Colby Community College 2022-2027
Annual Strategic Plan Operational Status Update 2023-2024

Theme/Strategic Direction I: Student Success

➢ Goal #1: Increase the academic success of students

Benchmark and increase national, state, and institutional perspective: graduation, retention, remedial education persistence, student success index scores, credential attainment, transfer rates, and KTIP placement results		
Objective	**Actual Results and Use of Results**	**Status**
Improve student performance on benchmark measures: graduation, retention, KTIP, and Student Success Index	Graduation Rates: Colby Community College ranked #1 for 150% and 200% graduation rates for the 2018 cohort and returned to the top spot for 100% graduation rates for the 2020 cohort. Additionally, for the 2019 cohort, Colby ranked 4th for 100% and 150% graduation rates. Retention Rates: Colby ranked #1 for full-time retention rates for the 2021 full-time cohort, marking the second consecutive year at the top and achieving this title in four out of five years. Enrollment Growth: The college had the second-highest percentage increase in student full-time equivalent (FTE) enrollment and student headcount growth over the past five years, demonstrating a sustained upward trend. National Ranking: According to Niche, Colby ranked #144 out of 1,389 community and technical colleges nationwide, placing in the top 10.4% of colleges.	On-going

Develop and implement assessment model program		
Objective	**Actual Results and Use of Results**	**Status**
Explore and purchase a new assessment software program	CCC requested bids from various assessment software programs and selected Watermark's Planning and Evaluation cloud based service. The service will replace the previous software, SPOL, where the instituion can track and document course assessment, evaluations, assessment plans as well as accreditation documentation and strategic planning progress. The College implemented the softer in the Summer of 2022 with plans to train faculty and staff in the Fall 2022.	Completed
Establish effective assessment models to evaluate program outcomes and improve academic performance.	100% NCLEX pass rate for nursing students. 100% pass rate for veterinary nursing licensure. Multiple new articulation agreements established. Licensure Exam Success: The Nursing program achieved a 100% pass rate on the NCLEX for both Practical Nursing (PN) and Associate Degree Nursing (ADN) programs. The Veterinary Nursing program also achieved a 100% pass rate on its licensure exam. Articulation Agreements: Multiple new articulation and clinical agreements were established, strengthening pathways for students to transfer to other institutions and complete clinical requirements. New Program Launch: A new Feedlot Certificate Program was launched, expanding the college's agricultural education offerings. Use of Results: Use licensure and articulation success to guide continuous program improvements, ensure alignment with industry standards, and expand articulation agreements.	On-going

Take a data driven approach to evaluate and improve student success		
Objective	**Actual Results and Use of Results**	**Status**
Use data analytics to identify areas needing improvement in student performance and institutional practices.	Recognition of Student Achievements: Fifty-two student-athletes were recognized with NJCAA All-American Awards for the 2022-2023 academic year. Additionally, an unspecified number of student-athletes maintained a GPA of over 3.0 during the Spring and Fall of 2023. NJCAA All-Academic Team: Students with a GPA of 3.6 or higher were recognized as NJCAA All-Academic Team members. Financial Stability: The college saw an increase in its net position from $26,981,828 to $32,021,105, a rise of $5,039,277, demonstrating a strong financial outlook. The net position has increased by $14,447,712 since 2014. Operational Improvements: Reduction in noncurrent liabilities by $304,489 and a $330,000 decrease in bond obligations, indicating effective debt management.	On-going

➢ Goal #2: Improve holistic student satisfaction experience

Identify actions and advance strategies to improve effective operations		
Objective	**Actual Results and Use of Results**	**Status**
Enhance campus infrastructure and operational efficiency.	Campus Renovations: Significant renovations were completed, including the Stanley Carr Agricultural Center, Embree Hall's second floor, and the first floor of Hines Hall. The pool interior was repainted for the first time in nearly 20 years, and the chiller unit, an original piece of equipment, was replaced. Infrastructure Improvements: Replaced multiple sidewalks, installed RFID sensors/access controls throughout the campus, and replaced the hay barn at the College Farm. Transportation Upgrade: Acquired a new 54-passenger bus to improve transportation options for college activities. Use of Results: Assess the impact of campus improvements on student satisfaction and prioritize future upgrades based on need and funding availability.	On-going

Create and utilize student-centered approaches to improve satisfaction		
Objective	**Actual Results and Use of Results**	**Status**
Implement initiatives that prioritize student needs and enhance their overall experience.	Student Recognition: Jade Inlow was honored with the Transfer Partner Educator's Choice Award from Kansas State University, highlighting student transfer success. Athletic Achievements: The Women's Cross Country and Volleyball teams both won the 2023 KJCCC Region VI Championships, while the Men's Cross Country team also achieved the same title. Student-Athlete Academic Awards: The volleyball team earned the USMC/AVCA Team Academic Award, recognizing the team's academic performance. Use of Results: Use feedback and satisfaction surveys to guide further investments in student services and campus amenities.	On-going
Campus Improvements	Building Renovations and Upgrades: Stanley Carr Agricultural Center: Completed a significant remodel.Embree Hall: Refreshed the second floor to enhance student living spaces.Hines Hall: Renovated the first floor, likely improving classroom or office spaces. Lon R. Frahm Agricultural Center: Finalized construction, expanding the college's agricultural facilities.Hay Barn: Replaced the hay barn at the College Farm, which supports the agricultural program. Infrastructure Improvements: Sidewalks: Multiple sidewalks across the campus were replaced, likely improving accessibility and safety. Chiller Unit Replacement: The campus chiller unit, an original piece of equipment, was replaced to enhance the efficiency and reliability of the heating and cooling system. RFID Sensors/Access Controls: Installed RFID sensors and access controls throughout the campus, likely improving security and streamlined access to buildings. Facility Enhancements: Pool: Repainted the interior of the pool for the first time in nearly 20 years, refreshing the aquatic facility. CCC is evaluating the sustainability of the facility and analyzing expenses compared to overall use. Repainting Projects: Numerous areas across the campus were repainted to improve the appearance and maintenance of buildings. Transportation Upgrade: New 54-Passenger Bus: Acquired to support transportation needs for college activities and student travel.	On-going

