

2022-2027



STRATEGIC PLAN



LOUISIANA DELTA
COMMUNITY COLLEGE

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Navigating the 2022-2027 Strategic Plan:

The 2022-2027 strategic plan is comprised of three major sections:

Strategic Goals: The goal of the LDCC strategic plan is to establish central goals to serve as the focus of our institution during this current developmental period. Strategic goals are set as the focus in which objectives are created and plans are developed. Each goal is listed and described in the following documents.

Strategic Objectives: Strategic objectives are the primary goals that the strategic plan aims to place focus on. Meeting these objectives would prove the success of the overall strategic plan.

Initial Strategies: To meet the objectives of the strategic plan, identifying an initial strategy is vital. These strategies are built into the LDCC college-wide assessment processes under the Administrative Planning cycle. Each plan is given a specified administrative department for oversight during the 2023-2025 cycle. At the end of this cycle, the plans will be assessed, and revisions will be identified for initiation once the cycle has concluded to continue progress towards the goals and objectives of the strategic plan.

About the Strategic Plan

Start Here and Go Anywhere

Strategic planning initiatives are a vital part of community and technical colleges as they place focus of student relevancy and key stakeholders. Currently, higher education and workforce training require advanced and modern approaches to curriculum development and improvements that create successful students. In this case, strategic planning is the demonstration of clear and concise goals set by Louisiana Delta Community College to move the institution forward. The 2022-2027 Louisiana Delta Community College Strategic Plan is the result of collaboration among faculty, staff, students, business leaders, and industry partners that benefit from the success of our institution.

“If not us, who? If not now, when?” John F. Kennedy

- John F. Kennedy

This quote speaks to the fundamental values of Louisiana Delta Community College as we strive to make a real difference in the lives many in our region. It is our job as an institution to break down barriers that our students have and place them in a position to be successful. As an institution, our greatest asset is the people within. This strategic plan will empower our educators to lead in all aspects of education and this will ensure that our students are successful.

Louisiana Delta Community College’s target population includes students, employers, and the community. We provide training and educational opportunities to each region we serve. We have sites in Ouachita, Lincoln, Madison, Franklin, Caldwell, Morehouse, East Carroll, West Carroll, Jackson, Tensas and Union parishes with our main campus located in Monroe, LA. It is our institution’s goal to provide our region easy access to postsecondary education and workforce development. In these entities, we provide services to students enrolled in programs of study such as general education, health occupations, information technology, business occupations, manufacturing, transportation, human services, job training, and retraining. We strive to serve our community further by building relationships with business and industry partners to provide adult education opportunities and workforce training to our community. The wide variety of educational opportunities that we provide are implemented to vastly improve the quality of live in our region.



Randall Esters, EdD Chancellor,
Louisiana Delta
Community College

Randall Esters, EdD
Chancellor, Louisiana Delta Community College

Development of the Strategic Plan:

The process of strategic planning at Louisiana Delta Community College was initiated in the Spring of 2022 with the approval of guiding framework by the College Leadership Committee. This framework was established by a committee of stakeholders from diverse backgrounds, including representatives from all 8 of our LDCC campuses and various divisions who determined the vital goals of our institution.

Data was collected during the Spring 2022 semester through a total of 3 focus group sessions across the college. Focus group sessions were held at each LDCC campus, one each for students, faculty/staff and external stakeholders. The focus groups conducted a version of a SWOT analysis (strengths, weaknesses, opportunities, and threats). Data collected from the focus groups were thematically analyzed to establish a summary of key findings across the college. The strategic plan steering committee approved the findings and forwarded to the College Leadership Team for development into a formal strategic plan.

The Strategic Plan Steering Committee met throughout the Fall 2022 semester to formalize the strategic plan. Initially, goals and objectives related to the feedback of the focus groups were established. Following this, initial plans were developed to move forward with efforts to reach the goals and meet the objectives set. Lastly, the executive cabinet, the chancellor, and the College Council formally approved the strategic plan.

Execution of the Strategic Plan:

The responsibility of the institutions strategic plan is an endeavor that LDCC will accomplish by assigning specific goals of the plan to divisions/units through an Administrative Planning process. From this point, each division/unit is responsible for the development of plans that align with the objectives of the strategic plan. Outcomes will be assessed once the plans of implementation are conducted. Outcome evaluation will be used for reporting and continuous improvement. Evaluation of this plan will occur each academic year and the results are presented to the Executive Cabinet, and College Council.

