

LABETTE
COMMUNITY
COLLEGE



ANNUAL
REPORT
2026



Labette Community College

Introduction



Dr. Jason Sharp
President

At Labette Community College, we believe deeply in our mission... “to provide quality learning opportunities in a supportive environment for success in a changing world”.

The 2026 Annual Report reflects a year shaped by the colleges core values, initiatives and the commitment of our employees, students, and community.

Throughout 2025-2026, the college expanded pathways for academic and career success, strengthened student supports services, and invested in facilities / aesthetics.

Career and Technical Education Programs continue to educate and graduate students who fill local needs in the health care and business industry. Our transfer programs continue to provide students with strong educational foundations for success in a 4-year setting. Faculty work diligently to provide service-learning opportunities, curriculum alignment with universities and workforce connections for the disciplines.

Student Affairs had another successful year strengthening support services through a variety of efforts such as Registrar/Enrollment Management holding an annual Graduate night to celebrate student's accomplishments and provide prep information for their upcoming commencement, Case Management extending mental health services to bring counselors to LCC's campus, and Student Success Center providing tutoring and specialized services.

Finance and Operations focus on enhancements to facilities and technologies was demonstrated by the completion of ninety-two (92) computer system rotations, migration of Exchange Email to Office 365, new carpet & paint in the Main building, new flooring in the Official's locker rooms, and constructing offices in the Student Success Center.

Athletics programs had great success and thirty-nine (39) student athletes received NJCAA academic honors and were awarded Academic-All-American status with a 3.5 GPA or higher. Thirteen (13) of which maintained a 4.0 GPA.

This is only a small sample of all the great work that occurred at Labette this last year. The remaining highlights can be found on page thirty-four (34) of the annual report.

This is a reflection of the dedication of our employees, the persistence of our students, the trust and support of our community, and partnerships created who share in our mission.

To close out the year and often considered the main highlight of the college is commencement. The college awarded 207 degrees and 99 certificates.

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

Go Cardinals!



Labette Community College

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Labette Community College

Strategic Plan

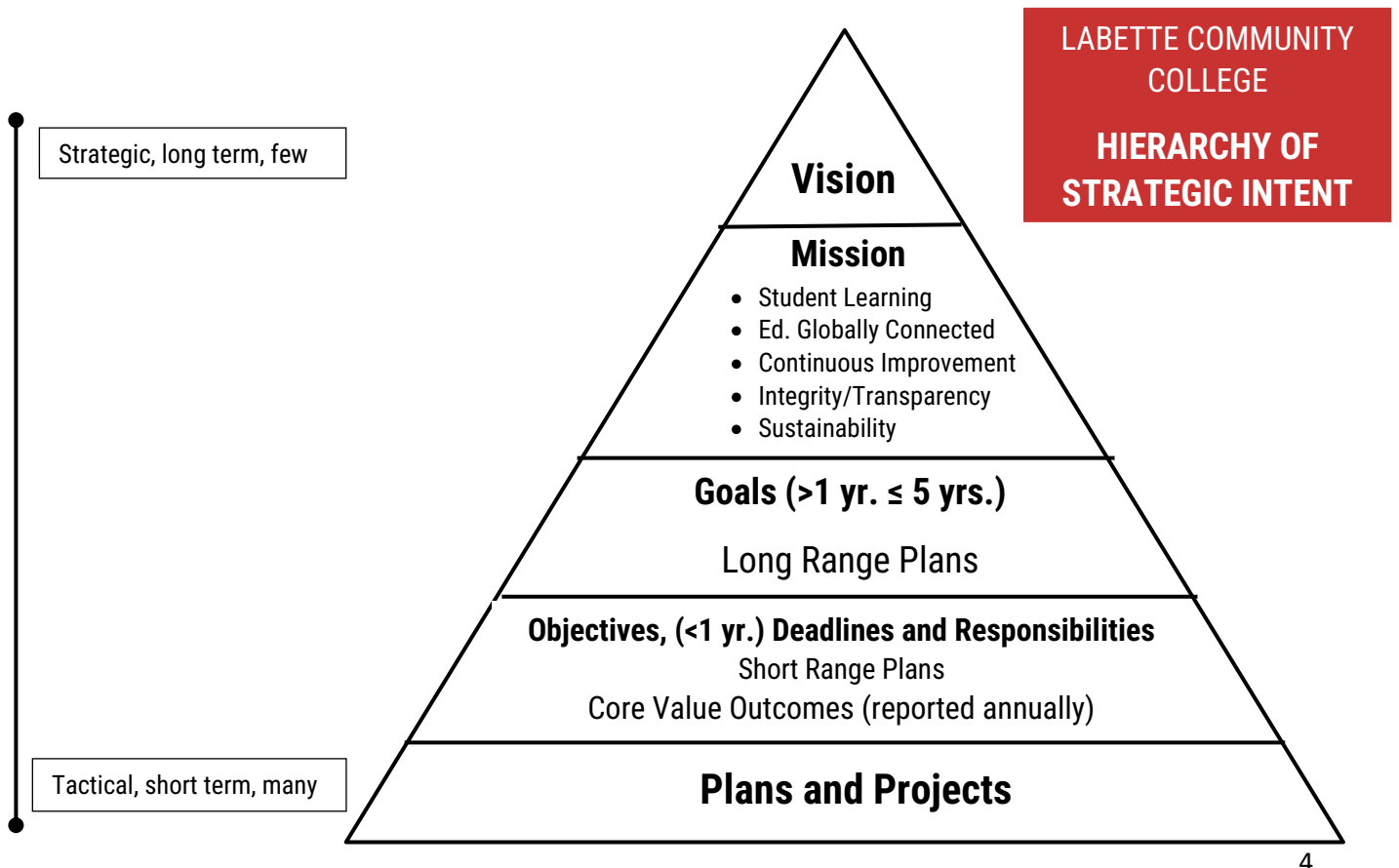
VISION STATEMENT

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.



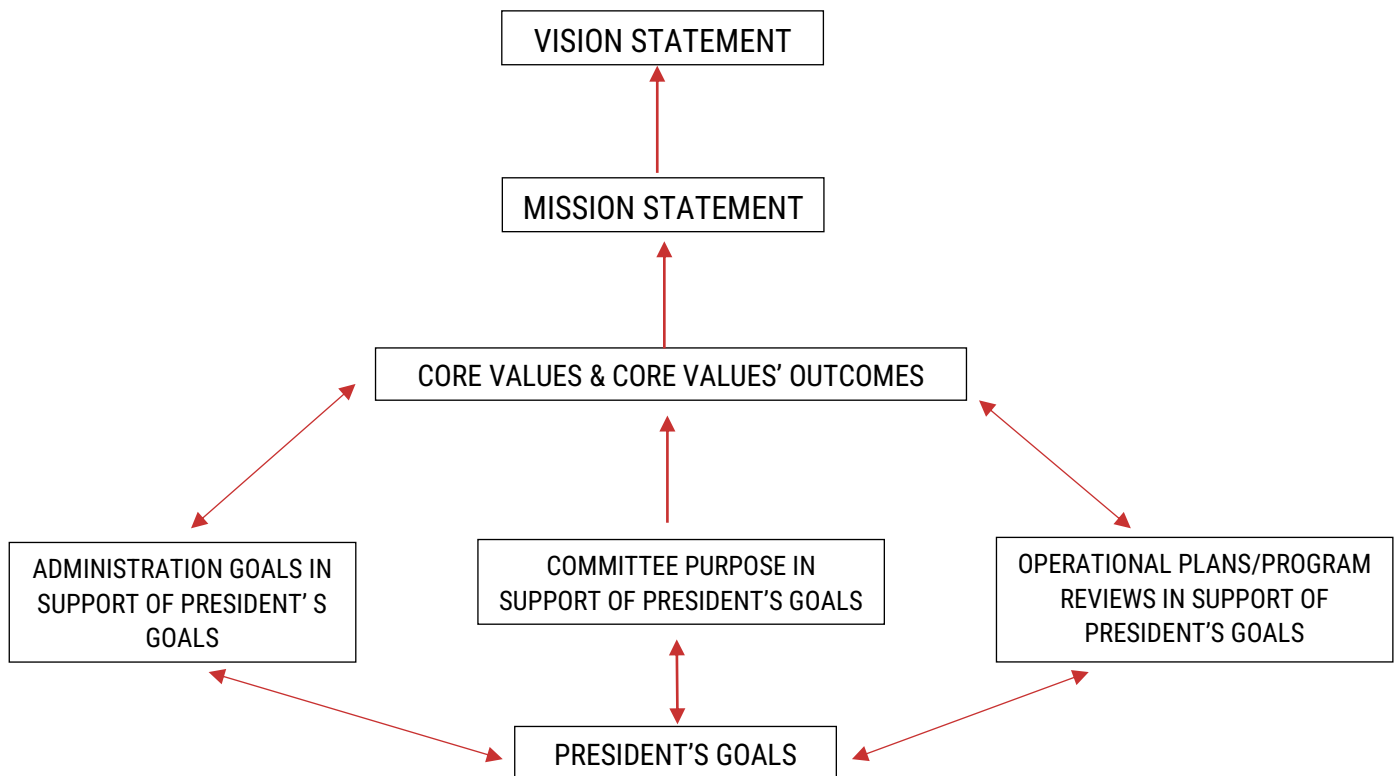


Labette Community College

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 2025-2026 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 is 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 to five years of the posted date and should support our students and communities.

Thank you for your support.

Jason Sharp



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 Education (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. Identify/develop/implement a new Workforce/CTE program which may include Health Science. (As of AY24)
2. Implement the Performance Agreement as stipulated by KBOR for AY26-27.

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 and the addition of newly created programs.

Finance & Operations

- Support distance learning initiatives
- Annually review sections of the policy and procedures manual and update as needed, keeping in mind the impact on students

Public Relations

- Promote new and returning courses offered at the Cherokee Center and the Cherokee Center itself as a resource for students closer to its location

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.
- Support faculty when implementing additional instructional methods, such as flipping the classroom, or when developing educational support sessions, such as education sessions for clinical instructors.

Public Relations

- Advertising with student success stories from a variety of traditional and non-traditional perspectives.

Student Affairs

- Increase opportunities for student involvement in on-campus activities (AY26)
- Build capacity for a larger commencement ceremony on-campus as a capstone recognition of student achievement (AY26)
- Strengthen relationships with new alumni to enhance LCC's reputation within the local community and beyond (AY26)

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

Academic Affairs

- Monitor course enrollment trends and opportunities, and expand or reduce as needed.
- Evaluate KCOG alignment of newly approved courses.
- Meet KBOR initiatives for developmental education (per KBOR timetable)

Finance & Operations

- Support the initiative to start the PTA program

Public Relations

- Revise program-specific video assets and other public-facing materials regarding academic programs to meet LCC brand standards

Student Affairs

- Expand services for students in need of academic accommodations (AY26)
- Expand academic support services for students online and at all campus locations (AY26)

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

Academic Affairs

- Research and evaluate the implementation of synchronous and asynchronous learning opportunities in distance education.
- Support technology needed to improve course offerings, including online resources, simulation and clinical technologies, etc.

Finance & Operations

- Support new software and classroom technology.
- Encourage new staff to participate in Jenzabar module trainings.

Public Relations

- Cultivate student engagement via social media within an official capacity (surveys, photo sharing, etc.)

Student Affairs

- Implement an internal communication and tracking solution to streamline inter-departmental collaboration and enhance student engagement (AY26)
- Enhance transcription operations to reduce labor, increase service to students, and better identify and support credential completion rates (AY26)
- Expand current academic support services to online students (AY26)

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

Academic Affairs

- Explore/implement new sustainable programs or educational opportunities that will benefit our service area, business and industry, and articulate or transfer into university settings for continued educational opportunities.

Finance & Operations

- IT will continue to support the online environment

Public Relations

- Pursue and continue consistent collaboration with departments, faculty, and staff to accurately represent the College's quality of programs and services

Student Affairs

- Expand TRIO-Student Support Services to Cherokee Center to support its continued operation (AY26)
- Create a mentorship program for LCC students to enhance student life and satisfaction (AY26)
- Organize events that bring younger secondary students from our service area onto campus to experience college life (AY26)



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 belonging among employees and students. (As of AY26)

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.
- Continue to expand program and institutional 2+2 Articulation and/or Affiliation Agreements to strengthen ties with state and regional universities.
- Explore business and industry partnerships with programs of study.

Finance & Operations

- Maintain the financial records for grant funds.

- Assist with Excel in CTE reporting requirements and the financial evaluation of new Excel in CTE offerings.

Public Relations

- Continue strengthening existing relationships with local businesses, resources, and community members, and make a known effort to support and build relationships with new or upcoming local businesses, resources, and community members.

Student Affairs

- Cooperate with service area secondary schools to engage more prospective students and families to increase college access and attainability (AY26)

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

Academic Affairs

- Support class projects that reflect the diverse backgrounds of our students.
- Research and evaluate the implementation of synchronous and asynchronous learning opportunities in distance education.

Public Relations

- Promote a variety of narratives throughout advertisements that represent the unique demographics of LCC's student body and the surrounding community.

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.

Finance & Operations

- Support the reopening of the Cherokee Center
- Support the Workforce Training Center and Excel in CTE initiatives.

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.
- Encourage Academic Affairs staff to participate in community service opportunities themselves.

Public Relations

- Share community service opportunities and student achievements within the community.

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

- Expand our face-to-face concurrent offerings and our online offerings to high school students.
- Research and evaluate the implementation of synchronous and asynchronous learning opportunities in distance education.



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: Review and adjust, if needed, the implemented staff salary/wage schedule. (As of AY2026)

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

Explore or implement utilization of generative artificial intelligence to help support our students and employees.

1. Establish a method to evaluate the success of concurrent enrollment, which may include the implementation of new student services for our growing number of concurrent and online students.

Outcomes

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

Academic Affairs

- Analyze and assess the general education core data about student learning outcomes.
- Analyze and assess the institutional learning outcomes data about the general education core

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.
- Support continuing education for adjunct faculty through Monday Morning Mentor presentations.

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

Finance & Operations

- Continue to implement the compensation study to attract and retain qualified employees.

