Colby Community College

2022-2027

Strategic Plan

Sustaining Success…

www.colbycc.edu

Table of Contents

President's Message……2

Executive Summary……3

The College and our Community……....4

Student Demographics……....5

Guiding Framework……....7

- Philosophy and Structure of the Plan
- Divisions of Planning Development and Implementation
- Central Contributions

Institutional Mission, Vision, Philosophy and Purposes……8

Institutional Strategic Planning Committee……10

Strategic Planning Councils……11

Strategic Themes and Goals……12

Operational Element……13

- Implementation, Assessment, Accountability

Integrated and Systematic Planning……14

Strategic Planning Cycle……15

Measurable Results and Transparency……16

Notice of Non-Discrimination……17

Higher Learning Commission Accreditation Statement……18

Summary Statement……19

President's Message…

This Strategic Plan was developed to reflect the many changes Colby Community College has experienced and will experience. The framework of this documents focuses on the progress and sustainability of Colby Community College over the next five years, from 2022-2027 and beyond. Colby Community College is dedicated to this ongoing, inclusive planning process. The true purpose of this document is to guide the College in all elements of decision making and ensure the institution is making student-centric decisions. Goals and sub-goals identified within the Strategic Plan illustrate institutional priorities and ultimately work towards serving our students and communities in Northwest Kansas and beyond. We look forward to sharing the measurable results as well as celebrating our accomplishments.

Seth Macon Carter
President, Colby Community College
Challenge. Create. Connect.

Executive Summary…

The employment of sustained and systematic planning is vital to the long-term success of Colby Community College. During the 2021-2022 year, the College finalized the 2022-2027 Strategic Plan. The 2022-2027 Strategic Plan is the product of collaboration by the CCC Board of Trustees, administration, faculty and staff.

Through collective actions within the shared governance environment; themes/strategic directions, goals, measurable objectives, with associated operational, and assessment mechanisms, were developed. Implementing the Plan over the five-year period will be accomplished through a strong commitment to the strategic planning process; for the overreaching resolution of attending to the mission, vision, philosophy and purposes of the College while also serving the educational needs of the students and of the communities CCC serves.

Many challenges and opportunities Colby Community College will encounter are highlighted in the themes/strategic directions alongside the nine guiding sub-goals. These elements, in addition to active participation, effective leadership, resource allocation, and commitment to institutional effectiveness will provide direction as the College places more emphasis on planning processes over the next five years and beyond.

The College and our Community…

Colby Community College is a two-year, public institution of higher education. Located in Colby, Kansas, the College is situated in the northwest part of the state in Thomas County and is approximately 50 miles from the Nebraska and Colorado borders. Once known as the Golden Buckle on the Wheat Belt, Thomas County is now also a leading producer of sustainable agriculture. Although not the largest county in the state by acres, Thomas County has more farmable acres than any other county in Kansas.

From a humble beginning of the 99 students in 1964, CCC now serves over 1900 students annually. The College provides a diversity of academic options and has highly qualified and caring faculty and staff. In addition to a 60-acre main campus, CCC has a 60-acre farm utilized as a hands-on laboratory and training facility.

The College also accommodates off-campus students at 24 locations in the 14-county service area through face-to-face, online, and hybrid courses. CCC's previous Strategic Plan saw the renovation of nearly every classroom on campus, the renovation of residential halls, and the incorporation of several new facilities on campus. The College has a strong history of student performance as noted on the Kansas Board of Regents Student Success Index and ranks among the best in graduation and retention rates for two-year public colleges.

Colby Community College is governed by an elected six member Board of Trustees. All Board Members are required to live within Thomas County and abide by all statutory responsibilities.