Overview of Strategic Goals and Objectives:

GOAL 1: Student Success & Support	GOAL 2: Communication	GOAL 3: Effective Organizational Systems
<p>Objective 1.1&2: Increase the percentage of first-time in college, full-time, associate degree-seeking students...</p> <p>Objective 1.3: Increase the fall headcount enrollment...</p> <p>Objective 1.4: Increase the institutional statewide graduation rate...</p> <p>Objective 1.5: Increase the total number of 1-year Certificate completers...</p> <p>Objective 1.6: Increase the total number of Career and Technical Certificate completers...</p> <p>Objective 1.7: Increase the total number of Industry Based Credentials...</p> <p>Objective 1.8: Increase the total number of Diploma completers...</p> <p>Objective 1.9: Increase the total number of Associate completers...</p> <p>Objective 1.10: Increase the unduplicated number of Undergraduate (adult, 25 + yrs.) completers...</p> <p>Objective 1.11: Increase the unduplicated number of underrepresented minorities...</p>	<p>Objective 2.1: Improve internal communications between faculty, staff, students, and administration.</p> <p>Objective 2.2: Increase external communication with the community, prospective students, and outside stakeholders.</p>	<p>Objective 3.1: Improve the effectiveness of faculty and staff at LDCC.</p> <p>Objective 3.2: Improve effective use of physical, financial, and technological resources.</p>

Strategic Goals

Strategic planning is initiated with the establishment of overarching goals that provide a point of focus for the institution during this planning period. These goals are the ending point that the objectives created are aimed to achieve. The goals of the LDCC strategic plan are identified and explained below.

Goal 1: Student Success and Support

The mission of LDCC is to be committed to student achievement, academic excellence, lifelong learning, and the use of current technology. This strategic plan provides the commitment that our institution will ensure that students are successful and receive the support needed to reach their educational goals in a timely manner with equitable results.

Goal 2: Communication

It is the goal of this strategic plan to successfully ensure that LDCC provides effective internal and external communication for all stakeholders within the institution. This goal of the strategic plan outlines the commitment that LDCC has to increasing communication with faculty, staff, students, and community.

Goal 3: Effective Organizational Systems

Louisiana Delta Community College has aligned this strategic plan to show its' commitment ensuring effectiveness of the institution is maximized. LDCC will implement effective organizational systems, structures, and facilities to ensure maximum effectiveness of the college.

Goal: Student Success & Support

LDCC Objective 1.1: Increase the percentage of first-time in college, full-time, associate degree-seeking students retained to the second fall at the same institution of initial enrollment by 10 percentage points from the fall 2020 cohort (to fall 2021) baseline level of 48.2% to 58.2% by fall 2027 (retention of fall 2026 cohort).

LCTCS Objective 1.2: Increase the percentage of first-time in college, full-time, associate degree-seeking students retained to the second fall at the same institution of initial enrollment by 2 percentage points from the fall 2020 cohort (to fall 2021) baseline level of 48.5% to 50.5% by fall 2027 (retention of fall 2026 cohort).

LDCC Institutional Work Plan: Major Work Strand Choice 2.1- Advising Focus, 2.2 PLA Focus.

LDCC Institutional Work Plan: Major Work Strand Pathways 3.1 DFW Timeline, 3.2 NCAL.

LDCC Institutional Work Plan: Major Work Strand Milestones 4.1 Midterm Barriers, 4.2 IBCs/Exit Points/Employment Statistics.

Strategy J.1.1 Implement effective tutoring strategies, including more face-to-face tutoring by 10% from the baseline of 146 tutoring sessions in the 2020-2021 academic year.

Strategy H.1.1: Identify and assist at-risk students early in the semester.

Strategy O.1.1: Improve the communication pipeline for students as they navigate between departments (enrollment services, financial aid, student services).

Strategy K.1.1: Implement improved website design to ensure that the site is informative and easy to navigate for stakeholders, therefore increasing traffic to the website and search rankings of the website.

Performance Indicators:

Output: Number of students enrolled in LDCC in Board of Regents Statewide Student Profile System (SSPS).

Outcome: Percent change in the number of students enrolled in LDCC.

LDCC Objective 1.2: Increase the percentage of first-time in college, full-time, degree-seeking students retained from the fall to the spring semester at the same Louisiana Technical College campus of initial enrollment by 8 percentage points from the fall 2021 cohort (to spring AY 2021-22) baseline level of 75.7% to 83.7% by spring 2028 (retention of fall 2027 cohort to spring AY 2027-28).

LCTCS Objective 1.3 Increase the percentage of first-time in college, full-time, degree-seeking students retained from the fall to the spring semester at the same institution of initial enrollment by 2 percentage points from the fall 2021 cohort (to spring 2022) baseline level of 54.2% to 57.2% by fall 2027 (retention of fall 2028 cohort).

LDCC Institutional Work Plan: Major Work Strand Choice 2.1- Advising Focus, 2.2 PLA Focus.

LDCC Institutional Work Plan: Major Work Strand Pathways 3.1 DFW Timeline, 3.2 NCAL.

