



CANKDESKA CIKANA  
COMMUNITY COLLEGE

*Spirit Lake Dakota Nation*

# CCCC STRATEGIC PLAN

2015-2020

## CCCC Strategic Plan 2015-2020

<b>Goal 1: Enhance Student Recruitment</b>			
<b>Objective</b>	<b>Strategies/Tasks</b>	<b>Impact</b>	<b>Timeline</b>
<p><b>1.1 Update and Implement a more effective student orientation process.</b></p> <p>Persons/Committees Responsible:</p> <ul style="list-style-type: none"> <li>• Academic Dean</li> <li>• Dean of Administration</li> <li>• Student Success Director</li> <li>• Outreach Coordinator</li> <li>• Enrollment Management Committee</li> <li>• Student Government</li> <li>• Alumni</li> </ul>	<ol style="list-style-type: none"> <li>a. Continue assessment of student services from recruitment to post-graduation (alumni) with student input</li> <li>b. Add and administer an appropriate career-assessment tool for prospective college students</li> <li>c. Provide an effective, integrated, and coordinated orientation and advisement plan for all students, as outlined in the Enrollment Management Plan: Goal 3.</li> <li>d. Employ a Director of Student Success</li> <li>e. Employ an Outreach Coordinator</li> <li>f. Inform all staff about the orientation process for consistency in consumer information to students</li> <li>g. Post student orientation information on CCCC website and in local media (e.g., radio, publications, etc.)</li> </ol>	<p>Students and staff will become more informed about the college admission and registration processes as measured by student satisfaction surveys and formative/summative evaluations by Enrollment Management Committee.</p> <p>Students will better understand their postsecondary journey and responsibilities as measured by student retention each semester.</p>	<p>Update, implement and evaluate the student orientation plan each semester.</p>
<p><b>1.2 Update and Implement policies and procedures for registration and admission</b></p> <p>Persons/Committees Responsible:</p>	<ol style="list-style-type: none"> <li>a. Update information and provide training to faculty and student services personnel in offering consistent student advising.</li> <li>b. Provide student advising and resources for degree-seeking students with an emphasis on cohort networking and bonding</li> </ol>	<p>Under better advising, students will complete the admissions and registration processes with</p>	<p>Update plans and implement staff orientation and training prior to the beginning of each semester.</p>

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<ul style="list-style-type: none"> <li>• Academic Dean</li> <li>• Dean of Administration</li> <li>• Student Success Director</li> <li>• Outreach Coordinator</li> <li>• Academic Advisory Council</li> <li>• Enrollment Management Committee</li> <li>• Student Government</li> </ul>	<ul style="list-style-type: none"> <li>c. Post admission and registration forms on the CCCC website.</li> <li>d. Implement a student advising mechanism whereby key staff can “double-check” the accuracy of a student’s academic plan.</li> <li>e. Administer a student satisfaction survey (w/ incentives) each semester about the quality of the admission and registration processes</li> <li>f. Provide financial aid advising and resources for both degree and non-degree students</li> </ul>	<p>accuracy and confidence as measured by student satisfaction surveys.</p> <p>More information about student advising and resources can be found in the Enrollment Management Plan: Goal 3.</p> <p>More information about financial aid advising can be found in the Enrollment Management Plan: Goal 4.</p>	
<p><b>1.3 Increase communications among institutional committees, employees</b></p> <p>Persons/Committees Responsible:</p> <ul style="list-style-type: none"> <li>• President</li> <li>• AD, DA</li> <li>• Academic Advisory Council</li> <li>• IT Department</li> </ul>	<ul style="list-style-type: none"> <li>a. Update list of chairs and members of each committee and work group annually</li> <li>b. Provide orientation about the purpose and responsibilities of each committee</li> <li>c. Update the schedule of committee meetings and post an institutional calendar maintained by the President’s office</li> <li>d. Post committee minutes and updates on the CCCC website or public portal</li> <li>e. Convene monthly meetings of the CCCC Academic Advisory Council</li> <li>f. Convene All Staff meetings monthly</li> </ul>	<p>College stakeholders (students, staff) will become better informed about committee work and activities of the college as evidenced by minutes and updates posted through various outlets.</p>	<p>Committee meetings will be held monthly or as needed; monthly all staff meetings</p>

