



# Strategic Plan Development

*Graceann L. Platukus, EdD*  
*January 2022*

# Planning Process

Two-year reflective, self-analytical process  
Findings (strengths and opportunities) inform Strategic Plan Goals

MSCHE Self-Study

Feedback from internal and external constituents  
Allow strategic priorities to emerge

Planning Retreat/  
Roundtable  
Discussions

Affirm Mission or recommend revision  
Articulate Institutional Values  
Formulate SP Goals

Task Force

Feedback & approval

College  
Community/  
Leadership

# Planning Process Goals Achieved



1. Affirm Mission/recommend revision



2. Articulate Institutional Values



3. Simplify terminology used in planning and assessment

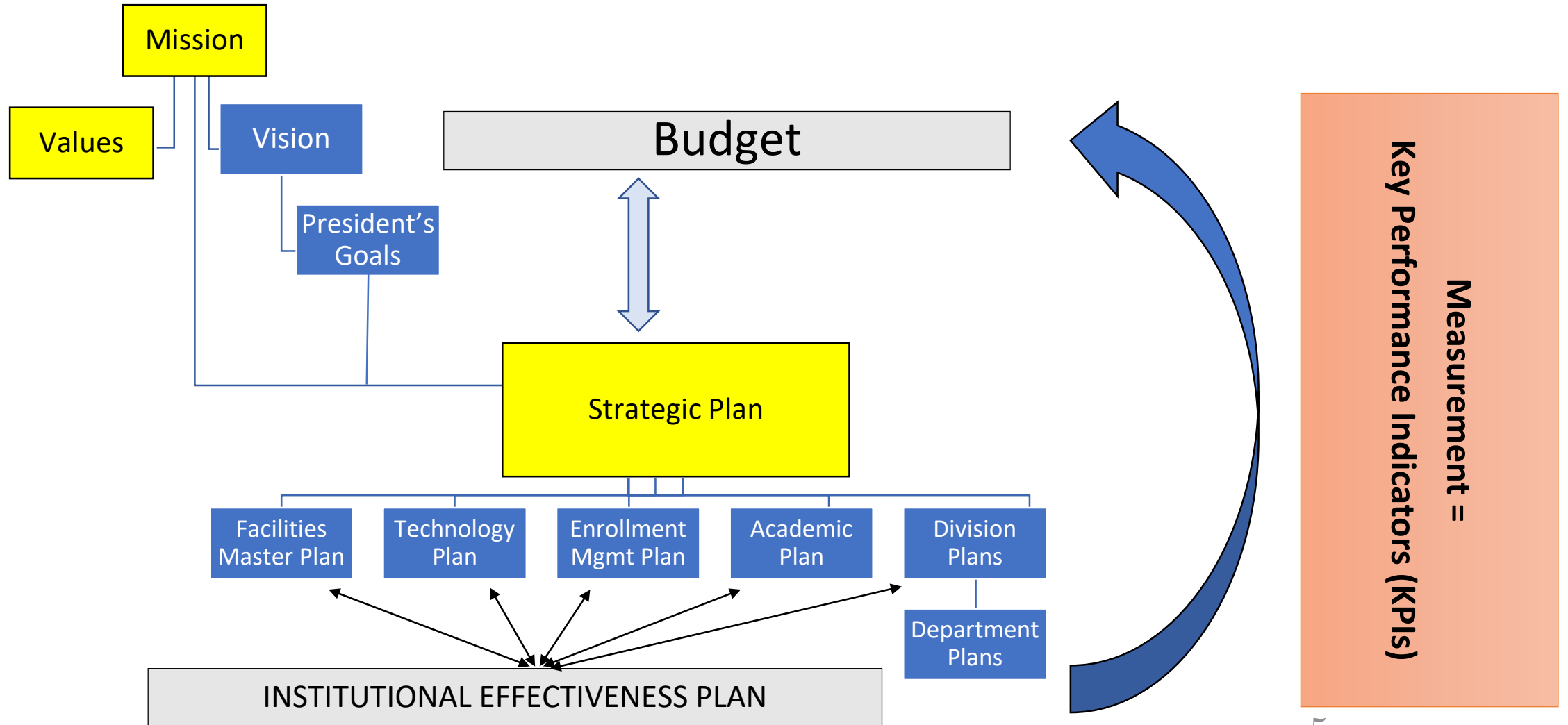
- Eliminate Institutional Goals
- Limit use of terms such as objectives, priorities, etc.



