

Theme #1: Student Success  
➤ Goal #1: Increase the academic success of students

Benchmark Student Success Measures		
Tactic	Description	Status
Sustain high student performance on benchmark measures: graduation, retention, KTIP, and Student Success Index	<p>Graduation rates: CCC had the highest 100% rate for the 2020 cohort at 51.4%. CCC ranks #1 out of the 19 community colleges in Kansas for the 150% graduation rate at 57.3%. For Cohort 2021, Colby Community College ranked #1 out of 19 community college in the state of Kansas at 52.9% first-time, full-time graduation rate.</p> <p>Retention rates: CCC had the highest retention rate for full-time students for the 2022 cohort at 71%.</p> <p>KTIP: The average wage for CCC graduates is \$45,242</p> <p>According to Niche, CCC ranks #148 out of 755 ranked community colleges. According to WalletHub, CCC was ranked #25 in the nation amongst community and technical colleges. This placed CCC in the top 3.8% in this sector.</p>	On-going

Utilize Software for Continuous Improvement Processes		
Tactic	Description	Status
Utilize the Watermark for Program Review.	Academic Programs transitioned to Watermark’s program review template to complete the program review. Feedback is provided through Watermark and the feedback loop, allowing programs to act on that feedback before the program review is sent to the President and Board of Trustees for their review. A new program review cycle has been implemented. Instead of programs being reviewed in a one-year snapshot, every four years, programs will undergo a comprehensive review to examine the data from the last four years.	On-going

Use Data to Drive Institutional Success		
Tactic	Description	Status
Establish effective models to evaluate program outcomes.	Utilize Program Outcome data, board pass rates, employment surveys, and student surveys to drive continuous improvement in all CCC programs in order increase student success.	On-going

➤ Goal #2: Improve Student Achievement

Update technology for student use		
Tactic	Description	Status
Migrate Nursing programs to ATI.	The CCC nursing programs moved from Examsoft to ATI as a testing software during the summer of 25. This software will be utilized for all course exams as well as for NCLEX prep. ATI also includes the book package and virtual study materials.	On-going
Replace the online tutoring service.	In January of 2025, the college migrated from ThinkingStorm as the tutoring service through Canvas to Tutor.com. Tutor.com provides 24/7 access to tutoring services for all students. All tutors hold at least a bachelor’s degree. If a tutor feels it is necessary, they can submit an alert for a student that may need more support in a subject area. It also provides transcripts of all tutoring sessions to instructors and administrators. All instructors have access to tutoring reports for their courses as well. The VPAA, the Dean of Online Learning, and SSS have access to all reports as well.	

Increase the Number of Degrees and Certificates Offered and Awarded		
Tactic	Description	Status
Increase the number of certificates of completion offered.	CCC will continue to work to increase the number of degrees and certificates awarded.	On-going

➤ **Goal #3: Improve the Holistic Student Experience**

Improve the Instructional Environment		
Tactic	Description	Status
Improve lab and classroom spaces.	Lab Remodel: The dental hygiene lab underwent a remodel during the summer of 2024 and is now used by patients and students. Faucets in the chemistry, physics, biology, and anatomy labs were upgraded. Classroom Updates: The carpet in the lecture hall of Thomas Hall has been replaced, and the room has been painted.	Completed
Convert all lighting from fluorescent to LED throughout campus.	During the summer of 2025, all lights in Thomas Hall were switched to LED lights. All lights except those in the office area in the Health Science building have been replaced. Remaining buildings are scheduled to be completed at a later time.	On-going

**Theme #2: Modernize CCC for the 21<sup>st</sup> Century**

➤ **Goal #4: Strengthen commitment to employees and ensure a sustainable workforce**

Tactic	Actual Results and Use of Results	Status
Implement summer hours to serve employees better.	For June and July, the administrative team requested the authority for employees to work 36 hours a week, Monday-Thursday, a nine-hour shift from 7:30 am to 5:30 pm, with lighter coverage on Mondays and Fridays (employees would work 7:30 am to 5:30 pm on a rotating basis-i.e., some employees would have Monday off and others would have Friday off on a rotational basis). In this format, employees would still receive a standard 40-hour workweek. Additionally, this would enable the College to expand its hours of operation to better serve its students.	On-going
Employee raises.	All staff will receive an average salary increase of \$1695. The total budget salary increase with fringe benefits is \$288,060.18	On-going