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	<p>g. Convene a CCCC Assessment Retreat at the conclusion of the academic year</p> <p>h. Conduct periodic radio announcements about college activities and committee work</p>	<p>Institutional transparency will be strengthened as evidenced by the same.</p>	
<p><b>1.4 Develop and sustain a master course offering</b></p> <p>Persons/Committees Responsible:</p> <ul style="list-style-type: none"> <li>• Academic Dean</li> <li>• Dean of Administration</li> <li>• Registrar’s Office</li> <li>• IT Department</li> </ul>	<p>a. Review and update a master course schedule</p> <p>b. Create and maintain a signature protocol for administrative approvals of the master course schedule</p> <p>c. Establish an online presence of the CCCC college catalog</p> <p>d. Post instructions on the CCCC website about how to access the master course schedule</p>	<p>By establishing and publishing a master course schedule, students and student advisors will be better informed about the availability of college courses as evidenced by an approved schedule.</p>	<p>A CCCC master course schedule will be reviewed and approved annually.</p>
<p><b>1.5 Develop and sustain a marketing/public relations plan</b></p> <p>Persons/Committees Responsible:</p> <ul style="list-style-type: none"> <li>• President</li> <li>• Academic Dean</li> <li>• Dean of Administration</li> <li>• Student Success Director</li> <li>• Outreach Coordinator</li> <li>• Faculty/PR staff</li> </ul>	<p>a. Assess demographics of CCCC student enrollment history</p> <p>b. Identify the critical audience for student recruitment</p> <p>c. Assess available media resources</p> <p>d. Provide staff orientation/training about the various functions and applications of social media (e.g., FB, Twitter, LinkedIn, Instagram, snapchat, etc.)</p> <p>e. Publish a monthly newsletter highlighting the college’s activities and accomplishments</p> <p>f. Identify “success stories” among CCCC alumni</p>	<p>By implementing a CCCC marketing and public relations plan, student success will be enhanced as measured by data reflecting increased student enrollment, retention and persistence. More information about marketing strategies can be</p>	<p>A CCCC marketing and public relations plan will be developed at the beginning of each academic year and evaluated at the end of each academic year.</p>

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	<ul style="list-style-type: none"> <li>g. Create and publish videos showcasing alumni success stories</li> <li>h. Engage student talent to broadcast news and events on local radio</li> </ul>	found in the Enrollment Management Plan: Goal 1.	
<p><b>1.6 Student Recruitment</b></p> <p>Persons/Committees Responsible:</p> <ul style="list-style-type: none"> <li>• All CCCC employees, Board of Regents</li> <li>• Outreach Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>a. Review current recruiting practices and activities, and modify accordingly for an updated student recruiting plan</li> <li>b. Identify target goal, methodologies and marketing materials whereby all CCCC staff can be involved with student recruiting</li> <li>c. Conduct training on best recruitment practices</li> <li>d. Implement a designated student “tour guide” available on days that any recruitment activities have been planned</li> <li>e. Host youth programs as recruitment opportunities of future college students</li> <li>f. Establish a dialogue with local educational programs to discuss mutual education issues as these relate to college-readiness</li> </ul>	By implementing a CCCC Student Recruitment Plan, the number of students taking advantage of postsecondary education opportunities will increase as measured by student enrollment data each semester. More information about student recruitment can be found in the Enrollment Management Plan: Goal 2.	A CCCC Student Recruitment plan will be developed at the beginning of each academic year and evaluated at the end of each semester.
<b>Goal 2: Enhance Student Retention</b>			
<p><b>2.1 Student Retention</b></p> <p>Persons/Committees Responsible:</p> <ul style="list-style-type: none"> <li>* Academic Dean</li> <li>* Dean of Administration</li> <li>* Enrollment Management Committee</li> </ul>	<ul style="list-style-type: none"> <li>a. Review current retention practices and activities, (SAARS –Wolf Report) and modify accordingly for an updated student retention plan with specific strategies, activities and timelines</li> <li>b. Identify retention challenges and issues facing freshmen students, and offer a student orientation program specifically addressing these obstacles</li> </ul>	By implementing a CCCC Student Retention Plan, the number of students enrolled and engaged in	A CCCC Student Retention Plan will be developed at the beginning of each academic

