

# ANNUAL PLAN 2018-19

*A Year Focused On Building Momentum*



**THE HOPE  
MOVEMENT**



## STRATEGY: INTEGRATE & ACCELERATE

INITIATIVES	TACTICS	MEASURES OF SUCCESS
Develop pathways	Define "credential" and "offerings"	Credentials and offerings are defined
	Define current state & identify gaps. Expand and develop pathways	100% of associate degrees have a crosswalk to a bachelor's degree at Lakeland University
	Refine transfer of Lakeland University credits	Students in Lake to Lake programs only have to take 60 credits at Lakeland University
Improve students' attainment of credentials through credit for prior learning	Promote and leverage credit for prior learning opportunities for students	Double the number of credits awarded for prior learning
Leverage Workforce Solutions offerings to facilitate attendees pursuing an LTC credential	Define a credit for prior learning component to Workforce Solutions contracts	80% of contracts identify a component for an attendee to pursue an LTC credential
Improve alignment of community education offerings with career pathways	Identify and offer community education opportunities which lead to a pathway	50% of community education offerings align with career pathways

## STRATEGY: FUEL SUCCESS

INITIATIVES	TACTICS	MEASURES OF SUCCESS
Actively recognize LTC team members' innovation attempts	Develop internal recognition system to track innovation attempts	4 teams recognized
	Division managers create empowerment framework	100% of managers create empowerment framework
Promote advancement from within	LTC team members create development plans	100% of LTC team members complete development plans
Learn from others	Re-ignite an internal job shadow program	50% of LTC team members in each division shadow another LTC team member

*Note: Divisions as noted in Org chart*

## STRATEGY: RAISE ATTAINMENT

INITIATIVES	TACTICS	MEASURES OF SUCCESS
Partner and work with district high schools to ensure offering of dual enrollment	Identify schools that do not offer dual credit offerings and Industry-Based Credential (IBC). Work collaboratively with schools to ensure all district students have this option	Partner with 100% of public high schools in our district
	Promote availability and affordability of LTC dual enrollment offerings to students and parents	Dual enrollments increase by 100 students
	Encourage completion of registration forms for transcripted credit students	100% of students enrolled in transcripted credit courses complete the registration forms
Pursue accreditation through the National Alliance of Concurrent Enrollment Partnerships (NACEP)	Identify and implement best practices for dual enrollment at high schools based on NACEP accreditation requirements	Prepare for submitting the application to become NACEP accredited
Identify, recognize, and validate students' skills, knowledge, accomplishments, and competencies	Develop digital badges and a process to award the badges	5 digital badges are implemented

## STRATEGY: DIVERSIFY OUR PORTFOLIO

INITIATIVES	TACTICS	MEASURES OF SUCCESS
Investigate new non-traditional instruction venues	Define processes and procedures to support Competency Based Training and pilot the offering of courses	2 courses to offer Competency Based Training
	Define processes and procedures to support dual delivery of courses and pilot the offering of courses	50 courses offered in a dual delivery mode
	Pilot non-traditional delivery for Workforce Solutions instruction	Non-traditional model(s) is created; 10 courses delivered in a non-traditional format
	Pilot new Community Education instructional venues (webinars, offsite etc.)	10 courses delivered in a non-traditional format

## STRATEGY: **BE ANALYTICAL**

INITIATIVES	TACTICS	MEASURES OF SUCCESS
Develop a glossary of data points	Identify pertinent data points. Include definitions and parameters for data points	Key metrics are defined in the data dictionary
Develop a culture of data-driven decisions	Staff trained on data, key metric definitions and how to use data for decision-making	25% of staff complete internal professional development opportunity
Generate a culture of improvement and innovation	Implement the Improvement and Innovation process that supports student success	15 Improvement and Innovation projects successfully initiated

## STRATEGY: **SHARE THE LTC STORY**

INITIATIVES	TACTICS	MEASURES OF SUCCESS
Build awareness and understanding of the benefits of attending LTC	Develop a communication toolkit (e.g. talking points, PowerPoint presentation, etc.) to assist team members in sharing information about LTC	Toolkit deployed & supported with training
	Initiate an Alumni Ambassador team	5 alumni participate in pilot program
Capture leads of prospective students	Develop formalized staff referral system	Staff trained on referral system
	Segment and track leads/ inquiries of prospective students for targeted communications	Solution is defined and implemented

### LAKESHORE TECHNICAL COLLEGE

gotoltc.edu • 1.888.GO TO LTC • TTY 711

1290 North Avenue • Cleveland WI 53015

HLC Accredited • hlcommission.org