



Mission

The College of Lake County is a comprehensive community college committed to equitable high-quality education, cultural enrichment and partnerships to advance the diverse communities it serves.

Vision

The College of Lake County is a leader in providing innovative education and workforce solutions.

Values

Purpose • Integrity • Excellence • Inclusion • Unity • Compassion

FY2020-FY2024 Strategic Plan

Strategic Pillar 1: Access & Success for Students

Definition: Facilitate learning through a student-ready systemic design framework focused on creating an ideal and equitable student experience. Intentionally design curriculum to provide clear paths for all student entry points and a seamless transition to transfer or career.

Key Idea	Strategy
Lancer Success Framework	Build the Lancer Success Framework,* an integrated seamless experience for every student beginning with the first point of contact and continuing through the student’s exploration, planning for success, experiential learning, academic progress, timely completion and transition to the workforce or university
Integration of CLC Student Success Definition	Integrate the elements of the CLC student success definition** throughout the student experience
Student Momentum	Evaluate policies and processes that drive momentum for student success
Affordability	Improve affordability for students by reducing the time to complete a credential, creating cost efficiencies and developing resources to support success
Flexibility	Increase online, flexible and accelerated delivery methods to increase access and learning options that lead to student success
<p>* Lancer Success Framework: Link, Launch, Learn, Leap ** Student Success Definition: An inclusive student-ready environment, providing personalized culturally relevant student learning experiences, grounded in equitable practice, achieving educational attainment for every student.</p>	

Strategic Pillar 2: Equity & Inclusion

Definition: Create success for every student and employee by providing a supportive, barrier-free environment that enables them to achieve academic, career and personal goals.

Key Idea	Strategy
Policy & Procedure	Create a barrier-free environment by removing instances of power, privilege and inequity in policies, procedures and processes
Professional Development	Develop role-specific knowledge in every employee so they apply demonstrated skill in inclusive practices, diversity, sense of belonging, cultural competence and equity-mindedness in their daily work
Data-Informed Decisions	Use disaggregated student data to identify opportunity gaps in achievement and inform decisions about system changes
Curriculum and Cocurricular Activities	Embed equity concepts, such as inclusion and social justice, within the academic curriculum and in cocurricular activities
Talent Management	Address equity and diversity in hiring, retention, talent management and compensation and benefit practices

Strategic Pillar 3: Teaching & Learning Excellence

Definition: Achieve teaching and learning excellence by empowering full-time and adjunct faculty in their central role in the Lancer Success Framework, including the examination of pedagogy through data, engagement in meaningful professional development and the integration of academic supports with classroom learning and student feedback.

Key Idea	Strategy
Experiential Learning	Embed experiential learning within every credential to provide rich, real-world application of classroom knowledge, including internships, service learning, study abroad or clinical experiences
Student Effort & Academic Rigor	Integrate academic support services within curricular experiences and assure common standards for rigor within academic departments
Active & Collaborative Learning	Incorporate high-quality, active, collaborative learning experiences within all delivery modes to optimize student-to-student and student-to-faculty interactions that define the Lancer classroom
Professional Development	Engage all new, full-time and adjunct faculty in ongoing professional development intentionally designed to foster equity-minded, reflective and data-informed practice to improve student learning and success outcomes
Technology	Use instructional technologies to augment student classroom learning and to improve access to academic support services

Strategic Pillar 4: Community & Workforce Partnerships

Definition: Facilitate the economic vitality of Lake County’s diverse communities through collaborative partnerships with workforce and educational partners to ensure a sufficient skilled workforce talent pipeline.

