



Labette Community College

Introduction

Labette Community College's 2025 Annual Report is a comprehensive description of how we satisfied our mission, "...to provide quality learning opportunities in a supportive environment for success in a changing world" from July 1, 2024 through June 30, 2025.

Our Career and Technical Education Programs continue to educate and graduate student who fill local needs in the health and business industry. Upon the conclusion of the spring 2025 semester, 100% of our graduates from programs' Sonography, Respiratory Care, Radiography, and Nursing passed their national board exams! To date, 94% of the graduates who successfully passed their national boards were employed in their intended fields. These employed health care graduates earned upwards of over \$60,000 and are employed here at Labette Health and hospitals beyond the southeast Kansas region. Labette County citizens receive care from the health services provided by our employed graduates.

We have developed a successful educational track for our students to pursue graduate medical opportunities to serve rural areas through our partnership with Kansas City University-Joplin, Missouri Southern State University, and Pittsburg State University. This special articulation enables LCC students to pursue a doctorate of Osteopathic Medicine in seven years rather than the usual eight years.

The highlight of the college year is commencement. We awarded 296 degrees and 102 certificates which was an increase from the previous year.

LCC continues to work and innovate ways to support our students.

Go Cardinals!

Mark Watkins
President



*Dr. Mark Watkins, Ed. D.
President*



Labette Community College

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Labette Community College

Strategic Plan

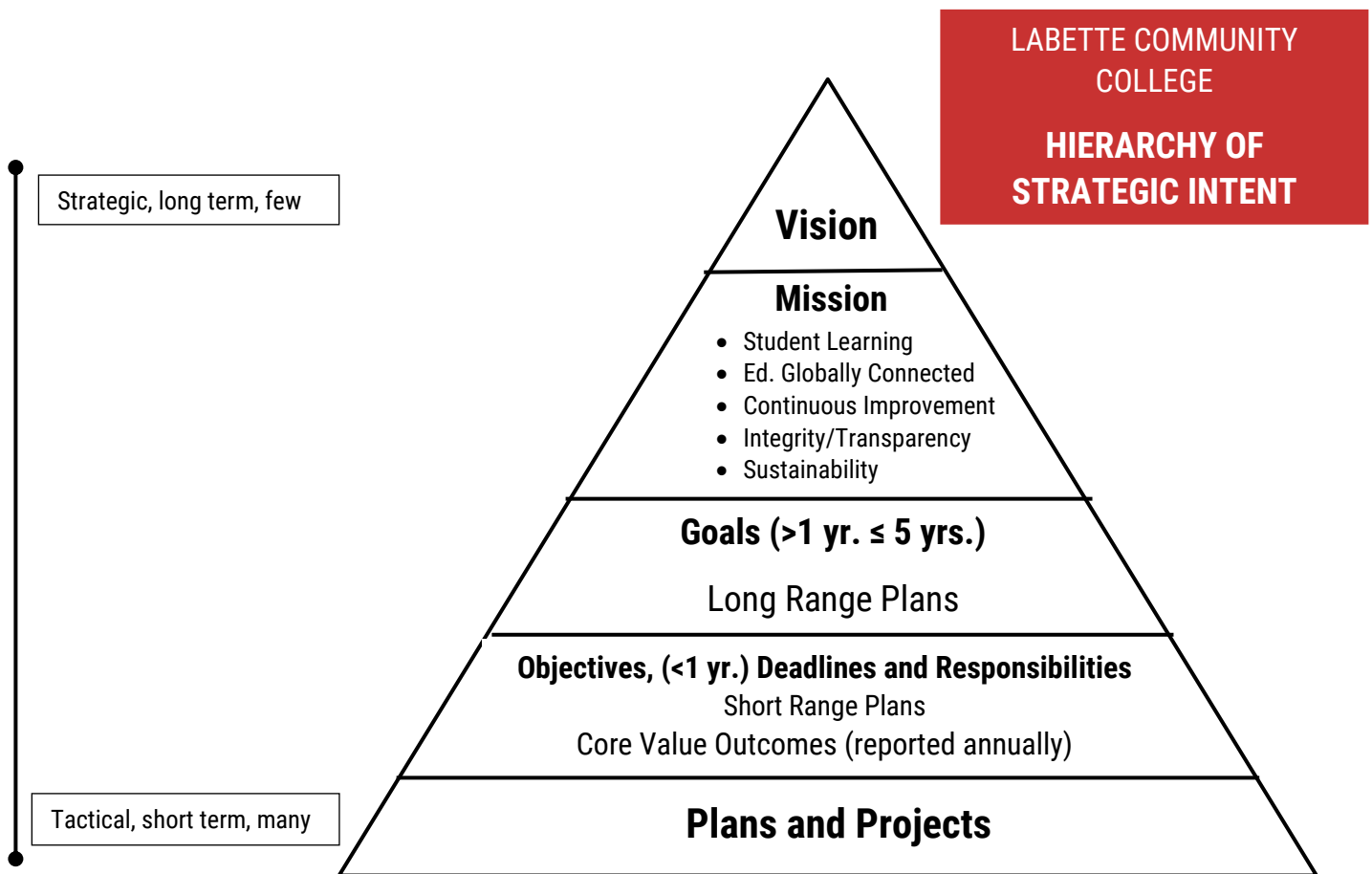
VISION STATEMENT

Labette Community College will continue to enhance its standing as an exceptional College by striving for excellence in all its programs, services, and activities.

MISSION STATEMENT

Labette Community College (LCC) provides quality learning opportunities in a supportive environment for success in a changing world.

Below is the Hierarchy of Strategic Intent which shows the relationships between global and more specific elements of LCC's strategy. The hierarchy construct is taken from the work of Alex Miller, University of Tennessee.



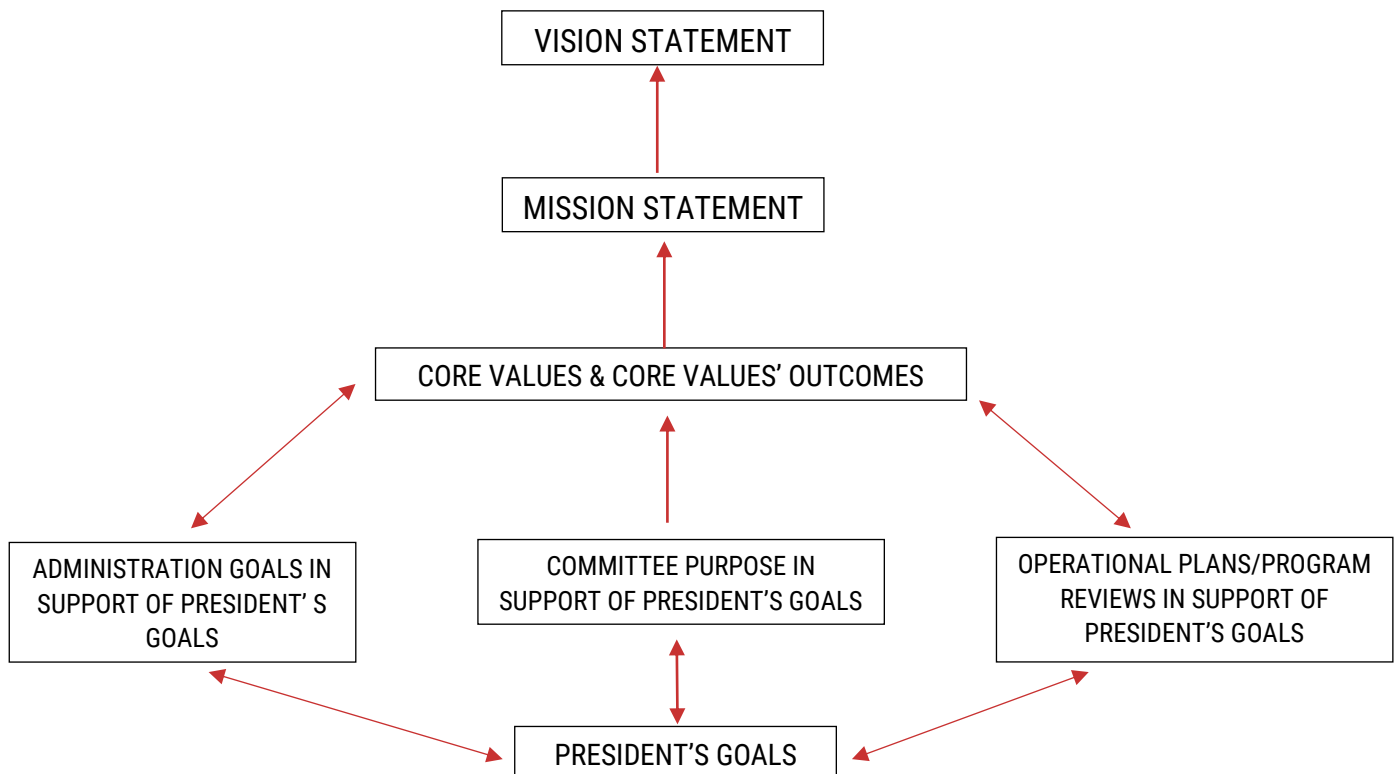


Labette Community College

Strategic Plan

Strategic Planning Process

Our strategic planning process is depicted below. The conceptual model provides a guide as to how LCC's five major areas (Academic Affairs, Finance & Operations, Student Affairs, Public Relations, and Foundation) satisfy our mission.



LCC's Core Values more clearly define our mission in terms of student learning, global connections, continuous improvement, integrity and transparency, and institutional sustainability. Core Values include more specific outcomes which are supported in the Operational Plans. In order to fulfill our community college mission, goals must be set and achieved. Goals are long-term in nature taking anywhere from one to five years to accomplish which fit the term length of LCC's Operational Plans. In our case, these area goals such as, Academic Affairs or Student Affairs, are linked to the Core Values.



Labette Community College

Core Values

President's Message

The President's Goals for 2024-2025 are listed below. The intent is to link goals to one or more of our five Core Values in the Operational Plans according to the most appropriate Outcome so our work will be linked to our Mission Statement.

Core Value 1: Student Learning

Core Value 2: Education for a Globally Connected World

Core Value 3: Continuous Improvement

Core Value 4: Integrity and Transparency

Core Value 5: Sustainability of the Institution

The President's Goals are intended to be completed within one-five years of posted date and should support our students and communities.

Thank you for your support.

Mark Watkins



Labette Community College

Core Value 1

Core Value 1: Student Learning

Labette Community College makes every effort to provide collegial programs and services by providing a caring and qualified faculty/staff to assist all students and community members in attaining the foundational skills and knowledge essential for success in work and life, in a supportive and accountable environment.

President: Build “quality learning opportunities” for students in our service area and beyond. Emphasize new Career and Technical Educational (CTE) and Workforce opportunities. LCC will partner with area businesses and industries to help fulfill their skilled labor needs. Quality general education will be an important part of our curriculum.

1. Plan and implement a Physical Therapy Assistant Program to begin operating FY2026. (As of AY24)
2. Submit to KBOR LCC’s documentation for AY26 by July 1, 2025 which includes (KBOR Performance Agreement AY24-Ay26):
 - a. A schedule showing at least one section of each gateway math course that applies to degrees on its campus for Fall 2025 and Spring 2026 and a plan to implement math pathways full scale in 2026-2027 (Identify the number of students and course sections that are estimated to be taught in each respective gateway math course per year when this initiative is fully scaled in 2026-2027);
 - b. A schedule showing at least one section of corequisite math support developmental education for each gateway math course that applies to degrees on its campus for Fall 2025 and Spring 2026 and a plan to implement corequisite math support developmental education full scale in 2026-2027;
 - c. A schedule showing at least one section of corequisite English support developmental education for Fall 2025 and Spring 2026 and a plan to implement corequisite English support developmental education full scale in 2026-2027;
 - d. A plan to implement the systemwide English and math course placement measures for the soft launch and full-scale in 2026-2027; and,

- e. A link to all its academic degree maps for students starting in Fall 2025 or Spring 2026. (As of AY24)

Outcomes

1A. Cultivate a culture in which services, practices, policies, procedures, and personnel support learning as a major priority.

Academic Affairs

- Provide a full-time/adjunct ratio that allows for the best learning opportunities for our students that our budget will allow. (ongoing)
- Support faculty when implementing additional instructional methods, such as a flipping the classroom, or when developing educational support sessions, such as education sessions for clinical instructors. (ongoing)

Finance & Operations

- Support distance learning initiatives (As of FY23)
- Annually review sections of the policy and procedures manual and update as needed keeping in mind the impact on students (As of AY23)
- Transition to Canvas for our LMS, platform to allow for more flexibility in online learning (As of AY24)

Public Relations

- Promote and market new Workforce/CTE program.

Student Affairs

- Continue to make connections between the core outcomes and student organization efforts. (As of AY20)
- Continue to administer Student Satisfaction Inventory and make modifications at the college based on the results. (As of AY20)
- Create partnerships of shared learning with other Kansas institutions that don't directly recruit the same student populations by visiting their institutions and shadowing their departments. (As of AY24)
- Start an additional student organization. (As of AY24)
- Implement more formal wellness team process to assist students in need. (As of AY24)
- Support the Advising Center's efforts to document policies and procedures related to advising. (AY25)

1B. Strive to make the student's experiences with LCC positive, nurturing, and focused on student learning and academic success.

Academic Affairs

- Promote positive learning environments for all of our programs. (ongoing)
- Support program of study initiatives to improve program and course outcomes based upon student and advisory committee feedback. (As of AY25)

Finance & Operations

- Incorporate new software and technology cost, originally paid for by pandemic relief funding into the college budget.
- Support Student Enrollment Management, SEM, efforts in intrusive advising including renovation the conference room for an advising center (As of FY24)

Student Affairs

- Increase visibility of financial aid staff on campus. (As of AY23)
- Increase communication on the graduation process to incoming freshman. (As of AY23)
- Develop a comprehensive academic advising philosophy and plan of operation in order to transition to professional advising by the close of AY27 (AY25)
- Increase the operating capacity of the Student Food Pantry to better address students' food insecurity (AY25)
- Re-develop existing community partnerships to better address students' ongoing mental health needs (AY25)

1C. Make accessible a variety of services and programs that address learning needs.

Academic Affairs

- Continue to work with Student Support Service to increase the success of our developmental students. (As of AY22)
- Monitor course enrollment trends and opportunities, and expand or reduce as needed. (ongoing)
- Evaluate KCOG alignment of newly approved courses. (ongoing)
- Meet KBOR initiatives for developmental education (per KBOR time table) (as of AY24)

Finance & Operations

- Support initiatives to start new workforce and/or CTE programs. (As of FY23)
- Perform the financial reporting for grants. (As of AY24)

Foundation & Alumni

- Seek donations/grants to support the expansion CTE offerings.

Student Affairs

- Revise the Academic Misconduct Procedure to better address the emerging use of generative AI and other faculty concerns. (AY25)

1D. Use technology to expand opportunities for student learning and student services.

Academic Affairs

- Support technology needed to improve course offerings including on-line resources, simulation and clinical technologies, etc. (ongoing)
- Research and evaluate the implementation of synchronous and asynchronous learning opportunities in distance education. (As of AY25)

Finance & Operations

- Support new software and classroom technology. (As of FY23)
- Encourage new staff to participate in Jenzabar module trainings. (As of AY24)
- Transition to Transact for campus commerce. (As of FY25)

Student Affairs

- Explore with IT methods to provide distance proctoring services to students testing through RedZone to further enhance services available to LCC online students. (As of AY23)
- Enhance Financial Aid Department presence on social media to inform students. (As of AY24)
- Work with IT to identify a comprehensive Student Affairs data tracking system that will better address the needs of Admissions, Advising, Case Management, and Student Success (AY25)

1E. Provide quality programs and services at the main campus, the Cherokee Center, all extension sites, and online.

Academic Affairs

- Research workforce training needs of our service area and offer appropriate upskill, cross-training or advanced training at their place of business or throughout LCC service areas. (As of AY24)
- Explore/implement new sustainable programs or educational opportunities which will benefit our service area, business and industry, and articulate or transfer into university settings for continued educational opportunities. (As of AY25)
- Address any accrediting agency recommendations. (ongoing)

Finance & Operations

- Participate in the new departmental review process. (As of AY25).
- Assist with the evaluation of programs for the Cherokee Center. (As of AY25)
- IT will continue to support the online environment. (As of AY20)

Student Affairs

- Increase student life activities/student organizations for all students. (As of AY23)



Labette Community College

Core Value 2

Core Value 2: Education for a Globally Connected World

Labette Community College promotes diversity in our communities and our world by valuing the dignity, worth, and potential of all persons; by using diverse delivery methods and evolving technology; and by improving the communities we serve through civic engagement opportunities.

President: Prepare our students for the interconnected, interdependent, and globally diverse society.

1. Raise an active social awareness about human and cultural diversity in the world. (HLC 4 Year, 3B, pp. 17-18) (As of AY23) **HLC: “The college may benefit from collecting and analyzing data on the effectiveness of its diversity training and programming to substantiate its claims, ensure efforts are affecting change, and ensure employees are demonstrating core values. The college may benefit from collecting and analyzing data on students who engage in these experiences and how they may impact post-graduation employment outcomes.”**
2. Increase international student enrollment. (As of AY24)
3. Implement activities to generate a sense of belongingness among employees and students. (As of AY23)

Outcomes

2A. Improve and expand linkages with educational partners and community agencies for mutual benefit.

Academic Affairs

- Continue to work with stakeholders to strengthen our Excel in CTE course offerings. (As of AY25)
- Continue to expand program and institutional 2+2 Articulation and/or Affiliation Agreements to strengthen ties with state and regional universities. (As of AY24)
- Explore business and industry partnerships with programs of study (as of AY25)

Finance & Operations

- Maintain the financial records for grant funds. (As of AY24)

- Assist in the Excel in CTE reporting requirements and the financial evaluation of new Excel in CTE offerings (As of FY23)

Foundation & Alumni

- See donation and grants to support the College's Belonging initiatives.

Public Relations

- Promote and market LCC's Belonging initiatives
- Cooperate in the increased recruiting efforts of international students through marketing campaigns.
- Promote efforts to increase belongingness among employees and students.

Student Affairs

- Connect with area high schools, particularly through programs like JAG to educate youth in the possibilities of attending higher education and the financial aid process to ensure community youth success. (As of AY23)
- Investigate possible opportunities to increase international students on campus. (As of AY23)
- Partner with Labette Center for Mental Health to offer Adult Mental Health First Aid to all peer and professional tutors. (As of AY23)
- Through the SEM Recruitment Subcommittee, develop connections with the home school community to promote LCC. (As of AY23)
- Serve as a host institution for the new KACRAO (Kansas Association of College Registrars and Admissions Officers) Transfer Fairs in the fall and spring semesters. (As of AY23)
- Coordinate Centennial Cookout to connect current students with the community and alumni. (As of AY24)
- Connect with the Parsons Middle School Student Council or Career/College class as a possible mentoring opportunity. (As of AY24)
- Increase number of graduating high school students who are prepared to apply to LCC Health Science programs (AY25)

2B. Respond to the diverse learning needs of our community.

Academic Affairs

- Strengthen our personal enrichment educational offerings in response to the needs of our community. (ongoing)
- Support class projects that reflect the diverse backgrounds of our students. (ongoing)
- Research and evaluate the implementation of synchronous and asynchronous learning opportunities in distance education. (As of AY25)

2C. Increase the availability of skilled workers to meet the needs of the community and the State.