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

Expand Program Offerings With KDOC		
Tactic	Actual Results and Use of Results	Status
Expand welding and forklift offerings to Hutchinson Correctional Facility.	CCC was awarded the Welding and Forklift program at Hutchinson Correctional Facility in April of 2025. The facility has undergone electrical renovations and is currently undergoing the approval process with the HLC. It is anticipated that the site will be operational by August 2025.	On-going

➤ **Goal #6: Improve Institutional Infrastructure**

Improve Campus Infrastructure		
Tactic	Actual Results and Use of Results	Status
To improve or repair various areas on campus.	Bathroom remodels: Two bathrooms across from Student Accounts were remodeled in the Summer of 2024 and were ready for use at the beginning of AY25. The two bathrooms located in Thomas Hall were also remodeled during the summer of 2024 and were ready for use at the beginning of AY25. The bathrooms in the basement of the Library and the bathrooms in Bedker are being remodeled in the summer of 2025. They will be ready for use in the Fall of 2025. Roof replacement: The roofs of the Library and the Student Union were replaced in the fall of 2024. Air Conditioning Unit Replacement: AC Units on the CAC and the Student Union were replaced during AY25. Dorm improvements: Paint and flooring were updated in Mosier, Tangeman, Strutt, Krebbiel, and Schnellbacker Halls. Exterior doors have been updated to enhance security. Exterior doors on the dorms were replaced in the summer of 2025, and access control units were installed. Lighting upgrade: The campus's lighting was upgraded from fluorescent to LED in Thomas Hall and the Allied Health Building. Computer Lab Upgrades: IT: Datacenter In-Row Rack Cooling Unit will be installed to ensure the CCC servers do not overheat. Landscaping: Removed several trees, planted new trees between the Library and Thomas Hall, and planted new grass between the Library and Thomas Hall.	On-going

**Theme #3: Public Relations**

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

Partner with Other Institutions to Share Resources		
Tactic	Actual Results and Use of Results	Status
Partner with three Community Colleges for shared services	In May, CCC, GCCC, DCCC, and SCCC entered the Western Kansas Consortium MOA to partner with one another, where applicable and feasible. This agreement enables the potential sharing of faculty institutional resources, purchasing power, equipment, programs, and other partnership opportunities that may be mutually beneficial.	On-going

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

Increase Dual Credit Enrollment		
Tactic	Actual Results and Use of Results	Status

Initiate the Colby Commitment Scholarship to increase Dual Credit and Concurrent Enrollment.	This scholarship is currently active in 13 out of our 14 service counties. Enrollment in the fall of 24 increased to 2961 total hours from 2374 total hours in the fall of 23. Enrollment in the Spring of 25 increased to 3076 from 2536 in the Spring of 24. 10,000 t-shirts were distributed to high schools in our service area to increase awareness of our dual credit and concurrent offerings.	On-going
Continue involvement in the after-school program.	The college will remain actively involved in the after-school program. Both athletics and staff will volunteer at the after-school program, offering support and creating a partnership with Colby Public Schools.	On-going
Students created Project Eden	Project Eden was created as a student driven garden to produce fresh produce and flowers. This project was entirely student driven. Produce was collected throughout the summer months.	Completed.

Expand Offerings within KDOC		
Tactic	Actual Results and Use of Results	Status
Expand the Welding Program to Hutchinson Correctional Facility	In the Spring of 2025, the College bid on the welding program at HCF and subsequently won the bid. CCC is expanding the welding program inside KDOC at HCF beginning in the Fall of 2025. The welding booths have made significant progress, and an instructor has been hired.	On-going

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

Tactic	Actual Results and Use of Results	Status
Enhance and expand marketing efforts.	This goal is in discussion and planning. The college is working on how to expand marketing in unique ways. There are several billboards, the radio station, the website, and mailers; however, there is discussion of other marketing ideas.	On-going

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

Tactic	Actual Results and Use of Results	Status
Receive federal monies to purchase agricultural equipment.	During AY24 the college received a \$600,000 Federal Earmark for agricultural equipment.	On-going

Tactic	Actual Results and Use of Results	Status
Rebranding of the Farm and Ranch Management Program to Beef Production.	The rebranding of this program aligns better with what students are learning in the program. The program focuses on the production side of Beef Cattle.	On-going

Objective	Actual Results and Use of Results	Status
Increase agricultural offerings for high school students.	The ag department created several online courses targeted towards high school students to increase their interest in our ag programs. These courses are one credit hour courses and are offered both in the fall and spring semesters.	On-going