LDCC Institutional Work Plan: Major Work Strand Milestones 4.1 Midterm Barriers, 4.2 IBCs/Exit Points/Employment Statistics.

Strategy J.1.2 Implement effective tutoring strategies, including more face-to-face tutoring by 10% from the baseline of 146 tutoring sessions in the 2020-2021 academic year.

Strategy H.1.2: Identify and assist at-risk students early in the semester.

Strategy O.1.2: Improve the communication pipeline for students as they navigate between departments (enrollment services, financial aid, student services).

Strategy K.1.2: Implement improved website design to ensure that the site is informative and easy to navigate for

stakeholders, therefore increasing traffic to the website and search rankings of the website.

Performance Indicators:

Output: Percentage of first-time, full-time, degree-seeking freshmen retained to the spring semester at the same institution.

Outcome: Percentage point change in the percentage of first-time, full-time, degree-seeking freshmen retained to the second year at the same institution.

LDCC Objective 1.3: Increase the fall headcount enrollment by 10% from the baseline level of 3,956 in fall 2021 to 4,352 by fall 2027.
LCTCS Objective 1.1: Increase the fall headcount enrollment by 5% from the baseline level of 52,283 in fall 2021 to 54,897 by fall 2027.
LDCC Institutional Work Plan: Major Work Strand Institutional 1.1 MOU Agreements, 1.2 Institutional Advisory Meetings, 1.3 Diversity/ Equity Opportunities.
LDCC Institutional Work Plan: Major Work Strand Engagement 5.3 Strategic Planning/SEM.

Strategy E.1.3: Ensure that LDCC has an effective presence within the local community.

Strategy D.1.3: Enhance awareness of the program opportunities available at LDCC.

Strategy L.1.3: Implement multiple forms of communication with the community.

Strategy K.1.3: Implement improved website design to ensure that the site is informative and easy to navigate for stakeholders, therefore increasing traffic to the website and search rankings of the website.

Performance Indicators:

Output: Number of students enrolled in LDCC in Board of Regents Statewide Student Profile System (SSPS).

Outcome: Percent change in the number of students enrolled in LDCC.

LDCC Objective 1.4: Increase the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") from the baseline rate (fall 2018 cohort for all institutions) of 18% to 25% by AY 2027-2028 (fall 2023 cohort).
LCTCS Objective 1.4: Increase the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") from the baseline rate (fall 2018 cohort for all institutions) of 26.7% to 28% by fall 2027 (fall 2023 cohort).
LDCC Institutional Work Plan: Major Work Strand Institutional 1.1 MOU Agreements, 1.3 Diversity/ Equity Opportunities.
LDCC Institutional Work Plan: Major Work Strand Choice 2.1- Advising Focus, 2.2 PLA Focus.
LDCC Institutional Work Plan: Major Work Strand Pathways 3.1 DFW Timeline, 3.2 NCAL.
LDCC Institutional Work Plan: Major Work Strand Milestones 4.1 Midterm Barriers, 4.2 IBCs/Exit Points/Employment Statistics.
LDCC Institutional Work Plan: Major Work Strand Engagement 5.3 Strategic Planning/SEM.

Strategy Q.1.4: Increase the number of credentials students are earning.

Strategy A.1.4: Advance the institution wide retention rate using measures such as fall to fall retention and fall to spring retention rates.

Strategy P.1.4: Increase retention for all students across demographics through increased services and support.

Strategy C.1.4: Decrease time to degree completion rates for students.

Strategy J.1.4: Implement effective tutoring strategies, including more face-to-face tutoring by 10% from the baseline of 146 tutoring sessions in the 2020-2021 academic year.

Strategy H.1.4: Identify and assist at-risk students early in the semester.

Strategy O.1.4: Improve the communication pipeline for students as they navigate between departments (enrollment services, financial aid, student services).

Strategy K.1.4: Implement improved website design to ensure that the site is informative and easy to navigate for stakeholders, therefore increasing traffic to the website and search rankings of the website.

Performance Indicators:

Output: Percentage of students identified in a first-time, full-time, degree-seeking cohort, graduating within three years from public postsecondary education.

Outcome: Number of students identified in a first-time, full-time, degree-seeking cohort, graduating within three years from public postsecondary education.

LDCC Objective 1.5: Increase the total number of 1-year Certificate completers in a given academic year from the baseline year number of 355 in 2020-21 to 500 in AY 2027-28. Students may only be counted once per award level.

LCTCS Objective II: 2.2.1 Increase the total number of 1 year Certificate completers for all award levels in a given academic year from the baseline year number of 6,713 in 2020-2021 to 6,848 in AY 2027-2028. Students may only be counted once per award level.

LDCC Institutional Work Plan: Major Work Strand Institutional 1.3 Diversity/ Equity Opportunities.

