2023-2028
Cankdeska Cikana Community College Strategic Plan

Priority I - Nurture Student Success

Goal	Descriptions	Responsible
1) Maintain student enrollment of 300-325 students	Continue to provide tuition waivers (as funding allows) to all high school seniors, veterans, elders, and GED graduates	Student Services, Academics, Administration, Recruitment & Retention Committee
	Develop tracking of high school students engaged in CCCC weekend/summer academies to create a pathway for a seamless transition from high school to college; same for GED completers	3Ds Committee, Academics, Student Services
	Refresh marketing tools and use of social media to recruit students	Student Services/Outreach, Communications
	Establish CEU programs	Student Services, Academics
2) Maintain/develop strategies to improve retention (> 50%) and persistence rates (> 65%)	Engage students throughout semester, "Create events/activities that would engage students through hybrid courses throughout semester" or "Review feasibility of extra-curricular activities"	Faculty, faculty advisors and mentors; Student Services; professional tutors; R & R Committee
	Students complete orientation	Academics, Student Services
	Contact students who did not re-enroll the next semester	Student Services
	80% of enrolled students will complete financial aid applications each academic year	Student Services
3) Increase student graduation rate (CCCCs 5-year average ending 2021 is 12% per IPEDs)	Improve the student monitoring, alert system within the faculty ranks as well as for Student Services	Academics, Student Services
4) Establish tracking system for student transfers into bachelor's programs but also for employment	Determine appropriate software programs for tracking of students for transferring and for employment	3Ds Committee; Student Services, Academics, Administration
5) Establish an alumni club/group	Better tracking of CCCC graduates and the promotion of the education pathway, socialization of students and community	Student Services, Administration, students

Priority II – Practice Effective Teaching & Learning Processes

Goal	Descriptions	Responsible
1) Continuous academic improvement	Continue to expand project-based and career-focused learning experiences for students, including internships/apprenticeships	Academics, all
	Review and approve Program Assessment and Program Review data and policies.	Academics
	Advisory Boards maintained for all CTE programs of study to garner industry perspective and guidance for student pathways	Academics, CTE Director
	Development of a bachelor's program	Academics, Administration
	Maintain existing 2+2 programs and expand to others as appropriated	Academics
2) Recruit and support development of faculty	Review and maintain job descriptions	Academics, HR
	Ensure annual performance	Academics, HR
	Develop specific (pedagogy) program for the recruitment of Spirit Lake tribal members for faculty positions	Administration, Academics, Student Services
3) Professional development opportunities available for all faculty and staff	Review and maintain individualized professional development plans for faculty/staff and any related resources needed	Academics, HR, Administration
4) Establish and maintain research office, IRB	Creating knowledge, sharing knowledge is the foundation for higher education that is accomplished by research (science-based research)	Administration, Leadership Committee, faculty and students

Priority III - Support Community Development

Goal	Descriptions	Responsible
1) Update the Comprehensive Community Assessment (CCA) every 5 years – next one due 2025-26	CCCC Head Start is the lead for the community assessment that engages the Tribal government and programs as well as tribal, community members	CCCC Head Start, PPAC, Board of Regents, Administration, students
2) Support the CCCC Advanced Manufacturing Certificate (AMP) toward student-led project ideas that respond to community needs…i.e. student tiny house project or the NASA space project	Has not been approved yet in Curriculum Committee (will be coming up in Nov. 30). Initial projects have started for the two mentioned that also support workforce development – the need is for physical space (new facility) to house equipment, classes, lab, etc.	Administration, AMP faculty, students
3) Create and implement CEU courses, including micro-credentials	Focus on Spirit Lake Dakota history, culture, language, treaties/governance	Faculty, students, Academics, Student Services
4) Support the CCCC Land Grant programs regarding regenerative agriculture/organic gardening/sustainable food access	Integrate Dakota stewardship concepts toward sustainable food development, use, and storage	Land Grant, Academics, Student Services
5) Establish grants/development office (position)	Continue to work with AIHEC and College Fund for faculty and student led projects in finding funding to implement and sustain the projects	Administration, faculty, students
	Monitor grant announcements and select ones to apply for, develop grant applications	Administration, program directors, faculty
6) Strategic Planning	CCCC Strategic Plan is reviewed, updated on a regular basis but done in 5-year increments (the current plan is 2023-2028 and sets the foundation for the next 50 years)	Administration, Board of Regents
	Include the Emergency Plan and the Succession Plan (which are separate documents)	
7) Recruit/hire tribal members, including CCCC students, for CCCC positions	Better integration of work study, internships, and apprenticeships for all CCCC positions	Student Services, Academics, Administration, HR

Priority IV - Transparent & Sustainable Operations

Goal	Descriptions	Responsible
1) Web site maintains all official documents, policies, reports, research papers, and data metrics	Ensure website is maintained and all official documents, etc. are kept current	IT and Communications Directors; Administration; Leadership Committee
	Continue to increase visibility, transparency, and sustainable operations by boxholder mailings	Communications, Student Services, President
	Reviewed and update policy documents annually	Administration, Board of Regents
2) State-of-the-art technology infrastructure	Institution assures and maintains appropriate technology systems that are secure	IT Director
	Training and professional development opportunities are available for the IT staff	Administration, HR
	Develops IT policies that includes social media use and cybersecurity	IT Director
	Seek funding sources to maintain quality and continuity	IT, Administration
3) Accreditation is maintained	Accreditation status is maintained with the Higher Learning Commission at the certificate and associate's level	Academics, Board of Regents, all
4) Financial audits maintained	Annual financial audits are conducted, followed-through with the goal of no findings	CFO/Finance, Administration, Board of Regents, all

"Parking lot" items - wish list!

• Student, faculty, staff housing (tiny house project)

• Equine program

• Campus safety – curbing, sidewalks, landscaping, art installations

• Free child care services for employees and students

• Family health insurance coverage for employees

• Sabbatical policy for President, key administrators, and faculty

• CCCC Head Start becomes a Dakota language nest

• Library Renovation and Expansion

• Professional Driver Facility and Parking Lot