

Organizational Review of Goals 2019-20
Danville Area Community College FINAL

Strategic Planning Matrix 2019-20	Master Plan	Department Goal	2019-20 Outcome	Next Steps
I. A. 1. Modify and reassess at least two career and transfer programs in each academic division.	Academic MP: Revise curriculum to ensure teaching excellence	Academic Affairs: Develop or update at least three new career-and-technical certificates	College received ICCB approval of the following programs in 2019-20: public billing (Health Information Technology), criminal justice, culinary arts, agriculture, computer science, technical mathematics, and early childhood education	Continue to reinvigorate the curricula of CTE programs.
I. A. 1. Modify and reassess at least two career and transfer programs in each academic division.	Academic MP: Improve students' job readiness through career and technical programs	Business & Technology: Program needs to be updated to keep students competitive as they enter the job market.	Automotive Technology replaced an obsolete alignment machine with state-of-the-art equipment used in most automotive-service shops.	The Automotive Technology program will purchase tool chests to store tools and teach students organization and efficiency while working on projects.
I. A. 1. Modify and reassess at least two career and transfer programs in each academic division.	Academic MP: Revise curriculum to ensure teaching excellence	Liberal Arts, Assessment, and Library: Integrate technology into teaching.	The Early Childhood Education program purchased two iPad Minis and tripods to video classroom activities in the Child Development Center.	Beginning in the Fall, Instructors will discuss how activities shown in the videos match the set curriculum and will point out various other instruction tools, successes and challenges.

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<p>I. A. 1. Modify and reassess at least two career and transfer programs in each academic division.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Corporate Education: Streamline BLS certification for DACC Nursing Students</p>	<p>Provided a BLS class through CCE for nursing students to attend as a group instead of having students schedule individually.</p>	<p>Reduce cost to students by 50% and cost to DACC by 100% (if class can be taught DACC staff member). Students would benefit from a high-quality instructor led training as opposed to online.</p>
<p>I. A. 1. Modify and reassess at least two career and transfer programs in each academic division.</p>	<p>Academic MP: Revise curriculum to ensure teaching excellence</p>	<p>Business & Technology: Integrate advanced technology into teaching.</p>	<p>The Applied Computer Science program began using AWS AppStream to allow students the ability to run required applications for courses in a cloud-based environment rather than having to install on their own computers. This will provide a consistent user environment for every student, regardless of their economic status or geographical location.</p>	<p>Obtain student feedback and employer feedback via advisory group.</p>
<p>I. A. 1. Modify and reassess at least two career and transfer programs in each academic division.</p>	<p>Academic MP: Revise curriculum to ensure teaching excellence</p>	<p>Math, Sciences, and Healthcare Professions: Address community and employer needs in career-and-technical programs.</p>	<p>Rad Tech reworked curriculum for a summer entranced and increased observational clinical experience.</p> <p>HIT: Completed Gap Analysis, adjusted curriculum to meet mathematical needs of employment, transitioned to the new 1st year curriculum</p>	<p>In Spring, Carle began offering Level 1 Emergency Room clinicals for second-year rad-tech students.</p>

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<p>I. A. 1. Modify and reassess at least two career and transfer programs in each academic division.</p>	<p>Academic MP: Revise curriculum to ensure teaching excellence</p>	<p>Math, Sciences, and Healthcare Professions: Address community and employer needs in career-and-technical programs.</p>	<p>Research was conducted for high salary and growth rate careers. Programs researched: Occupational Therapy, Respiratory Therapy, Physical Therapy, Nano Technology, Data Analytics, Massage Therapy, and Nuclear Tech.</p>	<p>Conduct a visit to existing occupational therapy program. Explore Data Analytics as a program across MSHP and TECH</p>
<p>I. A. 1. Modify and reassess at least two career and transfer programs in each academic division.</p>	<p>Academic MP: Revise curriculum to ensure teaching excellence</p>	<p>Math, Sciences, and Healthcare Professions: Address community and employer needs in career-and-technical programs.</p>	<p>Implemented Dual Credit Fitness Center and community enrollment Fitness Center; developed a process for offering Fitness Center to students for free.</p>	<p>Evaluate</p>
<p>I. A. 1. Modify and reassess at least two career and transfer programs in each academic division.</p>	<p>Academic MP: Revise curriculum to ensure teaching excellence</p>	<p>Business & Technology: Program needs to be updated to keep students competitive as they enter the job market.</p>	<p>Automotive Technology began partnering with a local Ford dealer to provide students an opportunity to become Ford technicians through online and hands-on training.</p>	<p>Market and recruit students for the program in Fall 2020</p>
<p>I. A. 1. Modify and reassess at least two career and transfer programs in each academic division.</p>	<p>Academic MP: Revise curriculum to ensure teaching excellence</p>	<p>Liberal Arts Library and Assessment: Increase student engagement in Criminal Justice program.</p>	<p>Criminal Justice purchased a training simulator used in law enforcement to provide students with real-life law-enforcement scenarios.</p>	<p>Begin use in classes in Fall 2020</p>

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I. A. 2. Implement and assess enhanced programs to address community need.	Academic MP: Respond to local and regional demand	Community Education: Add Dental Assisting to the Community Education schedule	Dental Assisting online program was developed and added to the schedule spring 2019	Market for Fall 2020
I. A. 2. Implement and assess enhanced programs to address community need.	Academic MP: Respond to local and regional demand	Business & Technology: Develop programs in robotics and automation.	Robotics and automation program has high demand among students and high demand in industry.	Awaiting State approval
I. A. 2. Implement and assess enhanced programs to address community need.	Academic MP: Respond to local and regional demand	Business & Technology: Develop program business administrative technology	Program developed that features social-media and digital marketing	Awaiting State approval
I. A. 2. Implement and assess enhanced programs to address community need.	Academic MP: Respond to local and regional demand	Liberal Arts, Library, and Assessment: Develop enhanced Criminal Justice program.	Criminal Justice has developed a surveillance operations certificate program that received ICCB approval.	Marketing program for Fall 2020
I. A. 2. Implement and assess enhanced programs to address community need.	Academic MP: Respond to local and regional demand	Liberal Arts, Library, and Assessment: Develop enhanced Television-production program.	The television studio was upgraded and digitized. The studio is able to broadcast television shows live through Channel 5. Students began providing live play-by-play for DACC basketball games. The renovation of the student has raised the profile	Will hire an assistant video producer in summer 2020 and begin marketing the program heavily.

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<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Respond to local and regional demand</p>	<p>Hoopeston: Explore enhancement to services, usage and purpose of the Center.</p>	<p>of television broadcasting exponentially.</p> <p>Reviewed and evaluated current use of services in Hoopeston and work to increase utilization. Pursued adding TRIO SSS access for Hoopeston. Math, Science & Healthcare Professions offered three additional courses to compliment the CNA/MA programs: HLTH102, GSCI105, and HITT115. TRIO SSS continued to have TRIO present at AIO days. We always recommend new and continuing students who qualify to TRIO.</p> <p>Testing Available: Accuplacer, ALEKS, TEAS, ServSafe, State of Illinois Nurse Aid Competency Exam, HiSET paper tests, exams for DACC online students.</p> <p>Career Services still offered. Advising appointments increased. VCW started holding office hours in Hoopeston the 4th Thursday of each month. Slow start up.</p>	<p>Continue to identify needs of students coming into the Center and connect them with appropriate service resources on campus. Review current course offerings and begin to work toward adding the 2 science, 1 humanities and 1 fine arts courses for students to obtain GGEC at the Higher Learning Center.</p>

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<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Student Services MP: Maximize resource and improve Student Services’ infrastructures to meet stakeholders’ needs.</p>	<p>Child Development Center: Stay abreast of state-wide policies and provide college-wide leadership in areas that directly impact children and college students.</p>	<p>- Earned Department of Children and Family services (DCFS) license for 3 years 7/2018 to 7/2021 In compliance with visit on 7/2019</p>	<p>Institutional funds to pay for the yearly mandatory training for the staff.</p>
<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Student Services MP: Maximize resource and improve Student Services’ infrastructures to meet stakeholders’ needs.</p>	<p>Small Business Development Center: Encourage entrepreneurial thinking through special events and training offerings.</p>	<ul style="list-style-type: none"> • Worked with Vermilion Advantage, Neuhoff Broadcasting and the Trep School to offer Start-Up Weekend in 2019 – low registration forced cancellation of the event. • Utilized outside resources for workshops including First Midwest Bank for business succession planning, Constant Contact for email marketing and an internal resource, Laura Hensgen for creating videos for businesses. 	<ul style="list-style-type: none"> • Continue to offer trainings as webinars while restrictions are in place. • Develop recorded webinars for use in standard training topics – Starting Your Business and GATA pre-certification and make accessible through links on our website. • Develop next steps in-person seminars as a follow up to online presentation. (Building a Business Plan, Responding to NOFO, etc.)

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<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Corporate Education: ORM Partnership by providing CPR and Hazmat training</p>	<ul style="list-style-type: none"> • Partnership with Occupational Risk Management to provide First Responder training • ORM would like to offer CPR and Hazmat training in addition to the drug testing and background checks they currently specialize in. • Opportunity for additional credit hours for DACC.CCE has provided a pricing structure for programs that go through our AHA Administration Center. 	<ul style="list-style-type: none"> • Need to identify instructors who meet HazMat requirements for DOL
<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Corporate Education: Offer training to Health Professionals and Educators providing CEUs</p>	<ul style="list-style-type: none"> • In 2020, offered 6 sessions of IL Mandated training to meet IDPHR requirements for licensed professionals • Offered professional development training for local Educators Feb 2020 in partnership with ROE. • Generates credit hours for DACC. • Cost Analysis matrix is used to determine participation in CEI programs. • Cost share in place for ICCB compliance 	<ul style="list-style-type: none"> • Continue to offer courses that help licensed professionals with CEUs. • IL Mandated sexual harassment programs will be offered again this fall.
<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Corporate Education: Reduce classes in Leadership series from 10 to 8 offered bi-weekly so CCE can offer both spring and fall sections.</p>	<ul style="list-style-type: none"> • Bootcamp style training is trending • Employees complete series in four months opposed to ten. • Provides make-up opportunities for those who cannot attend scheduled class. 	<ul style="list-style-type: none"> • Continue with this new structure. Analyze training feedback on existing courses and substitute new course

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<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Corporate Education: Review Leadership training instruction and feasibility of using a facilitator who does not require license and printing of books to increase revenue.</p>	<ul style="list-style-type: none"> • Flexibility with spring and fall series • Changes effective 2019. • Offering new Bootcamp marketing to keep programs relevant and fresh 	<p>for those with lower reviews.</p>
<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Increase Enrollments and Net Revenue; Student Services MP: Increase Enrollment</p>	<p>Hoopeston: Increase enrollment in Center’s College for Kids</p>	<p>Due to declining enrollment in 2017 and 2018, 2019 C4K was held only in June with 15 total students taking a total of 40 classes. Danville also addressed their declining enrollment in traditional C4K by offering specialty camps and programs. We had changed our format for C4K 2020 to be day camps to address time and money commitments.</p>	<p>With COVID-19, we have elected to cancel entirely for this year.</p>
<p>I. A. 2. Implement and assess enhanced programs to</p>	<p>Academic MP: Improve Access and Affordability</p>	<p>Community Education: Expand College for Kids offerings and scholarships</p>	<p>There have been six new summer camps added to the 2020 summer College for Kids offerings.</p>	<p>Market camps through integrated Marketing Users’ Group</p>

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<p>address community need.</p> <p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Improve Access and Affordability</p>	<p>Financial Aid: Promote early application options to current, incoming and perspective students by exploring, purchasing and testing the system to be able to upload documents in to Self-service for verification process for security of data.</p>	<p>Recent survey of completed and awarded files indicate files are completed earlier in the award year and supports the offices effort to promote to prospective and current students to use early application offering and completing verification timely.</p>	<p>Maintain current staffing level in dept. and plenty of IT support to update all software requirements for new award years.</p>
<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Revise curriculum to ensure teaching excellence</p>	<p>Institutional Effectiveness: Learn the ICCB curriculum rules and how to use CurricUNET</p>	<p>Process under review with retiring executive director providing training for staff member.</p>	<p>Introduction of the incoming executive director to the process and the role of the ICCB point person</p>
<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Revise curriculum to ensure teaching excellence</p>	<p>Liberal Arts, Assessment, and Library: Update equipment in the Culinary Arts lab to assist with curriculum updates.</p>	<p>A dough scale, work table with steel drawers, and risers for beverage containers were purchased in the first quarter and are being utilized in the Bakeshop courses.</p>	<p>Expand the number of bakeshop-related assignments based on revised curriculum.</p>
<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Improve Access and Affordability</p>	<p>Financial Aid: Implement Financial Literacy online sessions</p>	<p>Complete scholarship and financial literacy product implementation in 2020/21 AY</p>	<p>Implement, train and test on new Fin. Literacy online software and then promote to targeted student populations</p>

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<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Improve Access and Affordability</p>	<p>American Job Center: Build strong collaboration among AJC partners to increase referrals and the “team” approach for helping job seekers</p>	<p>The 11 workforce development partners completed a Service Integration Self-Assessment to prioritize areas of work that the group would like to focus on for the year.</p>	<p>Implement and assess the recommendations from the surveyed partners.</p>
<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Corporate Education: Implement training to prepare workers for entry level manufacturing by bringing ICP curriculum to IDOC. Offer pre-assessment tools to measure mechanical aptitude.</p>	<ul style="list-style-type: none"> • Maintenance Technicians and Machine Operators are in high demand • There is a skill shortage in this area • DACC owns training equipment and a curriculum that is portable and can be delivered at the prison • IDOC provides an audience who could benefit from these skills and many companies are lifting restrictions on hiring individuals with past felonies to fill these positions. • Includes assessment of mechanical aptitude skills • Would generate credit hours for DACC and provide a stronger pipeline of qualified workers for local manufacturers. • Have discussed with Dr Nacco. He is arranging a meeting at DACC for IDOC representatives to see the equipment and learn more. 	<ul style="list-style-type: none"> • Allow full utilization of equipment and curriculum in absence of ICP grant. • Invite Warden and Asst Warden to DACC to see equipment and learn about it. • Based on their feedback, start approval process for implementation. • Part time instructor would be hired to teach the course.

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<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Business & Technology: Raise CLD/Tractor Trailer passing rate for CDL Permit testing from a 70% passing rate to over 90% passing rate.</p>	<p>Prior to March 25, 2019 our first time pass rate reached a low of 70%. From March 25, 2019 to January 17, 2020. We are now right at a 90% pass rate.</p>	<p>Moving the CDL back to Campus from the Steel Grip building has proven successful. Need to upgrade the quality of the campus training lot.</p>
<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Business & Technology: Offer endorsement training to students that want it so they can attain endorsements to their CDL license that will make them marketable to more companies.</p>	<p>The supervisor and trainers will be working together to set up endorsement training.</p>	<p>Supervisor and trainers will work together to set up the endorsement training and to see what training the trainers may need to be prepared to teach endorsement training.</p>
<p>I. A. 2. Implement and assess enhanced programs to address community need.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Corporate Education: Identify training opportunities that meet the needs of local business and industry.</p>	<ul style="list-style-type: none"> • Client relationships formed through communication and networking opportunities • Hired full time Coordinator in Corporate Education to oversee open enrollment programs • Utilization of WIOA funding to assist clients • Utilize WeTrain Network ListServ • Local EDC Training Survey Results • Dept Database created to produce reporting on training feedback • Staying current on regulatory changes affecting industry 	<ul style="list-style-type: none"> • Corporate Education database being developed for analysis and reporting of the feedback provided by training participants.