LDCC Institutional Work Plan: Major Work Strand Choice 2.1- Advising Focus, 2.2 PLA Focus.

LDCC Institutional Work Plan: Major Work Strand Pathways 3.1 DFW Timeline, 3.2 NCAL.

LDCC Institutional Work Plan: Major Work Strand Milestones 4.1 Midterm Barriers, 4.2 IBCs/Exit Points/Employment Statistics.

LDCC Institutional Work Plan: Major Work Strand Engagement 5.3 Strategic Planning/SEM.

Strategy Q.1.5: Increase the number of credentials students are earning.

Strategy A.1.5: Advance the institution wide retention rate using measures such as fall to fall retention and fall to spring retention rates.

Strategy P.1.5: Increase retention for all students across demographics through increased services and support.

Strategy C.1.5: Decrease time to degree completion rates for students.

Strategy J.1.5: Implement effective tutoring strategies, including more face-to-face tutoring by 10% from the baseline of 146 tutoring sessions in the 2020-2021 academic year.

Strategy H.1.5: Identify and assist at-risk students early in the semester.

Strategy O.1.5: Improve the communication pipeline for students as they navigate between departments (enrollment services, financial aid, student services).

Strategy K.1.5: Implement improved website design to ensure that the site is informative and easy to navigate for stakeholders, therefore increasing traffic to the website and search rankings of the website.

Strategy R.1.5: Maintain a high rate of students who are work ready upon completing college course work from a baseline of 2,076 in 2021.

Performance Indicators:

Output: Total number of completers for this award level.

Outcome: Percent change in the number of completers from the baseline year.

LDCC Objective 1.6: Increase the total number of Career and Technical Certificate completers in a given academic year from the baseline year number of 230 in 2020-21 to 350 in AY 2027-28. Students may only be counted once per award level.

LCTCS Objective II: 2.2.2 Increase the total number of Career and Technical Certificate completers in a given academic year from the baseline year number of 2,807 in 2020-2021 to 2,863 in academic year 2027-2028. Students may be counted once per award level.

LDCC Institutional Work Plan: Major Work Strand Institutional 1.3 Diversity/ Equity Opportunities.

LDCC Institutional Work Plan: Major Work Strand Choice 2.1- Advising Focus, 2.2 PLA Focus.

LDCC Institutional Work Plan: Major Work Strand Pathways 3.1 DFW Timeline, 3.2 NCAL.

LDCC Institutional Work Plan: Major Work Strand Milestones 4.1 Midterm Barriers, 4.2 IBCs/Exit Points/Employment Statistics.

LDCC Institutional Work Plan: Major Work Strand Engagement 5.3 Strategic Planning/SEM.

Strategy Q.1.6: Increase the number of credentials students are earning.

Strategy A.1.6: Advance the institution wide retention rate using measures such as fall to fall retention and fall to spring retention rates.

Strategy P.1.6: Increase retention for all students across demographics through increased services and support.

Strategy C.1.6: Decrease time to degree completion rates for students.

Strategy J.1.6: Implement effective tutoring strategies, including more face-to-face tutoring by 10% from the baseline of 146 tutoring sessions in the 2020-2021 academic year.

Strategy H.1.6: Identify and assist at-risk students early in the semester.

Strategy O.1.6: Improve the communication pipeline for students as they navigate between departments (enrollment services, financial aid, student services).

Strategy K.1.6: Implement improved website design to ensure that the site is informative and easy to navigate for stakeholders, therefore increasing traffic to the website and search rankings of the website.

Strategy R.1.6: Maintain a high rate of students who are work ready upon completing college course work from a baseline of 2,076 in 2021.

Performance Indicators:

Output: Total number of completers for this award level.

Outcome: Percent change in the number of completers from the baseline year.

LDCC Objective 1.7: Increase the total number of Industry Based Credential (IBC) completers in a given academic year from the baseline year number of 2,076 in 2020-21 to 5,000 in AY 2027-28. Students may only be counted once per award level.

LDCC Institutional Work Plan: Major Work Strand Institutional 1.3 Diversity/ Equity Opportunities.

LDCC Institutional Work Plan: Major Work Strand Choice 2.1- Advising Focus, 2.2 PLA Focus.

LDCC Institutional Work Plan: Major Work Strand Pathways 3.1 DFW Timeline, 3.2 NCAL.

LDCC Institutional Work Plan: Major Work Strand Milestones 4.1 Midterm Barriers, 4.2 IBCs/Exit Points/Employment Statistics.

LDCC Institutional Work Plan: Major Work Strand Engagement 5.3 Strategic Planning/SEM.

Strategy Q.1.7: Increase the number of credentials students are earning.