Student Affairs

- Increase the capacity of the Advising Center to better address the onboarding, retention, and successful admission of prospective health science students (AY26).

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.
- 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.
- Support certification programs, continuing education modules, professional development opportunities, webinar reviews, and CEU opportunities to support our faculty.

Finance & Operations

- Conduct professional development/training opportunities for faculty and staff: New Employee Orientation, Title IX, Redzone, Jenzabar, Red Flag, Safety, ALICE, Bloodborne Pathogens, FERPA, EEO for hiring committees.
- Encourage employees to participate and attend professional development seminars and activities.

Public Relations

- Provide supervisor and department-specific training on the use of social media as an engagement tool for students.

Student Affairs

- Implement ongoing professional development for LCC staff and faculty focused on addressing student health and well-being (AY26)

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
- The Academic Affairs Office will create a strategic 5-year staffing plan to ensure a viable educational infrastructure that meets the organizational mission and vision.

Finance & Operations

- Thoroughly review expenditures using strong financial policies and procedures in place.
- Continue to perform roof restorations to prevent a backlog of deferred maintenance issues.
- Continue to strengthen cybersecurity efforts.
- Upgrade the restrooms at the softball field

Public Relations

- Revision of any procedure and/or policy and standards regarding external representation of LCC and its logos or brand voice.

Student Affairs

- Implement an internal communication and tracking solution to streamline inter-departmental collaboration and enhance student engagement, improving academic advising services and boosting student retention and completion rates.



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. Complete the virtual machine environment refresh, which includes data servers. (As of AY25)

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.
- Prepare Perkins Core Indicators of Performance for CTE programs.
- 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.
- Enhance CTE inventory of equipment.

Finance & Operations

- Provide reports as needed for decision-making.
- Provide reports to Kansas Board of Regents and KACCT as needed.

Public Relations

- Utilize Meta and Google dashboards to analyze engagement on online platforms like official social media accounts and labette.edu.

Student Affairs

- Implement an internal communication and tracking solution to streamline inter-departmental collaboration and enhance student engagement, improving academic advising services and boosting student retention and completion rates (AY26).

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

Academic Affairs

- Research and write grants to provide additional funding streams for programs to either start new or continue support to reduce student or local costs.
- Explore additional continuing education opportunities to maximize facility use and revenue-generating opportunities.
- Provide more college informational civic engagements or public forum discussions to our service area communities to strengthen trust.

Finance & Operations

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

Public Relations

- Continuous improvement of LCC's reputation and brand voice to properly represent the institution's mission and core values.

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.
- Support Public Relations Department efforts in advertising, marketing, and creation of materials.

Public Relations

- External sharing of student success rates including but not limited to: health science and WTC student certification and employment rates, graduation rates, and students who have graduated from LCC who move to attend a university.

Foundation/Alumni

- Feature community leaders who are LCC Alumni through social media, advertising, and press releases. Examples include professionals in education, government, Healthcare, Manufacturing, Banking, and other professions. Promoting various community leaders will strengthen their relationship to the

college as well as demonstrate publicly how LCC provided a foundation for their success, thus communicating the value and benefit of the college.

4D. Strengthen internal communication practices.

Academic Affairs

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

Finance & Operations

- Share Finance & Operations information throughout the institution

Public Relations

- Improvement of PR Department communication structure such as PR Service Request Form(s).
- Internal mass messaging of news, events, and recognitions.

Student Affairs

- Improve intra-division communication and ease the sharing of critical student data to better address student needs.



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 drives 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.”

2. 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. When more clinical sites are available, the maximum number of students could increase.
 ***** The maximum number of Respiratory Therapy students is 20.

3. Continue to repair or replace campus roofs. (As of AY25)
4. Implement repairs on the Student Union elevator
5. Investigate construction of a new baseball field.

Outcomes

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

Academic Affairs

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

Student Affairs

- Implement an internal communication and tracking solution to streamline inter-departmental collaboration and enhance student engagement, improving academic advising services and boosting student retention and completion rates (AY26).

Foundation/Alumni

- Launch a new special event targeted at LCC retirees to continue cultivating those relationships. This will keep the retirees connected to LCC and help them feel like they are still a valued member of the “Cardinal Family,” which will lead to ongoing support for students and scholarships.

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.

Public Relations

- Implement a proper messaging strategy to promote scholarship opportunities specifically to LCC students.

Foundation/Alumni

- Improve the Foundation Scholarship selection and awarding process, possibly through new software. The number of scholarships has grown exponentially, which is stretching the limits of our "home-grown" system. It is vitally important that we have a platform that's user-friendly for applicants, nurtures our donor relationships, and functions efficiently to ensure all scholarships are awarded to students meeting the various criteria in an efficient manner.
- Build on the momentum of the Hughes Matching Fund through a second phase of marketing to include a targeted special mailing and other tactics to increase the number of new endowed scholarships.

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

Finance & Operations

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



Labette Community College

Core Values

Institutional Effectiveness by Core Values FY2026

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. | 71% |
| 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. | 88% |
| 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. | 79% |
| 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. | 87% |
| 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. | 100% |

*Possible marginal data differences due to the transition of presidents in 2026.



Labette Community College

Core Values

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's Goal for Cover Value 5: 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 drives 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." Strategic Enrollment Management Goals (Adopted from the SEM Committee for consistency)

Follow up data points:

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
AY Results		2,002	2,134	2,110			
2. Increase Fall-to-Fall Retention by 5%	581	591	600	610	LCC, Fall enrollment	29	10
AY Results		593	648	572			
3. Increase Fall to Spring Retention by 5%	1,015	1,032	1,049	1,066	LCC, Spring enrollment	51	17
AY Results		973	1,050	1,045			
4. Increase enrollment in CTE programs by 5% up to maximum enrollment	258	263	267	272	LCC, AY enrollment	14	5
AY Results		367	393	360			
4a. *Increase enrollment in Sonography by 5%	10	10	11	11	LCC, AY enrollment	1	0

	AY Results	16	20	17			
4b. ***Increase enrollment in Graphic Design by 5%	12	12	13	13	LCC, AY enrollment	1	0
	AY Results	15	9	13			
4c. Increase enrollment in C.N.A. by 5%	93	95	96	98	LCC, AY enrollment	5	2
	AY Results	130	143	155			
4d. ***Increase enrollment in Nursing by 5%	40	40	40	40	LCC, Fall enrollment	0	0
	AY Results	36	40	39			
4e. ****Increase enrollment in Radiography by 5%	23	23	23	23	LCC, Summer enrollment	1	0
	AY Results	21	24	26			
4f. *****Increase enrollment in Respiratory Care by 5%	9	9	10	10	LCC, Fall enrollment	1	0
	AY Results	5	6	15			
4g. Increase enrollment in Welding by 5%	61	62	63	64	LCC, AY enrollment	3	1
	AY Results	58	57	68			
5. Increase the number of completions by 5%	278	283	287	292	LCC, AY report	14	5
	AY Results	286	292	273			



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 2025-2026 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 4, Outcome 4D, Objective 1), Financial Aid created an initiative to communicate across campus for a better understanding of the financial aid process and tools.

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 4D: Strengthen internal communication practices.

Presidential Goal 2: Work to improve internal communication as a foundational element of institutional effectiveness.

Financial Aid				
Objective 1	Work with departments across campus for a better understanding of the financial aid process and the importance of utilizing the tools in our software to ensure student success.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	Fall 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Students communicate with multiple departments across campus. It is imperative that everyone is on the same page to ensure students are guided accurately. We have tools in our current software that can be utilized to allow others in different departments to stay informed about student progress.		

	President's Goal(s):	2. Work to improve internal communication as a foundational element of institutional effectiveness.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3
	Satisfactory Level Rationale:	This is an ongoing process as regulations continue to change. We would love the opportunity to visit with other departments to help them understand our process.



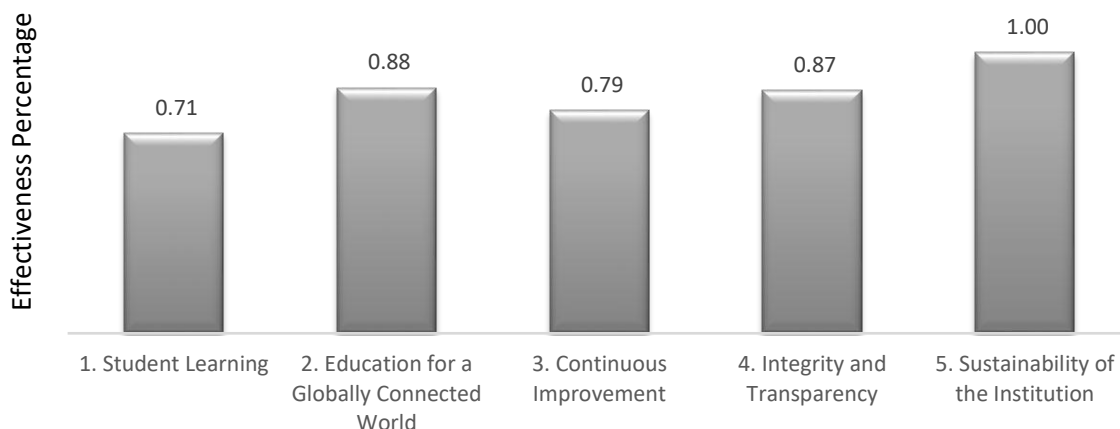
Labette Community College

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 Student Affairs Objective, the chart below includes a 3-out-of-four score as part of the Core Value one aggregate, for an overall level of satisfaction of 87%.

Core Value Level of Achievement FY2026



Operational Plans are built, then reviewed midyear, and finally evaluated at the end of the academic year. Objectives that 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:
 - a. Update the FY2026 plans, including additional carryover plans from FY2025.
 - b. Complete the FY2025 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 the Fiscal Year 2025 Annual Report.
2. President develops President's Goals for FY2026.
 - a. Before the development of President's Goals, review the data from the following reports to identify areas of weakness upon which to improve.
 - i. President's Goals currently enforced
 - ii. Completed Operational Plans
 - iii. Vice Presidents' input
 - iv. Performance Agreement results
 - v. Strategic Plan's areas of weakness (low scores)
 - vi. HLC accreditation recommendations
 - vii. Keep KBOR demands in mind
 - viii. Consider Perkins goals
 - ix. 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 the carryover report containing a list of items not completed in FY2025 to be completed in FY2026, 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 11-13, 2025, the President's Council reviews and recommends any changes to the Academic Affairs FY2027 and FY2028 Operational Plans.
3. Student Affairs, Finance and Operations, Foundation, and Public Relations will use the Academic Affairs FY2027 and FY2028 Operational Plans to:
 - a. Update or revise the first four areas of their Operational Plans for FY2027 and FY2028 (Objectives, Estimated Cost, Expected Completion Date, and Relevance to Outcome rating and rationale)

- b. Share their reports with the other administrative areas
 - c. Submit to the President's Office by November 13 for Heidi to combine into one document.
 - 4. President's Office prepares FY2025 Annual Report for the September BOT meeting. The Annual Report consists of:
 - a. Administrative Goals document (Goals from President, Academic Affairs (DOI, CTE, Library, ABE, Workforce), Student Affairs, Finance Operations, Foundation/Alumni, and Public Relations.)
 - b. Timeline
 - c. Organizational charts (HR)
 - d. Highlights
 - e. Student satisfaction inventory
 - f. Completed Operational Plans FY2025
 - g. Student Organization Annual Report
 - h. Program reviews (list of completed program reviews FY2025)
 - i. KBOR Performance Agreement
 - j. Committee Support of Core Values
 - 5. President's Office sends the FY2026 President's Goals to 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 FY2025.
 - 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 FY2027 Administrative Goals based upon the President's newly created FY2027 Goals.
-

October ★

- 1. Board of Trustees reviews Report of Student Learning.
 - 2. Strategic Operations Advisory Committee will review the completed FY2025 Annual Report, FY2026 President/Administrative Goals, and the FY2025 Report of Student Learning.
 - 3. The IT Department will convert the Report of Student Learning into a PDF and post it 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 FY2027 and FY2028 Operational Plans to the President's Office and will share them with the other administrative areas.
-

December ★

1. Mid-year update reports of FY2026 Operational Plans by all departments are due to the Executive to the President.
 2. The President's Office integrates FY2027 and FY2028 Operational Plans from all areas into one plan.
 3. DOI begins evaluating Student Learning Outcomes and Program Outcomes results for the Fall 2025 semester in preparation to share with faculty at the February Faculty/Staff meeting. Academic Affairs Assistant obtains the data from Tracie Moon.
-

January ★

1. President's Council will begin to review the FY2027 and FY2028 Operational Plans from all administrative areas.
-

February ★

1. President's Council will complete its review of the FY2027 and FY2028 Operational Plans from all administrative areas and approve the FY2027 Operational Plans.
 2. The Strategic Planning Committee will begin the review of FY2027 and review FY2028 Operational Plans (Objectives, Estimated Cost, Expected Completion Date, Objective Relevance to Outcome Rating and Rationale) from all areas.
-

March ★

1. The Strategic Planning Committee will complete the review of FY2027 and review FY2028 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 FY2027 Operational Plans.
 3. The President's Office sends the President's Goals to all LCC.
-

May ★

1. Academic Affairs departments will:
 - a. Complete the FY2026 Operational Plan report (add Satisfactory level of objective completion and Rationale, and change estimated costs to actual costs if possible) and submit to the President's Assistant.
 - b. The President's Office will combine all Academic Affairs FY2026 Operational Plans.
 - c. The President's Office will complete the Academic Affairs FY2026 Carryover Report and insert it into the FY2027 Academic Affairs Operational Plans after review by the VP and DOI.
 - d. Update the first four areas of the Operational Plans for FY2027 and write the FY2028 (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, VPs, and Dean for guidance. (The FY2027 plans go into effect in July 2026 while faculty members aren't under contract, so FY2028 is considered here as being 2 years out).
 - e. Faculty will complete Highlights FY2026 list on WIKI.
 2. Committee Chairs submit Committee Support of Core Values FY2026 to VPAA.
-