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<p>* <b>Academic Advisors</b>          * <b>Student Success Director</b>          * <b>Student Support Services (SSS)</b>          * <b>Data Support Coordinator</b>          * <b>Student Government</b></p>	<p>c. Develop a tracking program to follow-up with students who don't return to college          d. Offer workshops that focus on "anxiety management" for students and staff          e. Establish a network of student, staff, and advisor coaches and provide training.</p>	<p>academic studies will be increased as measured by student retention data each semester. More information about student retention can be found in the Enrollment Management Plan: Goal 3.</p>	<p>year and evaluated at end of each semester.</p>
<p><b>2.2 Plan for Child-Family Support Needs of CCCC Students</b></p> <p><b>Persons/Departments/Committee Responsible:</b></p> <ul style="list-style-type: none"> <li>• <b>President</b></li> <li>• <b>Academic Dean</b></li> <li>• <b>Student Success Director</b></li> <li>• <b>Child Care and Family Support Program administrators</b></li> <li>• <b>Student Government</b></li> </ul>	<p>a. Conduct forums or focus groups to explore potential solutions to child-family issues of CCCC students          b. Evaluate existing student services (e.g.,, child care, transportation, meals, wellness center, cultural enhancement, etc.)          c. Explore NDSU and CCCC land grant extension program resources already developed for Child-Family support          d. Identify priorities for life-long learning, life-coping skills, and personal wellness needs, and develop a plan addressing these needs          e. Provide workshops to understand traditional parenting skills and to enhance contemporary parenting skills          f. Provide workshops to learn the value and ethics of utilizing social media applications.          g. Develop resource list of services available within the community</p>	<p>With a basic plan, CCCC will assist students with understanding and seeking potential solutions addressing child-family support needs.</p>	<p>CCCC will develop, implement and evaluate a Child-Family Support Plan on an on-going basis through the end date of the strategic plan.</p>

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<p><b>2.3 Community Needs Assessment</b></p> <p><b>Persons/Committees Responsible:</b></p> <ul style="list-style-type: none"> <li>• <b>President</b></li> <li>• <b>Board of Regents</b></li> <li>• <b>Spirit Lake Tribal Council</b></li> <li>• <b>CCA Work Group</b></li> </ul>	<ol style="list-style-type: none"> <li>a. Revitalize CCA work group to do follow up</li> <li>b. Plan for updating CCA</li> <li>c. Continue to distribute CCA to engage community members</li> <li>d. Determine programming</li> <li>e. Seek new sources of partnerships, collaboration</li> </ol>	<p>Continued use and reference to the CCA will correlate current programs and services with community needs</p>	<p>Annually</p>
<p><b>Goal 3: Promote the learning and perpetuation of the Dakota language and culture.</b></p>			
<p><b>3.1 Assess current Dakota Studies program/staffing.</b></p> <p><b>Persons/Committees Responsible:</b></p> <ul style="list-style-type: none"> <li>• <b>Board Members</b></li> <li>• <b>President</b></li> <li>• <b>Dakota Studies faculty</b></li> <li>• <b>Tribal Elders</b></li> </ul> <p><b>Dakota Tribal College Alliance</b></p>	<ol style="list-style-type: none"> <li>a. Conduct an internal assessment for evidence about how the Dakota culture (e.g., values, language, practices) is represented and demonstrated by the program</li> <li>b. Consider WINHEC indigenous accreditation process for Dakota Studies program</li> <li>c. Assess curricula integration of the Dakota culture across all coursework vs. a stand-alone department</li> <li>d. Conduct faculty orientation and professional development opportunities for non-Native employees</li> <li>e. Infuse Dakota language/culture in child care services</li> <li>f. Establish a Dakota Cultural Club to plan for cultural activities such as hand games</li> <li>g. Utilize the 1994 Tribal land grant programming to develop Dakota cultural exhibits for traditional plants, foods and natural resources</li> </ol>	<p>CCCC will be able to ascertain best practices that will enhance Dakota culture and language teaching methods and activities</p>	<p>Fall 2017-2018 culture/language program is evaluated.</p>