Academic Affairs

- Ensure all CTE courses and programs utilize industry-recognized assessment tools, and that all programs fully participate in KBOR alignment opportunities when scheduled to do so. (As of AY25_
- Ensure all HLC and KBOR requirements are adhered to when starting new programs. (ongoing)
- Monitor CTE programs in regards to meeting enrollment/retention/graduation goals. (ongoing)

Finance & Operations

- Support the Workforce Training Center and Excel in CTE initiatives. (As of AY23)

2D. Engage students in contributing to the well-being of their community through community service.

Academic Affairs

- Encourage faculty to include community service projects and activities as part of their course offerings. (As of AY25)
- Encourage Academic Affairs staff to participate in community services opportunities themselves. (As of AY25)

Public Relations

- Send press release about the many hours of community service performed by LCC students using data collected Co-Curricular reviews.

Student Affairs

- Seek ways to help students interact with the needs of our community through the Student Life Department. (As of AY23)
- Create one new service project for all student organizations to participate in. (As of AY24)
- Talent Search will implement programming in the high schools to develop additional skills needed for after graduation. (As of AY24)

2E. Offer a variety of online and on-ground courses at the main campus, the Cherokee Center, and all extension sites to best meet the needs of our students.

Academic Affairs

- Utilize ABE testing or other computerized testing to assess international students to address deficiencies and to try to improve just those deficiencies to get them through a course of action to have them ready to take college courses as quickly as possible. (on going)
- Expand our face-to-face concurrent offerings and our online offerings to high school students. (As of AY25)
- Research and evaluate the implementation of syncrounouos and asynchronous learning opprutunities in distance education. (As of AY25)

Student Affairs

- Support faculty with proctoring services on campus and online. (As of AY23)



Labette Community College

Core Value 3

Core Value 3: Continuous Improvement

Labette Community College strives for continual institutional improvement through strategic planning, program and department reviews, outcome assessments, professional development, performance agreements, policy and procedure updates, and campus environment enhancement.

President: Implement a salary/wage schedule for staff. (As of AY2023)

1. Continue to prepare for HLC's visiting team scheduled for March 2-3, 2026.
Assurance Report lock date February 2, 2026. (As of AY2024)

Outcomes

3A. Improve the system of defining and assessing student learning outcomes.

Academic Affairs

- Analyze and assessment the general education core data pertaining to student learning outcomes. (As of AY25)
- Analyze and assessment the Institutional learning outcomes data pertaining to general education core (As of AY25)

Financial & Operations

- Support Academic Affairs in the implementation of gathering outcome measures for assessing student learning outcomes through the new LMS. (As of AY24)

3B. Hire, develop, support, and empower employees throughout the organization who take an active role in student learning and success.

Academic Affairs

- Support efforts to increase student recruitment, retention, and graduation rates in all departments and among all student groups. (As of AY25)
- Support continuing education for adjunct faculty through Monday Morning Mentor presentations. (ongoing)

- Monitor LMS conversion and training for new LMS for online best practices, review the online handbook and online teaching course, and online student orientation to support instructors and students. (As of AY25)

Finance & Operations

- Implement the results of the compensation study to attract and retain qualified employees (As of AY25)

3C. Offer and support professional development programs and opportunities to enhance faculty and staff effectiveness as facilitators of learning and strengthen leadership skills.

Academic Affairs

- Provide for faculty growth through the use of professional development funds. (ongoing)
- Encourage Academic Affairs personnel to read articles about research-based teaching strategies, effective use of other college activities, or best practices and benchmarks that we could incorporate at LCC. (ongoing)
- Support certification programs, continuing education modules, professional development opportunities, webinar reviews, and CEU opportunities to support our faculty. (on going)

Finance & Operations

- Conduct professional development/training opportunities for faculty and staff: New Employee Orientation, Title IX, Redzone, Jenzabar, Red Flag, Safety, ALICE, Blood Borne Pathogens, FERPA, EEO for hiring committees and Diversity Training. (As of AY24)
- Encourage employees to participate and attend professional development seminars and activities. (As of AY24)

Student Affairs

- Training for financial aid staff on the new software program being implemented and on Department of Education regulations and process changes. (As of AY23)
- Develop and implement onboarding and ongoing training for peer and professional tutors in the Student Success Center. (As of AY23)
- Target academic interventions for students matriculating into Health Science programs to increase academic success and retention. (As of AY23)
- Seek training on academic advising for Student Support Services staff related to students with disabilities and student athletes. (As of AY23)
- Talent Search staff to attend training on student recruitment of first generation and low income students. (As of AY23)

- Advising staff complete training on advising of diverse populations. (As of AY24)
- Seek in-person Strategic Enrollment Management training to further strengthen the institutional SEM plan. (As of AY24)
- Provide ongoing professional development for advisors (AY25)

3D. Improve the utilization of human, physical, technological, and fiscal resources.

Academic Affairs

- Provide a strategic plan and budget that supports the best possible learning opportunities for our students at the Cherokee Center (as of AY25)
- Academic Affairs Office will create a strategic 5-year staffing plan to ensure a viable educational infrastructure that meets the organizational mission and vision. (As of AY22)

Finance & Operations

- Thoroughly review expenditures using strong financial policy and procedures in place. (As of AY24)
- Continue to perform roof restorations to prevent a backlog of deferred maintenance issues. (As of AY24)
- Continue to strengthen cyber security efforts. (As of AY24)
- Repaint the gym floor (as of AY23)
- Investigate the cost restrooms for the softball field (As of FY25)

Student Affairs

- Build restrooms and storage space at off campus fields for basic equipment. (As of AY20)
- Continue to revamp and/or streamline the institution and foundation scholarship process with input from admissions, foundation, and president's council. (As of AY23)
- Paint and replace wood on the press box at the baseball field. (As of AY24)
- Work with IT to identify a comprehensive Student Affairs data tracking system that will better address the needs of Admissions, Advising, Case Management, and Student Success (AY25)



Labette Community College

Core Value 4

Core Value 4: Integrity and Transparency

Labette Community College operates in an environment of integrity and transparency through honest ethical practices, open communication, and accountability, for transactions with all constituencies.

President: Continue to improve data integrity and security.

1. Continue to move data to the cloud.
2. Work to improve internal communication as a foundational element of institutional effectiveness. Identified as an area for improvement through results of Summer 2022 Happy Survey (As of AY2023)
3. Implement a Learning Management System. (As of AY23)
4. Implement Jenzabar Financial Aid software (As of AY23)

Outcomes

4A. Improve tracking of and access to data to meet the needs of the institution and external contingencies.

Academic Affairs

- Prepare KBOR performance agreements. (ongoing)
- Prepare Perkins Core Indicators of Performance for CTE programs. (ongoing)
- Ensure academic program reviews accurately reflect the enrollment in our programs, the needs of our programs, and that the needs are pursued through the data on Perkins performance indicators, accreditation, and licensure exam pass rates when applicable. (As of AY25)
- Enhance CTE inventory of equipment. (As of AY25)

Finance & Operations

- Provide reports as needed for decision-making. (As of AY20)
- Provide reports to the Kansas Board of Regents and KACCT as needed. (As of AY23)

Public Relations

- Serve as partner to help improve internal communication.

Student Affairs

- Support the HLC and KBOR reporting efforts. (As of AY20)
- Implement yearly campus climate survey of students and employees related to Title IX. (As of AY23)
- Work with IT to identify a comprehensive Student Affairs data tracking system that will better address the needs of Admissions, Advising, Case Management, and Student Success (AY25)

4B. Promote responsible stewardship of resources and public trust.

Academic Affairs

- Research and write to grants to provide additional funding streams for programs to either start new or the continued support to reduce student or local cost. (As of AY25)
- Explore additional continuing education opportunities to maximize facility use and revenue generating opportunities. (As of AY25)
- Provide more college informational civic engagements or public forum discussion to our service area communities to strengthen trust. (As of AY25)

Finance & Operations

- Participate in an annual financial audit. (As of AY20)
- Respond to requests for information under the Kansas Open Records Act. (As of AY20)
- Update transparency data on the LCC website. (As of AY23)

Student Affairs

- Investigate grant opportunities to enhance student services. (As of AY23)

4C. Enhance the college image to stakeholders to generate business and community support by communicating the value and benefit of the college.

Academic Affairs

- Support the development of materials and/or possible external consultation in preparation for program site visits and self-study reports. (As of AY25)
- Support Public Relation's Department efforts in advertising, marketing, and creation of materials. (on going)

Finance & Operations

- Continue to provide financial information for FACTS cards. (As of AY23)

Public Relations

- Send a series a press releases about the economic impact study to highlight LCC's contributions to the local and regional economy. Breaking the information down will help make it easier to understand and having a series of stories will be more impactful.

Student Affairs

- Increase community outreach by attending annual and/or established community events. (As of AY23)

4D. Strengthen internal communication practices.

Academic Affairs

- Strengthen internal communication by sharing academic affairs departmental information about course changes, program changes, departmental changes, etc. more frequently throughout the institution. (ongoing)

Finance & Operations

- Share Finance & Operations information throughout the institution. (As of AY23)

Public Relations

- Start emailing all press releases campus-wide to help keep everyone informed of what's going on at LCC.

Student Affairs

- As a part of the SEM Retention Subcommittee, increase social interaction events for students and staff. (As of AY23)
- Student Support Services program will develop partnerships with Health Science Advisory groups to better prepare SSS participants for entry into the programs. (As of AY23)
- Admissions will implement monthly meetings with Public Relations and Advising Center to improve internal communication and streamline recruitment efforts. (As of AY24)
- Financial aid will collaborate with departments across campus to develop a better understanding of financial aid. (As of AY24)



Labette Community College

Core Value 5

Core Value 5: Sustainability of the Institution

Labette Community College encourages innovation and personal growth, maintains financial accountability, supports student retention and success, and plans strategically for the future while adhering to state, federal, and governing agency guidelines.

President: Implement a strategic enrollment management plan to maximize enrollment, retain students through completion of the college career goals, pass Board exams if needed, and place them into intended jobs or successfully transfer to four-year institutions. (HLC 4 Year Report, 4C, p. 30) (As of AY2021) HLC 4 Year Report “Data which accompanies the final enrollment management plan or drive the President's initiatives could include, but are not limited to, the following: enrollment numbers, semester retention rates comparisons, program enrollment goals, and enrollment trends by populations, or Perkins CTE Credential Attainments. By including these data, LCC would position itself to improve the monitoring and tracking of student retention and completion of all programs.”

1. Strategic Enrollment Management Goals (Adopted from the SEM Committee for consistency)

Goal	3-Yr Benchmark	AY24 Goal	AY25 Goal	AY26 Goal	How measured	Difference	Yearly Increase
1. Increase unduplicated headcount by 5%	2,180	2,216	2,253	2,289	KBOR data	109	36
2. Increase Fall to Fall Retention by 5%	581	591	600	610	LCC, Fall enrollment	29	10
3. Increase Fall to Spring Retention by 5%	1,015	1,032	1,049	1,066	LCC, Spring enrollment	51	17
4. Increase enrollment in CTE programs by 5% up to maximum enrollment	258	263	267	272		14	5
4a. *Increase enrollment in Sonography by 5%	10	10	11	11	LCC, AY enrollment	1	0
4b. **Increase enrollment in Graphic Design by 5%	12	12	13	13	LCC, AY enrollment	1	0
4c. Increase enrollment in C.N.A. by 5%	93	95	96	98	LCC, AY enrollment	5	2
4d. ***Increase enrollment in Nursing by 5%	40	40	40	40	LCC, Fall enrollment	0	0
4e. ****Increase enrollment in Radiography by 5%	23	23	23	23	LCC, Summer enrollment	1	0
4f. *****Increase enrollment in Respiratory Care by 5%	9	9	10	10	LCC, Fall enrollment	1	0
4g. Increase enrollment in Welding by 5%	61	62	63	64	LCC, AY enrollment	3	1
5. Increase the number of completions by 5%	278	283	287	292	LCC, AY report	14	5

The maximum number of DMS students is 20.

**The maximum number of Graphic Design students is 14.

***The maximum number of Nursing students for each cohort is 40.

****Currently, the maximum number of Radiography students in each cohort is 23 students. When more clinical sites are available, the maximum number of students could increase.

*****The maximum number of Respiratory Therapy students is 20.

2. Continue to repair or replace campus roofs. (As of AY23)

3. Investigate and implement new student services for our growing number of concurrent and online students.

Outcomes

5A. Achieve targeted growth through an integrated enrollment management process.

Academic Affairs

- Support the enrollment management process. (on going)
- Academic Affairs participation in the SEM committee or subcommittees (on going).

Finance & Operations

- Support strategies put in place by the Strategic Enrollment Management Committee. (As of AY24)

Student Affairs

- Continue implementation of the formal Enrollment Management Plan. (As of AY20)
- Increase enrollment through new programs, enhanced recruitment efforts, and new partnerships. (As of AY20)
- Increase the number of students earning degrees and certificates. (As of AY20)
- Investigate creating a housing committee to research housing insecurity and related issues. (As of AY23)
- Create a mentorship program for students. (As of AY23)
- Further develop the intrusive advising program for students. (As of AY23)
- The Registrar's Office will notify students who are near graduation through a new process. (As of AY24)
- Continue to implement strategies to increase enrollment and retention from the SEM Subcommittees focused on Recruitment, Onboarding, Retention, and Completion.

5B. Enhance student opportunities through increased scholarships and endowments.

Academic Affairs

- Support the Foundations Department's scholarship and endowment efforts. (As of AY22)

Finance & Operations

- Assist the LCC Foundation with scholarship opportunities, grant applications, and the Auction for scholarships. (As of AY24)

Student Affairs

- Increase academic scholarships for students who meet the requirements. (As of AY20)
- Increase scholarships for student-athletes to the level the NJCAA allows. (As of AY20)

5C. Enhance the economic, academic, and social environment of the college to recruit and retain quality employees.

Academic Affairs

- Enhance Academic Affairs social environment to be more conducive so that recruiting and retaining employees unchallenging. (As of AY24)
- Research student service opportunities for concurrent dual credit students (As of AY25)

Finance & Operations

- Continue to host the holiday luncheon. (As of AY20)
- Recognize the efforts of our employees. (As of AY24)
- Continue to look for ways to enhance the employee benefit package. (As of AY24)

Public Relations

- Utilize LCC social media to help recruit employees

Student Affairs

- Investigate opportunities to share cost of student life programming opportunities with other colleges in the area. (As of AY23)



Labette Community College

Core Values

Institutional Effectiveness by Core Values FY2025

Core Value Level of Achievement

- | | |
|---|------------|
| 1. Student Learning
Labette Community College makes every effort to provide collegial programs and services by providing a caring and qualified faculty/staff to assist all students and community members in attaining the foundational skills and knowledge essential for success in work and in life, in a supportive and accountable environment. | 85% |
| 2. Education for a Globally Connected World
Labette Community College promotes diversity in our communities and our world by valuing the dignity, worth, and potential of all persons; by using diverse delivery methods and evolving technology; and by improving the communities we serve through civic engagement opportunities. | 89% |
| 3. Continuous Improvement
Labette Community College strives for continual institutional improvement through strategic planning, program and department reviews, outcome assessments, professional development, performance agreements, policy and procedure updates, and campus environment enhancement. | 91% |
| 4. Integrity and Transparency
Labette Community College operates in an environment of integrity and transparency through honest ethical practices, open communication, and accountability, for transactions with all constituencies. | 93% |
| 5. Sustainability of the Institution
Labette Community College encourages innovation and personal growth, maintains financial accountability, supports student retention and success, and plans strategically for the future while adhering to state, federal, and governing agency guidelines. | 83% |



Labette Community College

Core Values

LCC faculty, staff, and administration have attempted to demonstrate how well we have satisfied our five Core Values during the 2024-2025 Academic year.

Data Generation

Data was collected and analyzed from our Operational Plans to measure how well we satisfied our Core Values. In the example below (Core Value 1, Outcome 1A, Objective 5), administration determined the need to hire an additional welding instructor to accommodate the increase in the number of welding students. This was successfully completed. The level of success for the additional welding instructor was rated a four out of a possible four.

Core Value 1: Student Learning

Student Learning: Labette Community College makes every effort to provide collegial programs and services by providing a caring and qualified faculty/staff to assist all students and community members in attaining the foundational skills and knowledge essential for success in work and in life, in a supportive and accountable environment.

Outcome 1A: Cultivate a culture in which services, practices, policies, procedures, and personnel support learning as a major priority.

Objective 2	Add a welding instructor to the welding program to be located at the Workforce Training Center.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$70,028
	Department Budget	General Fund	Student Fees (New/Existing)	\$
Exp. Completion				
	Rating:	3		

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating Rationale:	LCC's mission is to provide quality learning opportunities in a supportive environment for success in a changing world doing so through continuous improvement and educational programs for a globally connected world. The need for career technical programs is growing at a rapid rate to address workforce shortages in the country. The welding program has consistent enrollment. The US Chamber of Commerce compiled data demonstrating state-by-state open v. unemployed rates and quit rates. Kansas had an unemployment percentage change from 2019-2021 of 24.4% (46,973 October 2019 – 58,441 October 2021). Additionally, The Pew Research Center estimates that 1.1 million more people retired than expected in 2020. Local business and groups such as Tank Connections, Ducommun, Great Plains Industrial Park, etc. have expressed different program that needs to be researched for best implementation.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4
	Satisfactory Level Rationale:	Over the past year, the decision to hire a welding instructor has proven highly effective in meeting both our instructional goals and local workforce needs. The instructor has delivered consistent, high-quality training, ensuring students gain industry-relevant skills. Enrollment in welding courses have increased, reflecting both strong student interest and confidence in the program's value. Additionally, the instructor has been able to provide more college services. This position has enhanced our ability to provide meaningful learning opportunities while strengthening partnerships with industry and supporting economic growth.



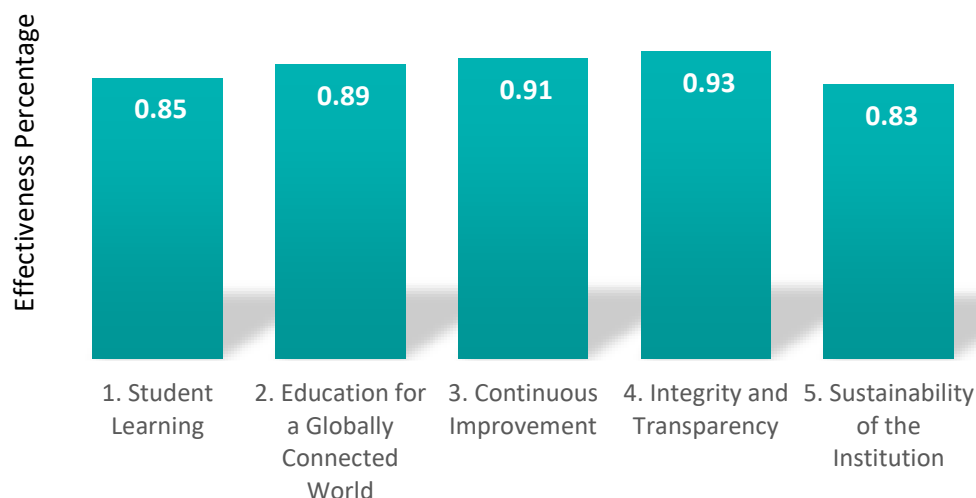
Labette Community College

Core Values

Data Collection

These numbers are collected from the five areas of the college (Student Affairs, Finance and Operations, Academic Affairs, Foundation/Alumni, and Public Relations) and aggregated by Core Value. In the previous example of the Academic Affairs Objective, the chart below includes a four out of four score as part of the Core Value one aggregate for an overall level of satisfaction of 85%.

Core Value Level of Achievement FY2025



Operational Plans are built, then reviewed midyear, and finally evaluated at the end of the academic year. Objectives which were partially completed are either carried over to the next academic year's plans or discontinued depending on the situation. Results are then reviewed to determine what can be done to improve our ability to satisfy our mission.