June ★

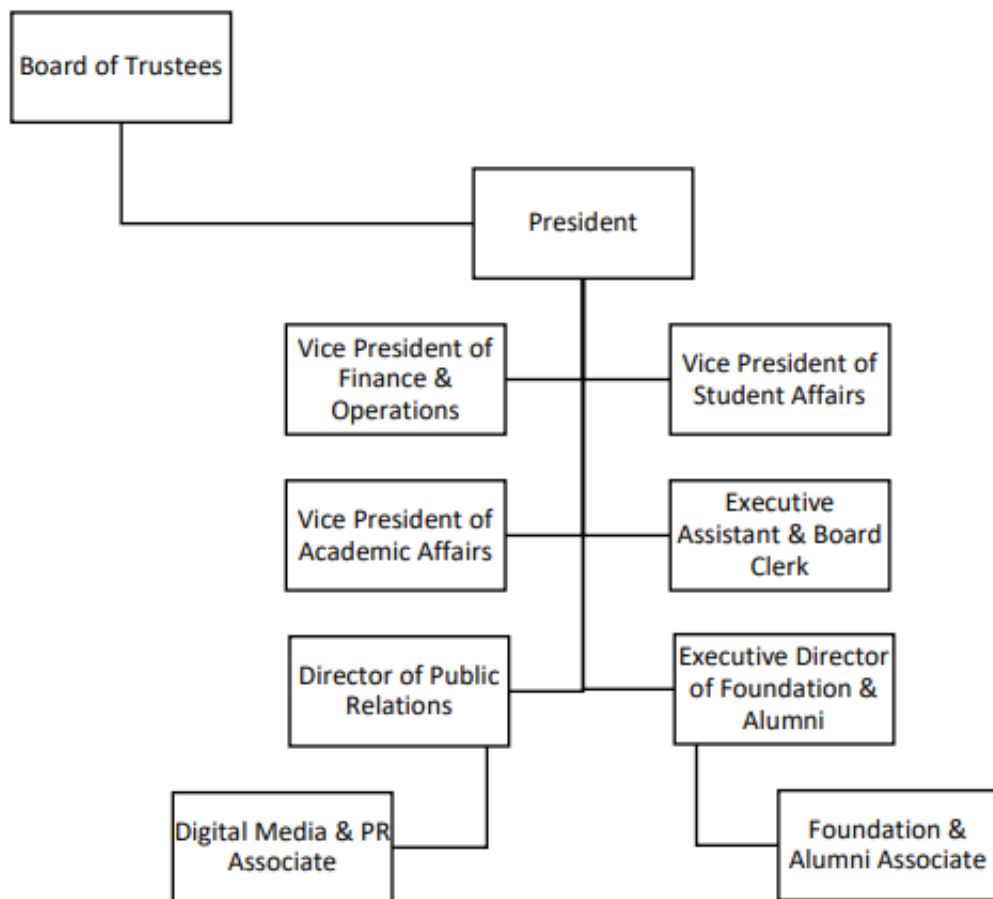
1. All administrative areas other than Academic Affairs (completed in May) will:
 - a. Complete the FY2026 Operational Plan reports (add Satisfactory level of objective completion and Rationale, and change estimated costs to actual costs if possible) and submit to the President's Office to prepare for the annual report.
 - b. Review and approve the FY2026 WIKI Highlights list and submit 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. HR will submit the organizational chart to the President's Office to prepare for the annual report.
4. DOI begins evaluating Student Learning Outcomes and Program Outcomes results in preparation to share with Faculty at Fall In-service.



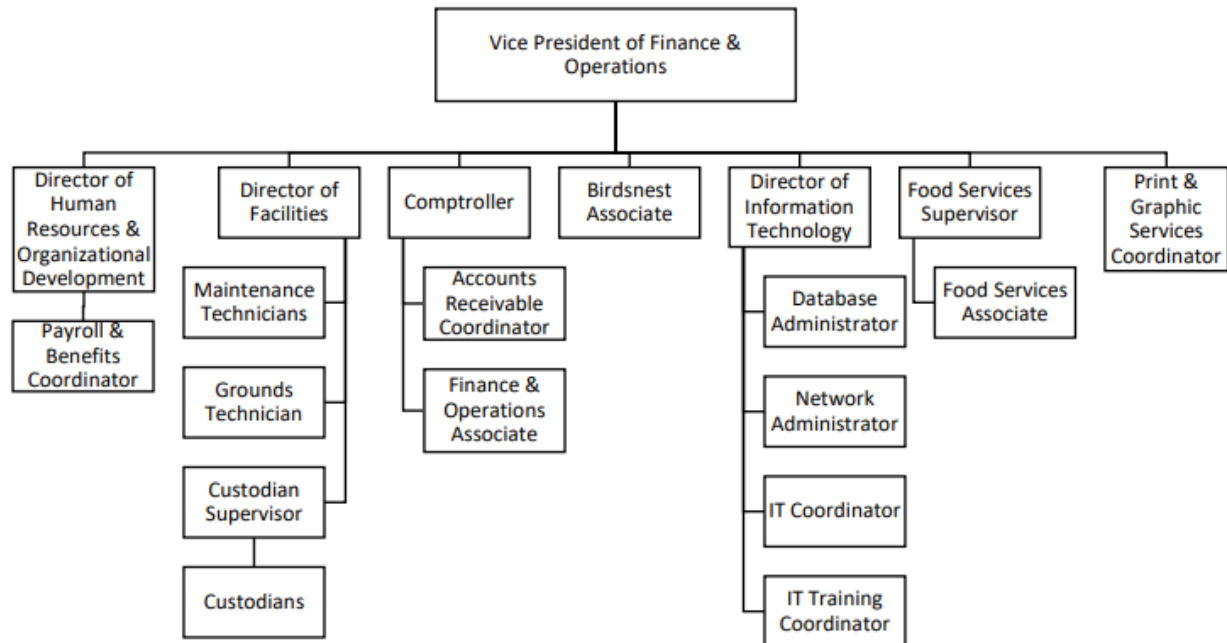
Labette Community College

Organizational Charts

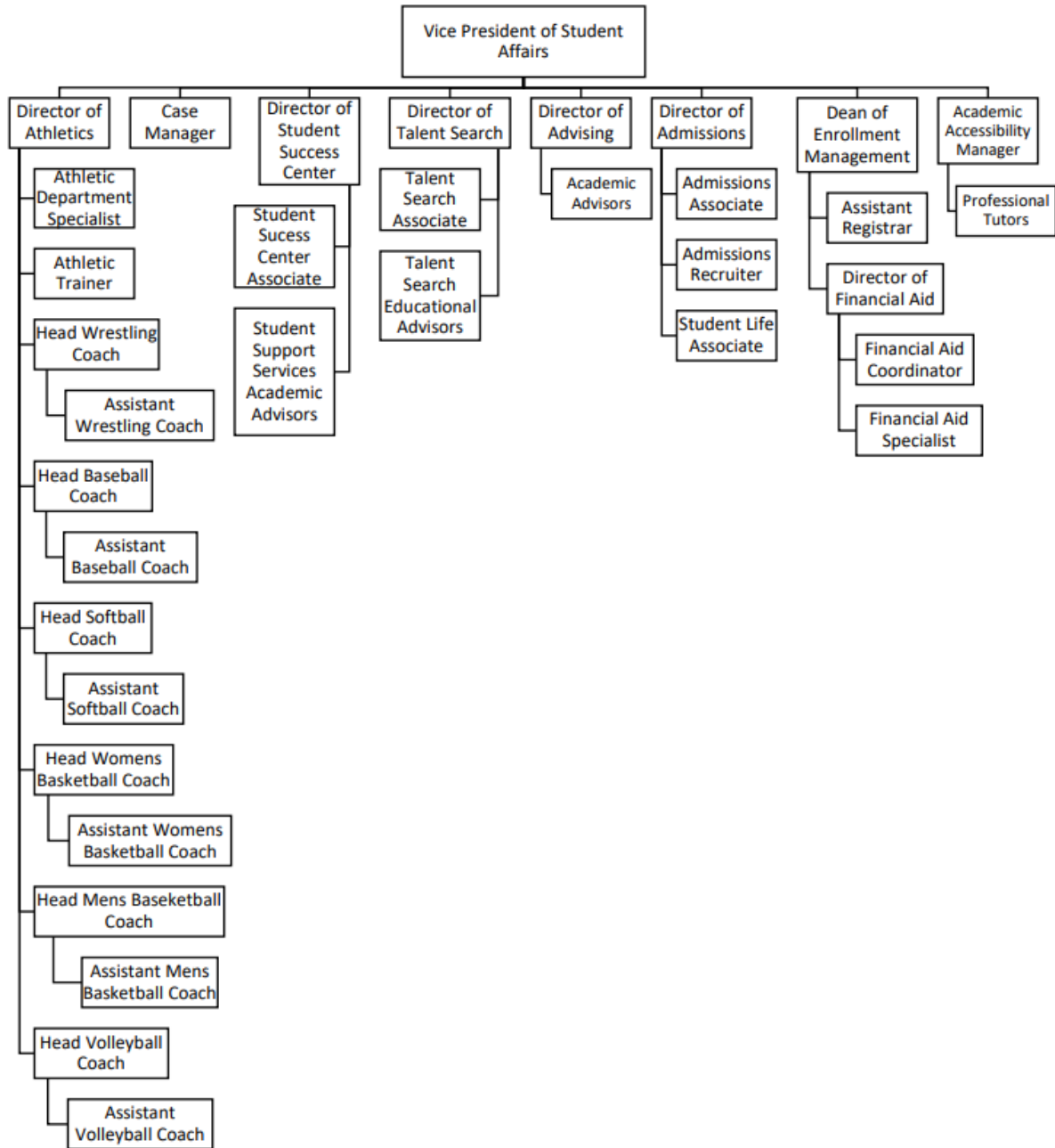
Organizational Chart: Office of the President FY26



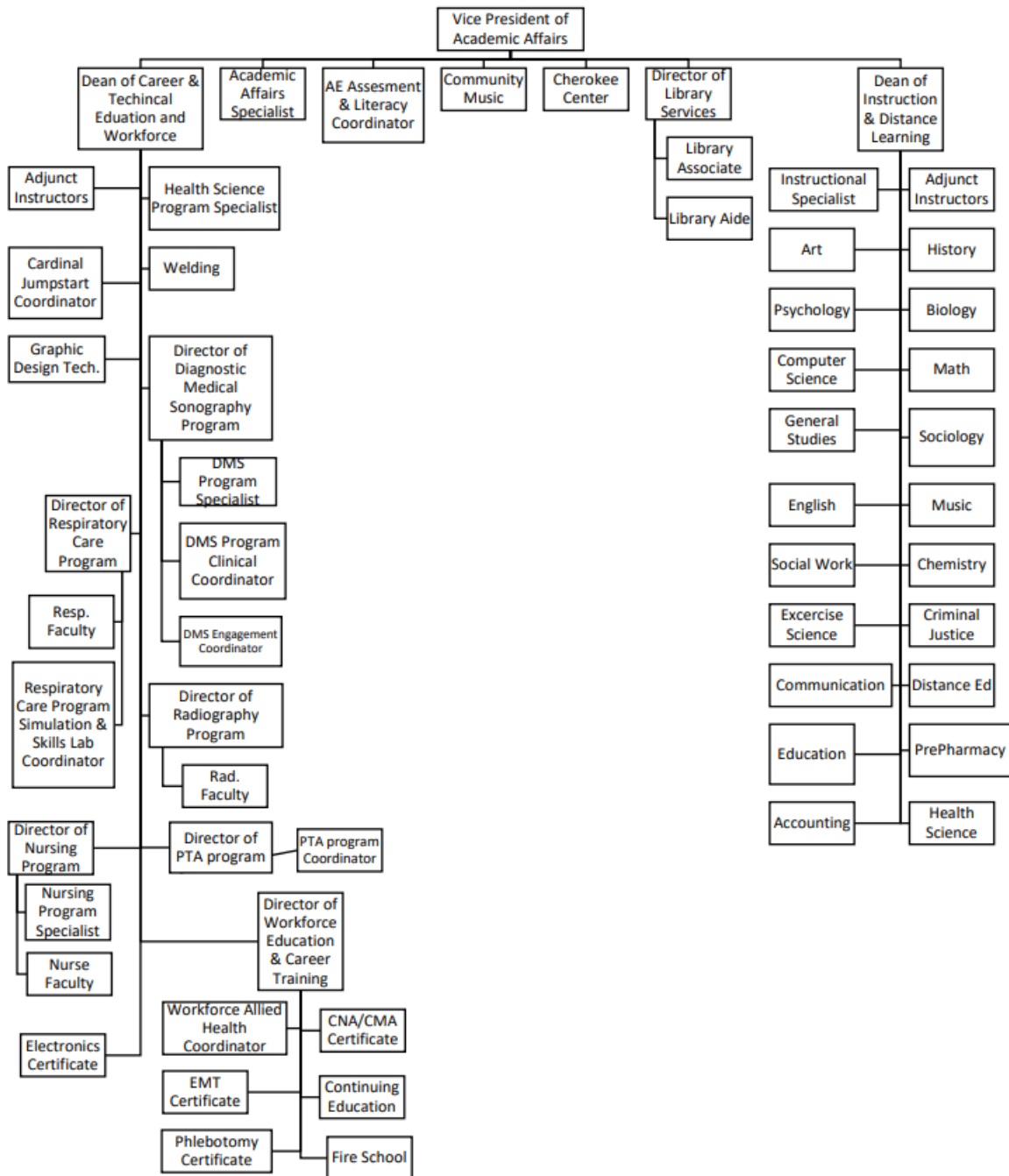
Organizational Chart: Finance & Operations FY26



Organizational Chart: Student Affairs FY26



Organizational Chart: Academic Affairs FY26





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

- Scotty and Phylis conducted Senior Day tours.
- Phylis worked with a faculty member on a research project.
- Phylis made updates to the Library Departmental Procedures and Student Assistant Handbook.

STUDENT AFFAIRS

Academic Accessibility

- The Academic Accessibility Manager strengthened LCC's framework for accommodations, tutoring oversight, and academic support by refining procedures and developing sustainable institutional expertise in accessibility services.