Strategy A.1.7: Advance the institution wide retention rate using measures such as fall to fall retention and fall to spring retention rates.

Strategy P.1.7: Increase retention for all students across demographics through increased services and support.

Strategy C.1.7: Decrease time to degree completion rates for students.

Strategy J.1.7: Implement effective tutoring strategies, including more face-to-face tutoring by 10% from the baseline of 146 tutoring sessions in the 2020-2021 academic year.

Strategy H.1.7: Identify and assist at-risk students early in the semester.

Strategy O.1.7: Improve the communication pipeline for students as they navigate between departments (enrollment services, financial aid, student services).

Strategy K.1.7: Implement improved website design to ensure that the site is informative and easy to navigate for stakeholders, therefore increasing traffic to the website and search rankings of the website.

Strategy R.1.7: Maintain a high rate of students who are work ready upon completing college course work from a baseline of 2,076 in 2021.

Performance Indicators:

Output: Total number of completers for this award level.

Outcome: Percent change in the number of completers from the baseline year.

<p>LDCC Objective 1.8: Increase the total number of Diploma completers in a given academic year from the baseline year number of 287 in 2020-21 to 350 in AY 2027-28.</p>
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<p>LCTCS Objective II: 2.2.3 Increase the total number of Diploma completers in a given academic year from the baseline year number of 2,610 to 2,662 in academic year 2027-2028. Students may be counted once per award level.</p>
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<p>LDCC Institutional Work Plan: Major Work Strand Institutional 1.3 Diversity/ Equity Opportunities.</p>
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<p>LDCC Institutional Work Plan: Major Work Strand Choice 2.1- Advising Focus, 2.2 PLA Focus.</p>
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<p>LDCC Institutional Work Plan: Major Work Strand Pathways 3.1 DFW Timeline, 3.2 NCAL.</p>
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<p>LDCC Institutional Work Plan: Major Work Strand Milestones 4.1 Midterm Barriers, 4.2 IBCs/Exit Points/Employment Statistics.</p>
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<p>LDCC Institutional Work Plan: Major Work Strand Engagement 5.3 Strategic Planning/SEM.</p>
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Strategy Q.1.8: Increase the number of credentials students are earning.

Strategy A.1.8: Advance the institution wide retention rate using measures such as fall to fall retention and fall to spring retention rates.

Strategy P.1.8: Increase retention for all students across demographics through increased services and support.

Strategy C.1.8: Decrease time to degree completion rates for students.

Strategy J.1.8: Implement effective tutoring strategies, including more face-to-face tutoring by 10% from the baseline of 146 tutoring sessions in the 2020-2021 academic year.

Strategy H.1.8: Identify and assist at-risk students early in the semester.

Strategy O.1.8: Improve the communication pipeline for students as they navigate between departments (enrollment services, financial aid, student services).

Strategy K.1.8: Implement improved website design to ensure that the site is informative and easy to navigate for stakeholders, therefore increasing traffic to the website and search rankings of the website.

Strategy R.1.8: Maintain a high rate of students who are work ready upon completing college course work from a baseline of 2,076 in 2021.

Performance Indicators:

Output: Total number of completers for this award level.

Outcome: Percent change in the number of completers from the baseline year.

LDCC Objective 1.9: Increase the total number of Associate completers in a given academic year from the baseline year number of 225 in 2020-21 to 350 in AY 2027-28.

LCTCS Objective II: 2.2.4 Increase the total number of Associate completers in a given academic year from the baseline year number of 4,489 in 2020-2021 to 4,579 in AY 2027-2028. Students may only be counted once per award level.

LDCC Institutional Work Plan: Major Work Strand Institutional 1.3 Diversity/ Equity Opportunities.
LDCC Institutional Work Plan: Major Work Strand Choice 2.1- Advising Focus, 2.2 PLA Focus.
LDCC Institutional Work Plan: Major Work Strand Pathways 3.1 DFW Timeline, 3.2 NCAL.
LDCC Institutional Work Plan: Major Work Strand Milestones 4.1 Midterm Barriers, 4.2 IBCs/Exit Points/Employment Statistics.
LDCC Institutional Work Plan: Major Work Strand Engagement 5.3 Strategic Planning/SEM.

Strategy Q.1.9: Increase the number of credentials students are earning.

Strategy A.1.9: Advance the institution wide retention rate using measures such as fall to fall retention and fall to spring retention rates.

Strategy P.1.9: Increase retention for all students across demographics through increased services and support.

Strategy C.1.9: Decrease time to degree completion rates for students.

Strategy J.1.9: Implement effective tutoring strategies, including more face-to-face tutoring by 10% from the baseline of 146 tutoring sessions in the 2020-2021 academic year.

Strategy H.1.9: Identify and assist at-risk students early in the semester.