Each Core Value represents differing objectives from one year to the next. Consequently, while the Core Value name remains the same from year to year, comparing percentages from one year to the next would be measuring "apples to oranges."



Labette Community College

Timeline for Operational Plans

July★

1. All administrative areas other than Academic Affairs (which was done in May) will:
 - Update the FY2025 plans, including additional carryover plans from FY2024.
 - Complete the FY2024 Operational Plan reports (add results, comments, Satisfactory Level of Objective Completion (4-0) and Rationale, and change estimated costs to actual costs if possible) and submit to the Assistant to the President for Fiscal Year 2024 Annual Report.
2. President develops President's Goals for FY2026.
 - Before the development of the President's Goals, review the data from the following reports to identify areas of weakness upon which to improve.
 - President's Goals currently enforce
 - Completed Operational Plans
 - Vice Presidents' input
 - Performance Agreement results
 - Strategic Plan's areas of weakness (low scores)
 - HLC accreditation recommendations
 - Keep KBOR demands in mind
 - Consider Perkins goals
 - Consider Diversity, Equity, and Inclusion (KBOR)

August★

1. President's Council (If there is not enough time for Council to review, include Cabinet) reviews, modifies, and approves carry-over report containing a list of items not completed in FY2024 to be completed in FY2025, then send to all LCC. This should be sent to all LCC only after the BOT budget work sessions in July.
2. Before in-service, which is scheduled for the week of August 12-14, the President's Council reviews and recommends any changes to the Academic Affairs FY2026 and FY2027 Operational Plans.

3. Student Affairs, Finance and Operations, Foundation, and Public Relations will use the Academic Affairs FY2026 and FY2027 Operational Plans to:
 - Update or revise the first four areas of their Operational Plans for FY2026 and FY2027 (Objectives, Estimated Cost, Expected Completion Date, and Relevance to Outcome rating and rationale)
 - Share their reports with the other administrative areas
 - Submit to the President's Office by November 15 for the Assistant to combine into one document.
 4. President's Office prepares the FY2024 Annual Report for the September BOT meeting. The Annual Report consists of:
 - Administrative Goals document (Goals from President, Academic Affairs (DOI, CTE, Library, ABE, Workforce) Student Affairs, Finance Operations, Foundation/Alumni, and Public Relations.)
 - Timeline
 - Organizational charts (HR)
 - Highlights
 - Student satisfaction inventory
 - Completed Operational Plans FY2024
 - Student Organization Annual Report
 - Program reviews (list of completed program reviews FY2024)
 - KBOR Performance Agreement
 - Committee Support of Core Values
 5. The President's Office sends the FY2026 President's Goals to the Administration. This will enable a connection between the President's Goals, Administration's Goals, and Operational Plans. Any Administrative Goals (which will be included in Operational Plans as objectives) will become part of the normal OP development process.
-

September★

1. Board of Trustees reviews Annual Report for FY2024.
 2. Following their review, the President's Office emails the Annual Report to IT to create an Annual Report PDF which is then posted on the website.
 3. Once posted to the website, the President's Office will send out a campus-wide email to announce the posting of the Annual Report.
 4. Establish FY2025 Administrative Goals based upon Presidents' FY2025 newly created Goals.
-

October★

1. Board of Trustees reviews Report of Student Learning.
2. The Strategic Operations Advisory Committee will review the completed FY2024 Annual Report, and FY2025 President/Administrative Goals, and review the FY2024 Report of Student Learning.

3. The webmaster will post the Report of Student Learning to the President's Office page on the website. The President's Office will send out an email campus-wide to announce the posting of the Report of Student Learning.
-

November★

1. Student Affairs, Finance and Operations, Foundation, and Public Relations will submit FY2025 and FY2026 Operational Plans to the President's Office and will share them with the other administrative areas.
-

December★

1. Mid-year update report of FY2025 Operational Plans by all departments is due to the Executive Assistant to the President.
 2. The President's Office integrates FY2026 and FY2027 Operational Plans from all areas into one plan.
 3. DOI begins evaluating Student Learning Outcomes' and Program Outcomes' results for the Fall 2024 semester in preparation for sharing with faculty at the February Faculty/Staff meeting. Academic Affairs Assistant obtains the data from Tracie Moon, IT.
-

January★

1. President's Council will begin to review the FY2026 and FY2027 Operational Plans from all administrative areas.
-

February★

1. President's Council will complete its review of the FY2026 and FY2027 Operational Plans from all administrative areas and approve the FY2025 Operational Plans.
-

March★

1. The Strategic Planning Committee will complete the review of FY2026 and review FY2027 Operational Plans (Objectives, Estimated Cost, Expected Completion Date, Objective Relevance to Outcome Rating and Rationale) from all areas.
 2. The President's Council will review the current Operational Plan. Any changes will be applied to the FY2065 Operational Plans.
 3. The President's Office sends the President's Goals to all LCC.
-

May★

1. Academic Affairs departments will:
 - Complete the FY2025 Operational Plan report (add a Satisfactory level of objective completion and Rationale, and change estimated costs to actual costs if possible) and submit it to the President's Assistant.
 - President's Office will combine all Academic Affairs FY2025 Operational Plans.
 - President's Office will complete the Academic Affairs FY2025 Carryover Report and insert it into the FY2026 Academic Affairs Operational Plans after review by the VP and DOI.
 - Update the first four areas of the Operational Plans for FY2026 and write the FY2027 (Objectives, Estimated Cost, Expected Completion Date, and Objective Relevance to Outcome Rating and Rationale) and submit to the President's Assistant. Be sure to use the Goals from the President, VP's, and Dean for guidance. (The FY2026 plans go into effect July 2025 while faculty members aren't under contract, so FY2027 is considered here as being 2 years out).
 - Faculty will complete the Highlights FY2025 list on WIKI.
 2. Committee Chairs submit Committee Support of Core Values FY2025 to VPAA.
-

June★

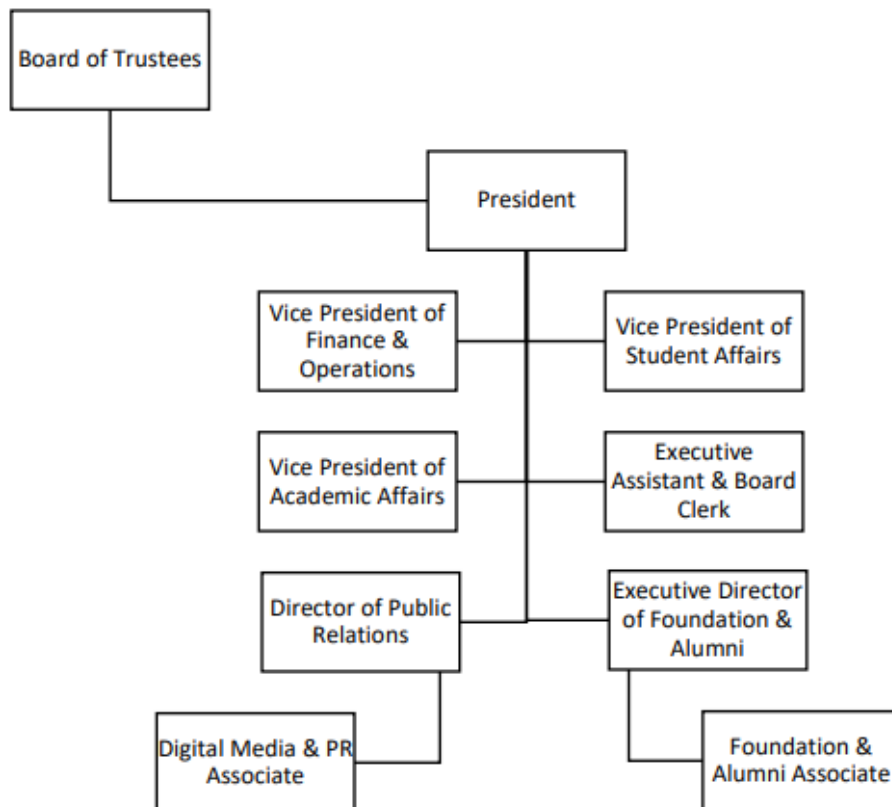
1. All administrative areas other than Academic Affairs (completed in May) will:
 - Complete the FY2025 Operational Plan reports (add a Satisfactory level of objective completion and Rationale, and change estimated costs to actual costs if possible) and submit them to the President's Office to prepare for the annual report.
 - Review and approve the FY2025 WIKI Highlights list and submit it to the President's Office to prepare for the annual report.
2. VPAA will submit the Committee Support of Core Values to prepare for the annual report.
3. VPSA will submit the Student Organization Annual Report to prepare for the annual report.
4. HR will submit the organizational chart to the President's Office to prepare for the annual report.
5. DOI begins evaluating Student Learning Outcomes' and Program Outcomes' results in preparation for sharing with Faculty at Fall In-service.



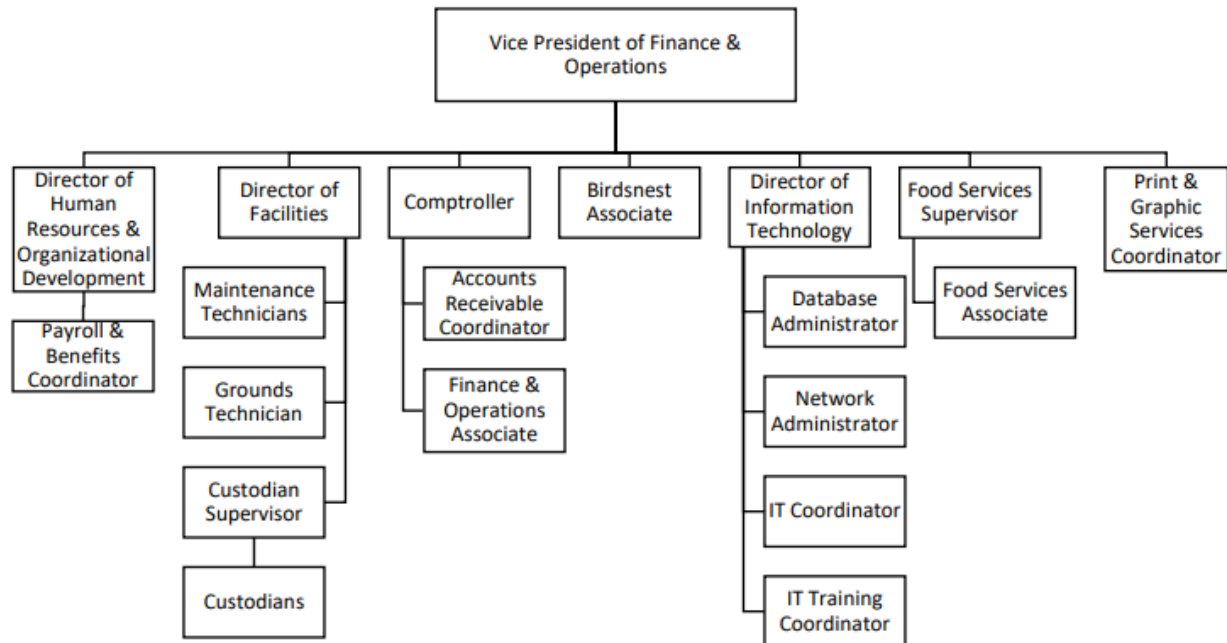
Labette Community College

Organizational Charts

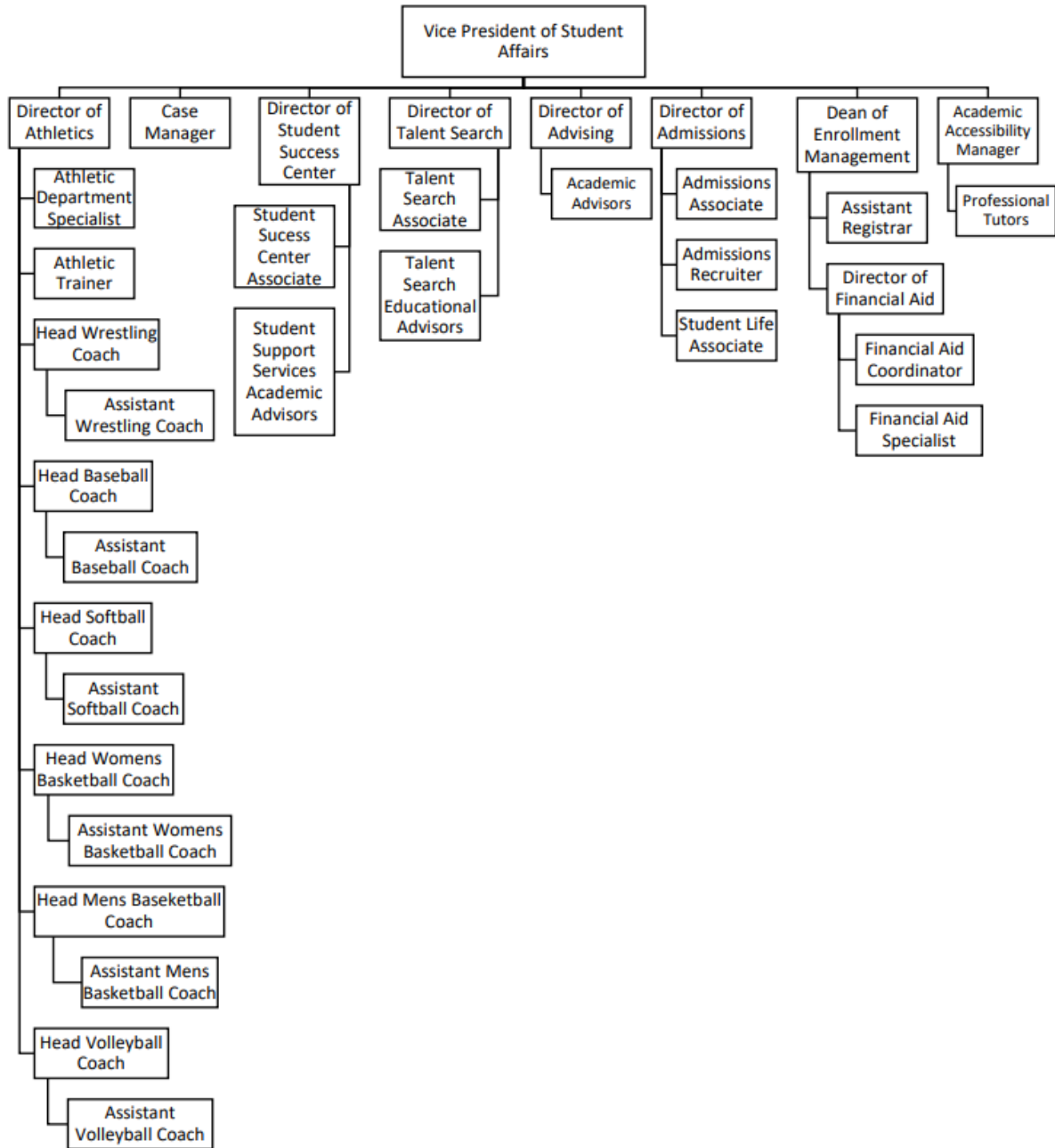
Organizational Chart: Office of the President FY25



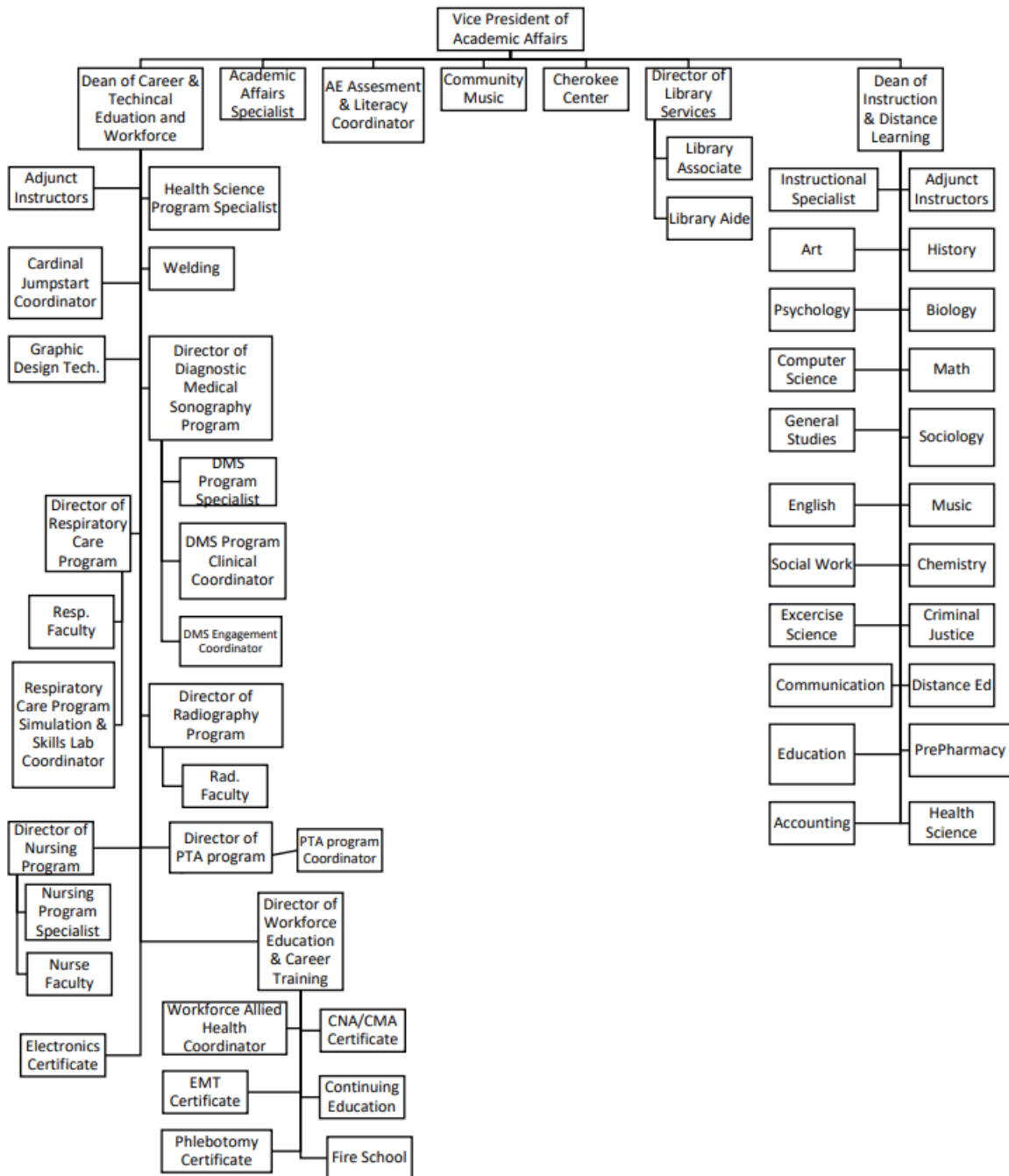
Organizational Chart: Finance & Operations FY25



Organizational Chart: Student Affairs FY25



Organizational Chart: Academic Affairs FY25





Labette Community College

Highlights

Core Value 1: Student Learning:

Labette Community College makes every effort to provide collegial programs and services by providing a caring and qualified faculty/staff to assist all students and community members in attaining the foundational skills and knowledge essential for success in work and life, in a supportive and accountable environment.

1A: Cultivate a culture in which services, practices, policies, procedures, and personnel support learning as a major priority.

ACADEMIC AFFAIRS

Library

- Hillary Bode changed the focus of the library pamphlets to educational partner as opposed to being a service.
- Hillary Bode and Scotty Zollars developed an online video research tour.
- The Library Staff in cooperation with the Student Success Center held a Term Paper Clinic night to assist students with research and with writing their papers.
- The Library Staff assisted the Nursing faculty in updating their Nursing Faculty Handbook.