Advising

- Issues the Early Academic Warning lists to advisors and students 3 times each semester. This year we also used time during scheduled training to discuss what changes advisors would like to see in this process.
- Provided an incentive to students who achieve honor roll each semester.

Registrar/Enrollment Management

- LCC's commencement ceremony has been moved on campus to the Zetmeir Athletic Complex. The move to holding commencement on campus allows us to

use our beautiful facilities where students have spent the last two years achieving their accomplishments.

- The Registrar's Office is working with IT to implement the integration with National Student Clearinghouse Next-Gen; this will allow official transcripts to be sent with no delay for students who do not have a hold on their account.

Student Success Center

- Maintained essential testing services during a period of significant staffing limitations, ensuring that students and faculty continued to have access to placement, make-up, and other institutional testing services.
- Launched the Jenzabar Retention Early Alert pilot in Fall 2025, establishing a coordinated process through which faculty could identify students with academic and non-academic concerns and connect them with Accessibility, Case Management, Advising, and other appropriate resources.

Talent Search

- Our educational advisors met with students in our 17 target schools to support their educational success.

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

ACADEMIC AFFAIRS

Accounting/Business

- Cathy Kibler took six students to compete in the Kansas FBLA Collegiate Leadership Conference at Emporia State University on February 28, 2026, where they participated in several workshops and competitive events. All six students came home with at least one first-place award and qualified to compete at the National Leadership Conference in June 2026.
- Cathy Kibler took five students to Las Vegas, Nevada, to compete in the FBLA Collegiate National Leadership Conference in June 2026, where they participated in several workshops and competed against nearly 1,800 students in a variety of events.

Library

- The library, in conjunction with Student Life, offered free food the first week of classes.
- The 23rd annual Paper of the Year was awarded at the Awards Assembly.

FINANCE & OPERATIONS

- DraftCoach (Plagiarism check for students)
- Evolve LTI (application to connect textbook content and assignments to Canvas)
- Canvas Analytics
- Implemented J1 Web Student Life/Advising
- Retention- Early Alerts for Student Success Platform

FOUNDATION & ALUMNI

- Worked with the Exercise Science Dept. to receive a Metabolic Testing System donated by Pittsburg State University
- Worked with the Nursing Dept. to receive a disposable face mask donation for the program.
- Presented the 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 college expenses.
- Executive Director also served as Spirit Squad coach, very connected with students and active in their academic success.

STUDENT AFFAIRS

Advising

- Advisors meet with students for a variety of reasons. Advisors strive to be a point of contact for students on campus and to nurture relationships with students.

Athletics

- 39 Student-Athletes received NJCAA academic honors. All 39 were awarded Academic-All-American status with a 3.5 GPA or higher.
- The L.C.C. Athletic Department finished with an overall GPA of 2.989 for the 2025-2026 Academic year.
- 13 Student-athletes maintained a 4.00 GPA for 2025-2026.

Case Management

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

Registrar/Enrollment Management

- The Registrar's office held its annual Graduate Night. This event helps celebrate the students' accomplishments and ensures the graduates have completed all steps to participate in the commencement ceremony.

Student Success Center

- The Director of the Student Success Center served on the Student Wellness Committee, contributing to coordinated efforts that support student well-being, persistence, and academic success.

Student Support Services

- Provided individualized academic guidance, advocacy, and support to help eligible TRIO Student Support Services participants persist in college and progress toward completion.

Talent Search

- We assist Talent Search students who attend LCC to make sure they have a positive experience here.

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

STUDENT AFFAIRS

Academic Accessibility

- Academic Accessibility expanded its capacity to coordinate accommodations, tutoring, and other academic support services for students with differing learning needs.

Advising

- Advisors strive to 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.

Student Success Center

- Provided testing services designed to help students complete required assessments and demonstrate their knowledge in an appropriate, supervised environment.

Student Support Services

- Provided TRIO participants with coordinated academic support and other program services designed to address barriers affecting persistence, academic performance, and completion.

Talent Search

- We advocate for our students to ensure that they receive any specialized assistance they might need at their school.

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

ACADEMIC AFFAIRS

Respiratory Care

- Respiratory Care program and the Nursing program collaborated in 3 pediatric asthma simulations on 9/17/2025 and 9/18/2025.
- The Respiratory Care program and the Nursing program collaborated in 4 pediatric asthma simulations on 11/11/2025, 11/12/2025, and 11/13/2025.
- Susan Stolte attended training for the new simulation manikin, Mama Anne, on 12/10/2025.
- Susan Stolte attended training at MSSU for simulation on 12/17/2025.
- Susan Stolte attended the AI smart lunch on 2/4/2026.

FINANCE & OPERATIONS

- IT completed 92 computer system rotations
- Facilities prepared the gym for the first graduation
- IT did the sound at graduation
- Migration of Exchange Email to Office 365
- Canvas pop-up training
- Respondus Monitor (remote proctoring for assignments & tests)
- Added Umbrella (cybersecurity software)
- Fully implemented the salary schedule for staff
- 30 employee hires or internal transfers, including a Presidential Search
- New carpet and paint in Main Bldg. first floor offices
- Main Bldg. interior red painting requested by Aesthetics Committee
- Removed carpet and glue from the Art classroom
- New Flooring in the Official Locker Rooms
- Finished the construction of three offices in the SSC
- Recycled 16 polycarts of paper

STUDENT AFFAIRS

Advising

- Advisors continue 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 for students to schedule a meeting at their convenience.

- Advisors utilize QR codes on their business cards to make our scheduling platform easily accessible to students.

Registrar/Enrollment Management

- The Registrar's Office has completed the implementation of J1 on the web for the Advising and Registrar Module. This includes implementing Academic Plans; this will guide students through the process to graduation.
- The Registrar's Office has created a new process for graduates to apply for Graduation and order their cap and gown for commencement. This process will be adjusted to be moved into a workflow for students to complete in the RedZone. This process has also opened communication with other departments to track the student's progress to commencement.

Student Success Center

- Used testing platforms and remote or technology-supported processes to provide students with access to required assessments and testing services.

Talent Search

- Our drones were taken to target schools for our students to experience hands-on STEM technology. Our Educational advisors taught lessons on ways drones are used in our world and how to operate them.

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

STUDENT AFFAIRS

Advising

- The Advising Center hosted a Fall KACRAO Transfer Fair where Admissions Representatives presented information on 21 institutions.
- Representatives from several institutions made a total of 8 table visits.
- In coordination with Admissions, we held 4 different enrollment days for special populations

Athletics

- Monitored all academic progress for the 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 for 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.

Talent Search

- *We hosted a TRIO middle school event here on the LCC campus this year so our participants could see a post-secondary learning environment close to home.*



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 36th Annual High School Art Competition on April 30, 2026, providing an opportunity for art and design students to showcase their talents and receive local recognition. Approximately 175 students from 11 area high schools were in attendance for the event, which included a competition, art/graphic design demonstrations, photo scavenger hunt, chalk drawing, art games, and judges' critique/awards ceremony.
- Melissa Kipp judged the Parsons Chamber of Commerce 2025 PK Art Fest photography contest.

Library

- Scotty completed the American College and Research Library section (ACRL) of the American Library Association's (ALA) annual survey.

Respiratory Care

- Susan Stolte assisted Labette Health Education Dept. with nursing education on 10/9/2025.
- Susan Stolte attended the college and career fair at Columbus (KS) High School on 10/23/2025.

- Betty Ellis attended the college and career fair at Columbus (KS) High School on 10/23/2025.
- Susan Stolte attended the college and career fair at Lamar (MO) High School on 10/25/2025.
- Betty Ellis attended the college and career fair at Lamar (MO) High School on 10/25/2025.
- Susan Stolte attended the college and career fair at Galena (KS) High School on 10/21/2025.
- Betty Ellis attended the college and career fair at Galena (KS) High School on 10/21/2025.
- Susan Stolte attended the college and career fair at Quapaw (OK) High School on 2/25/2026.
- Betty Ellis attended the college and career fair at Quapaw (OK) High School on 2/25/2026.

FOUNDATION & ALUMNI

- Executive Director was a member of the Parsons Soroptimist club. She served as Past President and served on the Publicity Committee.
- Executive Director is a member of the VFW Auxiliary
- Volunteer with Moms Demand Action
- Partnered with the PACF to participate in Giving Tuesday. Total raised for LCC was 10,785. \$9,051 was designated for LCC Endowment for the Arts and \$1,734 for LCC Athletics Endowment.
- Continued the email newsletter “Cardinal Insider” to stay in touch with donors, alumni, and community members.

STUDENT AFFAIRS

Academic Accessibility

- The Academic Accessibility Manager led cross-campus planning for a proactive English Language Learner support initiative, coordinating with Athletics, Admissions, Advising, Adult Education, Financial Aid, Student Support, and instructional personnel.

Athletics

- Worked at PHS, PMS, and LCHS athletic events and camps.
- Continue working 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 Citation ceremony, PRC youth activities. Student-athletes have volunteered at 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 in 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.
- Expanded basic-needs support by securing grant and community resources for fresh food, frozen meat, pantry equipment, and emergency assistance, including a \$3,500 fresh-food grant, donated frozen beef, and more than \$1,000 in Cardinal Kindness emergency support.

Talent Search

- Our educational advisor took students to an open house at Crossland Technology Center and Career Expo on Pittsburg State's campus.

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

STUDENT AFFAIRS

Academic Accessibility

- Led the development of a coordinated support model for English Language Learners that emphasizes early identification, proactive outreach, appropriate course placement, and ongoing academic support.

Athletics

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

Talent Search

- Our educational advisers taught lessons at our target schools that focus on individual academic needs and post-secondary educational plans.

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

FOUNDATION

- Supervised Work-Study students who learned valuable office skills and had several networking opportunities

STUDENT AFFAIRS

Athletics

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

Talent Search

- Lessons are taught at our target schools to help students gain knowledge of career opportunities and community needs.

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

ACADEMIC AFFAIRS

Accounting and Business

- FBLA Collegiate volunteered at the following SGA and campus events throughout 2025-2026 academic year; Blood Drives (Fall '25 & Spring '26), Kids Fall Fest (Oct. 28, 2025), Garfield Halloween March (Oct. 30, 2025), Donor Luncheon (Nov. 20, 2025), Welcome & Finals Week (hosted week with-pens, pencils and highlighters; themed Christmas ornaments Fall '25), Homecoming candidate (Jan 28, 2026), and provided non-perishable food item for the Student Pantry Fall 2025 & Spring 2026.

Radiography

- The Radiography Club collaborated with the LCC volleyball team on October 15, 2025, and the basketball team on February 11, 2026, to host two cancer awareness events, raising \$845.82 to donate to the LCC Relay for Life team.
- The radiography club celebrated National Radiologic Technology Week November 3-6, 2025.
- Radiography Club volunteered at the Four States Heart Walk in Joplin, MO on October 25, 2025.
- Radiography Club volunteered at the following SGA and campus events throughout 2005-2026 academic year; Blood Drives (Fall '25 & Spring '26), Kids Fall Fest (Oct. 28, 2025), Garfield Halloween March (Oct. 30, 2025), Donor Luncheon (Nov. 20, 2025), Welcome & Finals Week (hosted day-candy/breakfast pizza Fall '25 & Spring '26), Homecoming candidates (Jan 28, 2026), and Heart Awareness (Feb 17-18, 2026).

- Radiography Club collected non-perishable food items and donated them to the Ellis County Food Pantry on March 26, 2026.

Respiratory Care

- Respiratory Care Club volunteered to help set up for the blood drive held on campus on 10/23/2025.
- Respiratory Care Club participated in Fall Fest on 10/29/2025.
- Respiratory Care Club participated in the Garfield Elementary School walk-through, handing out candy and fidget keychains on 10/30/2025.



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.

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

ACADEMIC AFFAIRS

Graphic Design Technology

- Melissa Kipp was named the recipient of the 25th Annual William & Allene Guthrie Van Meter Outstanding Alumni Achievement Award.

Respiratory Care

- Susan Stolte attended the Respiratory Education and Development Webinar for the New Respiratory Therapy Exam on 1/28/2026.

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

STUDENT AFFAIRS

Academic Accessibility

- The Academic Accessibility Manager assumed expanded responsibility for accommodations, tutoring oversight, and academic support while building the knowledge and processes necessary to support the continued growth of accessibility services.

Advising

- The Director of Advising, along with the Director of the Student Success Center, oversees the SEM subcommittee focused on first-year retention.
- Advising Center staff participate in many campus committees, including SEM subcommittees, the Foundation Auction for Scholarships committee, and the Caring Cardinal Committee.

Athletics

- Hired a Head Men's Basketball Coach and Assistant Coach.
- Hired a Head Baseball Coach.
- Hired a Women's basketball assistant coach.
- Completed epoxy flooring in officials' locker rooms.
- Completed the refinishing of the gym floor.
- Completed Softball and Baseball mowers' bi-yearly maintenance.
- Upgraded livestream at baseball and softball fields.
- Upgraded replay for Volleyball and Basketball competitions.

Case Management

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

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 College Canvas Classroom seminar, hosted by Federal Reserve Education.
- Robert Bartelli attended the Lessons for Personal Finance Class seminar, hosted by Federal Reserve Education.
- Robert Bartelli participated in the Personal Finance Focus Group, hosted by the National Business Education Association.
- Cathy Kibler attended workshops at the Kansas FBLA State Conference in February 2026, held at Emporia State University.
- Cathy Kibler attended workshops at the FBLA Collegiate National Leadership Conference held in June 2026 at Las Vegas, Nevada.

Graphic Design

- Melissa Kipp attended the Adobe Achieving Accessibility: Streamlining PDF Compliance in Higher Education webinar.
- Melissa Kipp attended the Adobe from AI Hesitation to AI Innovation: Embracing Transformation.

Library

- Scotty attended the webinar, JSTOR's Research Tool: Demonstration, Design, and Use.
- Scotty attended and chaired the Southeast Kansas Library System Executive Council Meeting in Iola.

