning

LCCC will develop a comprehensive and coordinated process to identify enrollment goals aligned with the optimal recruitment, retention, and success of our students. SEM planning will focus on the effective integration of administrative processes, student services, curriculum planning, and market analysis to reach our student enrollment and completion goals in a constantly changing and competitive environment.

- SEM Readiness Assessment in AY 2018/2019
- SEM Master Planning in AY 2019/2020

Strategic Academic Program Planning

With a focus on the future, and by aligning to current and emerging needs of our communities, state and nation, LCCC will develop a strategic plan for the modification of existing degree and certificate programs and the addition of new.

- Environmental Scanning Summer 2018
- Employer/Stakeholder Engagement Fall 2018
- Plan Development and Launch AY 2018/2019

FOCUS: INSIDE LCCC

LCCC continues to build an organization engineered to thrive in an uncertain future. Through a commitment to shared governance and a climate of trust, LCCC is developing an effective, efficient, and entrepreneurial workforce with a tenacious dedication to continuous improvement. This work will culminate by finalizing strategies found primarily in Goal Three of the original strategic plan.

Finalize Classification and Compensation Model

Making LCCC an employer of choice has been a long-standing goal and now has new direction and focus. The College will finalize the implementation of its new classification and compensation model.

- Ensuring competitive compensation for recruitment and retention of employees.
- Develop Preferred Qualifications for all Position Descriptions.
- Establish Criteria for Performance and Values Increments.

Develop & Implement Performance Management Process

A robust performance evaluation model (system) will aid in the accurate and consistent performance assessment of our people enabling specific employee improvement within current roles and focused development toward the fulfillment of future roles at LCCC. Accomplishing this goal will require:

- Aligning employee job performance with meaningful, role-focused competency models in order to foster shared understanding and establish clear expectations across LCCC.
- Providing employees with more consistent performance feedback and enabling better coaching on the part of supervisors.
- Allowing for better institutional tracking and reporting of employee performance across levels and groups.

Finalize Functional Area Continuous Improvement System

The College has made substantial progress on a system to help its functional support and service areas focus on continuous improvement. These efforts will be finalized and culminate in a comprehensive system to mirror that used for academic program offerings.

- Initial improvement plans established AY 2018/2019
- Multi-year comprehensive review process developed Summer 2019

Develop LCCC Online

LCCC will move forward in the development of an online campus and significant improvement in online instructional delivery. Initial work for LCCC Online will include establishing quality standards and criteria for online offerings and instruction. This work will be followed by a purposeful development and delivery of online programs and courses to meet student demand and grow enrollment.

- Prospectus drafted through a collaborative Sprint process, Spring/Summer 2018
- LCCC Online framework will undergo a consultative feedback process and revision in Fall 2018
- Faculty development and program application will begin in Spring 2019

FOCUS: CAMPUS TRANSFORMATION

The College has set an aggressive agenda to transform its physical environment into a vibrant and appealing place conducive to the engagement of our students and communities. To date, a significant portion of the facilities additions, expansions, renovations and other improvements have been completed or are in progress. Only a few of those items identified in Goal Four of the original strategic plan remain to be initiated and/or completed.

Ludden Library Renovation & Expansion

This project will provide LCCC students and community members with a space for academic learning and research, academic instruction, community engagement, and more.

- \$6.2 million budget
- Construction began June 2018
- Relocation of library services during construction to CCC 128/138
- Project completion in January 2019

ACC Classroom Expansion

LCCC's Albany County Campus (ACC) has been space constrained for many years and in need of additional instructional space. This expansion includes the addition of two much-needed classrooms on the ends of each wing of the existing building.

- Received Legislature Approval in 2018
- \$1.3 Million budget
- Completion estimated for the Fall of 2019

Residence Hall

With the goal of increasing enrollments, additional on-campus student housing will be essential for LCCC. With less capacity than all but one other community college, lack of housing has been a challenge the institution must overcome.

- Funding from Legislative Dormitory Loan Program
- 350 bed facility
- \$30 million budget
- Target completion Fall 2019

Fine and Performing Arts Remodel/Expansion

As the only community college in Wyoming without an auditorium, LCCC is excited about the potential to add this much needed space alongside a renovation of the 36-year old Fine Arts building to improve the experience for students and the community.

- Renovation of 22,000 sq. ft. of educational space
- Upgrade infrastructure systems
- Build 350-400 seat auditorium
- Project cost: \$14 million
 - \$7 million appropriated from the Wyoming Legislature in 2018

Recreation and Athletics Complex (RAC) Renovation

This project focuses on a critical renovation of the 44-year old building providing more adequate recreational and fitness spaces for students and the community. While also address instructional, student health, and collegiate athletics needs.

- Renovation of 55,000 sq. ft. of recreational and instruction space
- Upgrade infrastructure systems and add HVAC to the facility
- Expand and Improve the gymnasium to meet NCAA/NJCAA standards
- Project cost: \$14.2 million

For more information on building projects visit: lccc.wy.edu

Full
Implementation
by 2020