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<p>I. A. 3. Assign an assessment director to oversee academic assessment in concert with faculty assessment champions to ensure that course and program assessments yield improvements in syllabi and curricula.</p>	<p>Academic MP: Improve pedagogy and success rate</p>	<p>Institutional Effectiveness: Address HLC concerns regarding consistency in assessment of student-learning outcomes</p>	<p>Assessment team has sub-teams working on improvements to academic assessment and developing a process for co-curricular assessment</p>	<p>Collect (improved) student learning and co-curricular assessment data</p>
<p>I. A. 3. Assign an assessment director to oversee academic assessment in concert with faculty assessment champions to ensure that course and program assessments yield improvements in syllabi and curricula.</p>	<p>Information Technology Strategic Plan, 2018-2024</p>	<p>Institutional Effectiveness: Make planning and assessment data more internally accessible</p>	<p>The assessment webpages were updated and include information from the new Academic Assessment lead. SharePoint is in development</p>	<p>Add program outcomes to the webpage. Share assessment information internally through SharePoint.</p>
<p>I. A. 3. Assign an assessment director to</p>	<p>Academic MP: Revise curriculum to</p>	<p>Liberal Arts, Assessment, and Library: Monitor circulation statistics to</p>	<p>Student IDs and the number of times and/or items attached to those IDs were submitted to the</p>	<p>Library staff will work with the Assessment Team and</p>

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<p>oversee academic assessment in concert with faculty assessment champions to ensure that course and program assessments yield improvements in syllabi and curricula.</p>	<p>ensure teaching excellence</p>	<p>correlate with facility usage and student success</p>	<p>Institutional Effectiveness Office to generate student retention, persistence and completion data. Library staff planned to analyze the data generated to see if there was a correlation between library usage and these three indicators of student success. Instead library staff participated in an activity described in a subsequent section of this report.</p>	<p>the Co-Curricular Sub-team of the larger team to determine if/how this task/activity can be assessed.</p> <p>The DACC library is participating in a statewide assessment initiative, CARLI Counts, and members of the library staff are participating in the HLC Assessment Academy. Library staff anticipate participation in both of these initiatives will inform if/how/what they should be assessing, as well as why</p>
<p>I. A. 3. Assign an assessment director to oversee academic assessment in concert with faculty assessment champions to ensure that course</p>	<p>Academic MP: Improve pedagogy and success rate</p>	<p>Director of Assessments: Oversee work of Assessment Champions to ensure that all divisions have current plans for assessing student-learning outcomes for courses and programs.</p>	<p>In AY 20, under the direction of Dr. Hahne and the assessment champions, all faculty completed a program assessment for outcomes and/or competencies. Measurement: Closing the Loop reports from CTE program assessments</p>	<p>Faculty will use the program assessment process for continuous improvement and evaluation of changes made to their programs.</p>

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<p>and program assessments yield improvements in syllabi and curricula.</p> <p>I. A. 3. Assign an assessment director to oversee academic assessment in concert with faculty assessment champions to ensure that course and program assessments yield improvements in syllabi and curricula.</p>	<p>Academic MP: Improve pedagogy and success rate</p>	<p>Liberal Arts, Assessment, and Library: Assess how well library instruction prepares students for research assignments.</p>	<p>The reference librarian provided two sessions of instruction for PSYC 100 students and used the proposed Co-Curricular Assessment rubric. From the assessment tool she was using she determined that students were picking up the basic information about identifying original research articles but they needed more help to identify the keywords that would get them strong results. The rubric did not work well with the tool she was using and she would have to adjust the tool if she had to use the rubric.</p>	<p>Library staff will work with the Assessment Team and the Co-Curricular Sub-team of that larger team to determine how this task/activity can be assessed.</p>
<p>I. A. 3. Assign an assessment director to oversee academic assessment in concert with faculty assessment champions to ensure that course</p>	<p>Student Services MP: Increase student success</p>	<p>Student Services: Prepare for the College's 2-year follow-up visit from HLC by serving on a campus team that redefines and establishes co-curricular assessment.</p>	<ol style="list-style-type: none"> 1. Attended National Assessment Institute in October 2019 to learn from best practices and current HLC guidance. 2. Brought best practices from conference back to campus team. 3. Served on College's Co-Curricular Assessment Sub Team. Team is charged with 1) defining co- 	<ol style="list-style-type: none"> 1. Co-Curricular Assessment Team will share results and tools with campus. 2. Co-Curricular assessment plan will be put in place and reviewed on a cycle

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<p>and program assessments yield improvements in syllabi and curricula.</p>			<p>curricular activities on campus (with HLC’s new definition and Peer Reviewers’ notes); and 2) developing co-curricular assessment processes that relate to academic and non-academic assessment processes and the College’s planning and budgeting cycles.</p>	<p>determined by the team.</p>
<p>I.A.4. Develop strategies to improve enrollment and retention in academic programs.</p>	<p>Academic MP: Increase Enrollments and Net Revenue; Student Services MP: Increase Enrollment</p>	<p>Business & Technology: Address low enrollment in Horticulture</p>	<p>Integrate Sustainability with Horticulture and Agriculture programs by purchasing a aquaponics system for the Greenhouse. This will be utilized for course labs in these programs. Students will be able to grow food by raising fish and plants together.</p>	<p>After Spring 2020 installation of the aquaponics section, begin marketing to prospective students.</p>
<p>I.A.4. Develop strategies to improve enrollment and retention in academic programs.</p>	<p>Student Services MP: Increase student access, engagement, retention and success through more integrated and comprehensive student services.</p>	<p>Operations VP: Start video production/social media club Work with marketing instructor to recruit students and give them real-world experience (this also is tied to the above goal) Students will also be allowed access the new classroom.</p>	<p>Starting to inform students what is currently available to them for editing (video and sound) and how it will be expanded next year, creating a buzz about what’s to come</p>	<p>Develop new club and get approved through Vice-President of Student Services</p>
<p>I.A.4. Develop strategies to improve enrollment and</p>	<p>Student Services MP: Increase student access, engagement,</p>	<p>Liberal Arts, Assessment, and Library: Assess if student usage of library resources correlates with student</p>	<p>Data requests were made to CARLI to identify which students had created library accounts and which students had placed I-Share</p>	<p>Library staff will review this activity once the transitions from Voyager to ALMA</p>

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retention in academic programs.	retention and success through more integrated and comprehensive student services.	outcomes in terms of retention, persistence and completion	requests or checked out materials. The goal was to submit these to Institutional Effectiveness to look for correlation between library usage and retention, persistence and completion. A related process of correlating e-resource use data with student retention, persistence and completion by analyzing EZProxy data was then to be explored with IT. These activities were put on hold when CARLI announced it would be migrating from Voyager to ALMA and transitioning from EZProxy to OpenAthens.	and EZProxy to OpenAthens are complete. OpenAthens enables greater granularization of data and correlating database usage with users than EZProxy. OpenAthens also places more operations in the hands of the library rather than IT, simplifying the process of making e-content changes.
I.A.4. Develop strategies to improve enrollment and retention in academic programs.	Academic MP: Increase Enrollments and Net Revenue; Student Services MP: Increase Enrollment	Corporate Education: Increase enrollment for First Responder Courses	<ul style="list-style-type: none"> • Switching to Carle EMS as a provider allows us to promote courses to their affiliates. • Corporate Education now offers a spring and fall session of EMT/EMR. • 20% increase in EMT/EMR course enrollment with switch to Carle 	<ul style="list-style-type: none"> • Carle can now refer their affiliate Fire/Rescue units to attend the courses at DACC.
I.A.4. Develop strategies to improve enrollment and	Academic MP: Increase Enrollments and Net Revenue;	Foundation: Partnership District 507 High Schools to promote DACC Scholarship and help recruit students	2019-2020 presented Scholarship application to 507 Dist High School Juniors and Seniors, promoted Dual Credit Courses and	Plans for visiting District 507 high schools in FY 2021 are

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retention in academic programs.	Student Services MP: Increase Enrollment		3+1 program, resulting in a record number of applications.	uncertain due to the COVID-19 pandemic.
I.A.4. Develop strategies to improve enrollment and retention in academic programs.	Academic MP: Increase Enrollments and Net Revenue; Student Services MP: Increase Enrollment	Student Services: Assist students in taking the ALEKS and ACCUPLACER test. Related to the Student Services Master Plan	The Recruiter tested all but three schools due to COVID-19. This is a task that is completed every year.	This has been incorporated into work tasks.
I.A.4. Develop strategies to improve enrollment and retention in academic programs.	Academic MP: Increase Enrollments and Net Revenue; Student Services MP: Increase Enrollment	Student Services: Develop an Enrollment Management Plan with the Strategic Enrollment Management Team.	1. Incorporated best practices from the TET (Tactical Enrollment Team) into the SEM team. 2. A SEM structure is set-up through the CQI structure.	In response to spring 2020 coronavirus pandemic, College will introduce discounted and expanded summer online courses; for the Fall, a revised “Bonus Class” program, continued online discounts, and “social distancing” in classrooms through hybrid classes and low class caps.
I.A.4. Develop strategies to improve enrollment and retention in academic programs.	Academic MP: Increase Enrollments and Net Revenue; Student Services MP: Increase Enrollment	Student Services: Coordinate high school senior registration days (DDD Discover DACC Days) on campus	Ensure incoming seniors can learn about DACC and can get enrolled into college classes. Related to the Student Services Master Plan	DDD dates canceled due to COVID-19. Moved to an online format and will conduct tours this June.

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I.A.4. Develop strategies to improve enrollment and retention in academic programs.	Academic MP: Improve pedagogy and success rate	Math, Science & Healthcare Professions: Increase student success in course completions.	The Radiologic Technology, Echocardiology, and Sonography programs purchased electronic centralized clinical recordkeeping software to track and report student progress in the clinical setting.	Begin documenting success and assess the outcomes.
I.A.4. Develop strategies to improve enrollment and retention in academic programs.	Academic MP: Improve pedagogy and success rate	Math, Science & Healthcare Professions: Increase student success in course completions.	Nursing program reviewed software programs that would provide enhanced virtual clinical experience and curriculum support.	ATI and Shadow Health were selected for further feasibility study.
I. B. 1. Expand 3+1 bachelor's articulation programs by addressing community need and demand.	Academic MP: Provide local access to bachelor's degrees	Student Services: The Director of Advising & Counseling will work closely with CTE faculty and various universities to establish more 3+1 and 2+2 articulation agreements for CTE programs	Together with accounting faculty and Prof. Brian Fink, the College developed a 3 + 1 accounting program with Indiana Wesleyan University as a pipeline for DACC students to earn an associate and a third year at DACC, then take a year at IWU for a bachelor's in accounting, and then earn an accelerated master's and the opportunity to sit for the Illinois CPA exam	Actively recruit the first cohort during the summer of 2020.
I.B.2. Develop additional dual-admissions programs with senior institutions	Academic MP: Expand class offerings throughout District 507	Student Services: The Director of Advising & Counseling will work closely with CTE faculty and various universities to	The Director of Advising and the nursing department developed a dual-admissions program with Illinois State University's Mennonite College of Nursing to	Work continues with ISU to develop a dual-admissions program for Health Information Technology

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for baccalaureate completion.		establish articulation agreements for CTE programs	provide two separate articulation tracks.	
I.B.3. Increase local demand for new transfer programs with the 9 Illinois universities.	Academic MP: Expand class offerings throughout District 507	Student Services: The Director of Advising & Counseling will work closely with Illinois universities' articulation officers	Responding to a closure of a for-profit college in Bloomington, DACC counseling and the HIT director have developed an online dual-admissions program for Health Information Technology	Help the "stranded" students complete their degree online while also marking Public Billing to new students.
I.B.3. Increase local demand for new transfer programs with the 9 Illinois universities.	Student Services MP: Provide local access to bachelor's degrees	Student Services: Expand 3+1 and 2+2 Programs based on priority and resources. Enhance articulation efforts with area high schools and four year colleges.	<ul style="list-style-type: none"> • Established a new partnership with EIU for an Education Cohort • Signed a 2 + 2 agreement w/Illinois State – Health Information Technology • Updated the MOU w/Illinois Wesleyan to include Accounting • AAC staff attends annual articulation meetings at four-year colleges. This year, they attended U of I, ISU, and EIU. • Programs have been updated and added 	Continue to work with faculty & Deans to pursue new agreements with 4-year universities.
I.C.1 Implement and assess multiple measures of college readiness.	Information Technology Strategic Plan, 2018-2024	Finance: Evaluate alternatives for importing testing scores (Accuplacer; ALEKS)	Currently, DACC manually enters student test scores into the Colleague system. Colleague provides two options for automating the import process, but both require considerable customization. Another alternative would be for DACC to write (or purchase) a customized	Research is in beginning stages.

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I.C.1 Implement and assess multiple measures of college readiness.	Student Services MP: Increase student success	Math, Sciences, and Health Professions: Use diagnostic data in mathematics testing for remediation.	Multiple measures for mathematics was reviewed and determined effective. Study of ALEKS placement vs. SAT/ACT placement was conducted.	Revisit in two years when sample size is larger to review ALEKS placement scores.
I.C.2. Assess effectiveness of transitional math in preparing students for credit math	Student Services MP: Increase student success	Math, Sciences, and Health Professions: Use diagnostic data in mathematics testing for remediation.	ALEKS and Accuplacer testing were provided for high-school seniors in six district schools.	Assessment of outcomes for this first graduating class.
I.D.1. Expand students' experiential learning, such as through apprenticeships.	Academic MP: Promote experiential learning	Math, Sciences, and Health Professions: Develop experiential learning opportunities for students.	The Health Information Technology Director worked with an area employer to develop a service-learning project to integrate medical records from another recently acquired health care practice with their employer's current records. Rad Tech added additional observation clinicals to incoming summer semester.	Four second-year HIT students participated in a service learning project during July and August 2019. More will participate in Fall 2020
I.D.1. Expand students' experiential	Academic MP: Support Regional	American Job Center: Provide training on the life skills	Received federal award of \$181,000 for apprenticeships	Reach out to local businesses to fund apprenticeships to help

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<p>learning, such as through apprenticeships.</p>	<p>Workforce Development</p>	<p>necessary for employment success</p>		<p>address a pandemic-driven workforce reduction.</p>
<p>I.D.1. Expand students' experiential learning, such as through apprenticeships.</p>	<p>Academic MP: Promote experiential learning</p>	<p>Adult Education: Develop an internship program for ICAPS</p>	<p>Connected with local manufacturers to create internships for male and female students that include CTE skills obtained through the ICAPS in Manufacturing program.</p>	<p>Beginning in Fall 2020, Adult education students will be able to participate in the ICAPS in Manufacturing program and complete an internship in the field.</p>
<p>I.D.1. Expand students' experiential learning, such as through apprenticeships.</p>	<p>Academic MP: Promote experiential learning</p>	<p>Small Business Development Center: Work with faculty to provide Starting Your Business workshops for on-campus classes in relevant courses.</p>	<ul style="list-style-type: none"> • This process has continued and expanded during 2019 with 3 instructors incorporating our SYB workshop into their plans. • Continue to offer internships – have offered one each semester in fall 2019 and spring 2020, adapting the spring program to include email marketing and videoconferencing. 	<p>Utilize video conferencing to provide the Starting Your Business workshop virtually for online classes as well as in person classes when permitted.</p>
<p>I.D.1. Expand students' experiential learning, such as through apprenticeships.</p>	<p>Academic MP: Promote experiential learning</p>	<p>Corporate Education: Investigate Apprenticeship Opportunities</p>	<ul style="list-style-type: none"> • Identify short term training programs that would fit an apprenticeship model of learning. • Pharmacy Tech and Phlebotomy are potential courses being considered. • Not presently WIOA eligible 	<ul style="list-style-type: none"> • Investigate WIOA eligibility