Student Demographics…

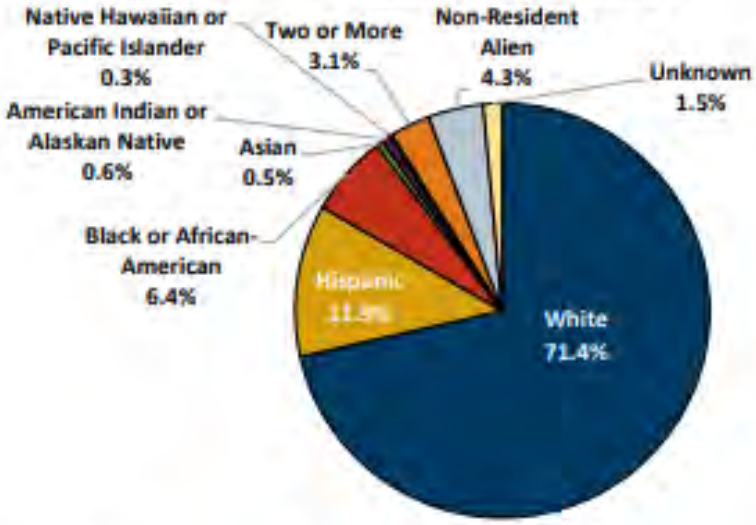
Institutional Profiles

Enrollment by Race/Ethnicity
Academic Year 2016 - 2021

Colby Community College
Table P.11

Race/Ethnicity	AY 2016	AY 2017	AY 2018	AY 2019	[illegible]	[illegible]	Change [illegible] 16 - 21
White	73.7%	49.4%	69.9%	69.0%	72.0%	71.4%	2.3%
Hispanic	6.9%	5.1%	8.6%	10.7%	11.9%	11.9%	82.3%
Black or African-American	8.9%	6.2%	8.7%	7.2%	8.2%	6.4%	-24.6%
Asian	1.2%	0.7%	1.4%	1.1%	0.7%	0.5%	-52.0%
American Indian or Alaska		0.9%	1.7%	0.6%	0.7%	0.6%	-50.0%
Native Hawaiian or Pacific Islander	0.2%	0.3%	0.4%	0.1%	0.2%		
Two or More	0.0%	0.0%	0.0%	3.7%	3.4%	3.1%	NA
Non-Resident Alien	2.2%	3.8%	3.7%	4.5%	0.1%	4.3%	102.1%
Unknown	5.6%	33.6%	5.7%	3.3%	2.8%	1.5%	-72.3%

Enrollment by Race/Ethnicity
Academic Year 2021



Enrollment by Gender
Academic Year 2016 - 2021

Table P.12

Gender	AY 2016	AY 2017	AY 2018	AY 2019	AY 2020	AY 2021	% Change AY 16 - 21
Female	1,313	1,365	1,524	1,526	1,490	1,437	9.4%
Male	824	867	849	928	878	819	-0.6%
Unknown	0	7	10	5	1	1	NA
Total	**2,137**	**2,239**	**2,383**	**2,459**	**2,369**	**2,257**	**5.6%**

GUIDING FRAMEWORK…

Philosophy and Structure of the Plan

The employment of sustained and systematic planning is vital to the long-term success of Colby Community College. The themes/strategic directions and nine guiding sub-goals of the 2022-2027 Strategic Plan provide the foundation for integrated planning. The College uses its Mission, Vision, Philosophy and seven Purposes to guide strategic planning and allocates resources to support the Plan.

Central Contributions

The development of the Strategic Plan reflects contributions from the College community in shaping Colby Community College's future and provides a framework for guiding, organizing, and prioritizing tasks. Representation includes administrators, board members, community members, faculty, staff, and students who collectively have made significant contributions to the planning process through their experiences, knowledge and institutional history.

Institutional Mission, Vision, Philosophy and Purposes…

Mission:

Challenge students to adapt to a diverse society. Create opportunities for student growth. Connect student learning with professional experiences.

Vision:

CCC will be a national leader in academics and student success to transform the lives in the communities we serve.

Philosophy:

Colby Community College is dedicated to the belief that each individual in northwest Kansas should have the opportunity to develop and extend skills and knowledge for the attainment of personal objectives. Implicit in this belief is the idea that education is a lifelong process. The College encourages the people who live in this area to participate fully in its program of educational services. The College strives to meet the needs of its students regardless of age, sex, creed, race, aspiration or educational level.

Students attending Colby Community College are the most important people associated with the institution. All students deserve the opportunity to succeed regardless of their specific goals or aspirations. It is the intention of the College to encourage individual success. The individuality of students is respected and their potential is fostered through programs that include excellent classroom instruction, multiple opportunities for leadership, and an organized plan for counseling and advisement. Attending Colby Community College is designed to be a very personal experience for students.

Purposes:

In order to adequately address its institutional mission, Colby Community College has adopted seven Purposes. The Purposes are intended to be dynamic and flexible to meet both student and community needs.

The 7 Institutional Purposes:

1. Offer two-year college transfer programs leading to an associate degree for students who wish to obtain a baccalaureate degree after transferring to a four-year college or university.

2. Offer both Associate of Applied Science degrees and certificate programs in vocational and technical education for students who wish to gain competence in specific skill areas or to upgrade skills.

3. Offer a developmental education program to serve all students who need improved academic skills, including adult basic education and preparation for the tests of General Educational Development.

4. Offer continuing education courses and community service activities and assist economic development by providing customized on-site training.