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	<p>h. Explore the feasibility of hosting an annual CCCC pow-wow</p>		
<p><b>3.2 Expand Dakota Culture knowledge base</b></p> <p><b>Persons/Committees Responsible:</b></p> <ul style="list-style-type: none"> <li>• <b>Board of Directors</b></li> <li>• <b>President</b></li> <li>• <b>Dakota Studies faculty</b></li> <li>• <b>Tribal Elders</b></li> <li>• <b>Tribal Cultural Resources partners</b></li> <li>• <b>Alumni</b></li> </ul> <p><b>Dakota Tribal College Alliance</b></p>	<ul style="list-style-type: none"> <li>a. Review the internal assessment about how Dakota culture is evidenced and represented within the college</li> <li>b. Conduct a series of forums or focus groups to identify key questions about what elements of the Dakota culture require attention and research</li> <li>c. Develop a document that articulates the role of CCCC in “nation-building” of the Mni Wakan Oyate</li> <li>d. Explore opportunities of partnerships to carryout research about Dakota culture</li> <li>e. Conduct forums or dialogues about coping with cultural diversity</li> <li>f. Explore 1994 Tribal land grant program resources to implement research activities related to Dakota culture</li> <li>g. Explore the development of a publication (newsletter, professional journal, state of Dakota Culture report) that features the on-going research and findings about the Dakota culture</li> <li>h. Establish a CCCC alumni association to ensure the perpetuation of CCCC work to preserve and enhance Dakota culture</li> </ul>	<p>Given the challenges to preserving and protecting Dakota culture/language, CCCC will develop an action plan to assist the Spirit Lake Nation in sustaining the Dakota cultural foundation as well as the language.</p>	<p>The CCCC will continue to focus on the preservation of Dakota culture on an on-going basis through the end date of this strategic plan, and beyond.</p>
<p><b>Goal 4: Develop employees to fill key leadership positions (succession planning).</b></p>			



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<p><b>4.1 Develop a succession planning document</b></p> <p><b>Persons/Committees Responsible:</b></p> <ul style="list-style-type: none"> <li>• <b>Board Members</b></li> <li>• <b>President</b></li> <li>• <b>Human Resource Director</b></li> </ul>	<ol style="list-style-type: none"> <li>a. Define the basic knowledge, leadership skills and experience required for a Tribal college at the board, administration, and faculty levels</li> <li>b. Assess current employee and faculty interest in upward mobility for administration or faculty roles.</li> <li>c. Create a method for “job shadowing” for employees interested in career advancement</li> <li>d. Identify CCCC alumni and tribal members who might be interested in filling vacant positions</li> <li>e. Create and implement opportunities for CCCC students to be mentored in leadership roles</li> <li>f. Expand roles of student government leaders to better understand the basic workings and operations of a tribal college</li> <li>g. Identify CCCC graduates and Tribal members with a special interest to become involved with Dakota cultural education</li> </ol>	<p>By defining the knowledge, leadership skills and experience required for tribal colleges, CCCC will develop a plan for leadership training and career advancement.</p>	<p>CCCC will design and implement a plan during the 2017 academic year with activities focused on identifying, training and mentoring future CCCC leaders. This will be on-going.</p>
<p><b>4.2 Initiate a mentoring program</b></p> <p><b>Human Resource Director</b> <b>President</b></p>	<ol style="list-style-type: none"> <li>a. Establish a professional development plan for every CCCC employee</li> <li>b. Design a leadership mentoring program(s) that is culturally-appropriate and relevant to the needs of CCCC</li> <li>c. Implement a CCCC student ambassador program that will assist with student registration, orientation and academic navigation at the beginning and mid- of each semester</li> <li>d. Assess opportunities for student apprenticeships within the college and with prospective employers (“job-shadowing”)</li> </ol>	<p>(refer to above)</p>	<p>(refer to above)</p>