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<p>I.D.1. Expand students' experiential learning, such as through apprenticeships.</p>	<p>Academic MP: Promote experiential learning</p>	<p>Child Development Center: Assess the observation, interactions, and internship opportunities provided to DACC students. The center is where college students apply what they learn in the classroom and interact with the children.</p>	<p>In Spring 2018, an exit questionnaire was developed and given to the Nursing students who visit the CDC. The questionnaire will provide information on how the students connected classroom material with their interactions at the CDC. Nursing students are also required to write reports on how they apply their classroom material, CDC observations, and interactions with the children.</p>	<p>Academic continuity with Early Childhood instructors and CDC staff (program and course syllabus changes).</p>
<p>I.D.1. Expand students' experiential learning, such as through apprenticeships.</p>	<p>Academic MP: Promote experiential learning</p>	<p>Child Development Center: Increase student internships at the CDC.</p>	<p>Increased student worker/teachers' aids pay rate to \$10.00 in Dec. 2018. College also approved workers to work 20+ hrs/week when necessary to meet all guidelines. Both strategies have helped the retention of teachers' aids. It has provided a safer environment at the center.</p>	<p>May need to review strategy with minimum wage increasing in the State.</p>
<p>I.D.1. Expand students' experiential learning, such as through apprenticeships.</p>	<p>Academic MP: Promote experiential learning</p>	<p>Vermilion County Works: Provide CTE students work-based learning opportunities, such as on-the-job training, transitional jobs, and customized work experiences.</p>	<p>Achieved goal of more than 5 CTE special populations and nontraditional students participating in work-based learning through the Cooperative Work-Based Learning grant and Vermilion County Works.</p>	<p>Continue grant-funded program in AY 21.</p>

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<p>I.D.1. Expand students' experiential learning, such as through apprenticeships.</p>	<p>Academic MP: Promote experiential learning</p>	<p>Adult Education: Provide students with experience in working within the manufacturing and healthcare industries.</p>	<p>Adult Education students toured the Manufacturing and Health Professions programs. In addition the DACC Recruiter visited each Adult Education classroom to share information about CTE programs and careers. Visits included use of O*NET career interest inventory assessments.</p>	<p>Expand tours to include Middle College students in AY 21</p>
<p>I.D.1. Expand students' experiential learning, such as through apprenticeships.</p>	<p>Academic MP: Promote experiential learning</p>	<p>Hoopeston: Help increase high school graduation rate by partnering with the HAHS & Middle College to offer credit recovery access in Hoopeston</p>	<p>For 2019/20 DACC Hoopeston has provided E2020 access for Middle College students when they are unable to get to Danville Campus or need extra time.</p>	<p>Increase use of Hoopeston computer labs for online credit recovery.</p>
<p>I.D.1. Expand students' experiential learning, such as through apprenticeships.</p>	<p>Academic MP: Promote experiential learning</p>	<p>Liberal Arts, Assessment, and Library: Increase recruitment and retention of students in the department by providing experiential learning.</p>	<p>The Criminal Justice Club toured a number of local facilities, including correctional centers and police departments.</p>	<p>Students intend to expand their experiences by participating in weight training, additional facility visits, and the use of a training simulator based on the recommendation of the US Department of Justice</p>
<p>I.D.2 Develop new career certificates and</p>	<p>Academic MP: Support Regional</p>	<p>Business & Technology: Using labor market information to inform</p>	<p>The Automotive faculty members will use labor market data and advisory committee</p>	<p>Curriculum updates, such as certifications</p>

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stackable credentials based on employer demand.	Workforce Development	program development and career advisement	recommendations to update program curriculum.	and/or stackable credentials will be developed in the Automotive Technology program.
I.D.2 Develop new career certificates and stackable credentials based on employer demand.	Academic MP: Support Regional Workforce Development	Math, Sciences, and Health Professions: Assess and implement Personal Training program that leads to employment.	Personal Training Level I Certificate was approved by ICCB. Course work was rescheduled to provide College Express students the opportunity to take the program.	Implement
I.D.2 Develop new career certificates and stackable credentials based on employer demand.	Academic MP: Support Regional Workforce Development	Hoopeston: Continue to partner with local healthcare facilities and provide training for C.NA's on a flexible schedule. Offer both initial certification as well as re-certification programs.	Found new instructor for adult class. First class held in Fall 2019 with 4 students. Class in process for Spring 2020 with 6 students. Had planned to offer summer class but cancelled	Plans are in place to partner with VCW to sponsor students.
I.D.2 Develop new career certificates and stackable credentials based on employer demand.	Academic MP: Support Regional Workforce Development	Hoopeston: Provide CMA program, linking to Carle Hospital	After implementing plan for CMA classes, learned that most students were not interested in CMA. Then Spring 2020 had to cancel all CMA program specific classes due to CMA program accreditation process. Switched to offer classes to benefit pre-nursing students instead.	Transition to classes to benefit pre-nursing students instead.
I.D.3. Support College Express initiatives	Academic MP: Improve students' job readiness	Student Services: Counseling to promote career and technical	Career guidance and academic counseling hosted an open house in Fall 2019 to raise high school and	When planning event next year, use Marketing Users' Group

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<p>I.D.4. Develop plan for educational support for Danville Casino and solar farms.</p>	<p>Academic MP: Revise curriculum to ensure teaching excellence</p>	<p>Business & Technology: Develop career-and-technical programs to support growing regional demand for solar technicians and for casino workers.</p>	<p>college students' awareness of career opportunities in traditional and nontraditional CTE programs.</p> <p>Modified wind technology program to include a solar-technology component. Through a connection with an Atlantic City, NJ, community college, investigated the training courses that casinos would desire for customized business training.</p>	<p>connections to expand participation among several DACC departments.</p> <p>Corporate Education has taken the lead on casino training, which has stalled pending the State's approval of a Danville-based casino operator.</p>
<p>I.D.5. Increase opportunities for combined GED and career-tech training in adult education.</p>	<p>Academic MP: Promote experiential learning</p>	<p>Adult Education: Expand opportunities for GED students to earn C N A credentials while preparing for high-school equivalency exams.</p>	<p>Adult Education began offering CNA programs in both the Fall and Spring semesters.</p>	<p>Continue offering C N A as well as other career-technical programs, such as in manufacturing</p>

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<p>I.D.5. Increase opportunities for combined GED and career-tech training in adult education.</p>	<p>Academic MP: Promote experiential learning</p>	<p>Corporate Education: IDOC CPR Training</p>	<ul style="list-style-type: none"> • Presently serving four correctional centers to provide First Aid/CPR/AED training • Providing full administrative support • Generates credit hours for DACC • Contract was renewed in 2018. • Equipment has been upgraded by CCE per AHA standards in 2019. 	<ul style="list-style-type: none"> • Need to hire new instructor for Lincoln and Logan CC
<p>II.A.1. Increase the graduation rate for first-time, full-time Fall cohorts to 40 percent.</p>	<p>Student Services MP: Increase student success</p>	<p>Student Services: Provide mentors for all first-time and special-populations Fall students.</p>	<p>During the Fall 2019 semester, 342 students participated in the mentoring program. Sixty-three faculty and staff served as mentors as well. Mentors made regular contacts with students, and specifically made contact at the beginning, middle, and end of the semester to check-in with students through Fall 2019. Mentors answered questions, provided information on campus resources, and gave tips and support to help students be successful.</p>	<p>During the coronavirus pandemic in the Spring, what had been a formal program that Erika Harris managed became less structured but with a great deal more employee interaction with the assignment of several employees whose job while working from home was exclusively to engage with students via telephone, texts, and email.</p>

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<p>II.A.1. Increase the graduation rate for first-time, full-time Fall cohorts to 40 percent.</p>	<p>Student Services MP: Increase student success</p>	<p>Student Services: Increase the number of student athletes moving on to 4 year institutions</p>	<p>Continue to build rapport with coaches at 4-year institutions to provide opportunities for our student athletes</p>	<p>Mentor students, that will not be playing competitively at the next level, to transition to employment or school</p>
<p>II.A.1. Increase the graduation rate for first-time, full-time Fall cohorts to 40 percent.</p>	<p>Student Services MP: Increase student success</p>	<p>Hoopeston: Improve completion rate for Certified Nursing Assistant students</p>	<p>Adult students for Fall had 100% pass rate. College Express students for 2019 had an 87% pass rate (13 out of 15) compared to 75% for 2018 (9 out of 12). Goal is 100%</p>	<p>Investigate feasibility of program expansion in spite of COVID-19 pandemic.</p>
<p>II.A.1. Increase the graduation rate for first-time, full-time Fall cohorts to 40 percent.</p>	<p>Student Services MP: Increase student success</p>	<p>Student Services: Establish a consistent, comprehensive follow-up with Operation Graduation cohorts. Investigate a program for part-time students.</p>	<ol style="list-style-type: none"> 1. Utilize established Mentor Program 2. Provided support and training for mentors. 3. Google sheet was established to collect data on number of contacts, student updates, and why students stop-out (if applicable). 4. Introduced a day off for mentors who complete 3 contacts with mentees. 5. Identified the need for staff to review lists to avoid duplication of contacts to maximize staff resources and student engagement. Worked with Admissions & Advisement to coordinate efforts. 	<ol style="list-style-type: none"> 1. Increase mentor pool. 2. Continue with “day off” incentive for mentors. 3. Continue mentor training. 4. Continue to introduce the mentor/mentee as early as possible (late July and thereafter as students enroll).

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<p>II.A.1. Increase the graduation rate for first-time, full-time Fall cohorts to 40 percent.</p>	<p>Student Services MP: Increase student success</p>	<p>Student Services: Increase Graduation rate for first time full-time Fall cohorts to 40 percent</p>	<p>6. Established plan for keeping in contact with students in years 2 and 3.</p> <p>In Progress – Operation Graduation</p>	<p>Continue to find ways to help students support for retention and to graduate them in a timely manner with a plan in place through Operation Graduation</p> <p>Continue calling, emailing or reaching out to students</p>
<p>II.A.1. Increase the graduation rate for first-time, full-time Fall cohorts to 40 percent.</p>	<p>Student Services MP: Increase student success</p>	<p>Financial Aid: Encourage staff to broaden their role on campus, promote Fin. Aid goals and provide further student insight</p> <p>Encourage staff to serve as student mentor and serve on Diversity Committee and Hispanic R & R To ensure FAO staff have “personal” contact with a diverse student body</p>	<p>Assigned all of the FAO staff serve as student mentors, several serve on Diversity Committee and Hispanic R & R and all were involved in some way with the HLC process</p>	<p>Take “inventory” of staff’s last year involvement on campus and in the community and evaluate “worth” and if areas are being missed.</p> <p>Once evaluated ask staff to “cover” areas missed or new opportunities for outreach</p>
<p>II.A.2 Assess and expand student</p>	<p>Student Services MP: Improve</p>	<p>Student Services: Provide intramural sport options for</p>	<p>1. Surveyed students at Welcome Back Cook Out to determine</p>	<p>1. Continue to survey students at the</p>

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<p>activities to improve retention.</p>	<p>student awareness of college services, information, activities and programs.</p>	<p>students to meet their current interests and increase student engagement.</p>	<p>what sports would be in demand. First, request (Soccer) was implemented. 2. Based on surveys and resources, introduced Soccer and Frisbee Golf. Frisbee golf did not have the participation that soccer did: 12-15 players from DACC and 3 local high schools (including Indiana) attended the matches at Winter Park.</p>	<p>Welcome Back event or via mobile app. 2. Offer intramural options as needed.</p>
<p>II.A.2 Assess and expand student activities to improve retention.</p>	<p>Student Services MP: Improve student awareness of college services, information, activities and programs.</p>	<p>Student Services: Increase the number of student athletes moving on to 4 year institutions</p>	<p>Continue to build rapport with coaches at 4-year institutions to provide opportunities for our student athletes</p>	<p>Mentor students, that will not be playing competitively at the next level, to transition to employment or school</p>
<p>II.A.2 Assess and expand student activities to improve retention.</p>	<p>Student Services MP: Improve student awareness of college services, information, activities and programs.</p>	<p>Student Services: Reinstatement of a men and women’s golf team</p>	<p>Complete</p>	<p>Complete, but the number of women recruits needs to increase.</p>
<p>II.A.2 Assess and expand student activities to improve retention.</p>	<p>Student Services MP: Increase student access, engagement,</p>	<p>Student Services: Expand communication capacity to students and staff regarding</p>	<p>1. Unified Mobile App Implementation. Continue to support CNS department as implementation for app</p>	<p>1. Contact Ellucian for assistance. This service was noted in a release last summer,</p>

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	retention and success through more integrated and comprehensive student services.	critical updates and compliance mandates: Develop the capacity for the Annual Notice to students to be received and acknowledged through Self Service (vs WebAdvisor).	continues, approximate launch date is in May 2020. Will utilize mobile app for compliance and safety communications. 2. Added safety and security statements to all course syllabi.	but we still do not have documentation on how to access service. 2. Develop 2 mobile app “pages” to build communication infrastructure.
II.A.2 Assess and expand student activities to improve retention.	Student Services MP: Maximize resource and improve Student Services’ infrastructures to meet stakeholders’ needs.	Liberal Arts, Assessment, and Library: Monitor database usage	Monitoring of database use is ongoing in order to evaluate the mix of databases against actual student usage. Users viewed 465,581 abstracts and retrieved 90313 full text documents between 7/1/19 and 4/5/20. The library did not experience the number of non-DACC-user intrusions into the databases as occurred in the previous year.	The dean and reference librarian will review database usage compared to cost and use that information as well as compatibility with the new Primo interface in the selection of databases for the next fiscal year.
II.A.2 Assess and expand student activities to improve retention.	Student Services MP: Increase Student access, engagement, retention and success through more integrated and comprehensive student services	Student Services: Increase Student access, engagement, retention and success through more integrated and comprehensive student services	The Advisement & Counseling Office repurposed office space to include a computer lab for students. The lab has 6 computer stations and a printer. The lab received new carpet and paint.	New carpet for the Advisement & Counseling Office Leisure seating in the computer lab New Chairs for the conference room

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<p>II.A.2 Assess and expand student activities to improve retention.</p>	<p>Student Services MP: Increase Student access, engagement, retention and success through more integrated and comprehensive student services</p>	<p>Financial Aid: Promote the usage of the Veterans’ Lounge by current and prospective students who are Veterans of the Armed Forces</p>	<p>Reports indicate more Veterans are utilizing other federal funding, bring involved in more campus and community activities and maximizing support services on campus and at the VA</p>	<p>Ongoing process to promote area usage for students to use as not only a get together “lounge” but as a study area, construct informal study groups and career exploration. Promote area to serve as a central “hub” for the Veteran (current and prospects)</p>
<p>II.A.2 Assess and expand student activities to improve retention.</p>	<p>Student Services MP: Maximize resource and improve Student Services’ infrastructures to meet stakeholders’ needs.</p>	<p>Student Services: Improve student engagement with social/common areas by incorporating technology, design, and comfort. Improve department/college signage with updated graphics, communications, and directional signs.</p> <ul style="list-style-type: none"> • Update areas to reflect a modern, fresh, and aesthetically pleasing environment. • With many departments moving on campus and the lack of directional signage from the start, the College needs to help students/ 	<ol style="list-style-type: none"> 1. Common student areas were identified where charging stations and updated seating were needed. 2. FY 20 budget allotted for upgrades. 3. Found institutional and grant funds to develop signage for Career & Veteran Services department (with their move to 2nd floor of CH). 4. Received approval to move Art-in-Architecture artwork in LH Student Union <p>Planning:</p> <ol style="list-style-type: none"> 1. Working with Illini Grad Sales to develop a plan for Student 	<p>Phase 2:</p> <ol style="list-style-type: none"> 1. Request funds to implement the plans developed by Illini Grad Sales. Will most likely present requests for 2 fiscal years (FY21 and FY22). 2. Implement plans as funding allows.