5. Offer students a full range of support services.

6. Offer facilities and human resources in support of educational, civic and cultural endeavors.

7. Offer state-of-the-art technology systems to enhance the quality of life.

Strategic Themes and Goals…

This Strategic Plan is organized around the themes/strategic directions that represent essential elements to support the achievement of Colby Community College's eight guiding goals over the next five years. The goals define the broad areas within which objectives and actions are developed and provide indicators to measure progress in achieving our Mission, Vision, Philosophy and seven purposes.

Theme/Strategic Direction I-Student Success

Goal #1: *Increase the Academic Performance of Students*

Goal #2: *Improve Student Achievement*

Goal #3*: Improve the Holistic Student Experience*

Theme/Strategic Direction II-Modernize Colby Community College for the 21st Century

Goal #4: *Strengthen commitment to employees and Ensure a Sustainable Workforce*

Goal #5*: Provide Programs and Services that Prepare Students for the Future*

Goal #6: *Improve Institutional Infrastructure*

Theme/Strategic Direction III-Public Relations

Goal #7: *Establish Mutually Beneficial Community and Business Related Partnerships*

Goal #8: *Increase the Institutional Footprint with the Community, State, and the Nation*

Goal #9*: Develop and Assess Marketing Strategies to Reach New Areas and Locations*

Goal #10*: Continue to Grow and Prioritize Our Agricultural and Unique Programs*

Operational Element…

Implementation, Assessment, Accountability

A comprehensive approach was developed to gauge effectiveness in addition to the progress of institutional strategic planning implementation. The method of realizing the broader vision associated with the eight guiding strategic goals is the essential course of operationalizing the Strategic Plan.

Duly created within the strategic planning councils, a sequence of measurable college-wide objectives, in addition to associated action schemes, provide the structural footing for Plan implementation and assessment.

Monitoring progress, measuring results and data utilization will be approached through the use of multi-leveled grid templates, which provide formation to how the institution will steadily carry out the operational component of the five-year Strategic Plan. This dynamic plan will be assessed systematically on an annual basis, which will provide the flexibility to adapt to changing conditions as reasoned necessary.

To ensure accountability and proper authority in operationalizing the Strategic Plan, five strategic planning councils were developed to lead implementation efforts in realizing momentum towards accomplishing the eight guiding strategic goals. This governance structure will regulate the strategic planning cycle for overall consistency, stability, and progress.

Integrated and Systematic Planning…

The institution combines processes that incorporate input from all functional areas of the College. All components of strategic planning are managed through shared governance, ensuring all personnel has an opportunity to be involved in the configurations that guide campus-based decision making.

The diverse and well-rounded composition of the Integrated Strategic Planning Committee, strategic planning councils, in addition to active participation from members of the campus and community allows for a wide range of understanding to be utilized in the development, implementation, and assessment of the Strategic Plan over the next five years.

Strategic planning occurs cyclically and is in a persistent state of organized analysis, and motion. Monitoring and measuring performance will occur through the operational component of the Strategic Plan and will be applied systematically through consistent adherence to the guiding framework.

Measurable Results and Transparency…

Strategic planning council progress reports will be consolidated in an overreaching annual assessment matrix and provided to the Board of Trustees during the August meeting in open session. The annual assessment report will document descriptions of progress, accomplishments, as well as areas in need of improvement. The results will be published on the College's website to ensure full transparency in communicating the measurable results.

Notice of Non-Discrimination…

Colby Community College provides equality of opportunity to its applicants for admission, enrolled students, graduates, and employees. The College does not discriminate with respect to hiring, continuation of employment, promotion, tenure, other employment practices, application for admission or career services and placement on the basis of race, color, gender, age, disability, national origin or ancestry, sexual orientation or religion. For inquiries regarding the nondiscrimination policies, contact the Vice President of Students Affairs, Title IX and ADA Coordinator, Colby Community College, 1255 S. Range Ave., Colby, KS 67701-785.460.5490.

Higher Learning Commission Accreditation Statement…

Colby Community College is accredited by the Higher Learning Commission.

About the Higher Learning Commission:

The Higher Learning Commission (HLC) is an independent corporation that was founded in 1895 as one of six regional institutional accreditors in the United States. HLC accredits degree-granting post-secondary educational institutions in the United States.

Summary Statement…

This Strategic Plan proposes the guiding framework for the next five years within the larger context of the institutional Mission, Vision, Philosophy and seven purposes. The numerous leadership decisions required to achieve the eight guiding goals will live within the detailed Operational Plan, which will clearly present a multi-faceted approach to translating the vision of ideas into a practical reality.