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<b>Goal 5. Continuous Academic Improvement</b>			
<p><b>5.1 Develop a wider spectrum of courses and training seminars that better equip potential students and employers</b></p> <p>Persons/Committees Responsible:</p> <ul style="list-style-type: none"> <li>• Academic Dean</li> <li>• Faculty</li> </ul>	<ol style="list-style-type: none"> <li>a. Conduct and review an updated community needs assessment to identify key human resource development area</li> <li>b. Contact local employers and identify human resource and workforce development needs</li> <li>c. Assess the educational approaches (academic courses, short courses, Extension workshops, specialized training) for the priority needs of human resources development</li> <li>d. Establish a community education component/program with an advisory committee for the planning, scheduling and coordination of community education and workforce development activities</li> </ol>	<p>By assessing community education and workforce development needs on the Spirit Lake Nation reservation and in area communities, CCCC will develop a plan that addresses human resources and workforce development</p>	<p>CCCC will design and implement a plan for community education and workforce development in fall 2017 and then on-going.</p>
<p><b>5.2 Workforce Development Training Plan</b></p> <p>Persons/Committees Responsible:</p> <ul style="list-style-type: none"> <li>• President</li> <li>• Academic Dean</li> <li>• Dean of Administration</li> <li>• CCCC Business Development Center</li> <li>• Alumni</li> </ul>	<ol style="list-style-type: none"> <li>a. Conduct a workforce assessment with local employers to determine local needs and career pathways</li> <li>b. Establish an on-going work group to assess obstacles and impediments to employment opportunities</li> <li>c. Assess small business opportunities for Tribal members</li> <li>d. Develop a plan and budget for short-term workforce training (credit, certificate, non-credit) with fees</li> </ol>	<p>With a Workforce Development plan and resources, CCCC will explore and create business development and workforce opportunities through</p>	<p>(refer to 4.1)</p>

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<ul style="list-style-type: none"> <li>• Local Employers</li> <li>• Career Counselor</li> </ul>	<p>e. Continue to offer credit and not for credit courses and trainings</p>	<p>partnerships with local employers.</p>	
<b>5.3 Co-Curricular Activities</b>			
<p>Persons/Committees Responsible:</p> <ul style="list-style-type: none"> <li>• President</li> <li>• Dean of Administration</li> <li>• Academic Dean</li> <li>• Enrollment Management Committee</li> <li>• Student Government</li> </ul>	<p>a. Conduct student focus group sessions to assess ideas for co-curricular activities (e.g., formal athletics, intermural athletics, speech, performing arts, hand games, student competitions, recreational sports, personal wellness activities, etc.)</p> <p>b. Explore and assess current opportunities for student participation in intercollegiate activities and competitions (e.g., AIHEC; AIBL, etc.)</p> <p>c. Develop an implementation plan and budget for co-curricular activities</p>	<p>More information about co-curricular activities (clubs) can be found in the Enrollment Management Plan: Goal 3.</p>	
<b>Goal 6: Campus Facilities</b>			
<p><b>6.1 Master Facilities Plan</b></p> <p>Persons/Committees Responsible:</p> <ul style="list-style-type: none"> <li>• Facilities Manager</li> <li>• President</li> <li>• CFO</li> <li>• Faculty/Staff</li> </ul>	<p>a. Update/conduct an inventory of existing CCCC facilities</p> <p>b. Review the existing CCCC master plan</p> <p>c. Conduct internal focus groups about future physical plant needs of the institution (e.g., classroom space, storage, outdoor athletics, etc.)</p> <p>d. Explore needs and options for “green energy” applications</p> <p>e. Explore needs and options for information and digital technologies</p>	<p>By updating a master facilities plan, CCCC will be able to plan for new and remodeled physical facilities that will enhance student learning and teaching, and strengthen the delivery of services.</p>	<p>Annually.</p>