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		customers find their way and critical resources.	Union, VH/LH/CH/PH directional and service guidance.	
II.A.3 Assess expansion of campus tutoring services and infrastructure.	Student Services MP: Increase student success	Business & Technology: Address gap in student tutorial support for business and technology.	The department has assessed the performance of the newly established Business & Technology Tutoring Center and needs to raise awareness among students about the center, which is located in the Tech Center.	The Center will offer a week-long open house in the Fall 2020, with the event aptly named DACC Geek Week.
II.A.3 Assess expansion of campus tutoring services and infrastructure.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Math, Sciences & Health Professions: Coordinate student tutoring services across the College	MSHP assessed performance of MASS. It was determined that more tutors may be needed. Additionally, it was suggested that virtual tutoring be explored.	Request funds for additional tutors. Pilot virtual tutoring.
II.A.3 Assess expansion of campus tutoring services and infrastructure.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Student Services: Coordinate student tutoring services across the College	Testing and Academic Services provided three general- tutoring sessions during the first quarter. Students also receive tutoring from tutoring centers specialized in business & technology, math & science, and writing in tutoring centers across campus.	Due to the Coronavirus pandemic, the planned follow up for the Spring semester was postponed until the Fall.
II.A.3 Assess expansion of campus tutoring	Student Services MP: Increase student success	Testing and Disability Services: Provide an additional full-time employee	Expanded our services to offer: Testing options available for Indiana residents, program credential license or certificates of	We could also offer mobile site availability to local businesses or offices that would

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<p>services and infrastructure.</p>			<p>completions, advisement to students with disabilities, disability services orientations, workshops for students with disabilities, tutoring, and study skill tables for students registered to take a high stakes test.</p>	<p>benefit from license or certification testing.</p>
<p>II.A.4 Increase “Bonus Class” participation among students.</p>	<p>Student Services MP: Increase student success</p>	<p>Student Services: Assess Year 2 progress toward graduation based on student use of Bonus Classes</p>	<p>Bonus Classes have proven to have negligible impact on increasing the graduation rates among those who chose them. Counselors regard the list as too restrictive and Admissions & Registration have found the process too onerous based on the low impact.</p>	<p>Student Services has developed a new pilot for Board approval to allow students who take 15 or more credits to receive a \$500 credit—thereby encouraging students who register for 12 credits to take an additional 3-credit class of their choice. New program will be offered for Fall 2020.</p>
<p>II.A.5. Provide academic tracks for all full-time students.</p>	<p>Student Services MP: Increase student access, engagement, retention and success through more integrated and comprehensive student services.</p>	<p>Student Services: Advisors will develop student plans for certificate/degree seeking students by increasing the use of Student Planner tool in Self Service Portal.</p>	<p>Plans have been developed, but it is an ongoing process. More training is requested.</p>	<p>Continue to develop student plans and assess them for progress and completion of programs.</p>

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II.A.6. Implement success-sharing for faculty and staff.	President’s Institutional Vision: Revenue, Relationships, and Reputation	Human Resources: Include “profit-sharing” concept in new faculty contract.	Faculty Association ratified a two-year contract that includes a performance bonus of \$1,000 per faculty member if end-of-year credit enrollment increases by 2 percent or more.	Regardless of whether the enrollment target is achieved, assess whether the program helped increase faculty participation in College retention and completion programs, such as the mentoring program.
II.A.6. Implement success-sharing for faculty and staff.	Human Resources Master Plan	Human Resources: Develop a hierarchy of titles among faculty that is consistent throughout higher education.	Faculty Association ratified a two-year contract that includes designations of instructor, assistant professor, professor, and distinguished professor for career milestones.	The 2021 academic year will provide \$1,000 increases to the base salary for the most recent milestone that faculty achieved.
II.B.1. Recruit and retain more students from underrepresented groups.	Academic MP: Advance a culture of inclusion	Math, Sciences & Healthcare Professions: Market programs to high school students, especially those who are not traditionally enrolled in these programs.	Health Professions Day and Engineering Day each took place during Feb. 2020. The event was attended by hundreds of high-school students. The focus was on nontraditional students, including male nursing students, female engineers, and those from underrepresented groups.	Produce and post videos of the event to ensure long-term impact of the marketing efforts.
II.B.1. Recruit and retain more students from underrepresented groups.	Academic MP: Advance a culture of inclusion	Adult Education: Provide outreach to people of low socioeconomic status for high-school equivalency.	Partnering with the Danville Housing Authority, DACC resumed offering GED/high-school equivalency classes in the Fair Oaks housing complex. The	Investigate the resumption of the program once the COVID-19 pandemic

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>II.B.1. Recruit and retain more students from underrepresented groups.</p>	<p>Academic MP: Advance a culture of inclusion</p>	<p>Financial Aid: Promote FAFSA completions and other educational funding such as scholarships to Veterans to cover more college expenses and reduce loan debt.</p>	<p>Housing Authority provided monetary incentives for residents to attend classes.</p> <p>Reports indicate more Veterans are utilizing other federal funding by completing the FAFSA and thus having more funds available for books, supplies and items that are not covered by the VA educational benefits. This has minimized the number requesting to borrow.</p>	<p>enables the College to return to Fair (Oaks.</p> <p>Continue to educate all of our students but with an emphasis on Veteran in regard to consumer debt and good financial management practices and how to maximize their benefits.</p>
<p>II.B.1. Recruit and retain more students from underrepresented groups.</p>	<p>Student Services MP: Improve student awareness of college services, information, activities and programs.</p>	<p>Student Services: Market CTE and academic programs to underrepresented groups.</p>	<p>Data, Desserts, & Decisions targeted local high school and their parents, and showcased CTE programs and careers, especially nontraditional fields. Participants reported a better understanding of CTE programs, career opportunities, and nontraditional fields.</p>	<p>The coronavirus postponed the spring event, which will be rescheduled for the Fall</p>
<p>II.B.1. Recruit and retain more students from underrepresented groups.</p>	<p>Student Services MP: Improve student awareness of college services, information,</p>	<p>Chief Diversity Officer: Develop diversity, equity and inclusion focused initiatives geared toward improving underrepresented students to increase engagement and retention.</p>	<p>Developed and piloted First Time Full Time African American Male initiative: The Toolbox</p>	<p>Hire a coordinator for the Toolbox program.</p> <p>Evaluate effectiveness of program for scaling up viability.</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
II.B.1. Recruit and retain more students from underrepresented groups.	Student Services MP: Increase student success	Student Services: AAC staff will complete training to understand and assist the diverse student populations served. Information learned will be integrated into advisement services. - Diversity Special Populations - CTE students - Transfer Students - Low SES student perspective	Trainings Completed: <ul style="list-style-type: none"> • NACADA – Webinars & Annual Conference • Transfer Summit • Engaging Students Through Social Media • VA Mental Health • CTE Training – Criminal Justice & Computer Programming • SEVIS • Customer Service • Staff serve on 16 Advisory Boards 	Continue training as our student dynamics are ever changing.
II.B.1. Recruit and retain more students from underrepresented groups.	Student Services MP: Maximize resource and improve Student Services’ infrastructures to meet stakeholders’ needs.	Student Services: Provide improved services for special populations, including individuals with disabilities	The College’s Disability & Testing Accommodations Specialist began providing support with assistive technologies to nontraditional and special populations students with disabilities.	The Assessment Center will investigate new software for assisting students on testing for CTE programs.
II.B.1. Recruit and retain more students from underrepresented groups.	Student Services MP: Maximize resource and improve Student Services’ infrastructures to meet	Student Services: Provide improved services for special populations, including individuals with disabilities	The College’s Disability & Testing Accommodations Specialist Mentored special-populations students to increase completion rates.	The assessment tool will be the success and completion rates of students in the mentoring program

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>II.B.2. Increase County-wide participation in dual credit.</p>	<p>Academic MP: Expand class offerings throughout District 507</p>	<p>Business & Technology: Expand CTE and College Express course offerings.</p>	<p>New CTE dual credit courses included: CBUS 104 Intro to Business; CECN 102 Microeconomics; CACC 101 Financial Accounting; BOFF 127 Intro to Power Point; and BOFF 228 Intro to Word.</p>	<p>DACC CTE faculty will work closely with high school instructors to ensure courses meet all college requirements and rigor.</p>
<p>II.B.2. Increase County-wide participation in dual credit.</p>	<p>Academic MP: Expand class offerings throughout District 507</p>	<p>Business & Technology: Expand CTE and College Express course offerings.</p>	<p>Business instructors worked with the VVEDS Director to develop a Business Administrative Technology program for the College Express program.</p>	<p>DACC business faculty will work closely with high school instructors to ensure courses meet all college requirements and rigor.</p>
<p>II.B.2. Increase County-wide participation in dual credit.</p>	<p>Academic MP: Expand class offerings throughout District 507</p>	<p>Student Services: Investigate the feasibility of Freshman/Sophomore Dual Credit</p>	<p>Working on creating an Exceptional Freshman & Sophomore Dual Credit Form. Developed a system for testing students to determine whether they are College-ready in English and math, regardless of the course.</p>	<p>Communicate new process to high school counselors; Gather feedback after first year; Monitor the process and success of the Freshman/ Sophomores</p>
<p>II.B.2. Increase County-wide participation in dual credit.</p>	<p>Academic MP: Expand class offerings throughout District 507</p>	<p>Hoopeston: Grow dual credit at the Center without financial loss by the addition of more general education classes(History, Social Science, Humanities) for daytime and evening classes; work to enroll</p>	<p>Goal is to add 2 science, 1 Humanities and 1 Fine arts classes needed to enable students to earn the GECC Certificate in Hoopeston. Barriers: High school mentality that all classes need to be during the day and on their own campus.</p>	<p>Promote online courses as a strategy to address the increase in high-school taught dual credit.</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>II.B.3. Address the achievement gap for African-American male students</p>	<p>Student Services MP: Increase student access, engagement, retention and success through more integrated and comprehensive student services.</p>	<p>more HS students in online courses that build on learning from HS, Student Services: Implement the “Toolbox” program to improve the success rate of African-American male, first-time students.</p>	<p>No high school teachers have master’s degrees who could be on the development plan to be able to teach in the school. The chief diversity officer implemented a program with 18 “Toolbox” students and has provided wrap-around services to keep these students on track toward completion. After the Fall semester, all but two students returned for the Spring—a retention rate that far exceeds the overall College rate.</p>	<p>Assess the successes and challenges after the first year. Continue with the Fall 19 cohort and enlist a Fall 20 cohort by assigning additional staff to these students.</p>
<p>II.B.3. Address the achievement gap for African-American male students</p>	<p>Student Services MP: Increase student access, engagement, retention and success through more integrated and comprehensive student services.</p>	<p>Math, Sciences & Health Professions: Improve the success rate of African-American students.</p>	<p>ATD Teaching & Learning completed the Black Minds Matter Video series and developed a college wide guide to be shared with employees during the next in-service. MSHP developed a teaching strategy guide based on evidence-based research. The guide was shared with full- and part-time faculty within the division.</p>	<p>Develop targeted initiatives that are data-driven.</p>
<p>II.B.4. Investigate measures to improve security for night classes.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Security: Evaluate effectiveness and efficiency in the Security Department visibility during evenings after 6 p.m.</p>	<p>After completing evaluation, Security began assigning G4S officers to parking lots during class dismissals from 7 p.m. to 11 p.m. weekdays.</p>	<p>Recommendations for modification to course schedules to consolidate classrooms.</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>II.B.5. Increase student access to Foundation scholarships.</p>	<p>Information Technology Strategic Plan, 2018-2024</p>	<p>NextGen Import/Export Process to update Student Account on Colleague</p>	<p>Currently, all Foundation Scholarships are manually entered by the Accounts Receivable Specialist to the student’s account as a sponsorship. There is no record of the scholarship recorded in Financial Aid. This process would treat the scholarship as an award in Financial Aid, which would then feed over to the student account similar to other scholarships and awards.</p>	<p>Investigate a new system for 2021 since NextGen is failing to serve students adequately</p>
<p>II.B.5. Increase student access to Foundation scholarships.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Foundation: Offering an affordable and convenient education for students</p>	<p>Awarded 506 scholarships valued @\$664,545 at our Honors Program held on September 20, 2019. This is 18 more than 2018 and \$42,180 more than 2018. Nine new scholarships have been added since Jan 2020. We have received \$5,536,559.70 in contributions since 7/1/2019. This includes funding from grants, bequest, in kind gifts and employee contributions.</p>	<p>Continue to promote the Foundation through opportunities such as DACC TV and radio shows and the Hoopeston radio show. We send out semiannual newsletters to our donors. Volunteer and serve on the following Boards; Rotary, AFP and WorkSource Enterprises, Participate and volunteer in community golf outings, DACC campus activities, Galas, and other</p>

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II.B.6. Increase open-educational-resource in courses.	Academic MP: Reduce student textbook costs	Liberal Arts, Assessment, and Library: Increase opportunities for students to have access to free educational materials.	The library has a new video that explains how to use Google Scholar to do research. If you have limited or no experience with Scholar, it is a wonderful, free research tool to find journal articles, books and conference proceedings.	community and non for profit events to cultivate partnerships with community members Promote the video across all curricula via the Blackboard LMS.
II.B.6. Increase open-educational-resource in courses.	Academic MP: Reduce student textbook costs	Enhancements requested to Follett’s Online Adoption processing	Ties to all dept. goals	Continued support and upgrades as needed, per request of Follett.
II.B.6. Increase open-educational-resource in courses.	Academic MP: Reduce student textbook costs	Finance: Bookstore Partnership & Operations	Complete – 3 Year Amendment with Follett approved by Board in May 2019	Review again in Spring 2022

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>II.B.6. Increase open-educational-resource in courses.</p>	<p>Academic MP: Reduce student textbook costs</p>	<p>Finance: Evaluate process of charging students for Follett Access course materials</p>	<p>Complete – The process was changed in response to complaints from high school administrators and parents that the balance due on student accounts changed because of not having current pricing available at registration</p>	<p>Operational</p>
<p>II.C.1. Implement and assess effectiveness of new mobile app.</p>	<p>Student Services MP: Develop a mobile app and online application</p>	<p>Student Services: Complete research, select, and implement a mobile application to improve communications with students about events, activities, and to build learning communities.</p>	<ol style="list-style-type: none"> 1. Technical team has been working with Unified to build the infrastructure behind the mobile app. As of January 2020, DACC staff had completed their portion of the project. After a consult with Unified’s top administrator, the Unified team was put into action to deliver the remaining technology to start building pages. 2. Content team is now developing mobile app pages to start sharing with students/public in May 2020. 	<ol style="list-style-type: none"> 1. Mobile app marketing and incorporation into institutionalized processes (orientations, recruitment, student clubs, athletics) 2. Mobile app usage and effectiveness will be monitored at the end of the Fall 2020 term with the analytics built into the product. Student and staff satisfaction will also be determined with survey and/or focus group data. Additional strategies may be incorporated based on data and feedback collected.