- Scotty and Phylis attended the Southeast Kansas Library System's annual meeting at Chanute. Scotty is the President of the Executive Council of this organization.
- Scotty attended three webinars from the State Library of Kansas:
- 4 Ways to Maintain Calm and Make Decisions Under Pressure
- Mindful Leadership
- Policies of Yes
- Scotty attended the Kansas Library Association (KLA) annual conference in Manhattan.
- Scotty attended the Southeast Kansas Academic Librarians Council (SEKALC) meeting on ZOOM. He is the chair of the group for this year.
- Scotty attended a webinar, Eliminating Personal Burnout.
- Phylis attended the SEKLS Forum on November 12, 2025.
- Scotty attended a webinar from the State Library of Kansas, "Dealing with Change: Using Mindfulness to Respond in Difficult Situations."
- Phylis attended the monthly Southeast Kansas Library System (SEKLS) Forum by ZOOM.
- Phylis attended a webinar called Your Library and OCLC on April 30, 2026
- Phylis attended a webinar on the Trans Amigo Courier Service.
- Hillary attended the online webinar, "Book Display Basics for Every Library Worker."

Nursing

- Kim Beachner, Julie Page, Kathi Bennett, Carly Beachner, Kylie Gero, Haley Beeman, and Dee Bohnenblust attended the KCADNE Conference in Salina, KS on October 16-17, 2025.
- Kim Beachner, Julie Page, Kathi Bennett, Carly Beachner, and Kylie Gero attended the OADN Conference in Nashville, TN on November 19-21, 2025.
- Dee Bohnenblust attended KSBN, KCADNE, and KCPNE state meetings in September 2025, December 2025, and March 2026.

Radiography

- Gale Brown attended the online meeting hosted by the KSBHA/KHE on January 30, 2026, regarding LRT topics for the state.
- Gale Brown attended the Atlanta Society of Radiologic Technologists Educator Conference in Atlanta, GA, on February 19-22, 2026.
- Gale Brown attended the Heartland Radiologic Collective webinar hosted by the Minnesota Society of Radiologic Technologists on March 19, 2026.
- Tammy Kimrey accompanied the radiologic technology program students to the Kansas Society of Radiologic Technologists annual conference in Hays, KS, on March 26-28, 2026.

Respiratory Care

- Betty Ellis attended the Johnson County Community College 17th Annual Kansas City Healthcare Simulation Conference on 9/19/2025.
- Susan Stolte attended the Lawrence Memorial Hospital Stroke Symposium on 9/26/2025
- Betty Ellis attended the New Instructor Seminar in Dodge City, KS on 10/01-10/02/2025.

FOUNDATION

- Both staff members attended the KAP conference
- Both staff members completed trainings offered through the LCC Human Resources Dept.

STUDENT AFFAIRS

Academic Accessibility

- *The Academic Accessibility Manager participated in professional development through the AHEAD professional conference and platform-specific training for Genio and Jenzabar 1 Web.*

Advising

- The Director of Advising attended a regional NAFSA preconference workshop on the Advising of International students.
- The Director of Advising attended the NACADA Advising Institute.
- Several Advising team members attended the JAM conference to prepare for the transition to the new J1 on the web.

Athletics

- All Coaches have attended or will be attending CPR/AED training to be in accordance with NJCAA bylaws on July 21, 2026.
- Athletic Director has attended all KJCCC/Region VI meetings. Athletic Director has attended all monthly Zoom meetings for NJCAA BOR.
- Athletic Director and Assistant complete the NJCAA annual Compliance exam.

Registrar/Enrollment Management

- The Dean of Enrollment Management Attended Jenzabar Annual Meeting (JAM), KACRAO, KASFAA, and the MidAir Conference.
- The Assistant Registrar and the Dean of Enrollment Management attended the Registrar Round Table held at Butler Community College. There were many great ideas that were shared, and we were able to implement new processes for the 2026 commencement ceremony.

Talent Search

- Talent Search Program Director participated in weekly “Lunch and Learn” grant writing trainings.

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

ACADEMIC AFFAIRS

Library

- The library staff members applied for a Kansas Notable Book Grant from the State Library of Kansas and received it.
- Phylis ordered and received the books for the Kansas Notable Book Grant from the State Library of Kansas.
- Scotty applied for the Southeast Kansas Library System’s Extended Service grant that recognizes our work with the public. We received a \$3000 grant.

FINANCE & OPERATIONS

- Replaced the HVAC in the 1227 Building
- Replaced the hot water tank in the Zetmeir Building
- Completed the elevator upgrade in the Student Union Building
- Installed a new HVAC system on the first floor of the Zetmeir Building and began work on the second floor
- Upgraded the HVAC Controls in the Student Success Center and Main Building
- Purchased a smaller SUV to replace the minivan

FOUNDATION & ALUMNI

- Helped keep Cardinal Event Center tidy and professional in appearance. Assisted in preparing the main room and/or kitchen for use by setting up tables, chairs, and the podium. Showed where things are located, etc.
- Served on the campus Aesthetics Committee. This committee provides valuable input to the President’s Council on maintaining the beauty of both the structures and the grounds on campus.

STUDENT AFFAIRS

Advising

- To help students feel comfortable on campus and in the SSC, the Advising Center provides a drink station with coffee, tea, hot chocolate, and ice for use by all students and staff.
- The Advising Center has been reconfigured to help consolidate advising on campus.
- *Athletics*

- Replaced LED lighting in the gym
- Completed finishing of the gym floor.
- Conducted replay throughout the 24-25 athletic competitions.
- Received bids on grading Softball and Baseball fields.
- Received bids on turfing the baseball infield.

Case Management

- Revised and clarified the student-absence process to establish more consistent expectations for timely requests, documentation, faculty communication, and extended absences from in-person coursework.

Student Success Center

- Redesigned a vacant position as a Testing Specialist, increasing the Student Success Center's testing capacity without expanding the department's overall staffing allocation.



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.

ACADEMIC AFFAIRS

Library

- Scotty and Phylis developed a departmental procedure on how to notify an employee when the book they have requested has been added to the collection.
- Scotty assisted the administration in a research project with the archives.

STUDENT AFFAIRS

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.
- With the upgrades to J1 web tracking, student progress and communication will be improved.

Student Success Center

- Maintained testing records and assessment information needed to support student placement, institutional decision-making, and compliance with testing requirements.

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

FINANCE & OPERATIONS

- Received an unqualified opinion on the audit

STUDENT AFFAIRS

Advising

- The Advising Center strives to help every community member that we encounter, even if they cannot become enrolled. They do this by 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

Respiratory Care

- Susan Stolte attended the HOSA leadership conference in Manhattan, KS, on October 28, 2025.
- Susan Stolte attended the ESSDACK Career Expo in Hutchinson, KS, on October 29 and 30, 2025.

FOUNDATION & ALUMNI

- Maintained and updated the Foundation/Alumni Facebook page
- Served on LCC Gallery Committee
- Volunteered at LCC Kids Fall Fest
- Held the Distinguished Alumni Award Luncheon
- Held the Van Meter Award Luncheon
- Held the Cardinal Citation Award Reception
- Organized and held the 40th annual Gribben English Lecture Series in partnership with the English Dept.
- Led individual and small group campus tours
- Executive Director and Assistant were instrumental in the 4th annual "Cardinal Madness" event
- Executive Director and Assistant were instrumental in the 3rd annual LCC Founders Day celebration

STUDENT AFFAIRS

Case Management

- The Case Manager is a member of Soroptimists.

Talent Search

- Our Talent Search staff serve as a positive representation of LCC as we are regularly involved in the lives of students and families in area school districts.



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.

STUDENT AFFAIRS

Academic Accessibility

- Served as the academic-support representative on the Early Alert team, helping develop a coordinated process for identifying students with academic concerns and connecting them with timely interventions.

Advising

- Advisors regularly participate in SEM steering committees and subcommittees.
- Advising Center emails students who 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.
- Advanced LCC's transition toward centralized professional advising by consolidating advising services, deploying J1 Web Advising and Academic Plans, and developing more consistent training and documentation for professional and supplemental advisors.

Athletics

- Enrolled 142 individual student-athletes across six intercollegiate sports, representing approximately 12.4% of LCC's non-concurrent student headcount and generating 3,718 student credit hours during AY2026.

Student Success Center

- The Director of the Student Success Center served on the Strategic Enrollment Management Steering Committee, contributing testing, academic-support, and TRIO perspectives to institutional retention and enrollment planning.

Student Support Services

- Supported institutional retention and completion goals by providing intensive services to eligible students who face documented barriers to college persistence.

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

ACADEMIC AFFAIRS

Accounting/Business

- Cathy Kibler served as the Check-in, Check-out Chair of the LCC Foundation and Alumni's Auction for Scholarships to raise money for student scholarships on April 17, 2026.

FOUNDATION & ALUMNI

- Received over \$260,000 in cash gifts in FY26
- Held 27th annual Auction for Scholarships raising \$60,857
- Promoted the Hughes Matching Fund and helped donors establish seven new endowed scholarships.
- Foundation Scholarship selection and award process provided over \$155,000 in scholarships to LCC students.

STUDENT AFFAIRS

Athletics

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

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

ACADEMIC AFFAIRS

Accounting/Business

- Cathy Kibler served on several interview committees to hire new employees for various open positions.
- Cathy Kibler served on Faculty Senate and met with Dr. Watkins and Dr. Sharp periodically throughout the academic year to provide open communication between administration and faculty.

FINANCE AND OPERATIONS

- Annex roof restoration
- Student Success Center roof repair & restoration

STUDENT AFFAIRS

Athletics

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



Labette Community College

Operational Plans

Labette Community College

OPERATIONAL PLAN FY2026

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.

FINANCE & OPERATIONS		CORE VALUE 1		OUTCOME 1A	
IT					
Objective 1		Evaluate Progress of Data Retention Procedures			
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	We are self-governing the data retention procedure. We need to evaluate if that strategy is working.			
	President’s Goal(s):	N/A			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3			
	Satisfactory Level Rationale:	In Process – We definitely see improvement, but we still have some educating to do in some areas.			
Objective 2		Review Computer Use Policies to see if new policy requirements are reflected			
Estimated Cost	Existing Money	\$	New Money One Time	\$	

	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	New policy discussion at Educause encouraged schools to review new policy requirements to see if they are already addressed in current policy before creating a massive amount of new policy.		
	President's Goal(s):	N/A		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	In process – adding AI and Surveillance		

Human Resources				
Objective 1	Review and update the LCC Policy and Procedure Manual; finalize chapter 1.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	It is important to have up-to-date policies and procedures to limit the institution's risk.		
	President's Goal(s):	N/A		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Complete		

PUBLIC RELATIONS		CORE VALUE 1		OUTCOME 1A
Objective 1	PR department seeks to provide support for 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			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Promoting what the PR office can offer to each department for the promotion of their program will provide a culture of collaboration & continuity of LCC branding.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2		
	Satisfactory Level Rationale:	It was available to use but could have been better advertised.		
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:	2		
	Satisfactory Level Rationale:	Created content calendars.		

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 obtain in open educational resources (OER) format a Research Skills textbook			
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		January 2026			
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 course’s objectives. No funding will be necessary except for staff time to work on this. This will also allow the class to be taught on-ground as well as online.			
	President’s Goal(s):	1. Promote positive learning environments for all of our programs. 2. Support faculty when implementing additional instructional methods.			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1			
	Satisfactory Level Rationale:	I looked for an OER and did not find one that covered the outcomes of the course.			

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 2026			
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		
	Satisfactory Level Rationale:	When discussed with the student cohort, there was little to no interest in pursuing peer tutoring from our second-year students. The majority of them work on Fridays as student technologists and/or have other personal commitments. Students are aware they can contact their instructors for outside assistance at any time during the semester, and they use the instructor's office hours as a means for gaining additional assistance when needed.		

Nursing				
Objective 1	Research and explore the utilization of live role-playing in the simulation center to enhance the student learning environment and improve student communication skills and nursing skills in a simulated healthcare setting.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	N/A	Student Fees (New/Existing)	\$
Exp. Completion	FY26			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Students have struggled with effective communication skills involving both the patient and the significant family member at the bedside. Creating a near real-life healthcare		

		environment that includes the patient and a live person playing the role of the family member would create a better student learning experience to develop and improve communication skills while using their nursing practice skills in a safe environment.
	President's Goal(s):	Core Value 1
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	
	Satisfactory Level Rationale:	Objective has been moved to FY27

FINANCE & OPERATIONS		CORE VALUE 1		OUTCOME 1B	
Public Relations					
Objective 1		Update Campus Signage			
Estimated Cost	Existing Money	\$	New Money One-Time	\$4,000	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	Campus beautification and wayfinding efficiency.			
	President’s Goal(s):	N/A			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0			
	Satisfactory Level Rationale:				

IT				
Objective 1	Implement Student Success platform			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	N/A	Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2		
	Rating Rationale:	It is important to review the effectiveness of new platform implementations in case alterations are needed.		
	President's Goal(s):	N/A		

Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	In process – Rolling out specific modules one at a time.		
Objective 2	Implement Turnin In/Draft Coach			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$6399
	Department Budget:	N/A	Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Assist faculty with academic misconduct information. Also, empower and educate students before it becomes Academic Misconduct.		
	President’s Goal(s):	N/A		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Complete – Rolled out Draftcoach in August. Training students in use during NSO.		

STUDENT AFFAIRS		CORE VALUE 1		OUTCOME 1B	
Admissions – Student Life					
Objective 1		Develop two new athletics-related student life events to drive student engagement with athletic competitions.			
Estimated Cost	Existing Money	\$3,000	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:	Admissions-Student Life	Student Fees (New/Existing)	\$	
Exp. Completion		Spring 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	Students who are active in clubs and on campus events help with skills development, networking, career preparation, and improved academic performance.			
	President’s Goal(s):	N/A			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2			
	Satisfactory Level Rationale:	While we did host a pizza party during volleyball season, the execution fell short of creating sustainable increases in attendance.			

