

## LINKAGE OF PROGRAM REVIEW TO STRATEGIC PLAN



CANKDESKA CIKANA  
COMMUNITY COLLEGE  
*Spirit Lake Dakota Nation*

### Initiative 1: Nurture Student Success

#### Goal 1: Increase Student Recruitment

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

Improve outreach/engagement with area high schools and communities

- Program Review monitors and informs stakeholders of program enrollments and enrollment needs; annual program goals may be set to increase community outreach and student engagement

Implement consistent and updated marketing strategies

- Program Review provides outreach/marketing personnel with current and consistent program information for marketing and communication purposes

Discover workforce needs and opportunities to strengthen tribal and community relationships

- Program Review includes an analysis of workforce projections in the community and at the state and national levels

#### 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

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

- Registrar, Financial Aid, Administration, Faculty, Student Academic Advisors, and Student Academic Mentors informed by the Curriculum Committee and Academic Dean of program, program of study, and course changes arising out of program review processes; students informed through Academic Advisors and Mentors
- Analysis, revision of, and monitoring of programs of study formats during the program review process (ensuring Empower degree audit function and Empower system program of study, website program information, official approved program of study, and program promotional materials concur when informing students)

Utilize data to identify performance gaps and develop necessary interventions

- Data within each program review assists in identifying areas in need of intervention and is the basis for recommendations/interventions cited in

each review

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

- Program Review reflects concerns and needs of the student population, utilizing this information when making program recommendations

## **Initiative I2. Promote Effective Teaching and Learning Processes**

### **Goal 1: Constant and consistent academic improvement**

c. Meet standards in line with state institutions (GERTA, articulation agreements, common course numbering and objectives)

- Program Review includes analysis of programs of study ensuring alignment with current standards and requirements at state institutions

d. Assessment of student learning is understood, utilized, reviewed each semester

- Analysis of current assessment documents is included in program review

e. Identify areas and/or courses from data showing student success to identify areas and/or courses which need improvement

- Data on student completion and graduation/transfer is analyzed within the program review and recommendations put forth to increase student success rates within programs

h. Maintain master course schedule that is innovative and supportive of student status, established and maintained

- Courses within each program of study are evaluated during program review with updates implemented to assure course offerings support student educational objectives

i. Program Review is understood, utilized and evaluated

- Program Review processes, requirements, and updates are regularly communicated to staff during staff/faculty meetings and in-services
- Curriculum committee members serve as mentors to staff completing program reviews, giving assistance in gathering documentation and utilizing a common format

- The Program Review Guide and related documents are available to all staff via the website, the common server, and from the curriculum committee at any time

k. Conduct faculty and staff in-service in fall and spring

- Updates and training on the program review process are an integral part of faculty and staff in-services

l. All courses/programs of study include a Dakota cultural or language component

- Program Review includes information on course-level assessment across all programs of study, assuring inclusion of Dakota Studies is institutionalized into the curricula
- Program Review includes the current programs of study which reflect the inclusion of Dakota Studies and Dakota Language in all two-year degree programs
- Program Review of the Natural Resources Program results in program planning of curricula to support the implementation of research and education activities related to Dakota Culture

m. Advisory Boards maintained for all CTE programs of study to garner industry perspective and guidance for student pathways

- Updates regarding advisory board recommendations and actions are part of the program review process

n. Development of the Dakota Studies program to bachelor's level

A tribal member 'faculty/teacher' development program is implemented

- Program Review yields data on enrollment, student, community, and staffing needs for the Dakota Studies program

- Program Review provides the basis for and is the appropriate process through which the development of a bachelor's level program will be submitted and approved

o. Continue and enhance support for the early childhood education and social work 2+2 programs

Develop other programs for the 2+2 pathway – i.e., education

- Program Review analysis has established the 2+2 pathways in Early Childhood Education and Social Work as programs of strong demand for our student population; the programs constitute an area of strength and successful pathways which may be expanded with the development of additional 2+2 programs

### **Initiative 3. Advance Community Development & Innovation**

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

b. Maintain and update baseline data contained in the CCA

Link data with programs of study, job opportunities

- Employment needs researched and identified within each program review; baseline data from the CCA used as a resource for identifying needs

Link work study, internships, apprenticeships to academic pathways and community/career employment

- Course and training needs are reflected in the course offerings and academic pathways available to students and the community which arise out of the program review process recommendations

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

b. Assure strong Dakota cultural component as well as courses (i.e. quilt making, beadwork, tanning hides, etc.)

- Program Review assures programs of study contain coursework in Dakota Studies and language; other courses within the programs of study are required to contain culturally relevant components

#### **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

- Program Review for the Business Administration program continues to demonstrate the need and demand for business courses; the review process provides a means of monitoring continued needs and to ensure needs are reflected in the current program of study

c. As appropriate and depending on resources, utilize CCCC as incubator for business/economic development

- Information on possible revenue sources, levels, and allowable uses are embedded in the program review template each program must complete according to a 3-year schedule

#### **Goal 4: Improve understanding and utilization of Land Grant status**

a. Provide community education and outreach opportunities

- Program Review of the Natural Resources Program under the purview of the Land Grant results in programs of study and course curricula to support education opportunities for the community

#### **Initiative 4. Ensure a Sustainable & Superior Institutional Organization**

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

- Program Reviews include documentation of how each program supports the mission and vision of CCCC.

##### **Goal 4: Policy documents are reviewed and updated annually**

- Program Review Guide and related documents are reviewed annually and updated by the Academic Dean and Curriculum Committee as needed

##### **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

- The Academic Dean and Curriculum Committee continually (at least once per semester) provide professional development on the program review process and requirements through faculty and staff meetings and regular updates to the Program Review Guide and related documents

### **Goal 6: Appropriate and affordable marketing strategies are utilized**

- Program Review provides a resource containing current program information for the business office and outreach/marketing personnel to utilize for informing marketing and communication decisions
- Program Review relates data on which programs are in high demand and yields data on program viability in order to determine appropriate areas for marketing

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

#### a. Implement recruitment, mentoring, job-shadowing roles for all key positions

- Faculty completing program reviews are assigned a mentor (a fellow faculty member); faculty may attend program review meetings of the Curriculum Committee and give input to the process and are encouraged to do so; faculty may also serve as a program review mentor
- Program Review is governed through the Curriculum Committee and the Academic Dean; all committee members are well-versed in and actively participate in the program review process ensuring continual succession of the process
- The Curriculum Committee continually provides professional development on the program review process and requirements through faculty and staff meetings, presentations to the Board, and regular updates to the Program Review Guide and related documents

### **Goal 11: Maintain Master Campus Facilities Plan**

#### b. Depreciation, expected maintenance/repairs/upgrades are scheduled

- Program Review contains information regarding adequate/inadequate facilities and needs; serves as a tool for prioritizing needs

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

- Program Review provides information regarding technology needs within programs, provides one means of prioritizing technology needs, assists in identifying areas of need in professional development in the area of technology, and may identify fiscally viable programs from which monetary resources for the purchase/updating of technology can be obtained