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
II.C.1. Implement and assess effectiveness of new mobile app.	Information Technology Strategic Plan, 2018-2024	Operations: Provide increased student accessibility through mobile access.	Configuration of our systems to provide the authentications for student access. Purchase or setup Apps download access for Android and Apple devices.	Continue implementation with Vendor support Through Summer 2020
II.C.1. Implement and assess effectiveness of new mobile app.	Student Services MP: Develop a mobile app and online application	Online Learning Office: Launch mobile app solution for campus.	DACC team continues to work through final project stages/training in preparation of launch.	Launch mobile app to DACC campus 2020SU.
II.C.2. Review effectiveness and implement improvements to orientation and Success in College, adding financial literacy and online/Blackboard skills.	Student Services MP: Increase student success	Student Services: Introduce changes to new student orientations and INST 101 Success in College	New programs developed for Success in College that integrates Blackboard “boot camp”	Implementation scheduled for summer 2020, pandemic permitting
II.C.2. Review effectiveness and implement improvements to orientation and Success in College, adding financial literacy and online/Blackboard skills.	Student Services MP: Increase student success	Student Services: Increase communication across campus through technology	On Hold – Scanning Software: Too expensive for us to purchase right now. College will investigate Alternative options.	Task 2: On Hold – Scanning Software: Too expensive for us to purchase right now. It would be great to review this again at a later date. Staff looking into alternative solutions: 1) Ellucian recently came out with a

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<p>II.C.2. Review effectiveness and implement improvements to orientation and Success in College, adding financial literacy and online/Blackboard skills.</p>	<p>Student Services MP: Increase student success</p>	<p>Student Services: Improve student onboarding through review and updating the New Student Orientation (NSO)</p>	<p>In Progress – Review and update online NSO by adding INST 110 components and working in conjunction with INST 101 development team.</p>	<p>document upload option or 2) SharePoint might be helpful.</p> <p>Working with Student Service members to see what additional information needs added to are online NSO’s for better participation and greater knowledge of DACC before they start.</p> <p>INST 110, should all students need the online orientation? That is something to look at this year.</p>
<p>II.C.2. Review effectiveness and implement improvements to orientation and Success in College, adding financial literacy and online/Blackboard skills.</p>	<p>Student Services MP: Increase Student access, engagement, retention and success through more integrated and comprehensive student services</p>	<p>Student Services: Increase student satisfaction rates (with FY2016 as baseline) with services provided</p>	<p>The CCSSE & Student Satisfactory Inventory indicated that improvements have been made and students are more satisfied with Advisement. Additionally, students feel that their advisor is approachable</p>	<ul style="list-style-type: none"> • Continue Point-of Service Surveys • Continue training • Student Satisfaction Data • CCSSE Data • CTE Graduate Surveys

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<p>II.C.3. Expand extracurricular programs, including the development of eSports.</p>	<p>Student Services MP: Increase Student access, engagement, retention and success through more integrated and comprehensive student services</p>	<p>Operations VP: Develop eSports program. Grow both the club and competitive teams</p>	<p>The lab has been designed and all the equipment is in place.</p>	<p>Continue to develop the overall design of the eSports lab and set competitive schedule for our competition teams</p>
<p>II.C.3. Expand extracurricular programs, including the development of eSports.</p>	<p>Student Services MP: Increase Student access, engagement, retention and success through more integrated and comprehensive student services</p>	<p>Operations VP: Improve DACC TV studio. Update production technology so students are able to use up-to-date equipment</p>	<p>Some equipment has been replaced, now focus needs to be given on the studio itself (cameras, lighting, backdrop and set)</p>	<p>Start looking for vendors/equipment</p>
<p>II.C.4. Develop a student-friendly library.</p>	<p>Student Services MP: Improve student awareness of college services, information, activities and programs.</p>	<p>Liberal Arts, Assessment, and Library: Monitor usage of library facility to determine how and when patrons use the space and reconfigure to support student and faculty needs.</p>	<p>The conversion from the Dewey Decimal to the Library of Congress classification system is nearly complete. When the library reopens staff will finish moving items and will be able to determine how the space can now be reconfigured, particularly on the lower level. One concern this</p>	<p>The library staff are requesting that funds be made available to create this space. In addition, library staff are requesting that the Technology Bond funds assigned in FY 20 to purchase furniture as</p>

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<p>II.D.1. Expand corporate education support of local industry by strengthening its linkage with the American Job Center.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Vermilion County Works: Support manufacturing industry in employee assessment and training</p>	<p>VCW received \$358,000 grant. Purchased manufacturing assessments tools and trained 23 job seekers and 25 incumbent workers.</p>	<p>part of the reconfiguration be reallocated in FY2021 as the conversion is nearly complete.</p> <p>Corporate Ed can continue assessments and offer training to employers utilizing the equipment purchased through the grant</p>
<p>II.D.2. Increase County-wide outreach of Vermilion County Works.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>American Job Center: Introduce the One-Stop Operator (OSO) design that builds collaboration among 11 partner agencies to communicate and collaborate on workforce development projects</p>	<p>Vermilion County and its 11 workforce-development partners have collaborated to increase overall service levels by more than 5 percent in 2020. Exceeded all goals for Program Year 2019, Program Year 2020 goals have not yet been negotiated.</p>	<p>Evaluate partner outcomes—especially referrals—to the WIB.</p>
<p>II.D.2. Increase County-wide outreach of</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Vermilion County Works: Maintain high level of coordination with Corporate Ed to train incumbent workers</p>	<p>VCW continues to utilize 20% of Adult and Dislocated Worker funding to work with employers to train incumbent workers</p>	<p>After annual allocations are released a budget for incumbent workers will be set and the</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
Vermilion County Works.				partnership between VCW and Corporate Ed will continue to fund incumbent worker training
II.D.2. Increase County-wide outreach of Vermilion County Works.	Academic MP: Support Regional Workforce Development	Vermilion County Works: Regional and Local WIOA Plans	Began offering VCW services on DACC Campus, at Hoopston Learning Center, and in Georgetown High School.	Will assess and develop new strategies for increasing outreach to the southern region of Vermilion County.
II.D.2. Increase County-wide outreach of Vermilion County Works.	Operations VP: Increase county-wide outreach of Vermilion County Works	Develop orientation video for all partner agencies to utilize	Working with VCW staff members to create storyboard for pre-production	Start collecting footage
II.D.2. Increase County-wide outreach of Vermilion County Works.	Operations VP: Increase county-wide outreach of Vermilion County Works	Corporate Education: Bring new companies to DACC to learn about programs and services offered/IMIN Network	<ul style="list-style-type: none"> • IMIN was formed as a partnership among DACC, Watchfire and IMEC in 2018 and was funded for last 12 months by a grant through DCEO. • Companies learn Continuous Improvement topics • Average attendance is 25-40 employees from a variety of industry sectors. • Provides an opportunity for networking and to offer training on topics relevant to local business and industry. 	<ul style="list-style-type: none"> • Continue IMIN network in 2020. • Develop a plan to cover administrative costs formerly covered by WERC grant.
II.D.3. Fully integrate career services, VCW,	Academic MP: Support Regional	American Job Center: Develop systems for sharing	The AJC began collecting Basic Customer Information data from all job seekers and disseminating this	Ensure that follow ups with AJC partners and community agencies

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AJC, and Veterans' services.	Workforce Development	information among all partners.	weekly (electronically) and quarterly (paper) through various outlets. More than 1,000 individuals were registered at any given time during the year.	include weekly email blasts.
II.D.3. Fully integrate career services, VCW, AJC, and Veterans' services.	Academic MP: Support Regional Workforce Development	Student Services: Maintain and market the DACC Veterans Lounge	Lounge officially opened in Nov 2019 for current student veterans. This dedicated space offers refreshments and study space of our veterans to increase retention and graduation *Keeping track of veteran attendance for baseline usage data.	Use the Lounge to recruit new Student Veterans for Fall 2020 and Spring 2021 Use mobile app to market service to students.
II.D.3. Fully integrate career services, VCW, AJC, and Veterans' services.	Academic MP: Support Regional Workforce Development	Student Services: Creation of a DACC Career Development Guide	This guide will be offered to all students and will act as our departments outline for all in-class presentations.	Begin to create the outline and guide content with estimated completion date of August 2020
II.D.3. Fully integrate career services, VCW, AJC, and Veterans' services.	Academic MP: Support Regional Workforce Development	Student Services: Creation of the BSI, The Basic Student Information and corresponding database.	Create the short questionnaire to collect information on student interests, future plans, and employment goals.	This information will be helpful with linking students transitioning to employment upon completion, for students needing part-time employment, and students needing work experience or internships.

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<p>II.D.3. Fully integrate career services, VCW, AJC, and Veterans' services.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Student Services: Create updated webpages for Career & Veteran Services on the newly designed College website and Mobile App.</p>	<p>Still in development.</p>	<p>Creation of a student/community job board highlighting part-time, full-time, internship, work experience opportunities as we eliminate our membership to national college central network (\$2,900)</p>
<p>II.D.3. Fully integrate career services, VCW, AJC, and Veterans' services.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Student Services: Continue our partnership with AJC and VCW services for DACC students.</p>	<p>Kellie McBride is the DACC campus point person for the AJC referral process, communication has started</p>	<p>Increase usage on behalf of all DACC departments</p> <p>Track usage to determine where services are under-utilized and communicate with those departments/partners.</p>
<p>II.D.3. Fully integrate career services, VCW, AJC, and Veterans' services.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Student Services: Evaluate the annual Career Connections Job Fair to see if targeted job fairs would be more efficient for students and employers. Also look at pre-job fair workshop to increase participation</p>	<p>Enhancing opportunities for student success through comprehensive support services by increased exposure of Career Center services to students and community members</p>	<p>Due to COVID-19, event was cancelled and will be explored this upcoming year</p>

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<p>II.D.3. Fully integrate career services, VCW, AJC, and Veterans' services.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Student Services: Military friendly designation for DACC</p>	<p>Initial investigation resulted in a finding that we missed the application process for 2019-2020.</p>	<p>Ensure application is completed by 12/4/20 on Military Friendly.com for endorsement</p>
<p>II.D.3. Fully integrate career services, VCW, AJC, and Veterans' services.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Student Services: Increase membership to the Student Veterans of America club</p>	<p>Currently holding steady with 12 students for monthly meetings</p>	<p>Create initiatives to increase membership, retention rates, and graduation rates including Challenge coins, fundraisers, and community involvement</p>
<p>II.D.3. Fully integrate career services, VCW, AJC, and Veterans' services.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>American Job Center: Integrate services for improved community and student service</p>	<p>The AJC adopted a Common Referral system to ensure students are being served and partner outcomes measured. As a result, there continues to be a steady increase in initiated referrals as indicated by the following: 2017-80 referrals; 2018-683 referrals; 2019-720 referrals; and 2020 (1 month)-45. Perkins increased referrals initiated from 0 in 2017-2018 to 40 in 2018-2019; to 25 to date in 2019-2020 (6.5 months).</p>	<p>Through collaboration and engagement, partnerships need to continue to improve as the workforce area strives toward true integration.</p>
<p>II.D.3. Fully integrate career services, VCW,</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>Corporate Education: Provide training on the life skills necessary for employment success</p>	<ul style="list-style-type: none"> Developed POWER UP Coaching Clinics using two local gentlemen who have experienced barriers in 	<ul style="list-style-type: none"> March 5 was Kick-Off event at the Housing Authority.

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<p>AJC, and Veterans' services.</p>		<p>life and are now successful businessmen.</p> <ul style="list-style-type: none"> • Will be running 6-8 sessions for Danville Housing Authority residents to provide mentoring/coaching sessions. • POWER UP will also provide information on education, training and supportive services • Based on NC-NET curriculum • Scheduled Essential Skills training for OSF to begin Summer 2020 for their Dietary Staff • Conducted 6 sessions of Essential Skills for a local company in 2019. • Local restaurants are also requesting this type of training. • Working with DnD Witzel on DACC partnership supporting Archways to Opportunity to increase enrollment for academic programs. 	<ul style="list-style-type: none"> • April 2020- Booklets are being developed. Training will be highly customized for Danville using feedback and testimonials shared by the Danville residents and employees. • Creating fliers to support Archways to Opportunity to promote college, ESL and GED at DACC.
<p>II.D.3. Fully integrate career services, VCW, AJC, and Veterans' services.</p>	<p>Academic MP: Support Regional Workforce Development</p>	<p>American Job Center: Integrate services for improved community and student service</p>	<p>Transfer of leadership to oversee Career and Veterans Center has been completed</p> <p>Streamline processes and systems to become more effective and efficient between the AJC and DACC Career Services</p>
<p>II.D.3. Fully integrate career services, VCW,</p>	<p>Academic MP: Support Regional</p>	<p>American Job Center: Together with DACC Career Services, help increase</p>	<p>Helped VA Iliana Health Care organize a November Job Fair that attracted more than 132 job</p> <p>In the wake of COVID-19 and escalating unemployment, the</p>

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AJC, and Veterans' services.	Workforce Development	opportunities for veterans to attain employment	seekers, including 47 veterans, the highest total ever.	College and the VA need to develop a program that provides veterans to more frequent job fairs.
II.D.3. Fully integrate career services, VCW, AJC, and Veterans' services.	Academic MP: Support Regional Workforce Development	American Job Center: Integrate services for improved community and student service	Federal policies and procedures per WIOA requirements are in place and program has been monitored annually by the Illinois DCEO and determined in compliance.	Maintain all reporting required by DCEO and LWIB throughout the year including BCI, referrals, and tracking.
II.D.3. Fully integrate career services, VCW, AJC, and Veterans' services.	Academic MP: Support Regional Workforce Development	American Job Center: Integrate services for improved community and student service	Complied with requirements for an approved MOU and MOU budget with all partner agencies for 2019-2020 and have started the process for 2020-2021.	Submission and approval by DCEO prior to July 1, 2020
II.D.3. Fully integrate career services, VCW, AJC, and Veterans' services.	Academic MP: Support Regional Workforce Development	American Job Center: Integrate services for improved community and student service	Increased to 5 partners occupying space, VCW, IDES, First Institute, Veterans, and DACC Adult Ed.	Continue to collaborate with partners to showcase the value for using space.
III.A.1. Identify and apply for grant opportunities in support of priority college operations.	President's Institutional Vision: Revenue, Relationships, and Reputation	Operations VP: Application for the Illinois Cooperative Work-Based Learning Grant	Through the grant was not funded, work-based learning opportunities are still available to students through Vermilion County Works. There are currently 4 students participating in work experience through a Vermilion County Works program with First Institute Training and Management.	Followed up with successful application for Illinois "Bridge and Innovation" grant

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III.A.1. Identify and apply for grant opportunities in support of priority college operations.	President’s Institutional Vision: Revenue, Relationships, and Reputation	Operations VP: College pursuit of grant to support “life-skills” training for job seekers and students.	In receiving a \$225,000 award for the Illinois “Bridge and Innovation” Grant, the College will focus on providing free “life-skills” training for unemployed and underemployed adults.	Longer term, the program will also assist incumbent workers who need to upgrade skills to remain employed as well as student veterans.
III.A.1. Identify and apply for grant opportunities in support of priority college operations.	President’s Institutional Vision: Revenue, Relationships, and Reputation	Operations: Identify and apply for grant opportunities in support of priority college operations.	Anytime a notice of funding is received that could potentially benefit the College, it is reviewed and forwarded (if appropriate) to the department for review. Over the past year, I have assisted with several grant submissions and/or reviews. All grant funding requests are sent to the VP of Operations for review prior to submission.	Continue to research grant opportunities. Keep tracking report current.
III.A.2. Investigate and implement new revenue streams and contain expenses.	President’s Institutional Vision: Revenue, Relationships, and Reputation	Finance: Programming to update student accounts for TekCollect Fee charged to students	Ties to all dept. goals	Continued support as needed. Automated process was developed to add \$15 or \$30 fees to student account, as TekCollect charges a fee for collection efforts. Students are responsible for this fee.
III.A.2. Investigate and implement new revenue	President’s Institutional Vision: Revenue,	Community Education: Explore profitability of a barber school	Exploring options for developing program and determining whether	Identify delivery mode for first 150 hours (online or in class) and

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streams and contain expenses.	Relationships, and Reputation		DACC can offer competitive pricing and make it profitable	level of participation. With an initial cohort of 12 or more, College would then purchase equipment for the class at a cost of around \$10,000
III.A.2. Investigate and implement new revenue streams and contain expenses.	President’s Institutional Vision: Revenue, Relationships, and Reputation	Finance: Maintain Essential Spending Guidelines	Complete – migrated to standard operating procedure.	Continue indefinitely – migrated to standard operating procedure.
III.A.2. Investigate and implement new revenue streams and contain expenses.	President’s Institutional Vision: Revenue, Relationships, and Reputation	Finance: Implement Nelnet Past Due Balance Payment Plan	Complete – Nelnet past due balance payment plan was implemented and operational in December 2019. If student completes enrollment process with Nelnet, restrictions are lifted from account and student can register for additional classes	Operational
III.A.2. Investigate and implement new revenue streams and contain expenses.	President’s Institutional Vision: Revenue, Relationships, and Reputation	College Governance: Recommend strategies for developing increasing College revenue.	The Dual Credit FAST Team recommended revenue stream: transaction fee and soft-roll out of increased charges. Transaction fee for Indiana was adopted.	Remainder is to be reviewed at later data.
III.A.3. Manage health-care costs while continuing to provide quality	Human Resources Master Plan 2019-24	Human Resources and Finance: Direct the College Insurance Committee to develop affordable healthcare in the family plan.	In Fall 2019, the Insurance Committee worked with the healthcare consultant ONI to create a healthcare option that reduces the expense for employees on a	The discounted plan included some one-time savings for the College. The Finance and Human Resources