		This is why this is still at the forefront of our minds for the upcoming seasons.
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Financial Aid				
Objective 1	Develop and implement a counseling process for students on Satisfactory Academic Progress. The counseling aims to help students understand their academic standing, identify areas for improvement, and develop strategies to remain in good standing.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	Ongoing			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Developing a personalized action plan outlining the steps the student will take to improve their academic performance and meet SAP requirements. This plan may include strategies such as seeking tutoring or academic support services, improving study habits, or adjusting their course load.		
	President’s Goal(s):			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Each semester, we meet with each student who has completed the appeal process for a 67% or lower GPA. We explain to each student the stipulations attached to the appeal approval and discuss what can be done to ensure success in future semesters.		
Objective 2	Increase the number of community college athletes who complete their FAFSA applications before the start of the school year.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	Ongoing			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Provide workshops, one-on-one assistance, and online resources to guide athletes through the FAFSA process.		

	President's Goal(s):	
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2
	Satisfactory Level Rationale:	We have struggled to work with other departments to find out who from each sport will be returning. We have reached out to coaches to let them know that we would like to help students when they are on campus for an enrollment day or visit.

Registrar				
Objective 1	Hire an outside source for sound at the Commencement Ceremony			
Estimated Cost	Existing Money	\$3,000	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$1000-1500
	Department Budget:	Admissions-Student Life	Student Fees (New/Existing)	\$
Exp. Completion	May 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	2025 may be the last year Matt will be available to run the sound at a commencement for LCC.		
	President’s Goal(s):	N/A		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	We were able to supply sound in-house for the 2026 commencement ceremony.		
Objective 2	Work with Foundation to connect with LCC Alumni			
Estimated Cost	Existing Money	\$1500	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	Admissions-Student Life	Student Fees (New/Existing)	\$
Exp. Completion	Spring 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Work with the Foundation to connect with LCC Alumni by surveying graduates who participate in the Commencement ceremony. The survey will allow students to access their Stageclip from the Commencement ceremony.		
	President’s Goal(s):	N/A		
Satisfactory level of objective completion (4: Extremely Effective	Rating:	3		
	Satisfactory Level Rationale:	Information is being collected and is shared with the Alumni Association. We will need to		

0: Not at all Effective)		work together to establish best practices to use the information collected.
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Outcome 1C: Make accessible a variety of services and programs that address learning needs.

STUDENT AFFAIRS		CORE VALUE 1		OUTCOME 1C	
Student Success Center					
Objective 1	Expand academic support services beyond subject-specific tutoring to include the development and implementation of programming to improve academic and non-academic soft skills for students in Health Science programs (i.e., workshops, study groups).				
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$500	
	Department Budget:	Student Affairs	Student Fees (New/Existing)	\$	
Exp. Completion	Spring 2026				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	Feedback from health science programs indicates skill deficits impacting classroom performance, but current support is limited, with just a few drop-in tutoring hours weekly. Health science tutoring depends on tutor availability, and bridging schedules between tutors and students often results in turnover. SSS provides TEAS prep for its participants, but these services will need alternative support if the current tutor leaves. To address these gaps, SSS proposes workshops to test soft skills interventions; however, they are currently limited to SSS participants due to staffing. A dedicated Academic Coordinator would allow consistent support, facilitating study groups and workshops accessible to all health science students, helping reduce service gaps.			
	President’s Goal(s):	N/A			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0			
	Satisfactory Level Rationale:				

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

ACADEMIC AFFAIRS		CORE VALUE 1		OUTCOME 1D	
Library					
Objective 1		Begin digitizing the LCC archives			
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$500	New Money Ongoing	\$500	
	Department Budget:	11-4101-704-002	Student Fees (New/Existing)	\$	
Exp. Completion		June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	This project is pending approval and purchase of the digitizing software from FY25. This project will allow us to provide a more permanent and more accessible place for our college archives. It would also protect some of the more fragile pieces in the archives. The library staff members will seek grants to assist with the cost of the project. This will also involve changing a line item’s name to digitization from microfilm and funding the line item with the necessary annual amount.			
	President’s Goal(s):				
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0			
	Satisfactory Level Rationale:	The funding for the digitization software was cut in FY25.			

Nursing				
Objective 1	Explore the need to place a printer on the second floor of the health science building for student use to expand opportunities for student learning and student services.			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	IT	Student Fees (New/Existing)	\$
Exp. Completion	FY26			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	With the increased number of students on the second floor of the health science building, it has become difficult for students to print		

Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)		homework assignments or classroom curriculum materials needed on time with only one printer located in the building on the first floor.
	President's Goal(s):	Core Value 1
	Rating:	4
	Satisfactory Level Rationale:	Complete – A printer was placed in the skills lab with WIFI so that students have a place to print.

Respiratory Care				
Objective 1	The Respiratory Care Dept. would like to purchase a ServoU ventilator, Stryker Prime Series transport stretcher, a manikin, and a RespiPro System.			
Estimated Cost	Existing Money	\$	New Money One-Time	ServoU\$20,000 Stryker \$5,300 Manikin\$4,000 RespiPro \$70,000
	Grant Funded	\$20,000	New Money Ongoing	\$
	Department Budget:	Equipment/Supplies	Student Fees (New/Existing)	\$
Exp. Completion	April 2026 (FY26) Update: Not done; the grant money we were going to use was used to purchase a new simulation manikin with the nursing program (Mama Anne)			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	The purchases below will allow students the ability to participate in hands-on training relevant to the practice of respiratory care ServoU – new ventilators allow the students to practice on and use the updated technology that they will use in clinical practice; exposure will increase the students' ability to understand and apply theory with practical application Stryker and Manikin– transport is a large part of being an RT; the Stryker stretcher and manikin will allow the students to practice transport in different scenarios; exposure will increase the students' ability to understand and apply theory with practical application RespiPro – employs a specific approach to immersive simulation with high-level clinical simulations specific to respiratory care (other manikins in simulation lab cannot be ventilated). It will provide effective simulation-based experiences with physical, conceptual, and psychological fidelity and train all levels of learners on the full scope of ventilation		

		management and patient care. Exposure will increase the student's ability to understand and apply theory with practical application We would like to purchase this equipment in the Spring so we can start using it in Summer 2026.
	President's Goal(s):	Core Value 1 and 3
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0
	Satisfactory Level Rationale:	This was not done due to grant money being used for a new simulation manikin

FINANCE & OPERATIONS		CORE VALUE 1		OUTCOME 1D
IT				
Objective 1	Evaluate the use of Data Analytics in decision-making.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	We are investing in platforms to drive better decision-making using data. That investment needs to be reviewed for best practices.		
	President’s Goal(s):			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	In process – We have seen an increase in data requests. Cabinet would be able to better determine which decisions were based on those data pulls.		
Objective 2	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	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Will allow for the expansion of course and program offerings.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Complete		
Objective 3	Implement Respondus Monitor			
Estimated Cost	Existing Money	\$	New Money One Time	\$
	Grant Funded	\$	New Money Ongoing	\$2475
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Respondus Monitor will allow Sono to meet accreditation requirements, while still allowing students to remain 100% online.		
	President’s Goal(s):			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Complete		

PUBLIC RELATIONS	CORE VALUE 1			OUTCOME 1D
Objective 1	Continue working on Student Resources/Jenzabar with IT as an expansion to reach the public and students.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant)	Rating:	3		
	Rating Rationale:	Improving technology shows that the college is advancing in the 21st century.		

1: Slightly Relevant)	President's Goal(s):	
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	
	Satisfactory Level Rationale:	Unsure. Director resigned without completing the OP objective documentation.

STUDENT AFFAIRS		CORE VALUE 1		OUTCOME 1D	
Financial Aid					
Objective 1		Enhance presence on social media to keep the students informed about Financial Aid information			
Estimated Cost	Existing Money	\$	New Money One Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		FY2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	Social media is how students connect with the world. We have to stay up to date with the ever-changing trends. This is a great way to connect with students to keep them informed of important dates in financial aid.			
	President’s Goal(s):	N/A			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2			
	Satisfactory Level Rationale:	We have not had the chance to have a presence on social media.			

Student Success Center				
Objective 1	(a) Improve the awareness of existing academic support services to online students; (b) Increase the availability of soft-skill services to online students (i.e., programming developed in Outcome 1C should be made available to online students using technology)			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	Student Affairs	Student Fees (New/Existing)	\$
Exp. Completion	Spring 2026			
	Rating:	4		

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating Rationale:	Online students should have access to similar support as in-person students.
	President's Goal(s):	N/A
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0
	Satisfactory Level Rationale:	

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

ACADEMIC AFFAIRS		CORE VALUE 1		OUTCOME 1E
Academic Affairs				
Objective 1	Purchase Physical Therapist Program equipment to provide a new program to start in June 2026.			
Estimated Cost	Existing Money	\$	New Money One Time	\$50,000
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Starting a new in-demand program creates opportunities for students to have workforce education and career development while also enhancing communities and the services they can provide. There is a health care workforce shortage, and with an aging population, there is significant growth and need for PTA’s in the projected future.		
	President’s Goal(s):	1.1		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	This objective was not completed due to a change in the accreditation cycle.		
Academic Affairs				
Objective 2	Hire or locate two new staff positions for the Cherokee Center location.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$40,000
	Department Budget:		Student Fees (New/Existing)	\$

Exp. Completion	June 2026	
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4
	Rating Rationale:	The Cherokee Center operations have shifted over the last few years due to a variety of factors. The location has potential opportunities in key areas such as being the primary location for a Physical Therapy Assistant Program. As we expand opportunities at the location, hiring two dedicated front desk staff members is essential for smooth operation, effective communication, and an overall positive experience for students, parents, and staff. The front desk serves as the central point of interaction for all stakeholders, and the presence of qualified staff is critical for ensuring day-to-day efficiency and professionalism. The primary focus of these roles would be to ensure continuous coverage, manage tasks, provide timely responses to service requests, provide a professional and welcoming environment, improve coordination for communication both internal and external, and support programs and events. Hiring two front desk staff for the additional education location is a critical investment in operational efficiency, customer service, and safety. This will ensure that the new location runs smoothly, creating a positive and organized environment for students, parents, visitors, and staff. The decision will not only enhance daily operations but also position the new location for scalable growth and long-term success.
	President's Goal(s):	1,1
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4
	Satisfactory Level Rationale:	This objective was met. One of the two positions was hired in AY26 to support the Cherokee Center courses and potential program.

FINANCE & OPERATIONS		CORE VALUE 1		OUTCOME 1E	
IT					
Objective 1	Single Sign-On across applications				
Estimated Cost	Existing Money	\$	New Money One-Time	\$TBD	
	Grant Funded	\$	New Money Ongoing	\$TBD	
	Department Budget:	Student Success	Student Fees (New/Existing)	\$	
Exp. Completion	June 2026				
	Rating:	4			

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating Rationale:	Currently, with the introduction of several 3 rd party student systems, it is important to simplify the student experience in accessing these systems.		
	President's Goal(s):	N/A		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	In process – This is scheduled for the final implementation of the NSC platform. We will then roll out to other applications. ADD to FY27 to Finish		
Objective 2		Implement the JICS Mobile App		
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	We currently have JICS GO as a part of our application. We often hear that we need an app; however, we need to define what we want and review what we have already.		
	President's Goal(s):	N/A		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	We are still unsure what the needs are. We will roll it out after the J1 Web Modules are complete and assess if it is necessary.		

STUDENT AFFAIRS		CORE VALUE 1		OUTCOME 1E	
Student Success Center – TRIO Student Support Services					
Objective 1	TRIO Student Support Services will ensure that all participants (regardless of location) have equitable access to program supports and services when compared to participants at Main Campus.				
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$500	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion	Spring 2026				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	SSS has served the bulk of its participants through the main campus location. The program is currently investigating serving			

		concurrent students and has begun serving a small cohort of welding students. If/when additional programming is launched in Cherokee, SSS will resume serving students at that location.
	President's Goal(s):	N/A
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0
	Satisfactory Level Rationale:	



Labette Community College

Operational Plans

Core Value 2: Education for a Globally Connected World: Labette Community College promotes the 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.

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

ACADEMIC AFFAIRS		CORE VALUE 2		OUTCOME 2A	
Adult Education					
Objective 1	The Adult Education staff will work in concert with LCC faculty to provide rudimentary support for students’ additional help in language arts and mathematical skills.				
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion	Spring 2026				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	The Adult Education staff will work in concert with LCC faculty to provide rudimentary support for students’ additional help in language arts and mathematical skills.			
	President’s Goal(s):				
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	The staff completed the mathematical skills support with the Welding student in Fall 25. We are partnering with LCC’s Workforce Department and Workforce One to complete the Language Arts and Work Skills portion.			

PUBLIC RELATIONS	CORE VALUE 2			OUTCOME 2A
Objective 1	Continue to host Cardinal Connection, After Prom requests from local high schools, and Business Showcase in the Fall and Spring semesters.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	PR	Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Cardinal Connection helps organizations in the community & our students connect for resources and employment.		
	President's Goal(s):			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	All completed satisfactorily.		

STUDENT AFFAIRS		CORE VALUE 2		OUTCOME 2A	
Admissions-Student Life					
Objective 1		Create a Mentorship Program			
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		Fall 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	The mentorship program will allow area businesses and other educational partners to mentor current college students who are interested in their field, giving students someone to talk to, look up to, and ask questions			
	President’s Goal(s):	3. Implement activities to generate a sense of belongingness among employees and students. (As of AY26)			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0			
	Satisfactory Level Rationale:	While this was defined as a priority, implementation challenges prevented the program from meeting its intended objectives.			

Admissions				
Objective 1	Create an 8 th Grade Day Sporting Event			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	Spring 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Partnering with the Athletic Department to showcase the athletes in an event for local 8 th graders. Working with 8 th -grade counselors and getting students to campus to see the fun things that LCC offers.		
	President's Goal(s):	3. Implement activities to generate a sense of belonging among employees and students. (As of AY26)		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	The original goal was not met, but we did host three 8 th grade classes on campus, which provided meaningful outreach and engagement.		