Respiratory Care

- Susan Stolte lectured nursing students over basic mechanical ventilation on January 29, 2025.

PUBLIC RELATIONS

- Disseminate a variety of original content across multiple platforms that authentically represents LCC's culture and core value.

STUDENT AFFAIRS

Admissions

- Admissions collaborated with the Advising Department to execute general enrollment days and continue their collaboration for New Student Orientation.

Advising

- Issued the Early Academic Warning lists to advisors and students 3 times each semester.
- Provided an incentive to students who achieve honor roll each semester.

Financial Aid

- Participated in financial aid nights at area schools
- Spoke at various orientation and visit days across campus
- Counseled student and parents about Financial Aid

Registrar/Enrollment Management

- Hosted Graduate Night during a free student dinner to help graduates Apply for Graduation and order their cap and gown.

Student Success Center

- Provided academic supports including access to online and Zoom tutoring for students as well as study skills and non-cognitive skills.

Student Support Services

- Provided TEAS preparation services for participants applying for LCC health science programs
- Developed bridge services for LCC health science students entering their first year in the program.

Talent Search

- Participants traveled to area four-year colleges for on-campus visits and learned curriculum to support college- and career-focused goals.

1B: Strive to make the student's experiences with LCC positive, nurturing, and focused on student learning and academic success.

ACADEMIC AFFAIRS

Academic Affairs

- Ken Elliott attended the webinar "AI in the Classroom: What Enhances Student Learning and What Doesn't."

Accounting/Business

- Cathy Kibler took two students to the FBLA Collegiate National Fall Leadership Conference in Des Moines, Iowa, October 24 - 26, 2024.
- Cathy Kibler took five students to the FBLA Collegiate State Leadership Conference in Leavenworth, Kansas on February 22, 2025.
- Cathy Kibler took two business students to an Entrepreneurial Pitch Palooza at MSSU on April 17, 2025.
- Cathy Kibler took four students to the FBLA Collegiate National Leadership Conference in Dallas, Texas, May 31 - June 2, 2025.

Biology

- Archana Lal implemented three active learning exercises in her Microbiology class this semester.

Library

- The Library staff purchased glass front cabinets to make the archives more accessible and a new bean bag chair for the students from grant money.
- The Library Advisory Committee awarded the Paper of the Year award at the Awards Night.

Radiography

- The Radiography staff purchased ASRT Institutional Radiography Positioning Module videos that were incorporated as visual technology resources that faculty incorporated into their lesson plans.
- The Radiography staff purchased 13 mini skull models with Carl Perkins funding to use as visual aids in their classroom instruction.

FINANCE & OPERATIONS

- Added a portable bathroom with water at the softball field

FOUNDATION & ALUMNI

- Assisted with special recruitment and enrollment days
- Help with student-centered events by working with admissions and student life
- Supervised Workstudy who learned valuable office skills and had several networking opportunities
- Executive Director served as Co-Advisor of Spirit Squad and recruited students to come to LCC and cheer.
- Executive Director and Assistant were instrumental in 3rd annual "Cardinal Madness" event

STUDENT AFFAIRS

Admissions

- Student Ambassadors assisted the department with campus tours, enrollment days, visit days, and helped at the Stella Wells Auction
- Hosted a College Planning Conference for area high schools with 30+ institutions of higher learning.

Athletics

- 48 Student-Athletes received NJCAA academic honors. All 48 were awarded Academic-All American status with a 3.5 GPA or higher.
- Athletic Department finished with an overall GPA of 3.165 for the 2024-2025 academic year, ranking 9th out of the 21 KJCCC schools academically.
- 17 Student-athletes maintained a 4.00 GPA for 2024-2025.

Case Management

- Case Management extended available mental health services with Labette Center for Mental Health Services and brought counselors to the LCC campus one day per week.

Financial Aid

- Implemented an extra step in the appeal process. Students now meet with a member of the financial aid office to review the appeal stipulations that must be met in order for Federal Aid to continue. This has helped affected students have more academic success.

Registrar/Enrollment Management

- Graduates that participated in the 2025 commencement ceremony received a personalized clip of them receiving their diploma and walking across the stage from StageClip.

Student Success Center

- Peer and professional tutors provided one-on-one and small group academic support services in general education courses and health science programs.
- Open computer lab space and free printing for students.
- Upgraded printer in the computer lab.

Student Support Services

- SSS Academic Advisers provided individualized, intensive and intrusive advising services to project participants which focused on their academic success, degree completion and transfer needs.
- Completed regular grade checks in cooperation with the Advising Center to identify at risk students and offer early interventions to improve student outcomes.
- Collaborated with the Advising Center to better identify SSS-eligible students for recruiting and connection to program and institutional services and supports.

1C: Make accessible a variety of services and programs that address learning needs.

STUDENT AFFAIRS

Admissions

- Admissions staff recruited students not only at high school visits and college fairs but also through social media.

Advising

- Advisors connect students to resources and tools they may not be aware of.

Case Management

- Case Management is the touchpoint for both campus and community resources, connecting students according to their needs.

Registrar/Enrollment Management

- The Registrar's Office has revamped the process for the completion of a Degree Check to determine if a student is eligible to graduate. The Registrar's office now initiates the Degree Check based on the student's current major and how close they are to completing their current degree.

Student Success Center

- Academic support portfolio added body doubling to great success allowing students to take advantage of a supportive work environment that may not have otherwise taken advantage of tutoring services.

Student Support Services

- Transitioned the participant support platform from RedZone to Canvas. Content focuses on academic and career planning as well as financial literacy.
- Provided application assistance for participants applying to health science programs.
- Focused on degree completion as a primary driver of academic intervention and support for general education students.

1D: Use technology to expand opportunities for student learning and student services.

ACADEMIC AFFAIRS

Academic Affairs

- Ken Elliott attended the webinar “New Academic Programs for an AI-Driven Workforce.”

Respiratory Care

- Susan Stolte and respiratory care students, participated in a pediatric asthma simulation with Kylie Gero and nursing students.
- The Respiratory Care program participated in the disaster simulation in collaboration with the Nursing program and Labette Health.

FINANCE & OPERATIONS

- Main Building circle entry sidewalk repair (Northwest corner)
- Deployed Unity (Canvas link to Jenzabar)
- Deployed the Canvas Mobile App for students
- Deployed LockDown Browser to enhance online exam security
- Deployed Turnitin (anti-plagiarism tool)
- Implemented digital ID card system for students and staff

FOUNDATION & ALUMNI

- Maintained and updated Foundation/Alumni Facebook page

PUBLIC RELATIONS

- Created and continue to maintain an internal social media calendar that allows organized opportunities for promotion of specific programs and campus resources.

STUDENT AFFAIRS

Admissions

- Instagram and Facebook accounts have been made to better connect with current and potential students.
- Continuing using the texting platform as a way to communicate with prospective students.

Advising

- Advising Center continues to meet students in a way that is convenient for them, including the use of zoom and phone meetings when appropriate.
- Advising Center uses a 24/7 online scheduling system in order for students to schedule a meeting at their convenience.
- Advising Center has started using QR codes to make our scheduling platform easily accessible to students.

Financial Aid

- The Jenzabar Financial Aid portal is being utilized by students and parents. Students are able to see their financial aid awards and scholarships and also any missing documents that have been requested to complete the financial aid file.

Student Success Center

- Increased testing capacity with video monitoring of additional testing rooms.
- Tutoring services provided by Zoom in order to address the needs of a wider range of students.
- Exploration of AI note taking resources to improve note taking experience for students with ADA accommodations.

Student Support Services

- Utilized TimeTap for project participants to schedule individual sessions with their SSS advisors.
- Project services were made available through Zoom to address the needs of project participants unable to meet in person.
- Utilized Canvas to deliver project services asynchronously.

1E: Provide quality programs and services at the main campus, the Cherokee Center, all extension sites, and online.

FINANCE & OPERATIONS

- Added a classroom at the Workforce Training Center
- Low cost addition of offices to the Student Success Center is in process

FOUNDATION & ALUMNI

- Helped keep Cardinal Event Center tidy and professional in appearance. Assisted several different people prepare the main room and/or kitchen for use by helping set up tables, chairs, podium, show them where things are located, etc.
- Served on the campus Aesthetics Committee and served as Chair for four months. This committee provides valuable input to President's Council about maintaining the beauty of both structures and grounds on campus.

PUBLIC RELATIONS

- Allowing all LCC Employees access to PR resources via the online PR Services Request Form

STUDENT AFFAIRS

Admissions

- Hosted multiple on campus events for potential students and their parents/guardians
- Hosted 3 enrollment days with the Advising Center

Advising

- Advising Center hosted a Fall KACRAO Transfer Fair where 22 Admissions Representatives presented information on 17 institutions.
- Representatives from several institutions did a total of 8 table visits.
- In coordination with Admissions we held 3 different enrollment days for special populations.

Athletics

- Monitored all academic progress for Athletic Department with bi-weekly grade checks and study halls.
- Monitored healthy Roster for proper documentation of all athletic documents and student-athlete health concerns leading into competition.

- Worked with primary and secondary insurance coverage with all student-athletes.
- Tested all bats for baseball and softball competitions.

Case Management

- Case Management updated the agreement with the Labette Center for Mental Health Services to provide on campus access at a reduced cost.
- Case Management continued to hold regular student centered group meetings, Stronger Together, where students could spend some time together, play a game and get a snack.



Labette Community College

Highlights

Core Value 2: Education for a Globally Connected World

Labette Community College promotes diversity in our communities and our world by valuing the dignity, worth, and potential of all persons; by using diverse delivery methods and evolving technology; and by improving the communities we serve through civic engagement opportunities.

2A: Improve and expand linkages with educational partners and community agencies for mutual benefit.

ACADEMIC AFFAIRS

Accounting/Business

- Cathy Kibler serves on the LCHS Business Department Advisory Board and meets twice annually during the academic year.

Graphic Design Technology

- The Graphic Design Technology and Art Departments co-sponsored the 35th Annual High School Art Competition on April 3, 2025, providing an opportunity for art and design students to showcase their talents and receive local recognition. One hundred eighty students from 13 area high schools were in attendance for the event which included a competition, art/graphic design demonstrations, photo scavenger hunt, and judge's critique/awards ceremony.

Library

- Phylis Coomes loaned four books to out-of-state libraries through interlibrary loan. This is a first for us.

Nursing

- Dee Bohnenblust attended the KCADNE Fall Forum October 17-18, 2025.
- Dee Bohnenblust attended OADN National Conference October 31 - November 2, 2025.
- Dee Bohnenblust attended KCPNE, KCADN, and KSBN meetings in September, December, March, and June.

Respiratory Care

- Susan Stolte participates in OneVision, a Respiratory Care Education Forum. This occurs monthly from June to September, covers a variety of topics and strategies to improve techniques in recruiting, planning, educating, etc. and provides networking among Respiratory Care Program Staff across the US.
- Susan Stolte attended SimMan Critical Care Product showcase 9/25/24.
- Tiffany Kotzman attended SimMan Critical Care Product showcase 9/25/24.
- Susan Stolte attended HOSA Fall Leadership Conference in Manhattan, KS 10/17/24.

FOUNDATION & ALUMNI

- Executive Director is a member of Parsons Soroptimist club. She served as President and served on the Publicity Committee.
- Served on LCC Gallery Committee
- Served on committee that decorated a Christmas tree (donated by LCC) to the Stella Wells Holiday Auction to raise funds for local families in need.
- Volunteered at Moms Demand Action
- Organized and facilitated LCC Alumni Booth at PHS Golden Reunion
- Partnered with the PACF to participate in Giving Tuesday. \$7449 was raised for Arts Endowment and \$2098 was raised for Athletics Endowment.
- Maintained and updated Foundation/Alumni Facebook page
- Continued email newsletter "Cardinal Insider" to stay in touch with donors, alumni, and community members.
- Received over \$304,000 in cash gifts in FY25
- Held 26th annual Auction for Scholarships. This was the highest grossing auction in LCC's history raising over \$78,000.

PUBLIC RELATIONS

- Continuation of strong relationships with other community organizations like the Chamber, Reach-one Teach-one, Parsons Police Dept., etc.
- Continuing to utilize local businesses as often as possible for merchandising needs.

STUDENT AFFAIRS

Admissions

- Assisted Parsons High School with KACRA sponsored "apply Kansas" event
- Assisted Parsons High School with Mock Interviews
- Assisted St. Paul High School with Reality U

Athletics

- Worked at PHS, PMS, and LCHS, athletic events and camps.
- Continue to work with youth sports in the surrounding communities.
- Volunteer work includes: Stella Wells auction, Christmas parade, Veterans Day parade, L.C.C. auction, Donor appreciation luncheon, Cardinal Citee, PRC youth activities. Student-athletes have volunteered and local schools to help translate and read.
- Athletic Director and Head Coaches have spoken at many Civic events and clinics in SEK.
- LCC Coaches and Student athletes have worked many camps and private lessons for local athletes.

Case Management

- Partnered with Labette Center for Mental Health Services to bring a clinician to campus 2-4 times a week to provide counseling and therapy to students.

Financial Aid

- Attended FAFSA day/evening at Parsons High School, Oswego High School and Cherryvale High School
- Financial Aid presents at orientations for Nursing, Radiography and Respiratory Care
- Financial Aid also presents at Senior Day, Junior Day and other high school events on campus

Registrar/Enrollment Management

- LCC Partners with Garfield Elementary to hire tutors through the work-study program.

Student Success Center

- Provided physical space and use of College resources to the Stella Wells Christmas Basket program in order to serve the needs of food-insecure persons in the Parsons community for the past 5 years

2B: Respond to the diverse learning needs of our community.

FOUNDATION & ALUMNI

- In partnership with the Art Department, the LCC Foundation & Alumni Association hosted a special exhibit featuring the work of distinguished alumnus and renowned artist, Skip Smith. To broaden engagement, a special artist reception and Chamber After Hours event was held. Several student groups from local elementary and high schools also made field trips to experience the exhibit firsthand.

STUDENT AFFAIRS

Athletics

- Coaches and student-athletes have worked local and regional camps.
- Student-athletes volunteered to help at most all L.C.C. functions.
- Many bi-lingual student-athletes have worked in local elementary schools that struggle with Spanish speaking students.
- Volunteered for PMS Site Council.
- Athletic Director has met several times with local school districts to establish goals for the future of Athletics and Facilities.

Student Success Center

- Provided use of LCC computers and printing for community members during open lab hours.
- General computer literacy support to members of the public using the computer lab.
- Referrals to other community supports for area residents.

2C: Increase the availability of skilled workers to meet the needs of the community and the state.

STUDENT AFFAIRS

Admissions

- 8 Student Ambassadors graduated from LCC with 2 of them going into LCC's Nursing Program and 4 transferring to universities.

Athletics

- Many student-athletes choose to participate in the welding program.

Registrar/Enrollment Management

- For the May 2025 commencement there was a 15% increase in the number of eligible graduates earning a degree and there was 70% increase in the number of eligible certificate earners.

Student Support Services

- Provided support to students in key AAS programs including Radiography, Respiratory Therapy, DMS, Nursing, Welding and Graphic Design. Supports were designed to increase completion of these high demand programs.

2D: Engage students in contributing to the well-being of their community through community service.

ACADEMIC AFFAIRS

Nursing

- Kathi Bennett, Haley Beeman, Dr. Bohnenblust, and Dona Pendleton participated in a flu shot clinic in Independence with 34 Fundamentals of Nursing students administering flu vaccines.

Radiography

- The Radiography Club members volunteered for the 4 State Heart Walk in Joplin Missouri with Freeman Hospital, Mercy Health Systems, and MSSU on October 26, 2024.
- The Radiography Club hosted a Pink Out Night on October 16, 2024 at the LCC Volleyball game and the club was able to raise \$116 to donate to the LCC Relay for Life team.
- The Radiography Club hosted a Heart Awareness week by providing literature to students and community members on the LCC campus regarding importance of heart health during the week of February 10-13, 2025.
- The Radiography Club members collected non-perishable food items for the Geary County Food Pantry in April 2025.
- Throughout the fiscal year 2025 the Radiography Club students actively participated in student government association events and other campus events; Fall Blood Drive -October 17; Kid's Fall Fest - October 29; Health Science Fair - October 24; Donor Luncheon- November 21; Homecoming - February 19; Disaster Simulation - March 12; and Pantry Volunteering.

FOUNDATION & ALUMNI

- Volunteered at LCC Kids Fall Fest
- Organized and facilitated LCC Booth at Labette County Fair

- Organized and facilitated LCC Booth at Katy Days Festival
- Worked with Admissions and Student Life to plan and execute Fall Cardinal Connection Business Showcase
- Gathered students to represent LCC in Parsons Veterans Day parade

PUBLIC RELATIONS

- Continuation of a local Business Showcase event each semester for students to learn about opportunities within the community



Labette Community College

Highlights

Core Value 3: Continuous Improvement

Labette Community College strives for continual institutional improvement through strategic planning, program and department reviews, outcome assessments, professional development, performance agreements, policy and procedure updates, and campus environment enhancement.

3B: Hire, develop, support, and empower employees throughout the organization who take an active role in student learning and success.

FINANCE & OPERATIONS

- Implemented a new Performance Review process for non-instructional staff
- Moved the part-time maintenance position to full-time
- Hired 20 new employees, 13 terminations and 4 retirements
- Reduced the full-time IT Coordinator position to a part-time position

FOUNDATION & ALUMNI

- Executive Director received the 2024 Van Meter Outstanding Alumni Award
- Both staff members attended KAP conference
- Both staff members completed trainings offered through LCC Human Resources Dept.

PUBLIC RELATIONS

- Welcomed new Director of Public Relations, Hannah Kennedy
- Interdepartmental collaboration to better serve and assist faculty, staff and administration with PR needs.

STUDENT AFFAIRS

Admissions

- Director of Admissions oversees the SEM Recruiting Sub-Committee.
- Staff oversees Student Ambassadors
- Staff serves on Recruiting and Onboarding SEM Committees

Advising

- The Director of Advising oversees the SEM Onboarding Subcommittee.
- Advising Center staff participate in many campus committees including SEM subcommittees, Belonging Committee, and Hendershot Gallery Committee.

Athletics

- Hired a Head Women's Basketball Coach.
- Hired a Head Volleyball Coach.
- Hired a Volleyball assistant coach.
- In the process of hiring Wrestling and Women's basketball assistant coaches.
- Completed a complete sanding, painting, and refinish of gym floor.
- Completed restrooms for Softball field.
- Upgraded livestream at baseball and softball fields.
- Implemented replay for Volleyball and Basketball competitions.

Case Management

- The Case Manager is co-chair of the Belonging Committee and chair for the Wellness Team.

Registrar/Enrollment Management

- Attended the Jenzabar Annual Meeting
- Attended the annual KACROA conference
- Attended the annual KASFAA conference

Student Success Center

- Created the full-time Academic Accessibility Manager position which simplifies access to ADA services for LCC students as well as ensuring robust academic support offerings for all LCC students.
- Launched Canvas training platform for peer and professional tutors to standardize tutor training and provide ongoing professional development.

3C: Offer and support professional development programs and opportunities to enhance faculty and staff effectiveness as facilitators of learning and strengthen leadership skills.

ACADEMIC AFFAIRS

Accounting/Business

- Robert Bartelli attended the Innovative Educators Virtual Summit during October 2024 and during March 2025.