Theme/Strategic Direction II: Growth and Development
➢ Goal #3: Strengthen commitment to employees and sustainable workforce

Cultivate a comprehensive approach to employee development, recruitment and retention		
Objective	**Actual Results and Use of Results**	**Status**
Develop strategies to support employee growth and retain talent.	CCC provided every employee a $2,550 raise during this last negotiations cycle. Leadership Appointments: College staff members attained leadership roles, such as Nikol Nolan being named KCCHE Chair for Kansas, and Seth Carter's election as Vice-President of the Presidents for the Community College sector. Staff Recognition: Seth Carter was named one of the "50 Kansans You Should Know" by Ingram's Magazine and took on the role of Chair for the Rural Community College Alliance. Policy Revisions: Reviewed and implemented multiple new policies aimed at improving operations and employee engagement.	Completed

➢ Goal #4: Engage opportunities to strengthen financial base

Employ strategies to expand revenue through increased enrollment and securing external funding revenue sources		
Objective	**Actual Results and Use of Results**	**Status**
Increase the overall contributions and fund-raised dollars by 4% of the overall value of the Endowment Foundation.	Awarded $1,033,000 in external funding. Enrollment growth among the highest in the region. Grant Awards: The college secured $533,000 in a directed congressional request and additional funding of $250,000 each from the Dane G. Hansen Foundation and the Patterson Foundation for the Lon R. Frahm Agricultural Center. Financial Management: The college's financial position remained strong, with total assets and deferred outflows of $37,929,634 as of June 30, 2023. Additionally, the college has successfully lowered its mill levy over the past six years by a net decrease of -7.006 mills. Use of Results: Strengthen outreach initiatives to further grow enrollment and continue seeking grant opportunities to support program expansion.	On-going
Evaluate scholarship program for fiscal stability	The College worked to create the Colby Committment scholarship for high school students, expanding enrollment across the 14-county service area. High School enrollment increased by 4.8% from AY2023 to AY2024. CCC plans to increase the scholarship offering in AY2025.	On-going
Increase overall headcount.	From the Kansas Board of Regents Databook (2024), Colby saw a modest decline of 5.2%, with headcount decreasing from 2,383 in AY 2018 to 2,258 in AY 2023. The college maintained relatively stable enrollment compared to the sector-wide average decline of 19.5%. The stability suggests resilience in retaining students despite broader enrollment challenges facing the sector.	Completed
Increase program offering at Norton Correctional Facility	Contract Negotiations: The college re-negotiated its contract with the Kansas Department of Corrections, improving revenue streams. Awarded the educational services contract at Norton Correctional Facility through Department of Corrections, and established a new Forklift program at Norton Correctional Facility.	Completed

➢ Goal #5: Promote and enhance a diverse and inclusive CCC community

Create, develop and implement a blueprint for diversity and inclusion		
Objective	**Actual Results and Use of Results**	**Status**
Promote an inclusive culture that values diversity across the college	Initiated diverse recognition and student awards across various programs. Use of Results: Use the success of diversity-related recognitions as a foundation for a formal diversity and inclusion strategy, including programming and staff training. Student Awards and Recognition: Diverse student recognitions and achievements across athletics and academics contributed to fostering an inclusive atmosphere. Community Engagement: Initiatives such as new articulation agreements and partnerships with local organizations helped to bring diverse perspectives to the college. RA Demographics: Increasing diversity among Resident Assistants, with 33% not affiliated with athletics, supported diversity initiatives.	On-going

➢ Goal #6: Advance the college through innovative and effective technological resources and services

Create, develop and implement college-wide Technology Plan
Completed in prior academic years.

Theme/Strategic Direction III: Public Relations
➢ Goal #7: Create and sustain mutually beneficial partnerships

Pursue and enhance opportunities to collaborate with local and regional organizations		
Objective	**Actual Results and Use of Results**	**Status**
Strengthen community partnerships to improve student opportunities and resource access.	Partnership Development: Established new clinical agreements, strengthened articulation agreements with four-year institutions, and successfully negotiated with the Kansas Department of Corrections. Awards and Honors: Dr. Sekavec's inclusion in Who's Who and other recognitions highlighted the college's role in fostering community leadership and partnerships.. Use of Results: Continue to expand partnerships, leveraging them to increase student internships, job placements, and transfer opportunities.	On-going

➢ Goal #8: Develop, implement and assess integrated marketing approaches to reach target markets

Create, Develop and implement college-wide marketing plan
Completed in prior academic years.