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	<ul style="list-style-type: none"> <li>f. Contract with A&amp;E expertise to update master plan and/or to focus on specific facility project(s) with cost analyses</li> <li>g. Secure fiscal resources (Title III, USDA endowment, private sector donors) to construction as needed and available</li> </ul>		
<p><b>6.2 Campus Security and Safety</b></p> <p>Persons/Committees Responsible:</p> <ul style="list-style-type: none"> <li>• President</li> <li>• Facilities Manager</li> <li>• CFO</li> <li>• Chief of Security</li> <li>• DA</li> </ul>	<ul style="list-style-type: none"> <li>a. Conduct a campus security audit, and assess safety and security needs with local law enforcement</li> <li>b. Research and identify procedures for campus security and for man-made and natural emergencies</li> <li>c. Establish protocols and chain of command for security and emergencies</li> <li>d. Determine correlation of security/safety issues to CLERY Act requirements for IHEs</li> <li>e. Develop and implement a CCCC Campus Security and Safety Plan</li> <li>f. Conduct orientation, training and drills with CCCC employees and students</li> <li>g. Post signage for safety and security measures for employees, students and guests</li> <li>h. Upgrade digital “badge” access to campus entries and offices when funding is available</li> </ul>	<p>By implementing an updated CCCC Campus &amp; Security Plan, CCCC will enhance the safety of students, staff and guests, and the security of its assets.</p>	<p>CCCC will plan and prepare for campus security and safety on an on-going basis.</p>
<b>6.3 Housing</b>	<b>(refer to Master Facilities Plan) Plan for student housing.</b>	More students.	Some day!
<p><b>6.4 Technology Infrastructure</b></p> <p>Persons/Committees Responsible:</p>	<ul style="list-style-type: none"> <li>a. Assess the technology capacities and systems of the institution</li> </ul>	Through needs assessment and	CCCC will assess, plan and

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<ul style="list-style-type: none"> <li>• <b>Dean of Administration</b></li> <li>• <b>IT staff</b></li> <li>• <b>CFO</b></li> </ul>	<ul style="list-style-type: none"> <li>b. Identify IT roles with institutional data collection activities</li> <li>c. Clarify IT roles with social media and general security applications</li> <li>d. Actively participate in the planning of facilities, including cyber security</li> <li>e. Develop an plan for upgrading technology capacities and systems on a rotational basis</li> <li>f. Provide staff/faculty orientation and training about technology resources for teaching, learning and student advising</li> <li>g. Seek fiscal resources for acquisition of new equipment and applications</li> <li>h. Add remote HD cameras to Auditorium and Radio room to Web-cast to and from the facility</li> <li>i. Plan in advance to web-cast future athletic activities.</li> <li>j. Explore the value and feasibility of a new media department</li> <li>k. Provide learning opportunities to understand the value and ethics of utilizing social media</li> </ul>	<p>technology planning, CCCC will effectively integrate resources and systems to strengthen the technology infrastructure and its services to students, staff and guests.</p>	<p>acquire resources to sustain effective technology capacities and systems through the end date of the strategic plan.</p>
<p><b>6.5 Landscaping/Curbing</b></p> <p><b>Persons/Committees</b></p> <p><b>Responsible:</b></p> <ul style="list-style-type: none"> <li>• <b>Facilities Manager</b></li> <li>• <b>Maintenance crew</b></li> </ul>	<ul style="list-style-type: none"> <li>a. Conduct assessment related to landscaping and curbing</li> <li>b. Conduct focus group sessions with students and staff to acquire ideas</li> <li>c. Assess interest by students and staff to volunteer for landscaping</li> <li>d. Assess the resources available through the CCCC Land grant programs or others</li> </ul>	<p>Refer to 5.1 and consider CCCC landscaping plan as an addendum to master facilities plan</p>	<p>Continuous, dependent on resources.</p>