Biology

- Archana Lal attended American Society for Microbiology Conference for Undergraduate Education (ASMCUE) from Nov 14 - Nov 17, 2024 held at Pittsburgh, PA. At the conference she did the following:
 - Co-presented three research posters.
 - Mentored three first-time attendees.
 - Served in the planning committee (from Dec 2023 to Nov 2024)
 - Served as the time-keeper for few sessions.
 - Led a group of 6 attendees to the affinity dinner and talked about education research with them.
- Archana Lal co-authored a paper published in PLoS ONE
 - Pandey S, Elliott SL, Liepkalns J, Taylor RT, Vanniasinkam T, Kleinschmit AJ, Justement LB, Lal A, Condry D, Bruns HA, Paustian T, Mixer PF, Sparks-Thissen RL, Sletten S, & Wisenden, BD. (2024) The ImmunoSkills Guide: Competencies for undergraduate immunology curricula. PLoS ONE 19(11): e0313339. [Competencies for undergraduate immunology curricula](#)
- Archana Lal collaborated and conducted research and submitted the following four abstracts for presentations at American Society for Microbiology for Undergraduate Educators (ASMCUE) and National Association of Biology Teachers (NABT) during Nov. 2024. All four have been accepted for presentation.
 - Holly Basta, Sean Coleman, Archana Lal, Sumali Pandey, Iglika Pavlova, and Aparna Shah (2024). Immunology for Non-Immunologists: COVID-19 Diagnosis Role Play Activity. Submitted to NABT (National Association of Biology Teachers) conference for a poster presentation during Nov 2024
 - Aparna Shah, Iglika Pavlova, Sean Coleman, and Archana Lal (2024) Implementing a Simulated Biomedical Conference on COVID-19 Diagnosis at Various Institutions: Impact on Student Learning of Vision and Change Core Concepts and Competencies. Submitted to the American Society for Microbiology Conference for Undergraduate Education

- (ASMCUE) for a poster presentation during ASMCUE at Pittsburgh, PA, Nov 14 - Nov 17, 2024.
 - Thiru Vanniasinkam, Bhaswati Manish, and Archana Lal (2024) Class Debate as an Effective Learning Tool that Promotes Collaborative and Active Learning. Submitted to the American Society for Microbiology Conference for Undergraduate Education (ASMCUE) for a poster presentation during ASMCUE at Pittsburgh, PA, Nov 14 - Nov 17, 2024.
 - Phil Mixter, Rebekah Taylor, Archana Lal, and Thiru Vanniasinkam (2024) Teaching Evolution in the Context of Immunology. Submitted to the American Society for Microbiology Conference for Undergraduate Education (ASMCUE) for a poster presentation during ASMCUE at Pittsburgh, PA, Nov 14 - Nov 17, 2024.
- Archana Lal attended multiple ImmunoReach symposia presentations on Friday afternoons from October 2024 to May 2025 on Zoom.

Library

- Phylis Coomes attended the “Keeping It Legal” ZOOM Workshop
- Scotty Zollars, Phylis Coomes, and Hillary Bode attended the annual meeting of the Southeast Kansas Library System.
- Phylis Coomes attended the monthly Southeast Kansas Library System Forums.
- Scotty Zollars attended the Quick Project Management Tips webinar offered by the Southeast Kansas Library System.
- Phylis Coomes attended the Getting to Know the New EBSCO webinar.
- Hillary Bode attended the Back to Basics Book Displays webinar from the State Library of Kansas.

Nursing

- Kim Beachner, Kathi Bennett, Julie Page, Carly Beachner, Kylie Gero, and Haley Beeman attended KCADNE (Kansas Council Associate Degree Nurse Educator) Conference in Wichita, KS October 17 & 18, 2024.
- Kim Beachner, Kathi Bennett, Carly Beachner, and Haley Beeman obtained Adult Mental Health First Aid training October 15, 2024.
- Kim Beachner, Julie Page, Kathi Bennett, Kylie Gero, Carly Beachner, and Haley Beeman attended Nurse Educator Institute in Branson, MO on April 7 & 8, 2025.
- Julie Page attended the CEU on "Breaking the Cycle: The Opioid Crisis" at Neosho Memorial Regional Medical Center on 10/9/24.
- Kathi Bennett attended the virtual I-CAN 2025 ECHO Conference: Improving Access to Pulmonary Rehabilitation in Kansas Communities April 2025.
- Kathi Bennett and Kylie Gero attended the Johnson County Community College Healthcare Simulation Conference September 20, 2024.

- Haley Beeman completed the Certified Nurse Educator Review Course by Dr. Gina Panozzo February 19th, 2025.
- Haley Beeman earned the Certified Nurse Educator credentialing on March 20th, 2025.

Radiography

- Gale Brown attended American Society of Radiologic Technologists Educational Symposium, Annual Governance & House of Delegates meeting June 26 - July 1st, 2024.
- Ashley Moore and Gale Brown attended the Blended Adult Mental Health First Aid training course on October 10, 2024.
- Ashley Moore, Tammy Kimrey and Gale Brown attended the Kansas Society of Radiologic Technologist conference in Manhattan Ks with fifteen second-year students April 3-4, 2025.

Respiratory Care

- Susan Stolte attended the AARC (American Association for Respiratory Care) Summer Forum July 14-16 in Snowbird, UT.
- Susan Stolte attended the Midwest Transplant Network Critical Care Symposium September 19 in Kansas City, MO.
- Susan Stolte attended Stormont Vail Stroke Symposium via ZOOM October 4, 2024.
- Susan Stolte attended Sentec IPV Overview and Effectiveness via ZOOM November 14, 2024.
- Susan Stolte earned the NBRC Adult Critical Care Specialty credential December 19, 2024.
- Susan Stolte and Tiffany Kotzman attended the Kansas Respiratory Care Society Spring State Meeting with Respiratory Care Students April 8-9, 2025 in Lawrence, KS.
- Susan Stolte, Jennifer Harding, and Tiffany Kotzman attended the Kansas Council for Workforce Education workshop, Using AI and Simulation in Your Classroom, April 11, 2025 in Wichita, KS.

PUBLIC RELATIONS

- Continued research for NCMPR program opportunities

STUDENT AFFAIRS

Admissions

- Attended the annual KACRAO Conference in Dodge City
- Admissions Associate attended AKOPP

Advising

- Advising Staff attended the annual KAAN conference in Lawrence, KS.
- International Student advisor attended the regional NAFSA conference.
- Director of Advising attended the NACADA Administrators Institute.

Athletics

- All Coaches have attended or will be attending CPR/AED training to be in accordance with NJCAA by-laws.
- Athletic Director has attended all KJCCC/Region VI meetings. Athletic Director has attended all zoom meetings for NJCAA BOR monthly.
- Athletic Director and Assistant complete the NJCAA annual Compliance exam.

Financial Aid

- The Financial Aid Department completed the Department of Education 30 hour Fundamentals Training Course online and a week long Department of Education Training over zoom.
- FA Counselor and FA Specialist attended the annual National Association of Student Financial Aid Administrators (NASFAA) Conference in Anaheim, CA

Student Success Center

- SSC Director and Advising Director attended NACADA Assessment Institution in February 2025 and the NACADA Institute for Academic Advising in July 2025.
- Academic Accessibility Manager attended the AHEAD New Professionals conference in addition to online training on a variety of ADA topics.

Student Support Services

- SSS advisers attended the TRIO MKN annual conference in April 2025.
- SSS Director participated in Strengths University leadership training Summer 2025.

3D: Improve the utilization of human, physical, technological, and fiscal resources.

ACADEMIC AFFAIRS

Library

- The Library was awarded an Extended Services Grant from the Southeast Kansas Library System in the amount of \$3,500 for our work with the public and interlibrary loan.

FINANCE & OPERATIONS

- Implemented student disbursements/refunds through Transact
- Purchased a 15-passenger van
- Upgraded all servers to new Operating Systems
- Student Success Center and Student Union roof repair
- Painted and refinished the gym floor
- Painted the Annex exterior
- Replaced sound system in the gym

FOUNDATION & ALUMNI

- Executive Director served as Interim Public Relations Director for three months.

PUBLIC RELATIONS

- Made plans to continue updating signage and an expectation of a consistent brand voice.

STUDENT AFFAIRS

Advising

- Provided a hot drink station daily for the use of all students and staff.

Athletics

- Replaced LED lighting in Gym.
- Completed resurface coating of gym floor.
- Conducted replay throughout the 24-25 athletic competitions.
- Completed Softball field restrooms.

Student Success Center

- Completed updates to the facility to improve utilization of physical space. Added two testing rooms, two offices to the advising center, a small meeting room in the

Learning Lab and study zones in the computer lab, and improvements to the Debbie Groff storage area.

- Reclaimed storage room for use as a break area to allow for the construction of an additional office in the Learning Lab.
- Reorganization of storage in the Advising Center cabinetry to make space for Case Management and Advising Center storage.
- Added secured storage for Accessibility Manager (ADA equipment and records).



Labette Community College

Highlights

Core Value 4: Integrity and Transparency

Labette Community College operates in an environment of integrity and transparency through honest ethical practices, open communication, and accountability, for transactions with all constituencies.

4A: Improve tracking of and access to data to meet the needs of the institution and external contingencies.

PUBLIC RELATIONS

- Obtaining reports from all advertising and social media sources to ensure positive use of external assets

STUDENT AFFAIRS

Admissions

- Updated application stages, added an Admissions Certificate and an All Requirements Met letter with information on how to enroll.

Advising

- The Director of Advising continues to track student withdrawals and the reasons given for withdrawal.
- The Director of Advising continues to track students that appear on the EAW list throughout the semester.
- A tool has been purchased to better track communication with students and their progress.

Student Support Services

- Tracks programmatic data related to student persistence, good academic standing, graduation and transfer and reports the data annually to the LCC community and US Department of Education
- Monitors participant trends and shares relevant data with campus partners.

4B: Promote responsible stewardship of resources and public trust.

FINANCE & OPERATIONS

- Received an unqualified opinion on the financial audit

PUBLIC RELATIONS

- Maintain a community-friendly brand voice and respect for the college's traditions and history

STUDENT AFFAIRS

Advising

- Advising Center strives to help every community member that we come in contact with, even if they are not able to become enrolled. They do this through providing resources and support for all community members.

Case Management

- The Case Manager organizes and oversees the student pantry.

4C: Enhance the college's image to stakeholders to generate business and community support by communicating the value and benefit of the college.

ACADEMIC AFFAIRS

Graphic Design Technology

- Graphic Design Technology students designed a promotional die cut handout used for recruiting by the LCC Admissions Department.

Radiography

- The Radiography program hosted numerous health care professionals from surrounding healthcare facilities to speak with program students regarding career opportunities available in their service area: Mercy Health Systems on September 25, 2024; Integris Health Systems Oklahoma - November 13, 2025, Ascension St. John Radiology on March 3, 2025, BJC Health Systems - Saint Luke's on April 2, 2025.
- Tammy Kimrey provided radiology career presentations to the attendees at the Greenbush STEM Career Day in Girard, Ks on October 25, 2024.
- Gale Brown attended the Young Leaders Summit in Pittsburg, KS on November 1, 2024.

- Gale Brown attended the Galena High School Career Fair in Galena, KS on November 22, 2024.
- Tammy Kimrey attended Labette County High School and provided radiology career presentations to their health science students on December 6, 2024.
- Tammy Kimrey attended the Girard High School Career Day in Girard, Ks on April 23, 2025.

Respiratory Care

- Susan Stolte and Tiffany Kotzman attended ESSDACK career expo in Hutchinson, KS Oct. 29 and 30, exposing up to 5,000 students to LCC and the Respiratory Care Program over 2 days.
- Susan Stolte attended the Galena Career Fair in Galena, KS November 22, 2024
- Tiffany Kotzman attended the Galena Career Fair in Galena, KS November 22, 2024
- Susan Stolte and Tiffany Kotzman attended the HOSA leadership conference in Manhattan, KS March 26-27, 2025
- Susan Stolte and Tiffany Kotzman hosted a skills lab at the HOSA leadership conference in Manhattan, KS March 26, 2025
- The Respiratory Care Program hosted a "day of recruitment". This included an informational session with the University of Kansas: Brandi Brenner talked to students about furthering their education at KU and the UCHaMP scholarship. The program also had several hospitals including: St. Francis - Tulsa, OK; Labette Health - Parsons, KS; Freeman Health System - Joplin, MO; Hillcrest - Tulsa, OK; Ascension St. John - Bartlesville, OK, Tulsa, OK and the metro area surrounding. These facilities spoke to the students about the profession of respiratory care and what they have to offer once they successfully complete the program, credentialing, and licensure.

FOUNDATION & ALUMNI

- Held the Distinguished Alumni award Luncheon
- Held the Van Meter award Luncheon
- Held the Cardinal Citation Award Reception
- Organized and held 39th annual Gribben English Lecture Series in partnership with the English Dept.
- Led many individual and small group campus tours
- Executive Director and Assistant were instrumental in 2nd annual LCC Founders Day celebration

PUBLIC RELATIONS

- Began strategic development of a better, more authentic brand voice that accurately reflects LCC and its values

STUDENT AFFAIRS

Admissions

- Staff is continuously sharing LCC social media on personal pages.

Case Management

- The Case Manager is a member of Soroptimists.

Registrar/Enrollment Management

- 2025 graduates were asked to share a positive experience they had while attending LCC when Applying for Graduation. These experiences were shared in the 2025 Commencement program.
- Dean of Enrollment Management is a board member for Leadership Labette.



Labette Community College

Highlights

Core Value 5: Sustainability of the Institution

Labette Community College encourages innovation and personal growth, maintains financial accountability, supports student retention and success, and plans strategically for the future while adhering to state federal, and governing agency guidelines.

5A: Achieve targeted growth through an integrated enrollment management process.

PUBLIC RELATIONS

- Utilizing all advertising avenues to promote enrollment

STUDENT AFFAIRS

Advising

- Director of Advising regularly participates in SEM steering committee as well as the Onboarding, Recruitment, and Retention subcommittees.
- Advising Center regularly emails students that have applied for admission to LCC but have not yet enrolled to encourage them to meet with an advisor and take the next step in their educational journey.

5B: Enhance student opportunities through increased scholarships and endowments.

PUBLIC RELATIONS

- Promotion of scholarships through press, social media, and LCC website

FOUNDATION & ALUMNI

- 600lbs of beef was donated to the student pantry. The value of the gifts was \$2000.
- Foundation Scholarship selection and award process provided over \$127,309 in scholarships to LCC students.
- Partnered with PACF to participate in Giving Tuesday. \$2019 was raised for Arts Endowment and \$2,227 was raised for Athletics Endowment.

- Presented Latzer Art Award to recognize the best student artwork at the student exhibit in the Fall and Spring Semesters. These cash awards help students with expenses for college.
- Provided over \$156,000 for student scholarships
- Worked with the Nursing Dept. to receive equipment donations to upgrade the Health Science Simulation Center.

STUDENT AFFAIRS

Athletics

- Continue to help raise funds for scholarship dollars.
- Explore new ways to make scholarship dollars bring in more enrollment.

Financial Aid

- Continue to work with Athletics, LCC Foundation and VP of Student Affairs to come up with scholarships for our students.

Student Support Services

- Student Support Services awarded \$54,000 in supplemental grant aid to qualified participants through its College Completion Grant program.

5C: Enhance the economic, academic, and social environment of the college to recruit and retain quality employees.

STUDENT AFFAIRS

Athletics

- Continue to reinforce academics as a priority.
- Continue to recruit and retain quality employees.

Financial Aid

- Continue to counsel students and process Kansas Promise Scholarship



Labette Community College

Operational Plans

Labette Community College

OPERATIONAL PLAN FY2025

Core Value 1: Student Learning: Labette Community College makes every effort to provide collegial programs and services by providing a caring and qualified faculty/staff to assist all students and community members in attaining the foundational skills and knowledge essential for success in work and in life, in a supportive and accountable environment.

Outcome 1A: Cultivate a culture in which services, practices, policies, procedures, and personnel support learning as a major priority.

ACADEMIC AFFAIRS		CORE VALUE 1		OUTCOME 1A
Library				
Objective 1	The Library will assess its institutional effectiveness, professional values, educational role, discovery capabilities, collection, space, management, personnel, and external relations using the American Library Association Standards for Libraries in Higher Education.			
Estimated Cost	Existing Money	\$	New Money One Time	\$0
	Grant Funded	\$	New Money Ongoing	\$0
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	December 2024			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	The American Library Association recently updated its “Standards for Libraries in Higher Education”. Assessing the library by these standards will show where we are strong and weak according to national standards. The		

		weaknesses will become objectives in later Operational Plans or be used as ideas for grant applications. The cost to the college will be zero at this stage. This was not completed in FY22 and is carried over to this OP.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3
	Satisfactory Level Rationale:	The Library staff evaluated itself and the Library using the American College and Research Libraries (ACRL) Standards for Libraries in Higher Education as a checklist. The ACRL is a division of the American Library Association. Out of 50 questions, the Library answered 29 of them as a yes, 14 of them as partially done, and seven of them as no. Combining the yeses and partially dones gave the Library an 86%. The Library staff feels good that on a national level we would score so highly.

Academic Affairs Office				
Objective 1	The Academic Affairs Office seeks to provide quality, in-demand programs of study and as such is preparing to create a career technical program at the Workforce Training Center. The new program would require the addition of a full-time faculty member.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$200,000
	Department Budget:	B&I	Student Fees (New/Existing)	\$
Exp. Completion				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	LCC's mission is to provide quality learning opportunities in a supportive environment for success in a changing world doing so through continuous improvement and educational programs for a globally connected world. The need for career technical programs is growing at a rapid rate to address workforce shortages in the country. The US Chamber of Commerce compiled data demonstrating state-by-state open v. unemployed rates and quit rates. Kansas had an unemployment percentage		

		change from 2019-2021 of 24.4% (46,973 October 2019 – 58,441 October 2021). Additionally, The Pew Research Center estimates that 1.1 million more people retired than expected in 2020. Local business and groups such as Tank Connections, Ducommun, Great Plains Industrial Park, etc. have expressed different program that needs to be researched for best implementation. The FY23 budget allotted for the expense of the program.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	The Academic Affairs Office, through the collaboration with internal and external stakeholders, are in the process of re-seeking accreditation for the Physical Therapy Assistant Program. The need for healthcare professionals through our Southeast Kansas remains high, due to workforce shortages and community needs. The college has hired a PTA Director that has started working with consultants and CAPTE. Through this work the college was accepted into the CAPTE’s AY27 Review Cycle. There is more work to be done in FY26 but things are moving at an appropriate and exciting pace.		
Objective 2	Add a welding instructor to the welding program to be located at the Workforce Training Center			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$70,028
	Department Budget:	B&I State Appropriation	Student Fees (New/Existing)	\$
Exp. Completion				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	LCC’s mission is to provide quality learning opportunities in a supportive environment for success in a changing world doing so through continuous improvement and educational programs for a globally connected world. The need for career technical programs is growing at a rapid rate to address workforce shortages		

		in the country. The welding program has consistent enrollment. The US Chamber of Commerce compiled data demonstrating state-by-state open v. unemployed rates and quit rates. Kansas had an unemployment percentage change from 2019-2021 of 24.4% (46,973 October 2019 – 58,441 October 2021). Additionally, The Pew Research Center estimates that 1.1 million more people retired than expected in 2020. Local business and groups such as Tank Connections, Ducommun, Great Plains Industrial Park, etc. have expressed different program that needs to be researched for best implementation.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4
	Satisfactory Level Rationale:	Over the past year, the decision to hire a welding instructor has proven highly effective in meeting both our instructional goals and local workforce needs. The instructor has delivered consistent, high-quality training, ensuring students gain industry-relevant skills. Enrollment in welding courses have increased, reflecting both strong student interest and confidence in the program's value. Additionally, the instructor has been able to provide more college services. This position has enhanced our ability to provide meaningful learning opportunities while strengthening partnerships with industry and supporting economic growth.