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<p>service for employees.</p>			<p>family plan to almost a quarter of the original cost. The new plan became available as of Jan. 1, 2020, and proved to be extremely popular.</p>	<p>offices will look to negotiate deals to extend these savings.</p>
<p>III.A.3. Manage health-care costs while continuing to provide quality service for employees.</p>	<p>Human Resources Master Plan 2019-24</p>	<p>Finance: Evaluate change in health insurance providers</p>	<p>College switched from Health Alliance to Blue Cross/Blue Shield.</p>	<p>Will evaluate in Fall 2020 with assistance from ONI Risk Partners</p>
<p>III.A.4. Study feasibility and savings for in-house armed security and in-house food service.</p>	<p>Facilities Master Plan, 2016-22</p>	<p>Administrative Services: in response to a Board request, assess the cost and effectiveness of current operations in food service and security.</p>	<p>Based on the College’s past experience, the contract with Subway provides no risk to the College and offers students a more eclectic and healthy range of food than had been the case previously when College staff operated the cafeteria. Regarding security: even with added expense of hiring a daily armed officer from the Danville Police, the blending of a three-member security staff with contractors from G4S provides 24/7 coverage at a far lower expense than either a full staff or a fully contracted service.</p>	<p>Security is transitioning from Administrative Services to Student Services, in alignment with the Threat Assessment team, and with Student Services AVP overseeing security.</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
III.B.1. Implement maintenance plan from the facilities master plan to ensure a state of good repair.	Facilities Master Plan, 2016-22	Maintenance and Facilities: Replace equipment that has aged beyond beneficial use	Purchased new platform lift; purchased new snowplow for maintenance dump truck	Purchases bring equipment to good repair
III.B.1. Implement maintenance plan from the facilities master plan to ensure a state of good repair.	Facilities Master Plan, 2016-22	Maintenance and Facilities: Identify priority projects requiring funding.	Maintenance separated the CAD/digital printing room from the CISCO networking room to improve the teaching environment in the Tech Center.	Examine improvement in the electronics room.
III.B.1. Implement maintenance plan from the facilities master plan to ensure a state of good repair.	Facilities Master Plan, 2016-22	Maintenance and Facilities: Identify priority projects requiring funding.	Projects as priority need for state-of-good-repair are identified as replacing original hot and cold galvanized plumbing MMC; updating elevator controls and bringing elevators up to code; replacing the roof at Technology Center; and repairing the Tractor Trailer Training Parking Lot	Seeking funding for projects
III.B.1. Implement maintenance plan from the facilities master plan to ensure a state of good repair.	Facilities Master Plan, 2016-22	Maintenance and Facilities: Keep critical safety systems in good repair	Conducted inspections of sprinkler-pipe systems campus wide.	Follow up in five-year cycles
III.B.1. Implement maintenance plan from the facilities master plan to	Facilities Master Plan, 2016-22	Maintenance and Facilities: Construct State-approved RAMP projects	Began work with Capital Development Board to develop a scope of work for the \$2.2 million Clock Tower renovation and the	Though the funds are earmarked (requiring a 25% college match), the State has yet to issue a

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
ensure a state of good repair.			\$500,000 Horticulture Center rehab.	plan for administering the funds.
III.B.2. Investigate future expansion of campus facilities.	Academic MP: Support Regional Workforce Development	President: Address regional shortages in nurses and medical-imaging technicians by expanding facilities to increase cohort sizes.	Nursing and medical-imaging staff have worked with Maintenance and Facilities to address use of the former Army Reserve for enhanced nursing, rad tech, sonography, and echocardiography programs	Renovating of the Army Reserve to become the healthcare professions center will become the College's top priority on the State's RAMP (Resource Allocation Master Plan)
III.B.2. Investigate future expansion of campus facilities.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Testing, Disabilities, & Tutoring: Assess the mission of the Testing Center and realign to better meet the needs of the communities we serve and want to serve.	The office was initially designed for a limited number of testing options that were available at the time not the possibility of more inclusive services being offered. To adequately serve our students in the manners required and requested we need to redefine our space.	We need to establish an area for tutoring, an area specific for disability services, and general testing needs.
III.B.3. Upgrade the HVAC in the Mary Miller Gym.	Facilities Master Plan, 2016-22	Maintenance and Facilities: Set goal to complete installation by May 15 for Commencement	Work completed in Spring 2020, on schedule and within budget.	Investigate costs of replacing gym floor.
III.B.4. Implement a plan to acquire the former U.S. Army Reserve.	Facilities Master Plan, 2016-22	Maintenance and Facilities: Working with the president and Board, the GSA and College to negotiate an agreement for purchase.	GSA and College committed to a sale price of \$150,000, which will be vetted through federal government channels for final approval.	Working with nursing and medical imaging staff, develop a cost estimate to convert the Army Reserve into the College's healthcare professions facility. Project will be named

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>III.B.4. Implement a plan to acquire the former U.S. Army Reserve.</p>	<p>Student Services MP: Maximize resource and improve Student Services’ infrastructures to meet stakeholders’ needs.</p>	<p>Small Business Development Center: Work with an inter-disciplinary committee to develop a ramped-up culinary/hospitality/restaurant management program that features a “learning lab” in the form of a real-life restaurant and bakery on the second floor of the former US Army Reserve facility.</p>	<ul style="list-style-type: none"> • Project assumed acquisition of the U.S. Army Reserve facility adjacent to the college – the facility is being slated for different uses at this time. • Developed a survey of need for the program – on hold pending next steps by administration investigating the program. 	<p>top priority on the new State RAMP list.</p> <ul style="list-style-type: none"> • Use of building being determined. • Available to assist as needed in curriculum and project development.
<p>III.B.5. Develop a working plan for renovating Jacobs Hall.</p>	<p>Facilities Master Plan, 2016-22</p>	<p>Maintenance and Facilities: Rehabilitate two levels for use by Liberal Arts department</p>	<p>With a local architect, College developed buildable plans and has received the \$2 million bequest from the Hegeler estate to fund the project.</p>	<p>RFP for construction management and scope of work will be developed in summer 2020</p>
<p>III.B.6. Improve athletics facilities, such as by investigating the feasibility of a weight room and an on-campus sports field on East Main Street.</p>	<p>Student Services MP: Maximize resource and improve Student Services’ infrastructures to meet stakeholders’ needs.</p>	<p>Student Services: Improve and increase size of the campus weight room to meet the needs and expectations of current and future athletes/students.</p>	<p>Evaluated current space and equipment.</p>	<p>Utilize structural experts to investigate options for building modifications. Depending on recommendations, create additional training facilities for golf program or team video/theater for game tape review.</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>III.B.6. Improve athletics facilities, such as by investigating the feasibility of a weight room and an on-campus sports field on East Main Street.</p>	<p>Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.</p>	<p>Student Services: Investigate Charter Bus options</p>	<p>Evaluate what other schools charter- Lincoln Land, Lewis and Clark, Parkland(Hired Driver) for insurance reasons</p>	<p>Investigate possible savings with insurance and bus leasing.</p>
<p>III.B.6. Improve athletics facilities, such as by investigating the feasibility of a weight room and an on-campus sports field on East Main Street.</p>	<p>Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.</p>	<p>Student Services: Create a Softball and Baseball complex and training facility on campus</p>	<p>Discussions have been focused on Softball.</p>	<p>With management of Danville Stadium being handed over to the Danville Dans organization and the fact that the facility is falling into disrepair, we should begin the conversation to include baseball in future plans</p>
<p>III.B.6. Improve athletics facilities, such as by investigating the feasibility of a weight room and an on-campus sports field on East Main Street.</p>	<p>Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.</p>	<p>Student Services: Designate and equip a dedicated Athletic Lounge in MMC near the training room.</p>	<p>Similar to the Veterans Lounge, having a space for student athletes can help with retention and graduations rates</p>	<p>Upgrade with athletic graphics, create a student worker position to monitor the room, upgrade seating and technology.</p>
<p>III.B.6. Improve athletics facilities, such as by</p>	<p>Student Services MP: Maximize resource and</p>	<p>Student Services: Add 2nd floor to MMC North side to meet space needs</p>	<p>Facility upgrades are needed and have been included in previous year plans.</p>	<p>Identify administration support</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>investigating the feasibility of a weight room and an on-campus sports field on East Main Street.</p>	<p>improve Student Services’ infrastructures to meet stakeholders’ needs.</p>			<p>to begin athletic facility overhaul</p>
<p>III.B.6. Improve athletics facilities, such as by investigating the feasibility of a weight room and an on-campus sports field on East Main Street.</p>	<p>Student Services MP: Maximize resource and improve Student Services’ infrastructures to meet stakeholders’ needs.</p>	<p>Student Services: Modify/improve locker room spaces</p>	<p>Put band aides on locker rooms to get through another year</p>	<p>As a National Championship site, our visiting team(s) and official locker rooms need upgrading</p>
<p>III.B.6. Improve athletics facilities, such as by investigating the feasibility of a weight room and an on-campus sports field on East Main Street.</p>	<p>Student Services MP: Maximize resource and improve Student Services’ infrastructures to meet stakeholders’ needs.</p>	<p>Student Services: Upgrade/modernize the athletic conference room</p>	<p>Evaluated options and current design. Moved video production equipment to alternate location freeing up the space for athletics.</p>	<p>Finalize design and layout to capture the rooms potential</p>
<p>III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.</p>	<p>Information Technology Strategic Plan, 2018-2024</p>	<p>Institutional Effectiveness: Make planning and assessment data more internally accessible</p>	<p>The assessment webpages were updated and include information from the new Academic Assessment lead. SharePoint is in development</p>	<p>Add program outcomes to the webpage. Share assessment information internally through SharePoint.</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.</p>	<p>Information Technology Strategic Plan, 2018-2024</p>	<p>Testing Center: Strengthen student monitoring and test security</p>	<p>We were able to add an updated monitor to the proctor station but the system is highly outdated and still provides poor feedback. An adequate update would require a new system to be wired in on a new separate network accessible on our computers at the proctor stations.</p>	<p>We subscribed to NCTA to evaluate our standards and guidelines. We will apply for certification as a testing center.</p>
<p>III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.</p>	<p>Information Technology Strategic Plan, 2018-2024</p>	<p>Liberal Arts, Assessment, and Library: Design a dedicated space for the College Archives and set up a cataloging system</p>	<p>The library has been designated as the home of the College archives. There is not sufficient space in the library, however, to house and work with the collection, which is in disarray. The dean had identified a space in the audio-visual department that could house the collection adequately but the space is being reconfigured to accommodate a media lab for student use.</p>	<p>If/when the college receives money from the state to upgrade Clock Tower, library staff will work with administration and the College architect to design a space for the Archives.</p>
<p>III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.</p>	<p>Information Technology Strategic Plan, 2018-2024</p>	<p>Testing, Disability Services, & Tutoring: Integrate updated programs and software to expedite and expand student services.</p>	<p>We worked with MIS department to import automatic data feeds into Colleague from Accuplacer and ALEKS. For Tutoring, we accessed SmartThinking in our tutoring center. Purchased and installed Respondus Lockdown and Monitor</p>	<p>Monitor use of Respondus beginning in Summer 2020</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Operations: Review and update network infrastructure	for proctoring. Provided Webinars for faculty training. Reviewed current network and developed strategy to move to a new infrastructure. Moved Wi-Fi control from Core Switch to independent control	Discussion with Manufacturers of network infrastructure hardware. Selection on Manufacturer and developing Cost for budget
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Liberal Arts, Assessment, and Library: Convert library collection to Library of Congress classification	The College allocated funds to hire a consulting firm to provide the new Library of Congress call numbers and to pay for additional student worker hours to assist with re-labeling and re-locating the library's collection in alignment with the Library of Congress classification system.	This project was on target to be completed by the end of spring semester. With the unexpected closing of the college due to COVID-19, the project could not be completed spring semester but should be by the end of summer
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Operations: Provide and maintain file backup and restore capabilities for Faculty and Staff information	Reviewed Current systems with Vendor and discussed strategies to expand due to growth	Need further discussions with Vendor, implementation plan, and budget
III.C.1. Investigate feasibility of SharePoint and other technologies	Information Technology Strategic Plan, 2018-2024	Operations: Upgrade UPS for network and server equipment.	Installed replacement UPS for Network Equipment	Older Equipment needs to be removed and disposed of properly

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
to improve College operations.				
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Operations: Complete the implementation of Active Directory.	As Faculty and Staff are getting Computer Upgrades, these are put on the new domain	Continue until complete all computers on Windows 10
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Corporate Education: Streamline department activities for greater efficiency	<ul style="list-style-type: none"> • April 2020 - Developed Access database for invoice creation and retention, logging payments, tracking POs, updating instructor information, company information, Corp Codes, training schedules, creating class paperwork, reporting and analysis to streamline overall departmental activities. • Database is developed and now being tested 	<ul style="list-style-type: none"> • Implement database and continue to add new features, reports, forms and processes.
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Operations: Expand campus network	Installed additional Switch Port Capacity	Continue to review needs
III.C.1. Investigate feasibility of SharePoint and other technologies	Information Technology Strategic Plan, 2018-2024	Operations: Establish a dedicated network line for eSports.	Installed Equipment and new Comcast ISP connection	Complete

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
to improve College operations. III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Operations: Replace classroom technology (Smartboards, Epson whiteboards, and LCD projectors)	Review Available Technology and develop a Plan to upgrade	Investigation of various technologies available Budget for Tech Bond 2021 - 2022
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Operations: Update the video production room	Purchased new digital recording and production equipment and replace old analog technology	Review for additional changes and/or equipment needs Budget for 2021
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Finance: Migrate obsolete VB applications to all Colleague-based processes	Need to replace older Visual Basic applications with processes that can be modified & updated from Colleague or AIX programming (VB no longer supported). More than half of the 20 or so applications written in VB have been replaced by Colleague or AIX based programming	Remaining processes were worked on in Summer 2020 by intern and are in the process of being tested and updated.
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Finance: Ensure that all systems and hardware is in good repair and kept on a normal replacement cycle.	Upgrade p550 mainframe hardware – backup plan if x386 servers can't be migrated to virtual environment	Current system is past End-of-Life; upgrades to processor and disk storage capacity will extend system useful life for an additional 5 - 7 years.

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III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Child Development Center: Provide iPads for each classroom to provide remote teaching techniques to the Education courses/program.	The center received one iPad to provide college student interactions with EDUC classrooms, PSYC 101 Child Development, and transfer-oriented Elementary Ed. classes.	Assess whether iPad assists interns in academic success.
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Student Services: Improve intent to graduate protocol	Planning – Develop Online form for Intents to graduate, to stream line the process	Learning SharePoint to direct the documentation once its completed and turned in online
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Student Services: Enhance the skillsets of Counseling staff.	Academic advisors attended the Information Systems advisory committee meeting during the first quarter. Additional advisory committee meetings are planned throughout FY 20.	Schedule IT meetings quarterly in 2020-21
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Online Learning Office: Implement SharePoint	DACC team has completed Phase 1; Phase 2 of project is currently in progress.	Continue/complete Phase 2. Possibly engage Phase 3.
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Student Services: Research an online application system	Planning – Staff are currently reviewing online application systems/options	The Director of Admissions and VP of Student Services will review potential online application systems to implement over the next few years.