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<ul style="list-style-type: none"> <li>• <b>Faculty/students</b></li> </ul>	<ul style="list-style-type: none"> <li>e. Explore partnerships with area businesses for donations and volunteer support</li> <li>f. Develop a landscaping plan with budget</li> </ul>		
<p><b><i>New Goal 7: Child-Family Support</i></b></p>			
<p><b>7.1 Child-Family Support Needs of CCCC Students</b></p> <p><b>Persons/Committee Responsible:</b></p> <ul style="list-style-type: none"> <li>• <b>President</b></li> <li>• <b>Academic Dean</b></li> <li>• <b>Student Success Director</b></li> <li>• <b>Child Care and Family Support Program administrators</b></li> <li>• <b>Student Government</b></li> </ul>	<ul style="list-style-type: none"> <li>a. Conduct forums or focus groups to explore potential solutions to child-family issues of CCCC students</li> <li>b. Evaluate existing student services (e.g., child care, transportation, meals, wellness center, cultural enhancement, etc.)</li> <li>c. Explore NDSU and CCCC land grant extension program resources already developed for Child-Family support</li> <li>d. Identify priorities for life-long learning, life-coping skills, and personal wellness needs, and develop a plan addressing these needs</li> <li>e. Provide workshops to understand traditional parenting skills and to enhance contemporary parenting skills</li> <li>f. Provide workshops to learn the value and ethics of utilizing social media applications.</li> </ul>	<p>With a basic plan, CCCC will assist students with understanding and seeking potential solutions addressing child-family support needs.</p>	<p>CCCC will develop, implement and evaluate a Child-Family Support Plan on an on-going basis.</p>
<p><b><i>Goal 8: Land Grant</i></b></p>			
<p><b>8.1 Recruit, retain, and place successful students in a range of natural resource related fields.</b></p>	<ul style="list-style-type: none"> <li>a. Develop a recruitment strategy at the high school and community levels.</li> <li>b. Promote individual student strengths through research projects.</li> </ul>	<p>Increase student enrollment and maintain enrollment.</p>	

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<p><b>Persons/Committees Responsible:</b></p> <ul style="list-style-type: none"> <li>• President</li> <li>• Land Grant Director</li> <li>• Academic Dean</li> <li>• Outreach Coordinator</li> <li>• Enrollment Management Committee</li> <li>• Student Government</li> <li>• Alumni</li> </ul>	<ul style="list-style-type: none"> <li>c. Work with student to develop a career plan and assist them in pursuing their goals.</li> <li>d. Offer individualized research opportunities that are challenging and rewarding.</li> <li>e. Encourage the joining of student and professional organizations in the Natural Resource Field</li> <li>f. Encourage professional development of staff and faculty to respond to the Land Grant Program's dynamic potential.</li> </ul>	<p>More information about recruitment strategies can be found in the Enrollment Management Plan: Goal 2.</p>	
<p><b>8.2 Offer culturally relevant environmental education to student and community</b></p> <ul style="list-style-type: none"> <li>• President</li> <li>• Land Grant Director</li> <li>• Academic Dean</li> <li>• Student Government</li> <li>• Alumni</li> </ul>	<ul style="list-style-type: none"> <li>a. Enhance existing native gardens and install interpretive signage.</li> <li>b. Integrate a completed Nature Trail with the Medicine Wheel Garden.</li> <li>c. Plan for future greenhouse to be a space for community learning.</li> <li>d. Offer community workshop classes in environmental issues, food preservation, cooking, gardening, and seed saving.</li> <li>e. Increase the dissemination of informational documents including newsletters, brochures, and garden guides.</li> <li>f. Host a program exposition for students to share their work with the public</li> </ul>		
<p><b>8.3 Address health disparities by enhancing food security throughout the community.</b></p> <ul style="list-style-type: none"> <li>• President</li> <li>• Land Grant Director</li> </ul>	<ul style="list-style-type: none"> <li>a. Designate a project coordinator who can oversee and cooperated with the Land Grant Administrator on the enhancement of the project</li> </ul>		

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<ul style="list-style-type: none"> <li>• Academic Dean</li> <li>• Student Government</li> <li>• Alumni</li> </ul>	<ul style="list-style-type: none"> <li>b. Design and implement a stakeholder input and project assessment plan provide direction to the enhancement efforts.</li> <li>c. Refine program to be more productive, educational, and resourceful based on stakeholder feedback.</li> <li>d. Designate a garden coordinator to integrate horticultural knowledge and community health in cooperation with the Land Grant Administrator.</li> <li>e. Plan and implement the winter production of garden produce in the greenhouse to contribute food to college facilities and events.</li> <li>f. Maintain a community farmers market.</li> <li>g. Explore the feasibility of promoting specialty crops, especially fruit trees</li> <li>h. Assess the need for a community garden site</li> </ul>		
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