FINANCIAL AFFAIRS		CORE VALUE 1		OUTCOME 1A
Human Resources				
Objective 1	Review and update the LCC Policy and Procedure Manual, Chapter 4			
Estimated Cost	Existing Money	\$	New Money One Time	\$0
	Grant Funded	\$	New Money Ongoing	\$0
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
	Rating:	4		

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating Rationale:	It is important to have up-to-date policies and procedures to limit institutional risks.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Complete		
Objective 2	Implement an updated Performance Review process for non-instructional staff.			
Estimated Cost	Existing Money	\$	New Money One Time	\$0
	Grant Funded	\$	New Money Ongoing	\$0
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Performance reviews are necessary for accountability, productivity, and quality of work in addition to cooperation and achievement between the employee and supervisor.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Completed July 2024		

PUBLIC RELATIONS	CORE VALUE 1			OUTCOME 1A
Objective 1	PR department seeks to provide support of learning services to Career Technical Programs and General Ed through the promotion of "How the PR Team can Help."			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
	Rating:	4		

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating Rationale:	Promotion of what the PR office can offer to each department for the promotion of their program will provide a culture of collaboration, & continuity of branding LCC.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1		
	Satisfactory Level Rationale:	Difficult to achieve with changes in staff. Similar intentions will be achieved campus-wide in FY26.		
Objective 2	Create a PR Content Calendar for Social/Print Media to match learning/activity opportunities offered at LCC.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	December 2024			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	The calendar provides focus on supporting academic programs, sports, and student life activities.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1		
	Satisfactory Level Rationale:	Not achieved in FY25, will be completed in FY26.		
Objective 3	Create & design images/content in advertising which emulates the objective of the PR Content Calendar for Social/Print Media.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	December 2024			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Advertisements help promote learning opportunities LCC offers to students, and carry out PR Content Calendar objectives.		
Satisfactory level of objective completion (4: Extremely Effective)	Rating:	1		
	Satisfactory Level Rationale:	Essential function of the PR department and no longer considered a goal/objective.		

0: Not at all Effective)		
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STUDENT AFFAIRS		CORE VALUE 1		OUTCOME 1A	
Student Life					
Objective 1		Develop a comprehensive Student Life event planning calendar to allow for long-term scheduling and coordination of events across departments.			
Estimated Cost		Existing Money	\$	New Money One Time	\$0
		Grant Funded	\$	New Money Ongoing	\$
		Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion		May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)		Rating:	4		
		Rating Rationale:	In order to create new opportunities for student involvement in campus activities, we first must formalize our event planning and coordination to better deploy existing staff strengths and incorporate student involvement in a meaningful way.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)		Rating:	4		
		Satisfactory Level Rationale:	Comprehensive Student Life calendar of events for FY26 has been developed and is ready for launch during Welcome Week.		

Outcome 1B: Strive to make the student's experiences with LCC positive, nurturing, and focused on student learning and academic success.

ACADEMIC AFFAIRS		CORE VALUE 1		OUTCOME 1B	
Library					
Objective 1	Self-publish or publish in OER format an Information Literacy textbook.				
Estimated Cost	Existing Money	\$	New Money One Time	\$0	
	Grant Funded	\$	New Money Ongoing	\$0	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion	January 2025				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	The cost of textbooks continues to rise and students have difficulty paying for them. There is a move to change this with self-publishing and OER formats. In addition, by creating an in-house textbook, the content will more directly cover the courses' objectives. No funding will be necessary except for staff time to work on this. I updated my textbook in FY22, one year before this was scheduled in the FY23 OP. So, it is being moved to this OP.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1			
	Satisfactory Level Rationale:	The Library Director looked for an edition that was in OER format, but found none with a newer copyright date than the currently used textbook.			

Radiography				
Objective 1	Research a radiography peer tutoring program to help students overcome academic challenges and increase the program completion rate.			
Estimated Cost	Existing Money	\$0	New Money One Time	\$0
	Grant Funded	\$0	New Money Ongoing	\$0

	Department Budget:	(work study/SSC tutor? Cost uncertain at this time)	Student Fees (New/Existing)	\$
Exp. Completion	Spring 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	Work with SSC about peer tutoring for radiography program students. No classes or clinical on Fridays due to block scheduling, this would be a great opportunity to implement this service for students.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0 – Move to Spring 2026		
	Satisfactory Level Rationale:	Program faculty provide tutoring services for program students. Program officials would like to move this item to the FY2026 – Spring 2026 Operational Plan to allow program officials opportunity to involve SSC personnel with implementation since we were unable to find a student that was interested in being a peer tutor due to their class/clinical schedule.		

FINANCIAL AFFAIRS		CORE VALUE 1		OUTCOME 1B	
IT					
Objective 1		Review the implementation of LMS and make necessary configuration changes.			
Estimated Cost	Existing Money	\$	New Money One Time	\$0	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	An easy-to-navigate LMS is critical to student success.			

Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3
	Satisfactory Level Rationale:	IT has been making configuration changes with Canvas throughout the year. We will begin Roundtable sessions in the Fall for better understanding of functionality.

PUBLIC RELATIONS	CORE VALUE 1			OUTCOME 1B
Objective 1	Promotion of 6 student success stories- through social media, and news articles.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Student Success may be promoted through news articles, & social media. Examples: Student achievements/awards, honor roll, PTK projects, etc.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1		
	Satisfactory Level Rationale:	Not completed in FY25, similar campaign to be completed in FY26.		

STUDENT AFFAIRS		CORE VALUE 1		OUTCOME 1B	
Financial Aid					
Objective 1		Implement a proactive financial aid model characterized by comprehensive support and services offered by the Financial Aid Counselors.			
		Grant Funded	\$	New Money Ongoing	\$0
		Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion		Fall 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)		Rating:	4		
		Rating Rationale:	The Financial Aid office aims to adopt a proactive financial aid approach by assigning two Financial Aid Counselors to divide the student body alphabetically. This strategy		

		ensures closer collaboration with students to ensure timely completion of paperwork for Federal Aid disbursement. By fostering ongoing relationships between counselors and students, we anticipate an increase in the distribution of Federal Aid.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1
	Satisfactory Level Rationale:	With the change in personnel within the department, we have not been able to achieve this goal at this time. The new person needs to be trained and have more experience before we put this plan in motion. We hope to begin this process in the coming year.

Registrar's Office				
Objective 1	Work with students in their first year at LCC regarding what to expect when it is time to graduate.			
Estimated Cost	Existing Money	\$	New Money One Time	\$0
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Work with students early in their education on how the graduation process works. Let them know what steps they will need to take once they are enrolled or have earned 42 credits and are eligible to complete a Degree Check Request.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1		
	Satisfactory Level Rationale:	The Registrar's Office posted "Steps to Graduation" on the bulletin board in the Student Union. More information will need to be accessible to all students to see more success.		

Outcome 1C: Make accessible a variety of services and programs that address learning needs.

ACADEMIC AFFAIRS		CORE VALUE 1		OUTCOME 1C	
Library					
Objective 1		Work with Student Life and Workforce Development to develop nighttime and noon workshops on adulting topics for students, such as cooking, budgeting, and soft skills Development.			
Estimated Cost	Existing Money	\$400	New Money One Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:	71-0000-026-249	Student Fees (New/Existing)	\$	
Exp. Completion		June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	Studies show that there is a need for students to acquire adulting skills or basic life skills. These include, but are not limited to household budgeting, cooking, and the development of soft skills. https://americanlibrariesmagazine.org/2018/05/01/adulting-101-library-programming/ . The Library will work with other campus departments and host two programs a semester, one at noon and one at night, covering these topics. This was not completed in FY22 and is carried over to this OP.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0			
	Satisfactory Level Rationale:	This was not completed and has been taken off of the Library’s future plans.			

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FOUNDATION	CORE VALUE 1			OUTCOME 1C
Objective 1	Seek donations/grants to support the expansion CTE offerings			
Estimated Cost	Existing Money	\$	New Money One Time	\$0
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	I gave this a '4' because it directly correlates with one of the President's goals for this Core Value.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	<p>(6) <i>Hospira A+</i> IV Pumps were donated for training Nursing students. The value of the gift was \$4500.</p> <p>(6) <i>Hill-Rom</i> hospital beds were donated for use in the Zetmeir Health Science Building Simulation Center. The value of this gift was \$10,500</p> <p>The new IV pumps and hospital beds will enhance the teaching and learning opportunities at LCC. By training students on upgraded equipment, they can learn essential skills in a safe, simulated environment that better matches the equipment they will find once they are in the field.</p>		

PUBLIC RELATIONS		CORE VALUE 1		OUTCOME 1C
Objective 1	Create LCC QR code stands to place at businesses and industries for easy access to the LCC websites/programs.			
Estimated Cost	Existing Money	\$	New Money One Time	\$0
	Grant Funded	\$	New Money Ongoing	\$

	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	QR codes are advanced technical tools making easy access to information. Placing them in businesses/industries provides LCC education opportunities right at the public’s fingertips.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Not completed and unneeded until proven otherwise.		
Objective 2	Promotion of 6 LCC Programs through “Cardinal Academic/Career Spotlight”			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Creating the “Cardinal Academic/Career Spotlight” promotes classes offered to improve knowledge of what LCC has to offer through stories, articles, advertisements, and social media.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	To be achieved through a rotational advertising schedule for ALL departments in 2026.		
Objective 3	Promotion of Learning Opportunities through Professor/Instructor Spotlight to coincide with “Cardinal Academic/Career Spotlight”			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	May 2025			

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3
	Rating Rationale:	Creating the Professor/Instructor Spotlight to coincide with "Cardinal Academic/Career Spotlight" promotes the humanistic side and allows the public the opportunity to get to know more about our qualified instructors' and the classes taught by them to improve knowledge of what LCC has to offer through creating stories, articles, and social media.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0
	Satisfactory Level Rationale:	To be achieved through a rotational advertising schedule for ALL departments in 2026.

STUDENT AFFAIRS		CORE VALUE 1		OUTCOME 1C	
Student Success Center					
Objective 1	Deploy tutor training in study skills, learning strategies, and time management to expand the availability of these services to all LCC students.				
Estimated Cost	Existing Money	\$1000	New Money One Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:	SSC	Student Fees (New/Existing)	\$	
Exp. Completion	Spring 2025				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	As the Academic Coordinator’s role expands to meet the needs of LCC students in various areas of academic development, the demand often outpaces the Coordinator’s time. Training peer and professional tutors to teach these skills will help mitigate the gaps.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	These training modules have been developed and were piloted with peer tutors in Spring 2025.			

Outcome 1D: Use technology to expand opportunities for student learning and student services.

ACADEMIC AFFAIRS		CORE VALUE 1		OUTCOME 1D	
Library					
Objective 1	Obtain digitizing software to begin the process of digitizing the LCC archives				
Estimated Cost	Existing Money	\$1200	New Money One Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:	11.4101.710.000	Student Fees (New/Existing)	\$	
Exp. Completion	June 2025				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	0			
	Rating Rationale:	This project was canceled due to a lack of available funding to purchase the software. The software would allow us to provide a more permanent and accessible place for our college archives. It would free up the space currently used for the archives for other uses. The library staff members seek grants to assist with the cost of the project. This was canceled in FY22 due to funding and is being carried over to the OP.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0			
	Satisfactory Level Rationale:	This was not completed and will not be carried over to new operational plans at this time.			

Academic Affairs Office				
Objective 1	Install a new classroom at the Workforce Training Center.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$120,000	New Money Ongoing	\$
	Department Budget:	State B&I Money and Tax Incentives	Student Fees (New/Existing)	\$
Exp. Completion	December 2024			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	<p>LCC's mission is to provide quality learning opportunities in a supportive environment for success in a changing world doing so through continuous improvement and educational programs for a globally connected world. The need for career technical programs is growing at a rapid rate to address workforce shortages in the country. The US Chamber of Commerce compiled data demonstrating state-by-state open v. unemployed rates and quit rates. Kansas had an unemployment percentage change from 2019-2021 of 24.4% (46,973 October 2019 – 58,441 October 2021). Additionally, The Pew Research Center estimates that 1.1 million more people retired than expected in 2020. Local business and groups such as Tank Connections, Ducommun, Great Plains Industrial Park, etc. have expressed different program that needs to be researched for best implementation. The expansion of the new classroom will allow for potential new programs to be added at the Workforce Training Center and expansion of welding with the integration of computer lab (engineering graphics and computer aided drafting see IT Core Value 1D).</p>		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	The addition of a new classroom (Spring 2025) at the Workforce Training Center directly supports LCC's mission to provide quality		

		<p>learning opportunities in a supportive environment for success in a changing world. By expanding space and integrating modern technology, the college will be positioned to offer new career and technical programs that address critical workforce shortages. Data from the U.S. Chamber of Commerce and Pew Research Center highlight the urgency of this need, with significant unemployment shifts and accelerated retirements creating gaps in skilled labor. Local employers such as Tank Connections, Ducommun, and Great Plains Industrial Park have already expressed interest in program development, underscoring strong industry demand. The new classroom will not only expand welding capacity but also incorporate a computer lab to support engineering graphics and computer-aided drafting, aligning with LCC's core value of continuous improvement through innovation. This investment ensures LCC remains responsive to both student success and regional economic growth in a globally connected workforce.</p>
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FINANCIAL AFFAIRS		CORE VALUE 1		OUTCOME 1D
IT				
Objective 1	Install and configure Lab at Workforce			
Estimated Cost	Existing Money	\$ No cost	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	December 2024			
	Rating:	3		

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating Rationale:	Will allow for the expansion on course and program offerings.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2		
	Satisfactory Level Rationale:	The networking in the lab has been completed, but the classroom is not complete enough for the installation. Installation will be completed in FY26.		
Objective 2	Deploy Canvas Mobile App			
Estimated Cost	Existing Money	\$ No cost	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	December 2024			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Many students use their cellphones to work on their classes.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	We have deployed the Canvas Mobile App, however, I am not sure students are aware unless they attend orientation, or a few of the courses that give that information.		

IT/Business Office				
Objective 1	Implement Transact for student payment plans			
Estimated Cost	Existing Money	\$ 19,576	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Replace the current Nelnet payment plan with Transact to improve the student experience.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Transact has been fully deployed.		
Objective 2	Implement Transact for Student Refunds			
Estimated Cost	Existing Money	\$ Included with payment plan price	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	IT	Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
	Rating:	4		

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating Rationale:	Improve the student experience with a new electronic student refund system.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4
	Satisfactory Level Rationale:	Transact has been fully deployed.

PUBLIC RELATIONS	CORE VALUE 1			OUTCOME 1D
Objective 1	Research/consider the possibility of an LCC App by working with IT as an expansion or reaching the public and students			
Estimated Cost	Existing Money	\$	New Money One Time	\$0
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	An LCC App shows the college is moving forward with technology in the 21st Century.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2		
	Satisfactory Level Rationale:	Mobile app available for Canvas and Jenzabar already available. Can customize Jenzabar app for LCC.		

STUDENT AFFAIRS		CORE VALUE 1		OUTCOME 1D	
Talent Search					
Objective 1	Design and implement curriculum for students to be trained and operate Talent Search drones.				
Estimated Cost	Existing Money	\$	New Money One Time	\$	
	Grant Funded	\$200	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion	May 2025				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	Design and implement a curriculum for students to be trained and operate TS drones. This directly meets one of the grant’s CPPs “Promoting Science, Technology, Engineering or Math (STEM) Education, with a particular focus on Computer Science.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	We have created a curriculum that we use with middle school students. One lesson introduces the students to drones and all the ways they are used. The second lesson is on how to operate the drones. The students are then allowed to operate the drones with a partner.			

Outcome 1E: Provide quality programs and services at the main campus, the Cherokee Center, all extension sites, and online.

FINANCIAL AFFAIRS		CORE VALUE 1		OUTCOME 1E	
IT					
Objective 1		Determine a replacement for the ID Card System			
Estimated Cost	Existing Money	\$	New Money One Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		December 2024			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	With the removal of Herring Bank, we will have to implement a new ID System.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	We have deployed ID123, which issues Digital IDs			

STUDENT AFFAIRS		CORE VALUE 1		OUTCOME 1E	
Case Management					
Objective 1		Coordinate and promote a lecture/film series open to the campus community as well as the larger community, 2 to 3 times per semester, with themes of mental health, social issues, and community awareness.			
Estimated Cost	Existing Money	\$500	New Money One Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		May 2025			
		Rating:	3		

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating Rationale:	Film and speakers can invite discussion about the challenges and success both on campus and the greater community. The post-pandemic world continues to suffer from the effects of isolation, loneliness, and disruption of daily life. This series will attempt to reconnect members of the campus and community with a sense of belonging to both the college and beyond.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1
	Satisfactory Level Rationale:	This goal has not yet been implemented. The intended partnership with Belonging Committee was put on hold due to the changes to the Belonging Committee structure. I hope to revisit this goal in the new year, once the new committee is formed.

Student Support Services				
Objective 1	Prepare and submit the Student Support Service's five-year grant proposal.			
Estimated Cost	Existing Money	\$	New Money One Time	\$2000 (Talent)
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	February 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	The presence of Student Support Services, which provides intensive, intrusive academic advising and support for its 185 participants, is critical to ensuring the increased rates of		

		persistence, graduation, and transfer of qualified participants.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4
	Satisfactory Level Rationale:	This goal has not yet been implemented. The intended partnership with Belonging Committee was put on hold due to the changes to the Belonging Committee structure. I hope to revisit this goal in the new year, once the new committee is formed.

Core Value 2: Education for a Globally Connected World: Labette Community College promotes diversity in our communities and our world by valuing the dignity, worth, and potential of all persons; by using diverse delivery methods and evolving technology; and by improving the community we serve through civic engagement opportunities.

Outcome 2A: Improve and expand linkages with educational partners and community agencies for mutual benefit.

ACADEMIC AFFAIRS		CORE VALUE 2		OUTCOME 2A	
Nursing					
Objective 1	Develop community patient care simulation partners to prepare entry-level graduates in preparation for national certification of the Simulation Center.				
Estimated Cost	Existing Money	\$	New Money One Time	\$	
	Grant Funded	\$	New Money Ongoing	\$2500	
	Department Budget:	No New Funds	Student Fees (New/Existing)	\$	
Exp. Completion	May 2025				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	The Simulation Center Nurse Faculty and the Program Director will explore adding community clinical partners to create practice-like scenarios that include RNs, physicians, and paramedics to demonstrate entry into practice examples in a safe environment prior to high-stakes events that may cause harm to patients after graduation.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1			
	Satisfactory Level Rationale:	Due to faculty turnover, this was not met. The program will continue to develop the Simulation Center toward excellence.			

FINANCIAL AFFAIRS		CORE VALUE 2	OUTCOME 2A
IT			
Objective 1	Support High School Enrollment by making services available for coordinators.		

Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	With HS being our largest student population, it is important for coordinators have the services they need to be effective.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2		
	Satisfactory Level Rationale:	We did allow Coordinators access for enrollment, but I am unsure if many of them are utilizing the resource.		

FOUNDATION	CORE VALUE 2			OUTCOME 2A
Objective 1	Seek donations/grants to support the College’s new belonging initiatives.			
Estimated Cost	Existing Money	\$	New Money One Time	\$0
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	I gave this a ‘4’ because it directly correlates with one of the President’s goals for this Core Value.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Due to the federal and state political climate this goal was put on hold.		

Outcome 2B: Respond to the diverse learning needs of our community.