4. Formulate Strategic Plan

- MSCHE Self-Study as foundation
- Internal and external constituent feedback
- Task Force appointed to consolidate information

# Planning Framework



# Mission Review

# Current Mission

Luzerne County Community College provides excellence in education, fosters student success in achievement of goals, and positively impacts Luzerne County and the surrounding Northeast Pennsylvania region.

- MSCHE Self-Study commended the institutional commitment to our Mission
- Survey and feedback affirmed LCCC's Mission with one notable exception, **identifying the institution's unique characteristics**

# Proposed Mission

Luzerne County Community College is a student-centered institution prioritizing support and access to an inclusive, equitable learning environment that fosters academic and personal success and strengthens communities in the Northeast Pennsylvania region.

Based on emphasis in comments/feedback:

- Focus on Students
- Accessibility
- DEI



# Institutional Values

The College community shares these core values driving decision-making:

- **Student-centeredness:** Empowering students to succeed
- **Access:** Ensuring inclusive, equitable learning for all
- **Diversity:** Prioritizing a welcoming climate of inclusivity
- **Community of support:** Collaboratively working to support all members of the LCCC community
- **Personal engagement:** Creating a sense of belonging
- **Commitment to teaching, serving and learning:** Knowledgeable staff and faculty invested in student success

Values generated from:

- MSCHE commendations
- Stakeholder observations (employees, students, external constituents)
- Task Force recommendations