Key Idea	Strategy
Community Programming	Develop relevant academic, cultural and community programming to engage and advance the socially, economically and racially diverse communities of Lake County
Enrollment & Talent Pipelines	Develop enrollment and talent pipelines at all campus locations, through middle school engagement, dual credit pathways, adult education pathways, transfer pathways and apprenticeship programs
Workforce Alliances	Build alliances with workforce partners in high-demand fields across industry sectors to develop new credentials, expand capacity of existing programs and leverage apprenticeships to meet regional workforce needs across all campuses, emphasizing manufacturing, healthcare, information technology and education talent pipelines
Flexible Training of Incumbent Workforce	Develop flexible delivery models to meet the needs of the incumbent workforce for skill advancement and career progression
Civic Engagement	Establish a civic engagement plan that includes curricular and cocurricular experiences for students and community volunteerism for employees

Strategic Pillar 5: Collaborative Culture

Definition: Facilitate student learning through a values-based, student-focused collaborative culture that upholds individual, team and organizational accountability.

Key Idea	Strategy
Leadership & Talent Management	Promote leadership and talent management practices that uphold the College’s values and that foster student success outcomes
Professional Development & Recognition	Create intentional professional development and recognition programs that align with the College’s values and advance outcomes for student success
Shared Governance Principles	Promote employee engagement within shared governance to support communication, transparency and shared accountability to achieve organizational and student success priorities
Collaborative Team Culture	Ensure that collaborative, innovative and continuous improvement team culture exists across all levels and functions of the organization
Innovation	Establish systems and processes that enable employees to engage in and explore new ideas that advance student, employee and community achievement

Strategic Pillar 6: Strategic Use of Resources

Definition: Ensure a sustainable and fiscally sound College through nimble, prudent use of resources focused on maximizing student success outcomes, achieving revenue growth and ensuring state-of-the-art physical and virtual environments to serve the diverse needs of Lake County.

Key Idea	Strategy
Alignment & Accountability	Align financial, human, capital, planning and research resources to advance organizational growth and strategic priorities
Resource & Revenue Development	Expand resource development to meet the growing needs of students through grants, donations and scholarships and to develop new enterprise revenue streams
Process Improvement	Design operational processes to meet internal and external customer needs and to continuously improve systems for greater efficiency and quality
Health & Wellness	Increase access to high-quality health and wellness programming and services while reducing overall annual costs
Data & Technology Systems	Use data and technology systems to improve services, increase student success outcomes and achieve the ideal experience for internal and external stakeholders

Statements

Diversity Statement

The College of Lake County is committed to strengthening the diverse communities we serve. We stand to create an environment that names, embraces, and learns from differences through all policies, practices, and values. We encourage expression of one's own identity and foster an atmosphere where we learn from others.

The College of Lake County is dedicated to meeting the needs of everyone in our community, especially those who have been historically underserved. We are committed to being intentional about having crucial conversations to continually develop cultural competence and humility. At the College of Lake County, we celebrate and promote diversity because we believe that everyone benefits from being a part of a global society.

Equity Statement

The College of Lake County (CLC) is committed to being equity-minded in how it supports its students and employees. Also, CLC is dedicated to instill the value of equity in each member of our community.

At CLC, equity means providing a high-quality education and employment in a safe, welcoming, and inclusive environment while meeting the particular needs of each community and individual. This value is imparted by providing professional and educational opportunities to instill the value of equity within each CLC community member.

To achieve this goal, CLC is committed to ensure that all policies, procedures, and processes are free of barriers and provide a seamless experience to all who come to CLC.

This includes ensuring each student is provided the tools and support to empower them to achieve their academic, career, and personal goals, and that each employee has the tools and opportunities to provide excellent service, excel in their job, contribute to the CLC community, and progress in their professional development.

CLC recognizes that equity is not resolved by using a one-size-fits-all approach. CLC is devoted to intentionally designing opportunities for students, faculty, staff, and community members to succeed while supporting each person's unique needs.

Inclusion Statement

The College of Lake County (CLC) is inclusive of all members of our diverse college community. We are committed to providing an inclusive environment where students, faculty, and staff can do their best in all of their endeavors. This is reflected through our policies, practices, beliefs, and actions.

Inclusiveness at CLC means that each person's input is heard and valued. The College is intentional when creating its entire organizational structure to ensure that there is representation of the diverse community it serves. By seeking input from the community as a whole, especially from people who have been traditionally silenced or ignored, CLC creates meaningful inclusion, leading to college-wide decisions, outcomes, and actions.