Financial Aid				
Objective 1	Connect with high schools to help educate youth on the possibilities of continuing higher education goals. Also discuss the financial aid process to ensure community youth success.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	Fall 2025 to coincide with FAFSA launch date of 10/1			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Presenting to high school students about financial aid and higher education is a great way to improve collaboration with the surrounding communities.		
	President's Goal(s):	3. Implement activities to generate a sense of belonging among employees and students. (As of AY26)		
	Rating:	3		

Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Satisfactory Level Rationale:	We have visited a few schools in the area to discuss continuing education and financial aid. Our department doesn't have the opportunity to present when there is a high school senior day campus visit.
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Talent Search				
Objective 1	Create a college campus tour rotation schedule for our Talent Search participants.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$1,500	New Money Ongoing	\$
	Department Budget:	Grant Fund	Student Fees (New/Existing)	\$
Exp. Completion	Spring 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Create a college campus tour rotation schedule for our Talent Search middle and high school participants. To expose them to a variety of college choices not normally available to disadvantaged youth.		
	President's Goal(s):	3. Implement activities to generate a sense of belongingness among employees and students. (As of AY26)		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	After our federal grant-funded program was temporarily furloughed in September and then finding out that our program was ending at LCC, we did not move forward with creating a campus tour rotation schedule.		

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

STUDENT AFFAIRS		CORE VALUE 2		OUTCOME 2B	
Case Management					
Objective 1		Create a Wellbeing Micro-course in Canvas			
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		Spring 2026			
	Rating:	4			

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating Rationale:	An online course in Canvas for faculty, staff, and students to access information on resources in a centralized location. Include micro lessons on processes such as referral; how to recognize distress in individuals and when to act; healthy relationships; suicide prevention; and patterns of behavior/red flags for students experiencing financial distress. These topics can be expanded as needed. Monies would be used for training of Case Management personnel and/or materials such as books on appropriate topics.
	President's Goal(s):	1. Raise an active social awareness about human and cultural diversity in the world. (HLC 4 Year, 3B, pp. 17-18) (As of AY23)
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2
	Satisfactory Level Rationale:	Still in development.

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

ACADEMIC AFFAIRS		CORE VALUE 2		OUTCOME 2D
Psychology				
Objective 1	Students will complete a community service project to supplement learning objectives within Developmental Psychology.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	N/A	Student Fees (New/Existing)	\$
Exp. Completion	Ongoing			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Psychology Department partners with Student Government and TFI to gather/collect socks, underwear, and Pajamas for children in Foster Care within Labette County. The Psychology Department, along with Student Government, plans to partner with KVC each year to help collect needed items for children in foster care within Labette County. Psychology Department will partner with local nursing homes to deliver Christmas cards and engage in social activities. Activities teach empathy to the students for		

		Children in the Foster Care System. Helps to reinforce Maslow's Hierarchy of Needs and how important it is for basic needs to be met for one's psychological well-being. Also, helps students to give back to the community. Partnering with the local nursing homes helps students to have a greater understanding of when basic needs must be assisted to sustain a quality life. Participating in social activities helps to promote happiness for residents as well as engage students.
	President's Goal(s):	2D
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4
	Satisfactory Level Rationale:	The psychology department donated underwear to TFI for children in foster care. The psychology department, along with student government, collected 100 pairs of socks that were delivered along with handmade Christmas cards to the local nursing home.



Labette Community College

Operational Plans

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	
Academic Affairs					
Objective 1		Explore and research student learning assessment using Canvas (LMS) tied directly to course assignments.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	To improve upon the process of assessing student learning using a common system for reporting that removes duplicate human entry removes the increase for error and human entry.			
	President’s Goal(s):				
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3			
	Satisfactory Level Rationale:	The Academic Affairs Office explored how to implement student learning assessment in Canvas. Academic Affairs will need more time to create an implementation plan involving the IT Department.			

FINANCE & OPERATIONS		CORE VALUE 3		OUTCOME 3A
IT				
Objective 1	Deploy Canvas Outcome Measures			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Outcomes are important to ensure students are learning.		
	President’s Goal(s):	N/A		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Back-end configuration is complete. Outcomes still need to be set up to be assigned and tracked. Move Setup Outcomes to FY27		
Objective 2	Implemented Early Alerts (Retention)			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Early alerts will help identify struggling students to retain them.		
	President’s Goal(s):	N/A		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale: 0	Complete. Unsure if the students identified in Early Alerts were effectively maintained. Would need to work with Advising for success data.		
Objective 3	Implemented and trained a handful of users on Canvas Analytics			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
	Rating:	3		

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating Rationale:	Gives the ability to track a number of variables within the Canvas system.
	President's Goal(s):	N/A
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4
	Satisfactory Level Rationale: 0	Complete. Will need to assess the effectiveness.

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

ACADEMIC AFFAIRS		CORE VALUE 3		OUTCOME 3B	
Advising					
Objective 1	Hire and train an additional full-time advisor to support Health Science students.				
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$40000	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion	AY26				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	The addition of an advisor is essential to manage increased enrollment and data responsibilities, allowing the Director to focus on data analysis and strategies for student success.			
	President’s Goal(s):				
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	2			
	Satisfactory Level Rationale:	The advising center reevaluated how advisors are assigned to students. By using a model where students are assigned alphabetically, the responsibilities have been redistributed. Adding an advisor is still a long-term goal of the department.			

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
Academic Affairs				
Objective 1	Hold two forums with faculty to discuss Artificial Intelligence (AI) for collaboration on appropriate use.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	AI's growth within the academic arena has moved significantly. The Kansas Board of Regents is in the process of establishing a state committee to have discussions about AI regarding policy, procedures, uses, etc. These forums will allow administration and faculty to share information obtained from different disciplines to generate a procedure/process for AI in academia.		
	President's Goal(s):	3, (3) Explore or implement utilization of generative artificial intelligence to help support our students and employees.		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	While we've held no faculty-wide forums with all faculty (which I decided would be unwieldy), I've met with the President of the Faculty Senate as well as select faculty members. The project has also been discussed several times in the Distance Education Committee, which includes members of staff and faculty from a wide range of college disciplines. The result is the AI Best Practices document found on RedZone, as well as the college-wide AI Procedure that is in the final phase of being prepared for presentation to the Council. IT helped a lot with the project.		

Radiography				
Objective 1	Professional Development to maintain lifelong learning for accreditation status.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$4,000 (Perkins-Actual Cost \$1699.05)	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	(Attending on February 19-22, 2026) All arrangements have been made for Gale Brown to attend this conference in Atlanta, Georgia, on February 19-22nd, 2026, and the current preliminary cost for this individual to attend is \$1638.11. Upon returning from attending the conference, the final cost of the conference will be turned in to the Administration along with a professional development follow-up report.			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Attend a national educator seminar in Atlanta, GA, and attend the Kansas Society of Radiologic Technologists (KSRT) annual conference to maintain compliance with the JRC Standard Three Objective 3.5 for providing professional development opportunities for the Program Director and faculty.		
	President's Goal(s):			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Gale Brown attended the Atlanta Educator Conference and acquired sixteen professional continuing education credits that are required by our program's accreditation body, JRCERT, to maintain our program accreditation and her professional credentials. She participated in the JRCERT Standards revision business meeting and participated in revising the first draft of the 2031 JRCERT Standards revision. Since this meeting, Gale discussed the proposed Standard revisions, including the new ARRT curriculum, with committee members at the Radiologic Technology Program Advisory meeting on March 4, 2026. Due to a medical emergency, Gale Brown was unable to attend the Kansas Society of Radiologic Technologists		

		(KSRT) annual conference that was held on March 26-28th in Hays, Kansas.
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FINANCE AND OPERATIONS		CORE VALUE 3		OUTCOME 3C	
IT					
Objective 1		Conduct Canvas Pop-Up training.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:	SSS	Student Fees (New/Existing)	\$	
Exp. Completion		Fall 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	Canvas spotlight training is on topics provided by Faculty.			
	President’s Goal(s):				
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	Complete/Ongoing – IT has received positive feedback on the pop-ups that have been offered so far.			

PUBLIC RELATIONS		CORE VALUE 3		OUTCOME 3C
Objective 1	Participating in Leadership Labette			
Estimated Cost	Existing Money	\$	New Money One-Time	\$375
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	To develop leadership skills that will benefit LCC and our community.		
	President’s Goal(s):	N/A		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Completed		
Objective 2	Provide standard membership to a new internal organization platform, Monday.com.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$

	Grant Funded	\$	New Money Ongoing	\$1,500
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Would allow the PR department to better organize all working needs and increase efficiency in collaboration to satisfy PR service requests.		
	President's Goal(s):			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:			
	Satisfactory Level Rationale:	Chose to remain with Trello.		

STUDENT AFFAIRS		CORE VALUE 3		OUTCOME 3C	
Student Success Center – TRIO Student Support Services					
Objective 1		TRIO Student Support Services will provide annual opportunities for staff professional development in addition to those provided by LCC.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$4000	New Money Ongoing	\$	
	Department Budget:	SSS	Student Fees (New/Existing)	\$	
Exp. Completion		Fall 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	TRIO professionals will receive professional development specific to the student groups served by the grant (i.e., first-generation, low-income, and students with disabilities).			
	President’s Goal(s):				
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0			
	Satisfactory Level Rationale:				

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

ACADEMIC AFFAIRS		CORE VALUE 3		OUTCOME 3D	
Library					
Objective 1		Restructure staff and operating hours			
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:	4			
	Rating Rationale:	Staffing could be used more efficiently by moving a position from the evening hours, where classes are declining, to the regular operating hours.			
	President’s Goal(s):				
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	The changes have been made. Things are working well.			
Objective 2		Collaborate with the Facilities Department to remodel the library entry			
Estimated Cost	Existing Money	\$20,000	New Money One-Time	\$	
	Grant Funded	\$3,000	New Money Ongoing	\$	
	Department Budget:	71-0000-026-249	Student Fees (New/Existing)	\$	
Exp. Completion		June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	The noise level of the library could be reduced by reconfiguring and remodeling the entryway. In discussions with the Facilities Department, there have been some possible renovations that could be made. It will be determined by the library staff in conjunction with the Facilities Department which of those renovations to pursue, and it will be pursued. This project will also include moving the handicapped parking space to a more appropriate space.			
	President’s Goal(s):				

Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	1		
	Satisfactory Level Rationale:	This has been taken out of the FY26 budget. The library staff is still working on a plan to utilize grant funding that we have and that we can obtain to do some of the remodeling.		
Objective 3	Reconfigure shelving for the Game Collection			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	December 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	In an attempt to increase the foot traffic of students to the Library, the Library obtained, with grant funding, a game collection. The processed collection will need a permanent storage area. Shelving areas will be reconfigured, and an area will be determined for the area for the games. It is anticipated that there will be no need for funding, except for staff time for this project.		
	President's Goal(s):			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	The shelving has been determined.		
Objective 4	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:	0
	Satisfactory Level Rationale:	This project will be moved to a future Operational Plan.

Radiography				
Objective 1	Purchase a full-body X-ray phantom for the energized laboratory for students to practice radiography during their Simulation courses.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$40,000	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	May 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	This full-body X-ray phantom contains real human skeletal bones and soft tissue structures, which allows them to take real diagnostic images of a patient. Students will be able to simulate procedures in the energized laboratory under direct supervision before performing these exams in the clinical setting.		
	President's Goal(s):			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Equipment was purchased with Perkins money as well as Business and Industry money, and students are getting to work with this machine now, and it will be fully implemented into the curriculum by Fall 2026.		

FINANCE & OPERATIONS		CORE VALUE 3		OUTCOME 3D	
Facilities					
Objective 1		Student Success Center- Sidewalk Repair			
Estimated Cost	Existing Money	\$	New Money One-Time	\$15,000	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:	Deferred Maintenance	Student Fees (New/Existing)	\$	
Exp. Completion		June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	To improve the safety of student transportation			
	President’s Goal(s):	N/A			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:				
	Satisfactory Level Rationale:	Move to FY27			
Objective 2		HVAC for 1227 building			
Estimated Cost	Existing Money	\$	New Money One-Time	\$20,000	
	Grant Funded	\$	New Money Ongoing		
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	Equipment is old and in need of replacement			
	President’s Goal(s):	N/A			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	Complete. Mini-split has been installed			
Objective 3		Replace hot water tank in Zetmeir Bldg.			
Estimated Cost	Existing Money	\$13,000	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:	Facilities	Student Fees (New/Existing)	\$	
Exp. Completion		June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	Equipment is old and in need of replacement			

Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	Complete		
Objective 4	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 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	Equipment is old and in need of replacement		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Student Union Building Elevator has been repaired		
Objective 5	Replace the Variable Refrigerant Flow System on the first floor of the Zetmeir Building.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$567,424
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	July 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4		
	Rating Rationale:	We have had ongoing problems with the equipment, resulting in costly repairs and uncomfortable temperatures for students and staff. The second floor will be done in FY27		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4		
	Satisfactory Level Rationale:	Complete		

Public Relations				
Objective 1	Purchase Retractable Backdrops for the Photo Studio			
Estimated Cost	Existing Money	\$	New Money One-Time	\$1,500
	Grant Funded	\$	New Money Ongoing	\$

	Department Budget:	\$	Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	This will enhance the quality of our photos and make it easier for one employee to change the background.		
	President's Goal(s):	N/A		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0		
	Satisfactory Level Rationale:	These were not purchased due to some issues with hanging them in the studio.		

IT				
Objective 1	Research options for retraining LCC staff in Jenzabar			
Estimated Cost	Existing Money	\$	New Money One-Time	\$
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	\$	Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	With the large amount of turnover in recent years, the need for system retraining is needed to make sure we are utilizing our investments to their full potential.		
	President’s Goal(s):	N/A		
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	In process – working on a plan to do this as part of the J1 Training		
Objective 2	Migration of Exchange Email to Office 365			
Estimated Cost	Existing Money	\$	New Money One-Time	\$50,000
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:	State Student Success Initiative Funding	Student Fees (New/Existing)	\$
Exp. Completion	June 2026			
	Rating:	4		

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating Rationale:	Critical to improve cybersecurity and student success. 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.
	President's Goal(s):	
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4
	Satisfactory Level Rationale:	Complete

STUDENT AFFAIRS		CORE VALUE 3		OUTCOME 3D	
Athletics					
Objective 1		Tile the training room and official locker room floors.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$2,000	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		Spring 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	2			
	Rating Rationale:	Current floor is chipping and needs to be replaced.			
	President’s Goal(s):	N/A			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	0			
	Satisfactory Level Rationale:				
Objective 2		Purchase and install permanent signage for Athletic Complex			
Estimated Cost	Existing Money	\$	New Money One-Time	\$Unknown	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3			
	Rating Rationale:	Improved signage at the Athletic Complex is necessary for patron safety and to honor donors who financed its construction and renovation.			
	President’s Goal(s):	N/A			
	Rating:	0			

Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Satisfactory Level Rationale:	
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Labette Community College

Operational Plans

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.