# Strategic Plan Goals



**Recruitment,  
Retention &  
Completion  
(RRC)**



**Excellence in  
Education**



**Regional  
Economic  
Engine**



**Diverse,  
Equitable and  
Inclusive  
Practices**



**Organizational  
Success**



# Strategic Plan Goal 1 – Recruitment, Retention & Completion (RRC)

**1.1** Enrollment opportunities ensuring access and academic attainment

**1.3** Pathways to completion and transfer

**1.2** Technology and innovation to improve student engagement and enrollment

**1.4** Empower students as partners in learning

## Strategic Plan Goal 2 – Excellence in Education

14

**2.1** Foundational competencies through a learner centered curriculum

**2.2** State-of-the-art technology into all curriculums

**2.3** Tools to develop student skills, knowledge and dispositions to be lifelong learners

**2.4** Academic offerings aligning student need and market demand

## Strategic Plan Goal 3 – Regional Economic Engine

15

### 3.1

Collaborative alliances with community stakeholders

### 3.2

Increase educational attainment in the region

### 3.3

Communicate LCCC's value proposition and return to the community

**4.1** Transformative practices for a diverse, inclusive and equitable campus climate

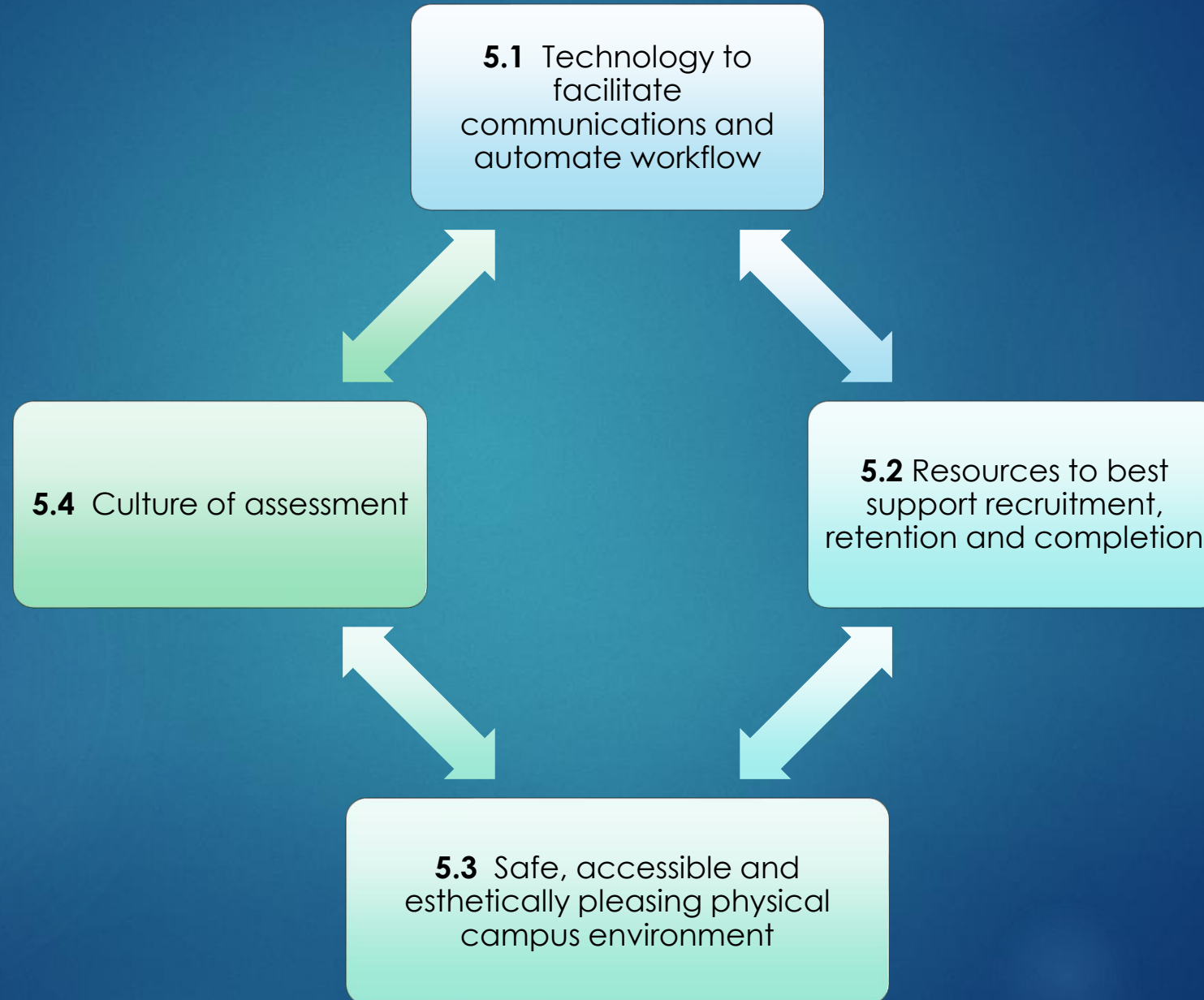
**4.2** Recruit, retain and develop a diverse College community

**4.3** Inclusive excellence in curriculum, instruction and assessment

**4.4** Engaging, inspirational and educational practices for students and employees



# Strategic Plan Goal 5 – Organizational Success



# Next Steps

- Board of Trustees review/approval - February 22 Work Session
  - Mission affirmation/enhancements
  - Institutional Values
  - Strategic Plan
  
- Finalize Plan metrics/KPIs following approval
  
- Communication Plan
  - Develop Plan tagline
  - Website update
  - Communication tool development (i.e. brochure, signs, etc.)
  
- Division/Department Plan Updates
  - Identify initiatives to support Plan
  - Implement & assess