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.</p>	<p>Information Technology Strategic Plan, 2018-2024</p>	<p>American Job Center- One Stop Operator: Production of AJC Orientation online</p>	<p>*AJC partners agreed to assist in the production to limit staff time with orientations throughout the year. *Planning meeting for content have occurred.</p>	<p>*Scripts are being collected from agencies *With projections of COVID 19 returning in Fall/Winter of 20-21, the development of formats that limit face to face contact will be vital.</p>
<p>III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.</p>	<p>Information Technology Strategic Plan, 2018-2024</p>	<p>Foundation: Evaluating online scholarship programs</p>	<p>Online application program was implemented 2018-2019 scholarship year. 2020 marks 3rd year for online applications. We received 81 more apps in 2020 than in 2019. The online app also streamlined reading and allowed scoring process. Working with NexGen to work out some technical issues with colleague.</p>	<p>Review integration opportunities between donor and accounting systems to reduce duplication of entries and increased access to information</p>
<p>III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.</p>	<p>Information Technology Strategic Plan, 2018-2024</p>	<p>Finance: Research new Colleague functionality as it becomes available for consideration of implementation (e.g. Self Service)</p>	<p>Migrated to standard operating procedure.</p>	<p>Continue indefinitely</p>
<p>III.C.1. Investigate feasibility of SharePoint and other technologies</p>	<p>Information Technology Strategic Plan, 2018-2024</p>	<p>Operations: Continue to maintain and appropriately enhance the management information system.</p>	<p>Individual servers' functions have migrated to CNS Virtual servers: WebAdvisor, Informer, EMS, and Synoptix</p>	<p>Continue moving systems to new servers</p>

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<p>to improve College operations.</p> <p>III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.</p>	<p>Information Technology Strategic Plan, 2018-2024</p>	<p>Finance: Research feasibility of implementing Assignment Contract in Colleague</p>	<p>No progress to date.</p>	<p>Implementing Assignment Contract would eliminate the need for the Faculty Payment Access Database for Overload, Stipends, PT Faculty, etc. and would streamline all processing to Colleague</p>
<p>III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.</p>	<p>Information Technology Strategic Plan, 2018-2024</p>	<p>Operations: Provide and maintain security objectives concerning data integrity, privacy aspects and network security</p>	<p>Upgrade Network Firewall to Cisco 2110</p>	<p>Complete</p>
<p>III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.</p>	<p>Information Technology Strategic Plan, 2018-2024</p>	<p>Operations: Provide a computer hardware and software platform that utilizes up to date technology for the Faculty and Staff.</p>	<p>Purchase replacement Computers to update 30 employee workstations</p>	<p>Continue installations and move Faculty and Staff to Active Directory</p>
<p>III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.</p>	<p>Information Technology Strategic Plan, 2018-2024</p>	<p>Operations: Implement electronic workflow solutions where appropriate.</p>	<p>Reviewed companies to set up SharePoint. Netrix selected.</p>	<p>Developed project scope and launched project. Setup Virtual Servers in support of this project.</p>

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				Continue with development through 2020
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Operations: Upgrade Bremer Center Projector	Purchased replacement projector	Waiting delivery and installation
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Operations: Upgrade Bremer Theater lighting	Scheduled and budgeted for 2018 but started and finished 2020.	Complete
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Operations: Upgrade Bremer Theater lighting	Scheduled and budgeted for 2018 but started and finished 2020.	Complete
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Finance: Research options for Electronic Document Workflow	In-Progress. Would like the ability for Request for Pay, Leave Requests, Time sheets and any other paper forms to be transmitted electronically for approvals (outside of Colleague)	Project implementation taking place and these forms are included.
III.C.1. Investigate feasibility of SharePoint and other technologies	Student Services MP: Maximize resource and improve Student	Math, Science & Health Professions: Improve systems to support healthcare courses.	Rad Tech, Echo and Sono implement Trajacsys to better track clinical experiences and assessments.	Assessment

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
to improve College operations.	Services' infrastructures to meet stakeholders' needs.			
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Student Services: Find alternate system to comply with ICCB and Department of Ed class roster verification. WebAdvisor system will not be an option soon.	Planning– Researching alternative Roster Verification software/systems that will meet all compliance needs.	We are continuing to use WebAdvisor for the next few years. We are looking and researching possible alternates for Verifications when Web Advisor leaves.
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Operations: Provide exemplary technical support services to students, faculty, staff and event organizers.	Reviewed existing equipment used for events for quality and life expectancy and purchased replacement computers	Continue installation of upgraded computers
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Finance: Identify funding opportunities that fund equipment & facilities	Complete: On a 2 year Bond Issuance Cycle; Issued \$1,000,000 Tech/Eq & Def Mtce bonds July, 2018	Will issue bonds June 2020 – continue indefinitely, migrated to standard operating procedure
III.C.1. Investigate feasibility of SharePoint and other technologies	Information Technology Strategic Plan, 2018-2024	Online Learning Office: Implement and launch a grades exchange solution between Bb and the Student Information System (SIS).	Project has kicked off 2020SP.	Pilot is projected for 2020FA.

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to improve College operations.				
III.C.1. Investigate feasibility of SharePoint and other technologies to improve College operations.	Information Technology Strategic Plan, 2018-2024	Finance: Research feasibility of implement electronic purchase requisitioning utilizing Colleague	New – no progress to date.	Schedule a consult webinar with Ellucian
III.C.2. Begin collegial process to build a more engaging Web site.	Information Technology Strategic Plan, 2018-2024	Finance: Move x386 Servers to Virtual Environment	UI5 implementation was installed on a Virtual Server in CNS department as a “Proof-of-Concept”; plan to move all of the functionality of the older and obsolete ‘x386’ individual Servers in this department to Virtual Servers supported by CNS and removing the obsolete hardware; Migration from AIX to LINUX will provide for a more seamless migration to virtual. Blade servers were purchased in 2019 to add to the Scale cluster.	Applications will be migrated from physical servers to virtual and pilot groups will be created to test the virtual servers for each application. Once testing has completed and pilot groups are certain the virtual instances are ready for use, physical servers will be shut down.
III.C.2. Begin collegial process to build a more engaging Web site.	Marketing Plan, 2018-22	College Relations: Implement website renovation/rebuild for implementation in FY21 (moved from FY20)	Project was put on hold in FY 20 while mobile app and intranet projects were developed.	RFP will be submitted and vendor chosen with target start date of July 2020.
III.C.2. Begin collegial process to build a more	Information Technology Strategic Plan, 2018-2024	Online Learning Office: College website re-design (dacc.edu).	On Hold until SharePoint project is completed.	Begin RFP process in conjunction with Marketing and the MUG.

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engaging Web site.				
III.C.2. Begin collegial process to build a more engaging Web site.	Information Technology Strategic Plan, 2018-2024	Student Services: Construct a new Athletic Web-page and improve social media on a daily basis	Site has been modified and maintained by athletic staff.	Assess use through analytics and modify in 2020-1
III.C.3. Improve Wi-Fi coverage throughout the Campus.	Information Technology Strategic Plan, 2018-2024	Operations: Upgrade wireless network.	Controllers configured and installed in Temp Cabinet in Tech Building. Installed Access Point in GYM	Continue installation of new Access points Mary Miller, Tech Center, Clock Tower. Order additional to complete this project in 2021
III.D.1. Increase faculty and staff participation in HLC training, including assessment director.	Academic MP: Revise curriculum to ensure teaching excellence	Chief Academic Officer: Advance a “Culture of Assessment” by upgrading the assessment skills of Assessment Champions and other faculty and administrators.	Assigned seven employees, including four faculty, two deans, and the director of assessment, to the HLC Assessment Academy. However, due to the COVID-19 pandemic, this year’s academy was canceled, although the participants received some instruction through Webinars.	Resume participation of DACC Assessment Champions and supervisors in HLC programming, including the Assessment Academy
III.D.1. Increase faculty and staff participation in HLC training, including assessment director.	Academic MP: Revise curriculum to ensure teaching excellence	Chief Academic Officer: Follow up to earning HLC accreditation.	DACC earned HLC accreditation in November 2019—under the 10 year Standard process which will include a comprehensive visit in four years (2024).	Prepare for a focused visit in Fall 2021 that will concentrate on DACC’s efforts to address HLC concerns that primarily involve the College’s practice and record-keeping

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>III.D.2. Address compliance issues for accredited career programs.</p>	<p>Academic MP: Improve students' job readiness through career and technical programs</p>	<p>Math Science & Healthcare Professions: Improve quality of on-campus simulation experience to prepare students for clinical studies by increasing students' hands-on experience with patient care.</p>	<p>The Healthcare Sim Lab benefited from the addition of a number of important equipment, including the feeding-pump device, IV poles, supply shelving units, lifting system parts, a catheter model set, NG/trach kit, stethoscopes, and privacy Screens.</p>	<p>with respect to assessing student-learning outcomes. Last year's donation of two high-fidelity mannequins has raised expectations for funding a fully operational healthcare simulation lab (including the purchase of an automatage table) through the Foundation's "Futures Campaign."</p>
<p>III.E.1. Develop a professional-development masterplan that includes division training goals.</p>	<p>Human Resources Master Plan 2019-24</p>	<p>Human Resources: Develop and implement a College-wide professional-development masterplan.</p>	<p>Human Resources received a five-year projection of training needs from every major DACC faculty and staff department, and has included these individual needs into a composite plan.</p>	<p>Human Resources is establishing an implementation plan for the training programs for each division.</p>
<p>III.E.1. Develop a professional-development masterplan that includes division training goals.</p>	<p>Human Resources Master Plan 2019-24</p>	<p>Human Resources: Improve employee workplace availability</p>	<p>Human Resources hosted a Health Fair and Wellness Clinic with more than 90 employees participating.</p>	<p>In the wake of the pandemic, consider the feasibility of offering this service (check-ups, blood tests, flu shots, etc.) on a more regular basis</p>
<p>III.E.1. Develop a professional-development</p>	<p>Human Resources Master Plan 2019-24</p>	<p>Testing & Disability Services: Obtain NCTA</p>	<p>Began subscribing to the NCTA. This subscription allows us to review policy, procedures, and</p>	<p>Ensure that employee training includes</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>masterplan that includes division training goals.</p>		<p>(National College Testing Association) Certification</p>	<p>best practices with other standards and institutions. We hope to complete the process and application to earn national certification for our Testing Center through NCTA. For Disability Services, we have subscribed to Disability Compliance for up to date information, laws, and policies for students with disabilities.</p>	<p>competency in NCTA regulations.</p>
<p>III.E.1. Develop a professional-development masterplan that includes division training goals.</p>	<p>Human Resources Master Plan 2019-24</p>	<p>Human Resources: Develop and implement a College-wide professional-development masterplan.</p>	<p>Each new CTE non-tenured faculty member has been assigned a tenured faculty mentor for their first two years. New faculty members in Medical Imaging and Health Information Technology were assigned mentors during Fall 2019. Mentors were tenured CTE faculty members and worked with the new faculty to transition into teaching and become familiar with college policies and procedures.</p>	<p>Based on employee feedback, modify program as needed for Fall 2020</p>
<p>III.E.1. Develop a professional-development masterplan that includes division training goals.</p>	<p>Human Resources Master Plan 2019-24</p>	<p>Financial Aid: Continue to offer training, both professional and personal to improve job skill sets and to encourage growth in the SFA field</p>	<p>Previous trainings have been successful based on the fact that there have been no major findings in audits for the federal, state or Veteran’s Affairs programs.</p> <p>The FAO staff remain active members of state and national SFA</p>	<p>Attend the annual ILASFAA conference, the Veteran’s Affairs training and the DoE regional training offerings and other trainings offered via the Internet.</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>III.E.1. Develop a professional-development masterplan that includes division training goals.</p>	<p>Human Resources Master Plan 2019-24</p>	<p>Operations: Continue to explore personal professional-development opportunities for department.</p>	<p>professional organization and remain enthusiastic about the industry dynamics of the FA profession.</p> <p>Gina and I have participated in several webinars/professional development opportunities over the past year.</p>	<p>Continue to look for professional development opportunities for department.</p>
<p>III.E.1. Develop a professional-development masterplan that includes division training goals.</p>	<p>Human Resources Master Plan 2019-24</p>	<p>Student Services: Develop and conduct athletic specific training on student policies such as sexual misconduct and drug and alcohol prevention.</p>	<p>All Athletics employees have participated in training.</p>	<p>Determine if current approaches are effective; make changes as needed.</p>
<p>III.E.1. Develop a professional-development masterplan that includes division training goals.</p>	<p>Human Resources Master Plan 2019-24</p>	<p>Corporate Education: CCE Office Coordinator to become certified AHA Instructor</p>	<p>Effective Feb 2020, CCE now conducting training and skills testing</p>	<ul style="list-style-type: none"> • CCE will not be required to hire instructors to conduct skills tests. • Cost savings for DACC due to no instructor fee. • Convenient scheduling between student and instructor
<p>III.E.1. Develop a professional-development masterplan that</p>	<p>Human Resources Master Plan 2019-24</p>	<p>College Relations: Implement expanding NCMPR membership to institutional level to include Recruiter and Videographer. Take all</p>	<p>National membership included Recruiter and Videographer. Attendance at national conference was planned for recruiter and executive director; however,</p>	<p>As circumstances allow, members will attend conference in 2021.</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>includes division training goals.</p>		<p>members to national conference, March 2020</p>	<p>conference was canceled due to COVID-19. Videographer was not going to conference because of conflict with the national basketball tournament.</p>	
<p>III.E.1. Develop a professional-development masterplan that includes division training goals.</p>	<p>Human Resources Master Plan 2019-24</p>	<p>Online Learning Office: Implement and launch training for Bb Ally.</p>	<p>The accessible content solution has been provisioned under new Bb license.</p>	<p>Project kick-off planned for 2020SU; implementation beginning 2020FA with faculty.</p>
<p>III.E.1. Develop a professional-development masterplan that includes division training goals.</p>	<p>Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.</p>	<p>Student Services: Increase student satisfaction with improved customer services in all Student Service offices. Provide training to all frontline staff and clearly define administration's expectations.</p>	<ol style="list-style-type: none"> 1. Provided customer service training to Student Services staff in June 2019. 2. Developed customer service expectations and had staff and supervisor assess each person at the beginning of Spring 2020 term. Discrepancies were discussed and improvements needed were highlighted to work on throughout term. 3. Supervisors reviewed customer complaints with individual staff members. 	<ol style="list-style-type: none"> 1. Staff and Supervisor will review progress made at the end of SP 20 with annual performance evaluation. 2. Review Student Satisfaction scores/progress on CCSSE and SSI student satisfaction measures (compare previous results with future results). 3. Make an action plan if satisfaction levels are not where they should be.
<p>III.E.1. Develop a professional-</p>	<p>Student Services MP: Maximize</p>	<p>Student Services: Review office staff structure and job</p>	<p>Complete –</p>	<p>2020 Update: The office is settling down</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
development masterplan that includes division training goals.	resource and improve Student Services' infrastructures to meet stakeholders' needs.	duties to plan for future staff changes.	Continue Office Functionality and duties for future staff changes. Would like 2 full time record specialists	nicely. I still think we need to use technology more for Student Information forms, Intent to Graduate, Record Request forms to make sure were staying up today with other schools are size.
III.E.1. Develop a professional-development masterplan that includes division training goals.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Child Development Center: Improve the efficiency of compliance training provided to teachers' aides every year.	Measure: Compare current training options, time required, and cost of training options, time required, and cost at the end of FY20.	Need training by DACC, DCFS, IDHS, ExceleRate, IDPH to be in compliance with State agencies.
III.E.1. Develop a professional-development masterplan that includes division training goals.	Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.	Student Services: Improve the class roster verification communication with faculty about the importance of verifying class rosters in a timely manner.	In Progress – Getting Faculty on board with how important Roster Verification is for the DACC students. Records works closely with Deans and Executive VP to monitor faculty compliance.	A work in progress. A staff member was rehired to monitor closely. Registrar will review audit outcomes for improvements.
III.E.1. Develop a professional-development	Student Services MP: Maximize resource and	Child Development Center: Meet minimum training	Achieved ExceleRate Illinois' Silver Circle of Quality status for 3 areas of the Center: learning	The staff needs to continue to receive a

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<p>masterplan that includes division training goals.</p>	<p>improve Student Services’ infrastructures to meet stakeholders’ needs.</p>	<p>hours/year requirement (=20 hrs/staff/year).</p>	<p>environment and teaching quality; administrative standards; and training & education.</p>	<p>minimum of 20 hrs. of yearly training</p>
<p>III.E.3. Increase faculty and staff engagement in self-determination and key initiatives through collegial governance.</p>	<p>Academic MP: Advance a culture of inclusion</p>	<p>Governance CQI and ATD: Collaborate for a unified system of governance</p>	<p>The CQI Quality Council and the ATD Leadership team merged to form a steering committee called “The Umbrella Committee” led by CQI chair Ryan Wyckoff and ATD Chair Shanay Wright. The Umbrella began meeting monthly and organizing work of committees and reports for forums</p>	<p>The Coronavirus-forced closure has brought a hiatus to the burgeoning governance process, which will resume in the Fall.</p>
<p>III.E.3. Increase faculty and staff engagement in self-determination and key initiatives through collegial governance.</p>	<p>Student Services MP: Increase student access, engagement, retention and success through more integrated and comprehensive student services.</p>	<p>College Relations: Engage students in Governance</p>	<p>Introduced Board of Student Scholars (BOSS) in Fall 2019. Enlisted second-year presidential scholars and five successful second-year TRIO students. Held three meetings to exchange ideas between BOSS and the president and senior staff. The COVID-19 crisis resulted in a suspension of the meetings in March 2020</p>	<p>Launch a full year of BOSS by inducting a similar second-year cohort in Fall 2020.</p>
<p>III.E.4. Ensure that faculty and staff are trained in occupational best practices.</p>	<p>Student Services MP: Maximize resource and improve Student Services’ infrastructures to</p>	<p>Student Services: Increase faculty engagement in student services.</p>	<p>Student Services scavenger hunt for faculty planned for spring 2020 in-service, but postponed due to coronavirus.</p>	<p>Will implement in Fall 2020, if possible</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
III.E.4. Ensure that faculty and staff are trained in occupational best practices.	meet stakeholders' needs. Human Resources Master Plan 2019-24	Teaching Excellence Academy: Use research and data to improve instruction	In the Spring, CTE faculty members began to job shadow one or more employees working in local industry. The 30-hour job shadowing experience directly relates to the CTE program in which the instructor teaches.	CTE faculty will share current industry information and innovative technology used by industries with their students.
III.E.4. Ensure that faculty and staff are trained in occupational best practices.	Operations VP: Add production classroom to Video Production dept.	Invite instructors to utilize this lab to create a hands-on supplemental educational approach to learning (video and audio). This lab could be used across many different programs.	New lab/classroom has been identified	Clean/organize area for maintenance to renovate room prior to the start of the 2020 fall semester
III.E.4. Ensure that faculty and staff are trained in occupational best practices.	Human Resources Master Plan 2019-24	Teaching Excellence Academy: Use research and data to improve instruction	The SCALE Institute at Patrick Henry Community College provided active learning training sessions to DACC faculty during August 2019 in-service. Faculty were able to choose from two session based on prior training and experience with active learning: Fundamentals of Cooperative Learning for the Community College Classroom and Cooperative Learning for Distance Learning	Teaching Excellence Academy sessions will be planned based on strategies supported by research on instruction and assessment of learning.