ACADEMIC AFFAIRS		CORE VALUE 2		OUTCOME 2B	
Workforce					
Objective 1	Workforce provides workshops to Community and/or Businesses & Industries-HR directors, CEO and COO to provide needed education programs & to help promote LCC programs.				
Estimated Cost	Existing Money	\$ 5000	New Money One Time	\$0	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:	71 Account	Student Fees (New/Existing)	\$	
Exp. Completion	May 2025				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	Opportunity to make connections and collaboration to expand education with varied community needs.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3			
	Satisfactory Level Rationale:	The Leading with Impact course series was rescheduled to AY26 due to calendar and resource constraints; however, it is now set to launch in September 2025. The program has attracted participation from HR directors, CEOs, floor managers, and other professionals representing a range of industries, with manufacturing as the primary sector. To date, nine individuals have enrolled, with additional registrations expected before the course begins. The rating of “3” reflects that the series was not delivered in FY25 as originally planned. The course remains a valuable resource for local industry leaders and is expected to provide meaningful impact within the community.			

Outcome 2C: Increase the availability of skilled workers to meet the needs of the community and the State.

ACADEMIC AFFAIRS		CORE VALUE 2		OUTCOME 2C	
Radiography					
Objective 1	Continuous program development for Magnetic Resonance Imaging & Computed Tomography: Online / Hybrid Certificate programs				
Estimated Cost	Existing Money	\$	New Money One Time	\$10,000	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:	B&I	Student Fees (New/Existing)	Not FA as wouldn't lead to degree.	
Exp. Completion	Spring 2025				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2			
	Rating Rationale:	Not sure where we will be in the strategic planning & implementation phase. With MRI / CT certificate program approval move forward with implementation of these certificate program(s). Hiring of program officials with the required professional credentials; Clinical Coordinator and Adjunct faculty as required by the JRCERT. Curriculum development of courses and clinical affiliation agreements for program(s). Continue with JRCERT Accreditation approval U.S. Labor Statistics Job Outlook for Radiologic and MRI Technologists to increase 13% from 2019-2029. Spring 2023 – JRCERT Accreditation Approval (program implementation and new site accreditation approval with fees)			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0			
	Satisfactory Level Rationale:	No new action taken regarding implementing this certificate program due to funding reasons.			

Outcome 2D: Engage students in contributing to the well-being of their community through community service.

PUBLIC RELATIONS	CORE VALUE 2			OUTCOME 2D
Objective 1	Public Relations Department to encourage and promote on social media & print media LCC’s students/athletic organizations that do volunteer work in the community. Request action photos to be taken of students and sent to the PR Dept. for posting and promoting on social media, and in newspapers.			
Estimated Cost	Existing Money	\$	New Money One Time	\$0
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Opportunity to recognize our students and give back to the Parsons community.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1		
	Satisfactory Level Rationale:	Essential function of PR department and no longer considered an objective/goal.		

Outcome 2E: Offer a variety of online and on-ground courses at the main campus, the Cherokee Center, and all extension sites to best meet the needs of our students.

FINANCIAL AFFAIRS		CORE VALUE 2		OUTCOME 2E	
IT					
Objective 1		Work with AA to provide alternative modality learning.			
Estimated Cost	Existing Money	\$	New Money One Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion					
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	With the education landscape changing, there may be a need to offer courses through a variety of delivery systems.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1			
	Satisfactory Level Rationale:	With the transition to Canvas, I do not believe we have looked at other modalities at this time.			

Core Value 3: Continuous Improvement: Labette Community College strives for continual institutional improvement through strategic planning, program and department reviews, outcome assessments, professional development, performance agreements, policy and procedure updates, and campus environment enhancement.

Outcome 3A: Improve the system of defining and assessing student learning outcomes.

ACADEMIC AFFAIRS		CORE VALUE 3		OUTCOME 3A	
Library					
Objective 1		Distribute the survey to alumni to assess satisfaction with library services			
Estimated Cost	Existing Money	\$	New Money One Time	\$0	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		December 2024			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	Surveys of different constituents that the library serves are used in future Operational Plans, applying for grants, and improving services that the Library provides. It is hoped that there will be at least a 10% response rate from those surveyed. No funding is required.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:				
	Satisfactory Level Rationale:	This was not completed. It will be moved to the AY 27 Operational Plan.			
Objective 2		Create, submit, and review the results of a survey of distance education students.			
Estimated Cost		Existing Money	\$	New Money One Time	\$0

	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Surveys of different constituents that the library serves are used in future Operational Plans, applying for grants, and for improving services that the Library provides. It is hoped that there will be at least a 10% response rate from those surveyed.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:			
	Satisfactory Level Rationale:	This was not completed. It will be moved to the AY 27 Operational Plan.		

Nursing				
Objective 1	Develop the Nursing Program Systematic Plan of Evaluation to reflect the new ACEN guidelines and KBOR directives.			
Estimated Cost	Existing Money	\$	New Money One Time	\$0
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	No New Funds	Student Fees (New/Existing)	\$
Exp. Completion	FY2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Nurse faculty and the Program Director will develop a new Systematic Plan of Evaluation (SPE), which is used to evaluate the curriculum and end-of-program outcomes. The SPE will		

		reflect the new ACEN Standards and the KSBN revised Nurse Practice Act.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4
	Satisfactory Level Rationale:	Completed

FINANCIAL AFFAIRS		CORE VALUE 3		OUTCOME 3A	
IT/Academic Affairs					
Objective 1		Investigate Outcome Measures via the LMS			
Estimated Cost	Existing Money	\$		New Money One Time	\$0
	Grant Funded	\$		New Money Ongoing	\$
	Department Budget:			Student Fees (New/Existing)	\$
Exp. Completion		May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	Linking and reporting on Outcomes is important to demonstrate student learning for our stakeholders.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2			
	Satisfactory Level Rationale:	We did purchase the Outcome system, and the training materials have been provided. The DOI is currently working on entering the Outcome Data so that the system can be deployed.			

STUDENT AFFAIRS		CORE VALUE 3	OUTCOME 3A
Talent Search			
Objective 1	Review and redesign student event evaluations to better understand the post-secondary needs of our student population.		

Estimated Cost	Existing Money	\$	New Money One Time	\$0
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Review and redesign student event evaluations to better understand the post-secondary needs of our student population.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	After each campus tour and cultural event that we take our students to we review their event evaluations and use the information to assess their current post-secondary interests and needs. We redesign the evaluation forms as needed.		

Outcome 3B: Hire, develop, support, and empower employees throughout the organization who take an active role in student learning and success.

FINANCIAL AFFAIRS		CORE VALUE 3		OUTCOME 3B	
HUMAN RESOURCES					
Objective 1	Implement salary increases for employees at cost of living rate or higher				
Estimated Cost	Existing Money	\$ =	New Money One Time	\$	
	Grant Funded	\$	New Money Ongoing	\$212,000	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion	July 2024				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	Faculty and staff are imperative and necessary to the success of the college. Pay and competitive salaries and benefits will attract quality applicants and retain valuable current employees.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	Completed, implemented 5% base increase for faculty, and compensation study scale at 50% compression for staff along with a 1.5% increase. Also increased the 403b retirement match by \$5 to equal \$70/month			

Outcome 3C: Offer and support professional development programs and opportunities to enhance faculty and staff effectiveness as facilitators of learning and strengthen leadership skills.

ACADEMIC AFFAIRS		CORE VALUE 3		OUTCOME 3C	
Library					
Objective 1		Encourage and support staff in attending LCC-sponsored training on technology and student support.			
Estimated Cost	Existing Money	\$	New Money One Time	\$0	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	These activities have been included in the President’s Plan which includes all the areas of the college. The Library staff is some of the front-line staff that regularly interact with the students. We are asked questions that we often do not know the answer to having hours when no one is on campus that could answer them. This will assist the students by giving them more direct information instead of sending them on or telling them to come back later.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2			
	Satisfactory Level Rationale:	There was no LCC-sponsored training on technology and student support. The library staff members did attend the Southeast Kansas Library System’s Academic Workshop and Annual Meeting which had workshops that covered some of these topics.			

Nursing				
Objective 1	Support nurse faculty with professional development opportunities in item-writing of questions that reflect the new NGN examination.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	Perkins/PD	Student Fees (New/Existing)	\$
Exp. Completion	FY2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Nurse faculty will learn item-writing skills for the development of the NGN-type questions. The faculty will learn how to use program testing technology to develop enhanced hotspots, item stem options, medication administration, grid/matrix, cloze/drop-down, extended drag, and drop, extended multiple responses, and bowtie chart-type questions. This objective will expose students to NGN-style licensure examination questions prior to graduation and enhance efforts to maintain first-time pass rates.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Nurse faculty and program director completed professional development related to the NGN-type questions. New questions were implemented into unit exams in the program.		

FINANCIAL AFFAIRS		CORE VALUE 3		OUTCOME 3C	
HUMAN RESOURCES					
Objective 1	Conduct professional development training opportunities for faculty and staff				
Estimated Cost	Existing Money	\$ TBD	New Money One Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:	HR	Student Fees (New/Existing)	\$	
Exp. Completion	June 2025				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	Professional development is key to student success and continued learning for employees per policy/procedures - Jenzabar, computer, customer service, mental health first aid, safety, diversity, red flag/identity theft, ALICE, Title IX, sexual harassment, FERPA, bloodborne pathogens, EEO laws, department-specific.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	Completed Mental Health and First Aid training in October 2024, completed various Safe Colleges trainings throughout the year.			

IT					
Objective 1	Require all staff to obtain at least one Professional Dev Training				
Estimated Cost	Existing Money	\$ VARIES	New Money One Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	

Exp. Completion	June 2025	
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3
	Rating Rationale:	It is important for the IT staff to stay up to date with the changing IT landscape.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4
	Satisfactory Level Rationale:	All staff have conducted either live or in person training in their respective areas.

PUBLIC RELATIONS		CORE VALUE 3		OUTCOME 3C
Objective 1	Attend NCMPR or other Marketing conferences or webinars to build networking and gain knowledge about new marketing trends and graphic design.			
Estimated Cost	Existing Money	\$	New Money One Time	\$3000
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Allows for the PR Department to keep up with current trends in the Educational/Community College World.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:			
	Satisfactory Level Rationale:	Not achieved in FY25 due to staffing changes, to be achieved in FY26.		

STUDENT AFFAIRS		CORE VALUE 3		OUTCOME 3C	
Admissions					
Objective 1	Provide opportunities for staff, including Admissions Assistants, to attend local and/or regional training opportunities such as KACRAO or other Admissions-specific development opportunities.				
Estimated Cost	Existing Money	\$ TBD	New Money One Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion	May 2025				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	Ensuring that our Admissions Team has access to the best training and networking opportunities thus ensures that our people will be both the most well-trained and the most up-to-date on what is going on in the world of Admissions.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	2 Admissions members and 1 student life member attended “Summer Drive In” a KACARO sponsored event. 3 admissions members and 1 student life member attended KACRAO and 1 admissions member attended AKPPOP.			

Financial Aid				
Objective 1	Review of the Implementation of JFA			
Estimated Cost	Existing Money	\$	New Money One Time	\$0

	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Ongoing review of the implementation of JFA and going live in the new system. Training on the new software will be required.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	We are fully immersed in JFA and while we are still learning and training, the implementation has gone well		

Student Support Services				
Objective 1	Identify one SSS staff member to participate in Leadership Labette.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$500	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	Fall 2024			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Leadership Labette helps develop servant leaders who are invested in the community in which they live.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	While staffing changes made participation in Leadership Labette unfeasible, SSS staff were able to complete a variety of professional		

		development activities that serve the goal of developing leadership skills in program personnel.
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Outcome 3D: Improve the utilization of human, physical, technological, and fiscal resources.

ACADEMIC AFFAIRS		CORE VALUE 3		OUTCOME 3D
Library				
Objective 1	Compile an index of the LCC Holiday Cookbooks			
Estimated Cost	Existing Money	\$	New Money One Time	\$0
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	The College produced an annual cookbook for many years. There were no indexes created for them. So, they are somewhat cumbersome to use effectively. An index showing the year and page number of the recipes would make the information contained in the resource more accessible. No funding is needed for this project.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	This project is nearing completion with five cookbooks left to index. It will be moved to the AY 26 Operational Plan.		
Objective 2	Compile an index of the LCC Archives			
Estimated Cost	Existing Money	\$	New Money One Time	\$0

	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	The Library has created somewhat of an archive of various college documents, pictures, and memorabilia. The Library staff members have organized the archive into file cabinets and cabinets. Currently, materials are found by folder topic and a look-and-find method. So, it is somewhat cumbersome to use effectively. An index showing the cabinet, drawer, file, and contents of the file would make the information contained in the resource more accessible. No funding is needed for this project.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:			
	Satisfactory Level Rationale:	This was not completed and will be moved to a future operational plan.		
Objective 3	Reconfigure Library Assistant’s Office			
Estimated Cost	Existing Money	\$	New Money One Time	\$0
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	The current configuration of the Library Assistant’s office is not conducive or efficient for the work she is required to do. The Library		

		Assistant will work with the Director of Maintenance and Grounds to come up with plans to make the workflow of her office more efficient. No funds will be required at this time until a plan is in place to rectify the situation.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4
	Satisfactory Level Rationale:	Facilities and the library worked on reconfiguring the office space which lead to a design that is more conducive and efficient for the specific work that will be completed from there.

FINANCIAL AFFAIRS		CORE VALUE 3		OUTCOME 3D	
Facilities					
Objective 1		Fix the Student Success Center Roof			
Estimated Cost	Existing Money	\$ 44,000	New Money One Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:	Facilities	Student Fees (New/Existing)	\$	
Exp. Completion		June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	To prevent leakage and further damage.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	Completed			
Objective 2		Replace the Student Union Roof			

Estimated Cost	Existing Money	\$ 132,000	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	Capital Outlay Funds	Student Fees (New/Existing)	\$
Exp. Completion	June 2024			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	To prevent leakage and further damage.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Completed – which has stopped leaks and further damage.		
Objective 3	Move the part-time maintenance position to full-time.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$26,597
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	July 2024			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	There are many maintenance tasks to be performed to improve and maintain the facilities.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Moving the position to full-time has helped the facilities department to get more done.		

Objective 4	Paint and refinish the gym floor			
Estimated Cost	Existing Money	\$ 50,000	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	Facilities	Student Fees (New/Existing)	\$
Exp. Completion	August 2024			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Maintenance necessary to prevent damage to the floor and student athlete injuries.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	This significantly improved the look of the gym.		
Objective 5	Concrete repair on northwest corner of the main building			
Estimated Cost	Existing Money	\$10,000	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	Facilities	Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Concrete is cracked and sinking.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Completed which enhances the campus curb appeal		

Objective 6	Paint Annex Exterior			
Estimated Cost	Existing Money	\$1,500	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	Facilities	Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Will improve the look of the campus.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Completed		
Objective 7	Purchase a 15-passenger van			
Estimated Cost	Existing Money	\$58,000	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	Facilities	Student Fees (New/Existing)	\$
Exp. Completion	January 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Vans are getting older and a 15-passenger van will allow us to transport more students with fewer drivers.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Ordered but not received		

Objective 8	Paint Graphic Design classroom			
Estimated Cost	Existing Money	\$500	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	Facilities	Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	To improve the look of campus.		
Satisfactory level of objective completion (4: Extremely Effective0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Completed		
Objective 9	Determine a replacement for the Bookstore Storefront			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	Facilities	Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome(4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	The door is older and in need of replacement		
Satisfactory level of objective completion	Rating:			
	Satisfactory			

(4: Extremely Effective 0: Not at all Effective)	Level Rationale:			
Objective 10	Elevator Repair Student Union or Hughes Building			
Estimated Cost	Existing Money	\$TBD	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	Capital Outlay Funds	Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Completed the elevator repair in the Hughes Building. The Student Union elevator repair has been scheduled for FY26 with a down payment made.		

IT				
Objective 1	Implement technology request as they are approved and funded			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
	Rating:	3		

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating Rationale:	IT will review technology request and implement as needed.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	We continue to review all requests for technology, and ways in which to fund them.		
Objective 2	Enhance and Sustain Cybersecurity Measures			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$150,000	New Money Ongoing	\$
	Department Budget:	State Cyber	Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Changing regulations and complexity requires LCC to remain diligent in our Cypersecurity efforts.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	IT was able to secure Solis Security for an additional 3 years using Cyber funding from the state.		
Objective 3	Migration of Exchange Email to Office 365			
Estimated Cost	Existing Money	\$	New Money One Time	\$TBD
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	State Cyber	Student Fees (New/Existing)	\$
Exp. Completion	June 2025			

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4
	Rating Rationale:	Critical to improve our cybersecurity. MS is also putting forth all new feature sets to Office 365. This is the natural course of migration. Most institutions have already made this migration.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	
	Satisfactory Level Rationale:	This project has been moved to FY26. Funding was used to secure three years of Solis cyber security.

STUDENT AFFAIRS		CORE VALUE 3		OUTCOME 3D	
Athletics					
Objective 1	Epoxy flooring for concrete in Gymnasium				
Estimated Cost	Existing Money	\$	New Money One Time	\$20000	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion	May 2025				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	The gym has been updated and the existing floor which is 30 years old needs to be brought up to standard.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	The facilities department mentioned we may use tile on part of the floor area this year. The floor discussed was the official’s locker-rooms and training room.			
Objective 2	Purchase and install a new facility for the softball field				

Estimated Cost	Existing Money	\$	New Money One Time	\$50000
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	There is not a permanent restroom at the softball field – only a port-a-potty. May allow additional storage and concession stand.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2		
	Satisfactory Level Rationale:	A smaller, more affordable option for restrooms with full utilities was purchased and installed in Spring 2025. This option does not address the need for additional storage or desire for a concession stand.		

Core Value 4: Integrity and Transparency: Labette Community College operates in an environment of integrity and transparency through honest ethical practices, open communication, and accountability, for transactions with all constituencies.

Outcome 4A: Improve tracking of and access to data to meet the needs of the institution and external contingencies.

STUDENT AFFAIRS		CORE VALUE 4		OUTCOME 4A	
Advising					
Objective 1		Research and Plan a comprehensive student support and success platform to improve student outcomes, including academic advising, academic success, early alert systems, career services support, and mental health resources.			
Estimated Cost	Existing Money	\$		New Money One Time	\$
	Grant Funded	\$30000		New Money Ongoing	\$
	Department Budget:	State Student Success		Student Fees (New/Existing)	\$
Exp. Completion		Fall 2024			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	Utilizing a student support and success platform can yield positive changes and improved student retention, enhanced student success, streamlined advising processes, increased engagement and satisfaction, data-driven decision making, proactive and holistic student support, and resource optimization.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3			
	Satisfactory Level Rationale:	The platform has been purchased and implementation has begun.			

Student Support Services				
Objective 1	Evaluate database solutions for student data tracking to better address the needs of SSS advisors as they provide comprehensive Academic Case Management to SSS participants.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$7500	New Money Ongoing	\$
	Department Budget:	SSS Grant	Student Fees (New/Existing)	\$
Exp. Completion	Spring 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Satisfactory data collection and analysis are critical both for annual reporting for continued funding from the Department of Education and for continuous program improvement.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	SSS advisors continue to utilize the Student Access platform for data tracking. Further evaluation of other programs has been tabled as campus is expanding its Jenzabar capability rendering further exploration for SSS moot. The updated Jenzabar modules should address communications concerns between SSS and other departments as well as streamlining the advising process in general. CCG tracking will be incorporated into a workflow addressing some SSS adviser complaints about duplicate documentation.		

Outcome 4B: Promote responsible stewardship of resources and public trust.