Strategy O.1.9: Improve the communication pipeline for students as they navigate between departments (enrollment services, financial aid, student services).

Strategy K.1.9: Implement improved website design to ensure that the site is informative and easy to navigate for stakeholders, therefore increasing traffic to the website and search rankings of the website.

Strategy R.1.9: Maintain a high rate of students who are work ready upon completing college course work from a baseline of 2,076 in 2021.

Performance Indicators:

Output: Total number of completers for this award level.

Outcome: Percent change in the number of completers from the baseline year.

LDCC Objective 1.10: Increase the unduplicated number of Undergraduate (adult, 25 + yrs.) completers in a given academic year from the baseline year number of 376 in 2020-21 to 500 in AY 2027-28.

LCTCS Objective III.1: Increase the number of Undergraduate (adult 25+ years) completers in a given academic year from the baseline year number of 5,962 in 2020-2021 to 6,082 in academic year 2027-2028.

LDCC Institutional Work Plan: Major Work Strand Institutional 1.3 Diversity/ Equity Opportunities.
LDCC Institutional Work Plan: Major Work Strand Choice 2.1- Advising Focus, 2.2 PLA Focus.
LDCC Institutional Work Plan: Major Work Strand Pathways 3.1 DFW Timeline, 3.2 NCAL.
LDCC Institutional Work Plan: Major Work Strand Milestones 4.1 Midterm Barriers, 4.2 IBCs/Exit Points/Employment Statistics.
LDCC Institutional Work Plan: Major Work Strand Engagement 5.3 Strategic Planning/SEM.

Strategy Q.1.10: Increase the number of credentials students are earning.

Strategy A.1.10: Advance the institution wide retention rate using measures such as fall to fall retention and fall to spring retention rates.

Strategy P.1.10: Increase retention for all students across demographics through increased services and support.

Strategy C.1.10: Decrease time to degree completion rates for students.

Strategy J.1.10: Implement effective tutoring strategies, including more face-to-face tutoring by 10% from the baseline of 146 tutoring sessions in the 2020-2021 academic year.

Strategy H.1.10: Identify and assist at-risk students early in the semester.

Strategy O.1.10: Improve the communication pipeline for students as they navigate between departments (enrollment services, financial aid, student services).

Strategy K.1.10: Implement improved website design to ensure that the site is informative and easy to navigate for stakeholders, therefore increasing traffic to the website and search rankings of the website.

Strategy R.1.10: Maintain a high rate of students who are work ready upon completing college course work from a baseline of 2,076 in 2021.

Performance Indicators:

Output: Total number of completers for this award level.

Outcome: Percent change in the number of completers from the baseline year.

LDCC Objective 1.11: Increase the unduplicated number of underrepresented minorities (all races other than white, Asian, non-residents & unknown/not reported) completers in a given academic year from the baseline year number of 236 in 2020-21 to 350 in AY 2027-28.

LCTCS Objective III.2 Increase the unduplicated number of underrepresented minorities (all races other than white, Asian, non-residents and unknown/not reported) completers in a given academic year from the baseline year number of 5,546 in 2020-2021 to 5,657 in academic year 2027-2028.

LDCC Institutional Work Plan: Major Work Strand Institutional 1.3 Diversity/ Equity Opportunities.

LDCC Institutional Work Plan: Major Work Strand Choice 2.1- Advising Focus, 2.2 PLA Focus.

LDCC Institutional Work Plan: Major Work Strand Pathways 3.1 DFW Timeline, 3.2 NCAL.

LDCC Institutional Work Plan: Major Work Strand Milestones 4.1 Midterm Barriers, 4.2 IBCs/Exit Points/Employment Statistics.

LDCC Institutional Work Plan: Major Work Strand Engagement 5.3 Strategic Planning/SEM.

Strategy P.1.11: Increase retention for all students across demographics through increased services and support.

Strategy O.1.11: Improve the communication pipeline for students as they navigate between departments (enrollment services, financial aid, student services).

Strategy H.1.11: Identify and assist at-risk students early in the semester.

Strategy J.1.11: Implement effective tutoring strategies, including more face-to-face tutoring by 10% from the baseline of 146 tutoring sessions in the 2020-2021 academic year.

Strategy B.1.11: Close equity gaps for underrepresented populations including nontraditional students and minority populations.

Strategy N.1.11: Improve instructional programs with an emphasis on equity and inclusion.

Performance Indicators:

Output: Total number of completers for this award level.

Outcome: Percent change in the number of completers from the baseline year.

Goal: Communication

LDCC Objective 2.1: Improve internal communications between faculty, staff, students, and administration.

LDCC Institutional Work Plan: Major Work Strand Institutional 1.3 Diversity/ Equity Opportunities.