FINANCE & OPERATIONS		CORE VALUE 4		OUTCOME 4A	
LCC – Campus-Wide					
Objective 1		Participate in the HLC Comprehensive Visit			
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	The HLC Comprehensive visit will be the primary focus and is of the highest importance.			
	President’s Goal(s):	N/A			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	Complete			

STUDENT AFFAIRS		CORE VALUE 4		OUTCOME 4C
Advising				
Objective 1	Implement 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	\$	New Money Ongoing	\$30000

	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	AY2026			
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 in 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.		
	President's Goal(s):			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3		
	Satisfactory Level Rationale:	The purchase of the J1 on the web and expansion of those products will meet this objective. We are still in the implementation stage but are moving forward.		

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

ACADEMIC AFFAIRS		CORE VALUE 4		OUTCOME 4C
Respiratory Care				
Objective 1	Purchase of specific promotional/recruitment material for use during HOSA, ESSDACK, and other career/college fairs attended by the Respiratory program.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$1,500
	Grant Funded	\$	New Money Ongoing	\$
	Department Budget:		Student Fees (New/Existing)	\$
Exp. Completion	April 2026 (FY26) Update: We are working on getting promotional material purchased at this time.			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	3		
	Rating Rationale:	Respiratory-specific promotional material will encourage new students to enroll in our respiratory program while still promoting LCC as a college. The material will provide potential students with the information to help them assess their interest and eligibility for our program. These would include: Stickers, Bags, New tablecloth, Lanyards, Stress “squeezers.” We would like these purchases in 2026 ASAP to start using them immediately.		

	President's Goal(s):	Core Value 3 & 5
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	N/A
	Satisfactory Level Rationale:	Still working on finding the best place to purchase

PUBLIC RELATIONS		CORE VALUE 4		OUTCOME 4C	
Objective 1		Update the Fact Card to show the transparency of funding, economic value, and success of LCC.			
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion		June 2026			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	Fact cards help tell the LCC story and gain support from the community.			
	President’s Goal(s):				
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:				
	Satisfactory Level Rationale:	Unsure. Director resigned.			
Objective 2		Develop an official, tangible LCC branding guidelines kit to be shared with faculty, staff, and community partners.			
Estimated Cost	Existing Money	\$	New Money OneTime	\$	
	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:	Improve the consistency of LCC branding throughout the community, therefore amplifying our external image and increasing efficiency when outsourcing a variety of products.			
	President’s Goal(s):				
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	Completed.			

Objective 3	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:			
	Satisfactory Level Rationale:	Discussed implementation; however, it was not completed by the time the PR Director resigned.		

Outcome 4D: Strengthen internal communication practices.

STUDENT AFFAIRS		CORE VALUE 4		OUTCOME 4D	
Financial Aid					
Objective 1	Work with departments across campus for a better understanding of the financial aid process and the importance of utilizing the tools in our software to ensure student success.				
Estimated Cost	Existing Money	\$	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:		Student Fees (New/Existing)	\$	
Exp. Completion	Fall 2025				
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	Students communicate with multiple departments across campus. It is imperative that everyone is on the same page to ensure students are guided accurately. We have tools in our current software that can be utilized to allow others in different departments to stay informed about student progress.			

	President's Goal(s):	2. Work to improve internal communication as a foundational element of institutional effectiveness.
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	3
	Satisfactory Level Rationale:	This is an ongoing process as regulations continue to change. We would love the opportunity to visit with other departments to help them understand our process.



Labette Community College

Operational Plans

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

FINANCE & OPERATIONS		CORE VALUE 5		OUTCOME 5C	
		Facilities			
Objective 1		Replace Annex Roof			
Estimated Cost	Existing Money	\$139,150	New Money One-Time	\$	
	Grant Funded	\$	New Money Ongoing	\$	
	Department Budget:	Facilities	Student Fees (New/Existing)	\$	
Exp. Completion		October 2025			
Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating:	4			
	Rating Rationale:	Necessary to prevent water damage to the building.			
	President’s Goal(s):	Goal 3			
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4			
	Satisfactory Level Rationale:	Complete			
Objective 2		Student Success Center Roof Repair			
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 2026			
	Rating:	4			

Objective Relevance to Outcome (4: Extremely Relevant 1: Slightly Relevant)	Rating Rationale:	To prevent further leakage and damage
	President's Goal(s):	Goal 3
Satisfactory level of objective completion (4: Extremely Effective 0: Not at all Effective)	Rating:	4
	Satisfactory Level Rationale:	Complete



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.

Assessment Committee:

1. The Assessment Committee reviewed and approved the Report of Student Learning for AY25. It was presented and approved by the Board.
2. The Assessment Committee reviewed and approved a new handbook for Co-curricular Reviews and Departmental Reviews.
3. The Assessment Committee reviewed the following Comprehensive Program Reviews:
 - Accounting
 - Business Administration
 - Chemistry
 - Exercise Science
 - Nursing
 - Pre-Pharmacy
 - Psychology
 - Radiography
 - Social Work
 - Sociology
4. The Assessment Committee reviewed the following Comprehensive Departmental Reviews:
 - Adult Education
 - Athletics

- President's Office
- Registrar

Caring Cardinal Committee (C3):

1. The members of the C3 Committee advise and suggest ways to improve existing college services and offer suggestions for new ones.

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 Committee:

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.
2. IT gives continual updates on the Canvas Spotlight Trainings.
3. The Distance Education Committee developed a new Online Handbook focused more on the new Canvas LMS and changing KBOR/HLC expectations for Distance Education. From this handbook came the new rubric, which will be used to review all new online courses developed by new instructors and to offer recommendations to experienced instructors that seek the committee's input on new online courses.

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.

Strategic Enrollment Management Steering Committee (SEM):

1. The SEM Steering Committee developed and adopted a revised Strategic Enrollment Management structure that aligns recruitment, enrollment, retention, and completion strategies through a single cross-functional committee focused on student success.

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

Caring Cardinal Committee (C3):

1. The C3 Committee offered various activities and constructed informational bulletin boards for various annual events for student participation and information.

Curriculum & Instruction Committee (C&I):

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

Distance Education Committee:

1. The Distance Ed Committee discussed the ongoing transition to the Canvas LMS, including technical fixes and new features.

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 its 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.
4. We had an active student representative this year who made suggestions for library services from a student's perspective and kept us informed on the requests of students. Because of her suggestion, we purchased an additional bean bag chair.

Strategic Enrollment Management Steering Committee (SEM):

1. SEM Steering Committee supported implementation of the Jenzabar Early Alert system to improve early identification of students experiencing academic and non-academic barriers and coordinate timely intervention.

2. SEM Steering Committee supported continued development of centralized academic advising and student support initiatives to improve coordination of student services and persistence.
- C. Make accessible a variety of services and programs that address learning needs.

Caring Cardinal Committee (C3):

1. The C3 Committee constructed a Neurodivergent Awareness bulletin board for student information.
2. The C3 Committee held a moment of silence at the flagpole for the Veterans.

Distance Education Committee:

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, including technical fixes and new features.

Strategic Enrollment Management Steering Committee (SEM):

1. The SEM Steering Committee recommended expansion of coordinated student support services through collaboration among Advising, Student Success, Enrollment Management, Academic Affairs, and Student Affairs.
- D. Use technology to expand opportunities for student learning and student services.

Distance Education Committee:

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.
2. The Distance Education Committee developed best practices guidelines for AI use in the classroom.
3. The Distance Education Committee is developing a campus-wide AI procedure to direct all aspects of college operations.

Strategic Enrollment Management Steering Committee (SEM):

1. SEM Steering Committee supported implementation of technology solutions, including Jenzabar Early Alert, Retention, Communications, and Workflow initiatives to improve student communication and service delivery.
- E. Provide quality programs and services at the main campus, the Cherokee Center, all extension sites, and online.

Caring Cardinal Committee (C3):

1. The C3 Committee created a Martin Luther King Day I Have a Dream bulletin board at the Cherokee Campus.

Distance Education Committee:

1. The Distance Education Committee developed a new Online Handbook focused more on the new Canvas LMS and changing KBOR/HLC expectations for Distance Education. From this handbook came 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 committee's 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.

Outcomes

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

Caring Cardinal Committee (C3):

1. The C3 Committee partnered with the SGA on the painting of pumpkins, the beverage bar, and Valentine's Day cards.

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.

Strategic Enrollment Management Steering Committee (SEM):

1. The SEM Steering Committee included representatives from Workforce Education, Academic Affairs, Student Affairs, Enrollment Management, Information Technology, Public Relations, and faculty to strengthen institution-wide collaboration supporting enrollment and student success.

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

Caring Cardinal Committee (C3):

1. The C3 Committee created bulletin boards honoring Martin Luther King Day, Black History, Indigenous Peoples, and Neurodiversity for student information.

Distance Education Committee:

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.

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

Distance Education Committee:

1. The Distance Education Committee developed best practices guidelines for AI use in the classroom.

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

Caring Cardinal Committee (C3):

1. Student athletes helped with the Campus Cleanup.
2. The C3 Committee donated candy for the Kids Fest.

- E. Offer a variety of online and on-ground courses at the main campus, the Cherokee Center, and all extension sites to 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:

Business Administration

- New 3-credit-hour course BUAD 220 Principles of Marketing was added.
- Revision of BUAD 220 Principles of Marketing. Course outcomes change aligns with the new outcomes adopted at the Fall 2025 KCOG meeting.

Communication

- Revision of COMM 106 Introduction to Mass Media. The course outcomes change aligns with the new outcomes adopted at the Fall 2025 KCOG meeting.

Criminal Justice

- Revision of CRIM 101 Introduction to Criminal Justice. Course outcomes change aligns with the new outcomes adopted at the Fall 2025 KCOG meeting.

Elementary Education

- Revision of EDUC 151 Children's Literature. Course outcomes change aligns with the new outcomes adopted at the Fall 2025 KCOG meeting.

Graphic Design Technology

- Revision of GRAP 102 Digital Photography. Revised course description.
- Revision of GRAP 118 Typography. Revised prerequisite. GRAP 107 Graphic Design Fundamentals will be the co-requisite because the courses are taught in the same semester.

Mathematics

- Revision of MATH 115 College Algebra. Revision of course description.

Nursing

- Revision of Nursing program. Revised program name to Associate Degree Nursing to align with program titles and KBOR Workforce program alignment.

Physical Education

- Revision of PED 105 Personal & Community Health. Course outcomes change aligns with the new outcomes adopted at the Fall 2025 KCOG meeting.

Physical Science

- Revision of PHYS 203 Engineering Physics I & Lab. Course outcomes change aligns with the new outcomes adopted at the Fall 2025 KCOG meeting.

Radiography

- Revision of Radiography program. Revised program name to Radiologic Technology to align with KBOR Workforce program titles.

Respiratory Care

- Revision of RESP 148 Respiratory Comprehensive Review. Revised course title to RTE Review 2.
- Revision of RESP 153 CRT Review. Revised course title to RTE Review 1.

Social Work

- Revision of SWK 101 Introduction to Social Work. Course outcomes change aligns with the new outcomes adopted at the Fall 2025 KCOG meeting.

Welding

- Revision of the Welding program. Revised program name to Welding Technology to align with KBOR Workforce program titles.
- Revision of WELD 130 Gas Tungsten Arc Welding. Revised course description to align with the KBOR Workforce program.
- Revision of WELD 140 Shielded Metal Arc Welding. Revised course description to align with the KBOR Workforce program.
- Revision of WELD 160 Gas Metal Arc Welding. Revised course description to align with the KBOR Workforce program.

Distance Education Committee:

1. Two new courses were added to the online repertoire: Business Law and Quantitative Reasoning.



Labette Community College

Committee Support of Core Values

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.

Outcomes

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.

Strategic Enrollment Management Steering Committee (SEM):

1. The SEM Steering Committee conducted a comprehensive review of institutional enrollment data, student success metrics, and existing enrollment practices to develop evidence-based recommendations for the College's Strategic Enrollment Management Plan.
- B. Offer and support professional development programs and opportunities to enhance faculty and staff effectiveness as facilitators of learning and strengthen leadership skills.

Distance Education Committee:

1. The Distance Education Committee is continually updated by IT regarding Canvas Spotlight Trainings.
2. The Distance Education Committee developed best practices guidelines for AI use in the classroom.
3. With the implementation of Canvas LMS, the Distance Education Committee has moved its online instructor training class from RedZone to Canvas using the Growing with Canvas training course.

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

Distance Education Committee:

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.
2. The Distance Education Committee is developing an institution-wide AI procedure to direct AI use in all aspects of the College operation.

Strategic Enrollment Management Steering Committee (SEM):

1. The SEM Steering Committee revised its organizational structure to improve coordination, reduce duplication of effort, and better align institutional resources toward strategic enrollment priorities.



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.

Outcomes

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

Strategic Enrollment Management Steering Committee (SEM):

1. The SEM Steering Committee established measurable enrollment management indicators and regularly reviewed institutional data to guide planning and assess progress toward strategic goals.
- B. Promote responsible stewardship of resources and public trust.

Distance Education Committee:

1. The Distance Education Committee is developing an institution-wide AI procedure to direct all aspects of the College's operation.
- C. Strengthen internal communication practices.

Strategic Enrollment Management Steering Committee (SEM):

1. SEM Steering Committee increased cross-functional communication by engaging representatives from academic and administrative divisions in coordinated enrollment planning and decision-making.



Labette Community College

Committee Support of Core Values

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.

Outcomes

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

Strategic Enrollment Management Steering Committee (SEM):

1. The SEM Steering Committee developed the College's Strategic Enrollment Management Plan, establishing institution-wide enrollment goals, measurable performance indicators, and coordinated strategies to support long-term institutional sustainability.