FINANCIAL AFFAIRS		CORE VALUE 4		OUTCOME 4B	
IT					
Objective 1		Evaluate Cybersecurity Measures and Audits			
Estimated Cost	Existing Money	\$	New Money One Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		June			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	Our investments in Cybersecurity has offered us increased insights in the health of our cyber efforts. Also, with changing cyber regulations, annual audits and table top exercises are required per regulation.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	We receive Monthly Audit Reports, and the IT Staff is continually working on areas of weakness if there are any detected.			

Outcome 4C: Enhance the college's image to stakeholders to generate business and community support by communicating the value and benefit of the college.

PUBLIC RELATIONS	CORE VALUE 4			OUTCOME 4C
Objective 1	Create new professional videos for departments and general ed for recruitment, website, and social media.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	\$	Student Fees (New/Existing)	\$
Exp. Completion	May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Creating new videos gives a fresh look to programs and departments.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1		
	Satisfactory Level Rationale:	To be achieved in FY26.		

Outcome 4D: Strengthen internal communication practices.

PUBLIC RELATIONS	CORE VALUE 4			OUTCOME 4D
Objective 1	Develop a PR newsletter of LCC Happenings- Highlight Dept., Instructor, students, organizations, etc.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	The hope of this communication piece is to educate PR's promotional efforts and assist in improving communication on what is happening in departments at LCC.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	Not achieved, but will begin campus-wide communications from the PR department in FY26.		

Core Value 5: Sustainability of the Institution: Labette Community College encourages innovation and personal growth, maintains financial accountability, supports student retention and success, and plans strategically for the future while adhering to state, federal, and governing agency guidelines.

Outcome 5A: Achieve targeted growth through an integrated enrollment management process.

STUDENT AFFAIRS		CORE VALUE 5		OUTCOME 5A	
Registrar's Office					
Objective 1		The Registrar's Office will notify advisors/students when the students are eligible to complete a degree check.			
Estimated Cost	Existing Money	\$	New Money One Time	\$0	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:	\$	Student Fees (New/Existing)	\$	
Exp. Completion		May 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	This will let students know that they have or will be meeting degree requirements. Send a communication to students letting them know they have met all degree requirements and will be considered an LCC graduate.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	There was a 15% increase of students graduating with a degree and a 70% increase of students graduating with a Certificate.			

Student Life	
Objective 1	Create at least one new student organization that is also a "club sport or activity" to increase recruitment opportunities and retention.

Estimated Cost	Existing Money	\$2000	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	Student Life	Student Fees (New/Existing)	\$
Exp. Completion	Fall 2024			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Starting an activity such as a Disc Golf Club, Club Golf, Powerlifting, or Quiz Bowl Team will provide more opportunities for involvement at the college.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2		
	Satisfactory Level Rationale:	There was a new club started, SAAC, Student Athlete Advisory, but it was not a club sport or activity. It did provide more opportunities for involvement for athletes.		

Outcome 5B: Enhance student opportunities through increased scholarships and endowments.

ACADEMIC AFFAIRS		CORE VALUE 5		OUTCOME 5B	
Library					
Objective 1		Assist the Foundation in the creation of an Alumni Database			
Estimated Cost	Existing Money	\$	New Money One Time	\$0	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	No funding will be needed for this project. Since the Library has the archives of the college, we have access to materials that might be beneficial to the Foundation Office in creating the alumni database. The Library staff members will assist the Foundation Staff to find materials that will assist them in this project.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:				
	Satisfactory Level Rationale:	This was not completed and will be moved to a future operational plan.			

FOUNDATION		CORE VALUE 5		OUTCOME 5B	
Objective 1		Launch a new Alumni event – tie in with an athletic or cultural event at LCC.			
Estimated Cost	Existing Money	\$		New Money One Time	\$0
	Grant Funded	\$		New Money Ongoing	\$5,000

	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	I gave this a '4' because it directly correlates with one of the President's goals for this Core Value.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	<p>In partnership with the Art Department, the LCC Foundation & Alumni Association hosted a special exhibit featuring the work of distinguished alumnus and renowned artist, Skip Smith. The exhibit was displayed in LCC's Hendershot Gallery for several weeks and highlighted Smith's artistic achievements while celebrating his connection to the college.</p> <p>To broaden engagement, a special artist reception and Chamber After Hours event was held, drawing additional visitors and bringing greater visibility to the show. Several student groups from local elementary and high schools also made field trips to experience the exhibit firsthand. The event received strong coverage through both traditional media and social media, further expanding its reach and impact.</p>		



Labette Community College

Committee Support of Core Values

CORE VALUE OUTCOMES

Core Value 1: Student Learning: Labette Community College makes every effort to provide collegial programs and services by providing a caring and qualified faculty/staff to assist all students and community members in attaining the foundational skills and knowledge essential for success in work and in life, in a supportive and accountable environment.

A. Cultivate a culture in which services, practices, policies, procedures, and personnel support learning as a major priority.

Belonging Committee:

1. A committee member forwards information and articles that he receives, to members of the committee. He also circulates a magazine among the committee members.

Curriculum & Instruction Committee (C&I):

1. The C&I Committee reviewed curriculum to ensure appropriate learning strategies were being applied in academic courses, and aligned academic content with academic standards.
2. The C&I Committee reviewed curriculum mappings and Developmental Education initiatives.

Distance Education:

1. The Distance Education Committee continued to have as a major component of each Committee Meeting the sharing of ideas, teaching strategies, and solutions to problems common to the online environment.

Institutional Assessment Committee:

1. The Assessment Committee reviewed and approved the Report of Student Learning for AY24. It was presented and approved by the Board.
2. The Assessment Committee reviewed and approved a new handbook for Cocurricular Reviews and Departmental Reviews.

3. The Assessment Committee reviewed the following Comprehensive Program Reviews:
 - Communication
 - Education (Early Childhood, Elementary, and Secondary Education)
 - Graphic Design Technology
 - Welding
4. The Assessment Committee reviewed the following Comprehensive Departmental Reviews:
 - Advising
 - Athletics
 - Financial Aid
 - Library
 - Print and Graphic Services
 - Workforce Education

Library Committee:

1. The members of the Library Committee advise and suggest ways to improve existing library services and offer suggestions for new ones.
2. The members of the Library Committee advocate for the library in their respective departments and groups.

SEM Recruiting Committee:

1. SEM Recruiting Committee recommended Tech and Health Science Visit days which were implemented in the Spring to provide area secondary school students the opportunity to interact with the various CTE programs at LCC.

B. Strive to make the student's experiences with LCC positive, nurturing, and focused on student learning and academic success.

Belonging Committee:

1. The committee exists to promote the diversity of our service area and the world beyond. We support and encourage the discovery and learning about other cultures and viewpoints which hopefully lead the students and employees of LCC to valuing the dignity, worth and potential found in all people and thus each other. We also encourage the students and employees to broaden their viewpoint, challenge and/or examine their own viewpoints, and to make needed changes in those viewpoints for success in our changing world.
 - A committee member serves as the trainer for the Safe Zone training module in RedZone.

- The committee recognized veterans during veteran's day week.
- The committee made social media posts for Hispanic Heritage week, Native American heritage, MLK day, raffles and art exhibits on campus.

Curriculum & Instruction Committee (C&I):

1. The C&I Committee focused on student learning and academic success by reviewing catalog changes, revising course outcomes, competencies, and aligning program processes.

Distance Education:

1. The Distance Education Committee worked to develop a new Online Handbook focused more on the new Canvas LMS and changing KBOR/HLC expectations for Distance Education. From this handbook will come the new rubric which will be used to review all new online courses developed by new instructors and to offer recommendations to experienced instructors who seek the committees input on new online courses.
2. The Distance Ed Committee discussed the ongoing transition to the Canvas LMS.

Library Committee:

1. The Library Committee advocates, monitors and advises the staff on the needs of the main campus, Cherokee Center, and online programs.
2. The Library Committee will inform their areas of the changes in the database offerings and updates. They will refer their students to these resources.
3. The Library Committee judges and awards the Paper of the Year to the best creative and research papers submitted by students. It has been doing this for over twenty years. The student representative of the group wrote a press release about this for this year.
4. We had an active student representative this year. She wrote a press release about the Paper of the Year and made other suggestions for library services from a student's perspective.

SEM Retention Committee:

1. SEM Retention Committee recommended starting a program to transport students from the Villas to Walmart for shopping needs. Case Management and Student Life partnered to begin this service in the Spring.

SEM Completion Committee:

1. SEM Completion Committee recommended implementing Stage Clips as a way to recognize graduates after Commencement.

C. Make accessible a variety of services and programs that address learning needs.

Distance Education:

1. The Distance Education Committee is committed to utilizing new technology in support of online education.
2. The Distance Ed Committee discussed the ongoing transition to the Canvas LMS.

SEM Completion Committee:

1. SEM Completion Committee recommended changing the degree check process to better identify students close to graduation. This solution was piloted by the Registrar's Office for AY24.

D. Use technology to expand opportunities for student learning and student services.

Distance Education:

1. The Distance Education Committee continued to have as a major component of each Committee Meeting the sharing of ideas, teaching strategies, and solutions to problems common to the online environment.

Belonging Committee:

1. The Belonging Committee's Student Social Media Assistant published diversity inspired messages that went along with the monthly themes on Instagram.

E. Provide quality programs and services at the main campus, the Cherokee Center, all extension sites, and online.

Distance Education Committee:

Distance Education:

1. The Distance Education Committee worked to develop a new Online Handbook focused more on the new Canvas LMS and changing KBOR/HLC expectations for Distance Education. From this handbook will come the new rubric which will be used to review all new online courses developed by new instructors and to offer recommendations to experienced instructors who seek the committees input on new online courses.



Labette Community College

Committee Support of Core Values

Core Value 2: Education for a Globally Connected World: Labette Community College promotes diversity in our communities and our world by valuing the dignity, worth, and potential of all persons; by using diverse delivery methods and evolving technology; and by improving the communities we serve through civic engagement opportunities.

A. Improve and expand linkages with educational partners and community agencies for mutual benefit.

Belonging Committee:

1. Committee members are members of KBOR's Chief Diversity Officers organization, and attended each meeting of that group, and shared notes from the meeting with administration and the other Belonging Committee members.

Curriculum & Instruction Committee (C&I):

1. The C&I Committee reviewed course transferability to baccalaureate degree programs with four-year institutions.

Library Committee:

1. A community member and former student, who uses the library regularly, was the Community representative on the Committee.

B. Respond to the diverse learning needs of our community.

Distance Education:

1. The Distance Education Committee continued to explore the best use of the College's resources in providing online education by continuously evaluating online platforms and technologies and seeking to find better ways to offer training to instructors in the use of the technologies available to them.

Library Committee:

1. The Library Advisory Committee advocates for the needed library services for the faculty and students in their respective departments and groups.

E. Offer a variety of online and on-ground courses at the main campus, the Cherokee Center, and all extension sites to best meet the needs of our students.

Curriculum & Instruction Committee (C&I):

1. The C&I Committee reviewed and approved a variety of new course proposals and revisions of current courses. These include:

Accounting

- Math Core Course designated by KBOR: College Algebra

Art

- Math Core Course designated by KBOR: Quantitative Reasoning

Biology

- Math Core Course designated by KBOR: College Algebra

Business Administration

- Math Core Course designated by KBOR: College Algebra
- Revision of Business Administration program. Aligned the program to that of the Kansas Board of Regents Program to Program Alignment.
- Revision of BUAD 215 Principles of Management. Course outcomes change aligns with the new outcomes adopted at the Fall 2024 KCOG meeting.

Chemistry

- Math Core Course designated by KBOR: College Algebra
- Revision of CHEM 204 Organic Chemistry I. Course outcomes change aligns with the new outcomes adopted at the Fall 2023 KCOG meeting.
- Revision of CHEM 207 Organic Chemistry II. Course outcomes change aligns with the new outcomes adopted at the Fall 2024 KCOG meeting.
- Revision of CHEM 120 Introduction to Chemistry. Revised pre-requisite.

Communication

- Math Core Course designated by KBOR: Quantitative Reasoning

- Revision of COMM 102 Interpersonal Communication. Course outcomes change aligns with the new outcomes adopted at the Fall 2024 KCOG meeting.

Criminal Justice

- Math Core Course designated by KBOR: Elementary Statistics

Diagnostic Medical Sonography

- Revision of the Diagnostic Medical Sonography Program. Added College Algebra or College Algebra with Review as the Math requirement.

Early Childhood Education

- Math Core Course designated by KBOR: Quantitative Reasoning

Elementary Education

- Math Core Course designated by KBOR: Quantitative Reasoning

English

- Math Core Course designated by KBOR: Quantitative Reasoning
- Revision of ENGL 219 Film Appreciation. Revised outcomes and competencies to make them measurable.

Exercise Science

- Math Core Course designated by KBOR: College Algebra

General Studies

- Math Core Course designated by KBOR: Optional depending on program interest (Art/Humanities-Quantitative Reasoning; STEM-College Algebra; Social Science-Elementary Statistics)

Graphic Design Technology

- Revision of the Graphic Design Technology program. The changes reflect industry standards and changes in technology. The changes will better align with the program curriculum and course outcomes for transfer into the Pittsburg State University Graphic Design Communications program.
- Revision of GRAP 103 Intro to Graphic Design. Revised course title to Intro to Graphic Communications, revised course description and outcomes and competencies.

- Revision of GRAP 107 Intro to Desktop Publishing. Revised course title to Graphic Design Fundamentals, revised course description, and outcomes and competencies.
- Revision of GRAP 113 Packaging Design. Revised course title to Intro to Packaging Graphics, revised course number to 213, revised course description, outcomes and competencies and revised pre-requisite.
- Revision of GRAP 118 Typography. Revised course description, outcomes and competencies and revised pre-requisite.
- Revision of GRAP 128 Digital Animation. Revised course number to 205, revised course description, course outcomes and competencies and revised pre-requisite.
- Revision of GRAP 130 Advertising Design. Revised course title to Advanced Graphic Design, revised course number to 207, revised course description, course outcomes and competencies, and revised pre-requisites.
- Revision of GRAP 200 Portfolio Development. Revised course description, course outcomes and competencies and revised pre-requisites.
- Revision of GRAP 202 Digital Photography. Revised course number to 102 and revised course outcomes and competencies.
- Revision of GRAP 204 Digital Illustration. Revised course title to Illustration Software, revised course number to 125, course description, and revised course outcomes and competencies.
- Revision of GRAP 206 Photo Editing Software. Revised course number to 126, course description, and course outcomes and competencies.
- Revision of GRAP 208 Website Design Software. Revised course title to Web Design, course description, revised course outcomes and competencies and revised pre-requisite.
- Revision of GRAP 210 Digital Page Layout. Revised course title to Page Layout Software, revised course number to 121, course description and course outcomes and competencies.
- Revision of GRAP 216 Graphic Design Print Media. Revised course description, competencies and pre-requisite.
- Revision of Graphic Design Technology Certificate. GRAP 120 will no longer be taught, therefore we replaced that course with GRAP 208 Web Design.
- Revision of GRAP 121 Digital Page Layout. Revised course title to Page Layout Software.

Health Science

- Math Core Course designated by KBOR: College Algebra

History

- Math Core Course designated by KBOR: Quantitative Reasoning

Math

- New 5 credit hour course MATH 114 College Algebra with Review was added.
- New 4 credit hour course MATH 119 Elementary Statistics with Review was added.
- New 4 credit hour course MATH 126 Quantitative Reasoning with Review was added.
- Added MATH 130 to the General Education-Math Bucket.
- Revision of MATH 125 Trigonometry. Course outcomes change aligns with the new outcomes adopted at the Fall 2024 KCOG meeting.
- Revision of MATH 131 Calculus II. Course outcomes change aligns with the new outcomes adopted at the Fall 2024 KCOG meeting.
- Revision of MATH 202 Differential Equations. Course outcomes change aligns with the new outcomes adopted at the Fall 2024 KCOG meeting.
- Added MATH 120 to bucket #7 for Business majors otherwise it will be in bucket #3 for other majors.
- Revision to MATH General Education Bucket #3. Removed all math courses except for gateway courses and reviews from bucket #3.

Nursing

- Revision of NURS 120 Fundamentals of Nursing. Course Description change.
- Revision of the Nursing Program. Added College Algebra or College Algebra with Review as the Math requirement.
- Revision of NURS 122 Medical Surgical Nursing. Revised course outcome.
- Revision of NURS 124 Family Nursing I. Revised course outcomes.
- Revision of NURS 203 Family Nursing II. Revised course outcomes.
- Revision of NURS 206 Health Assessment. Revised course description.

Physical Education

- Revision of PED 114 Basic Nutrition. Course outcomes change aligns with the new outcomes adopted at the Fall 2024 KCOG meeting.

Physical Science

- Revision of PHSC 103 Introduction to Astronomy. Revised pre-requisite.
- Revision of PHSC 105 Physical Science. Revised pre-requisite.

Pre-Pharmacy

- Math Core Course designated by KBOR: College Algebra

Psychology

- Math Core Course designated by KBOR: Elementary Statistics

Radiography

- Revision of the Radiography Program. Added College Algebra or College Algebra with Review as the Math requirement.

Respiratory Care

- Revision of the Respiratory Care Program. Added College Algebra or College Algebra with Review as the Math requirement.
- Revision of RESP 119 Clinical Practice II. Revised pre-requisite.

Secondary Education

- Math Core Course designated by KBOR: College Algebra or Quantitative Reasoning (Art/Humanities-Quantitative Reasoning or STEM-College Algebra)

Social Work

- Math Core Course designated by KBOR: Elementary Statistics
- Revision of Social Work program. Aligned the program to that of the Kansas Board of Regents Program to Program Alignment.

Sociology

- Math Core Course designated by KBOR: Elementary Statistics
- Added SOCI 208 to buckets #5 and #6 and for SWAD Social Work it will be bucket #6.

Welding

- Revision of the Welding Program. Removal of Gen Ed Elective (1 credit hour) addition of College Algebra (3 credit hours). The implementation of this helps align the AAS in Welding with the state

and help students transfer to get their Bachelor's Degree. This makes the total credit hours for the program be 62 instead of 60. A math class used to be required but was removed in 2023 and it needs added back to help students transfer and have math while completing the Welding program. The committee decided to leave the math bucket open.



Labette Community College

Committee Support of Core Values

A. Improve the system of defining and assessing student learning outcomes.

Library Committee:

1. The Library Advisory Committee advocates for the needed library services for the faculty and students in their respective departments and groups.
2. The Library Committee keeps apprised of the library's operational plans, budgets, and other administrative documents, giving input on their content.

C. Offer and support professional development programs and opportunities to enhance faculty and staff effectiveness as facilitators of learning and strengthen leadership skills.

Belonging Committee:

1. A committee member forwards information and articles that he receives, to members of the committee. He also circulates a magazine among the committee members.

SEM Steering Committee:

1. SEM Steering Committee hosted a customer service skills-focused in-service training in Fall 2024 for all employees.

D. Improve the utilization of human, physical, technological, and fiscal resources.

Distance Education:

1. The Distance Education Committee continued to explore the best use of the College's resources in providing online education by continuously evaluating online platforms and seeking to find a way to utilize human, physical, technological, and fiscal resources effectively.



Labette Community College

Committee Support of Core Values

Core Value 4: Integrity and Transparency: Labette Community College operates in an environment of integrity and transparency through honest ethical practices, open communication, and accountability, for transactions with all constituencies.

A. Improve tracking of and access to data to meet the needs of the institution and external contingencies.

Belonging Committee:

1. A subcommittee of the Committee continued to work on its report concerning diversity in academia and how to best communicate the College's values and practices internally and externally.

D. Strengthen internal communication practices.

Distance Education:

1. The Distance Education Committee promoted internal communication by releasing immediately after each meeting a summary of what happened at that meeting. These summaries were emailed to all faculty and staff. Once approved, the minutes were also emailed to all faculty and staff.