LDCC Institutional Work Plan: Major Work Strand Choice 2.1- Advising Focus

LDCC Institutional Work Plan: Major Work Strand Engagement 5.2 Professional Development, 5.3 Strategic Planning/SEM, & 5.4 Committee Structure.

Strategy I.2.1: Implement a directory of professional headshots for all faculty and staff to personalize the student experience.

Strategy T.2.1: Provide opportunities for students to have a voice within the college by implementing student feedback surveys on the institution's performance.

Strategy K.2.1: Implement improved website design to ensure that the site is informative and easy to navigate for stakeholders, therefore increasing traffic to the website and search rankings of the website.

Strategy G.2.1: Focus on increased communication and collaboration within and across the college and departments through targeted campus meetings and professional developments specific to faculty and staff.

Performance Indicators:

Output: Total number of touchpoints between LDCC and internal stakeholders.

Outcome: Percent change in the total number of touchpoints between LDCC and internal stakeholders.

LDCC Objective 2.2: Increase external communication with the community, prospective students, and outside stakeholders.

LDCC Institutional Work Plan: Major Work Strand Institutional 1.1 MOU Agreements, 1.2 Institutional Advisory Meetings, 1.3 Diversity/ Equity Opportunities.

LDCC Institutional Work Plan: Major Work Strand Engagement 5.1- Recruitment

Strategy D.2.2: Enhance awareness through multiple forms of communication with the community of the program opportunities available at LDCC.

Strategy K.2.2: Implement improved website design to ensure that the site is informative and easy to navigate for stakeholders, therefore increasing traffic to the website and search rankings of the website.

Performance Indicators:

Output: Total number of touchpoints between LDCC and external stakeholders.

Outcome: Percent change in the total number of touchpoints between LDCC and external stakeholders.

Goal: Effective Organizational Systems

LDCC Objective 3.1: Improve the effectiveness of faculty and staff at LDCC.

LDCC Institutional Work Plan: Major Work Strand Institutional 1.3 Diversity/ Equity Opportunities.

LDCC Institutional Work Plan: Major Work Strand Choice 2.1- Advising Focus

LDCC Institutional Work Plan: Major Work Strand Engagement 5.2 Professional Development, 5.3 Strategic Planning/SEM, & 5.4 Committee Structure.

Strategy G.3.1: Focus on increased communication and collaboration within and across the college and departments through targeted campus meetings and professional developments specific to faculty and staff.

Performance Indicators:

Output: Total number professional development opportunities offered to LDCC faculty and staff.

Outcome: Percent change in the total number of professional development opportunities offered to LDCC faculty and staff.

LDCC Objective 3.2: Improve effective use of physical, financial, and technological resources.

LDCC Institutional Work Plan: Major Work Strand Choice 2.1- Advising Focus

LDCC Institutional Work Plan: Major Work Strand Engagement 5.2 Professional Development, 5.3 Strategic Planning/SEM, & 5.4 Committee Structure.

Strategy M.3.2: Implement the use of advanced technologies to streamline administrative processes and improve efficiency.

Strategy S.3.2: Maintain and update physical locations.

Strategy F.3.2: Ensure that there are proper and effective documentation procedures of the physical state of all facilities and space owned by LDCC.

Performance Indicators:

Output: Total number

Outcome: Percent change

Acknowledgements

Strategic Plan Steering Committee Members:

- Dani Walker, Director of Institutional Effectiveness and Accreditation (Chair)
- Gwenn Hall, Registrar, Dean of Students, Support Subgroup
- Kelsey Vallee, Director of Adult Education, Effective Organizational Systems and Structures Subgroup.
- Nascha James, Front Desk Manager of Bursar's Office, Student Success and Support Subgroup
- Shelley Johnston, Director of Student Accounts, Communication Subgroup
- Karen Tolar, Assistant Professor, Effective Organizational Systems and Structures Subgroup.
- Allison Gault, Professor, Student Success and Support Subgroup
- Whitney Smith, Campus Coordinator Financial Aid Advisor, Communication Subgroup
- Julia Toliver, Campus Coordinator, Effective Organizational Systems and Structures Subgroup.
- Deanne Kiper, Campus Director, Effective Organizational Systems and Structures Subgroup.
- Antonio Hearn, Campus Director, Student Success and Support Subgroup
- Penny Warner, Assistant Professor of Computer Information Systems, Communication Subgroup
- Johanna Sanders, Accountant, Effective Organizational Systems and Structures Subgroup.
- Roman McKinney, Student Navigator, Student Success and Support Subgroup
- Hannah Rahn, Dual Enrollment Coordinator, Student Success and Support Subgroup
- Jodie Cooper, Enrollment Services Specialist, Communication Subgroup
- Darian Atkins, Executive Director of Communications and Public Relations, Effective Organizational Systems and Structures Subgroup.
- Megan Jackson, Financial Aid Advisor, Student Success and Support Subgroup
- Amanda Gill, Director of Grants, Communication Subgroup
- Kendra Hough, Executive Director of Human Resources, Effective Organizational Systems and Structures Subgroup.
- Rock Frost, Instructor of Diesel-Powered Equipment Technology, Communication Subgroup
- Gerald Sepulvado, Instructor of Construction Trades Electrician, Effective Organizational Systems and Structures Subgroup.
- Frank Bennett, Director of Institutional Advancement and Alumni Relations
- Mary Watkins, Front Desk Manager, Communication Subgroup
- Austin Hoggatt, Director of Institutional Research & Assessment, Communication Subgroup
- Harold Eggert, Instructor of English, Student Success and Support Subgroup
- Norman Harris, Instructor of Behavioral and Social Sciences and Criminal Justice, Communication Subgroup
- Chresancio Jackson, Division Chair Liberal Arts and English, Effective Organizational Systems and Structures Subgroup.
- Sharon Bowman, Associate Professor English and online learning coordinator, Communication Subgroup
- Amelia Brister, Director of Library Services, Student Success and Support Subgroup
- Bobby Graham, Director of Facilities, Effective Organizational Systems and Structures Subgroup.
- Claire Shepard, Associate Professor of Math and Science, Communication Subgroup
- Debra Jackson, Associate Professor of Math and Science and Faculty Senate Co-Chair, Student Success and Support Subgroup
- Tamara Young, Instructor of Math and Science, Effective Organizational Systems and Structures Subgroup.
- Benn Scott, Instructor of Math and Science, Student Success and Support Subgroup

- Misty Moore, Instructor of Allied Health, Effective Organizational Systems and Structures Subgroup.
- Tracie Carroll, Instructor and Faculty Senate Co-Chair, Student Success and Support Subgroup
- Almalesha Anderson, Instructor of Allied Health, Communication Subgroup
- Geneva Johnson, Heavy Equipment Coordinator, Effective Organizational Systems and Structures Subgroup.
- Greg Studer, Workforce Coordinator for Heavy Equipment and CDL, Student Success and Support Subgroup

College Council:

- Randall Esters, Chancellor
- Wendi Tostenson, Vice Chancellor of Education and Student Services
- Naomi Mitchell, Vice Chancellor Finance and Administration
- Frank Boone, Dean of Instruction
- Danita Potter, Dean of Nursing and Allied Health
- Gwenn Hall, Interim Dean of Students
- Scott Cox, Campus Director Tallulah and Lake Providence
- Nathan Hall, Campus Director West Monroe
- Antonio Hearn, Campus Director Bastrop
- DeAnne Kiper, Campus Director Winnsboro
- Darian Atkins, Executive Director of Public Relations
- Kendra Clement, Executive Director of Human Resources
- Grace Ruiz, Campus Director Ruston and Jonesboro
- Frank Bennett, Director of Institutional Advancement
- Annie Breedlove, Director of IT
- Amelia Brister, Director of Library and Learning Resources
- Kimberly Bruce, Director of Financial Aid
- Robert Graham, Director Facilities
- Austin Hoggatt, Director of Institutional Research and Assessment
- Shelley Johnston, Executive Director of Student Financial Services
- Amanda Gill, Perkins and General Grants Manager
- Alvina Thomas, Dean of Student Services/Title IX Coordinator
- Dani Walker, Director of Institutional Effectiveness and Accreditation
- Tracie Carroll, Faculty Senate Co-Chair
- Debra Jackson, Faculty Senate Co-Chair
- Chresancio Jackson, Division Chair for Liberal Arts
- Ryan Pierce, Division Chair for Business Technology
- Charles Stephenson, Division Chair of Industrial Technology
- Connie Carr, Assistant to Chancellor

College Executive Cabinet:

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- Dani Walker, Director of Institutional Effectiveness and Accreditation
- Debra Jackson, Faculty Senate Co-Chair
- Connie Carr, Assistant to Chancellor

LDCC MISSION, VISION, AND PHILOSOPHY:

Mission: Louisiana Delta Community College, an open-admission, comprehensive community college, provides the citizens of northeast Louisiana with affordable and accessible high-quality educational programs, services, and modern workforce training. Supported by the Louisiana Community and Technical College System, a dedicated faculty and staff fulfill this mission through their commitment to student achievement, academic excellence, lifelong learning, and the use of current technology.

Vision: Louisiana Delta Community College ensures that students can start here and go anywhere.

Philosophy: Louisiana Delta Community College maintains an educational environment that promotes integrity and critical inquiry in students, encourages the achievement of students' full potential, fostering within them a keen desire for lifelong learning in an intellectually stimulating atmosphere.