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<p>III.E.4. Ensure that faculty and staff are trained in occupational best practices.</p>	<p>Human Resources Master Plan 2019-24</p>	<p>Teaching & Learning Team and Human Resources: Use research and data to improve instruction</p>	<p>Based on faculty professional development requests during FY 19, the Teaching & Learning team reviewed research provided by Reference and Instructional Services Librarian Professor & plan Teaching Excellence Academies on Bloom’s Taxonomy, exam writing, & designing rubrics.</p>	<p>Teaching Excellence Academy sessions will be planned based on strategies supported by research on instruction and assessment of learning.</p>
<p>III.E.4. Ensure that faculty and staff are trained in occupational best practices.</p>	<p>Increase Student access, engagement, retention and success through more integrated and comprehensive student services</p>	<p>Student Services: Develop additional training points and methods for students on how to use the Self-Service Student Planner tool.</p>	<ul style="list-style-type: none"> • Student & Advisor Training • Purchased Camtasia to provide students w/“How to” videos • Requested & received a laptop (via Tech Bond) for access to multiple users for Camtasia software 	<ul style="list-style-type: none"> • Learn & produce “How to” videos for more students to access Student Planner • Schedule training for Student Planner (video, online, in person) • Produce literature and resources on how to use Student Planner
<p>III.E.4. Ensure that faculty and staff are trained in occupational best practices.</p>	<p>Human Resources Master Plan 2019-24</p>	<p>Teaching & Learning Team and Human Resources: Address Faculty need for more training in use of Blackboard Collaborate Ultra for online teaching</p>	<p>The Coronavirus pandemic required DACC to have all Blackboard courses populated with content and all full- and part-time faculty trained by March 30. Over a two-week spring break, Director of Online Education Maggie Hoover and several others accomplished</p>	<p>Deans were able to monitor Faculty use of Blackboard from Mar. 30 through the end of the semester, and had to address only a few isolated instances when Faculty weren’t</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
III.E.4. Ensure that faculty and staff are trained in occupational best practices.	Human Resources Master Plan 2019-24	Chief Diversity Officer: Develop and deliver training on Diversity, Equity & Inclusion programs, including bias, sensitivity and cultural competency to students, faculty, staff, and community	this for all 765 course shells and all 69 full-time and 40 part-time faculty Facilitated 2 on-campus trainings and 3 community trainings	regularly teaching via the LMS. Work with HR to develop and implement strategy with
III.E.4. Ensure that faculty and staff are trained in occupational best practices.	Human Resources Master Plan 2019-24	Online Learning Office: Implement and launch training for Bb Collaborate.	Bb Collaborate (web-conferencing tool) was launched and initial training was provided to faculty 2020SP.	Implementation completed under FY20, but end-user support will be ongoing. <i>Assessment forthcoming.</i>
III.E.4. Ensure that faculty and staff are trained in occupational best practices.	Human Resources Master Plan 2019-24	Chief Diversity Officer: Implement Diversity Officer National Standards of Practice to measure our Diversity, Equity & Inclusion commitment to the college mission	Align DACC policies and procedures with the 16 Diversity, Equity, and Inclusion standards of practice.	Diversity office will review college policy and procedures for alignment with standards.
III.E.4. Ensure that faculty and staff are trained in occupational best practices.	Human Resources Master Plan 2019-24	Chief Diversity Officer: Develop Diversity training for new employees to become a permanent activity for the onboarding process.	Completed Webinar training for Innovative faculty/staff recruitment methods w/ HR	Review resources and develop training material.

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
III.E.4. Ensure that faculty and staff are trained in occupational best practices.	Human Resources Master Plan 2019-24	Chief Diversity Officer: Consult with administrators and faculty on Diversity, Equity & Inclusion matters related to academic programming to enhance student awareness, understanding, and academic experience.	Partnered with AtD/CQI Teams and Individual faculty hosting: Mental Health Awareness, Coming Out; Black History;	Research additional programs and activities
III.E.5. Develop and implement succession plans for impending retirements.	Academic MP: Develop a succession plan for replacing retiring Academic Admin. And Faculty	Finance: Replacing the Colleague administrator, the department plans to hire an IT Application Support Administrator	In February 2020, a team of MIS Staff, Vice Presidents and Directors was formed to discuss evolving technology at the College. It was determined that a position added to the MIS staff would be helpful to support MIS and IT in the future. Applications were accepted and interviews set-up.	Due to the COVID-19 crisis, interviews were placed on hold. Once the College is restored to regular hours the process will continue.
III.E.5. Develop and implement succession plans for impending retirements.	Academic MP: Develop a succession plan for replacing retiring Academic Admin. And Faculty	President: Replacing Cabinet members who have expressed an intention of retiring during the 2020 year.	Vice President Mike Cunningham, Executive Vice President Dave Kietzmann, and Executive Director Bob Mattson—all Cabinet members—will retire effective June 30, 2020.	The president and Board have discussed succession plans and reorganizations for all three departments.
III.E.5. Develop and implement succession plans for impending retirements.	Academic MP: Develop a succession plan for replacing retiring Academic	Finance: Transition of Procurement, contracts, and insurance to Finance Division	Updating job descriptions; requested list of tasks from Mike Cunningham; training prior to Mike’s retirement	Training and transition

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
	Admin. And Faculty			
III.E.5. Develop and implement succession plans for impending retirements.	Academic MP: Develop a succession plan for replacing retiring Academic Admin. And Faculty	Finance: Transition of supervision of Campus Services and Graphics to the Controller	Updating job descriptions; requested list of tasks from Mike Cunningham; training prior to Mike’s retirement	Training and transition; meet with staff
III.E.5. Develop and implement succession plans for impending retirements.	Academic MP: Develop a succession plan for replacing retiring Academic Admin. And Faculty	Student Services: Reassigning secondary job duties for full time coaches	Evaluating job responsibilities with succession planning in mind	Defining job duties with a new look of the athletic department – Community Relations, camps, recruiting, etc.
III.E.5. Develop and implement succession plans for impending retirements.	Academic MP: Develop a succession plan for replacing retiring Academic Admin. And Faculty	Small Business Development Center: Develop a succession plan for the Illinois SBDC at DACC	Expanded use of specialized consultants with a goal of identifying potential center staff	Begin conversations with Illinois SBDC and DACC on future of the Danville center.
IV.A.1. Improve marketing of community education through a linkage with College marketing, recruitment	Marketing Plan, 2018-22	College Relations: Advance a College-wide program for integrating all marketing among academic and administrative departments across the College	College Relations executive director and Video production director became co-chairs of a College-wide Marketing Users Group, which meets regularly to address client departments’ marketing needs and to promote College events more	Until the pandemic-related shutdown, the MUG had been meeting every two weeks and showing progress toward integrating the marketing activities.

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>division, and video broadcasting.</p>			<p>effectively through improved integration</p>	
<p>IV.A.1. Improve marketing of community education through a linkage with College marketing, recruitment division, and video broadcasting.</p>	<p>Marketing Plan, 2018-22</p>	<p>Hoopeston: Increase enrollment in Community Ed courses</p>	<p>Enrollment in CE classes continues to decline. For FY20 we only were able to hold Food Service License Classes.</p>	<p>Assess whether the public has an interest in any other community education classes.</p>
<p>IV.A.1. Improve marketing of community education through a linkage with College marketing, recruitment division, and video broadcasting.</p>	<p>Marketing Plan, 2018-22</p>	<p>Operations VP: Develop videos for the academic programs offered</p>	<p>Raise awareness about programs</p>	<p>Two videos have been developed (Project Lead the Way and Wind Energy)</p>
<p>IV.A.1. Improve marketing of community education through a linkage with College</p>	<p>Marketing Plan, 2018-22</p>	<p>Operations: Update and maintain studio technology</p>	<p>Update the TV/Broadcast signal transmitting and scheduling system</p>	<p>Completed</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>marketing, recruitment division, and video broadcasting.</p>				
<p>IV.A.1. Improve marketing of community education through a linkage with College marketing, recruitment division, and video broadcasting.</p>	<p>Marketing Plan, 2018-22</p>	<p>Corporate Education: Identify and implement effective marketing strategies</p>	<ul style="list-style-type: none"> • FY19 30% boost in sales revenue over FY18. • Using digital marketing to stay connected with program offerings. • Using WIOA funding to promote eligible training • Using social media for open enrollment 	<ul style="list-style-type: none"> • Training Coordinator full time in CCE effective January 2020 • Utilizing Constant Contact and Adobe Suite for promotional materials
<p>IV.A.2. Launch a Foundation fundraising campaign to fully and permanently fund the Presidential Scholars program.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Foundation: Launch a \$6 million Futures Campaign to raise funds for the Presidential Scholars Program, the building of a Healthcare Simulation Lab, the full restoration of Alice Marie Jacobs Hall, and other projects.</p>	<p>Campaign Co-Chairs, Leadership team and Major gifts team in community and conducting meetings. Employee gifts divisions kicked off at In-service. Community kickoff was scheduled for 4-7-2020 will be rescheduled due to COVID-19 pandemic. Capital Campaign goal is to have funds needed raised in 3 years, with end date of 2022</p>	<p>Campaign suspended in May 2020 due to the public emergency related to COVID-19. Although the campaign was never publicly announced, during the “silent” phase the Foundation raised nearly \$4 million—more than half of the Campaign target—and successfully enlisted dozens of stakeholders who are committed to</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>IV.A.3. Expand offerings of night classes to build enrollment County-wide.</p>	<p>Academic MP: Advance student success with classes that are scheduled conveniently</p>	<p>Student Services: Address the perceived fear of students who express unwillingness to attend night classes in Danville</p>	<p>In Fall 2019, College began offering credit and adult education courses for four evenings per week in Georgetown High School. Due to low enrollment, classes were reduced by half in the Spring</p>	<p>continuing to assist with fundraising even without a formal campaign. The COVID-19 pandemic has inspired the College to market online half-price courses in lieu of classroom courses in the southern region of the district.</p>
<p>IV.A.4. Increase use of video and social-media marketing to boost enrollment.</p>	<p>Marketing Plan, 2018-22</p>	<p>Video Production: Provide video support to promote CTE programs.</p>	<p>The Video Department worked with the Dean of Business and Technology to develop promotional videos for each program in the department, beginning with wind energy, followed by automotive and CDL/tractor trailer.</p>	<p>Expand to CTE courses in Math, Sciences & Healthcare Professions department</p>
<p>IV.A.4. Increase use of video and social-media marketing to boost enrollment.</p>	<p>Marketing Plan, 2018-22</p>	<p>Online Learning Office: Develop a comprehensive marketing plan to promote DACC's online learning offerings.</p>	<p>Meetings and discussions are on hold with the college closing in March 2020.</p>	<p>Through the College MUG, hone and implement a comprehensive marketing plan.</p>
<p>IV.A.4. Increase use of video and social-media marketing to boost enrollment.</p>	<p>Marketing Plan, 2018-22</p>	<p>Student Services: Create professional materials that will assist in promoting DACC. Related to the Marketing Master Plan and Student Services Master Plan</p>	<p>In the process of creating a college guide. Created several recruitment pieces for use at fairs, school visits, and the community. Researching outside companies to</p>	<p>Continue to update recruitment pieces and obtain new pieces.</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
IV.A.4. Increase use of video and social-media marketing to boost enrollment.	Marketing Plan, 2018-22	<p>Student Services: Create engaging social media content that attracts prospective students to find out more about DACC and keep current students engaged to continue at DACC.</p> <p>Relates to the Marketing Master Plan and the Student Services Master Plan</p>	<p>create and print materials, folders and brochures.</p> <p>Created social media posts for Instagram and Facebook. Implemented the weekly “You Don't Know DACC” series.</p>	<p>Will create a TikTok account to engage students.</p> <p>Improve and create more social media posts</p>
IV.A.4. Increase use of video and social-media marketing to boost enrollment.	Marketing Plan, 2018-22	<p>Student Services: Create a page for parents to find all the information they need concerning their DACC student.</p> <p>Related to the Marketing Plan and</p>	<p>Researched and started designing the parent page.</p>	<p>Continue developing the Parent webpage.</p>
IV.A.4. Increase use of video and social-media marketing to boost enrollment.	Marketing Plan, 2018-22	<p>Finance: Partner with Marketing regarding ways to encourage students to check their account.</p>	<p>In-Progress: (examples include promotional activities, e.g. points for logging and receive reward; postcard reminders, etc.)</p>	<p>Office has a representative on the MUG as well as Enrollment Management committee</p>
IV.A.4. Increase use of video and social-media marketing to boost enrollment.	Marketing Plan, 2018-22	<p>Corporate Education: Increase online training options</p>	<ul style="list-style-type: none"> • Effective 2017, CCE partnered with Ed-2-Go to provide self-paced and instructor-led online training. • This is cost-effective, meets an immediate training need • Cost effective for individuals 	<ul style="list-style-type: none"> • Creation of new fliers for both Ed-2-Go and Tooling U to do more targeted marketing.

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
			<ul style="list-style-type: none"> • Self-paced or instructor-led options • It provides a variety of 6 week and 90 day training programs. • Career training options can lead to certification. • Revenue share included for DACC. • Tooling U industrial based online courses now being offered 	
IV.A.4. Increase use of video and social-media marketing to boost enrollment.	Operations VP: Increase videos on social media to increase enrollment	Develop videos to target high school students	Input from high school students on what they would like to see/learn about the college through video	Develop videos for social media
IV.A.4. Increase use of video and social-media marketing to boost enrollment.	Operations VP: Increase videos on social media to increase enrollment	Student Services: Utilize student workers to maintain a social media presence and video production throughout all athletic seasons	Current sports information staff have limited time with their own season. Video production staff has started to create a great base to build upon to benefit our marketing and recruiting efforts	Identify ways to pay Sports Information Interns with interests in athletics and technology
IV.A.4. Increase use of video and social-media marketing to boost enrollment.	Marketing Plan, 2018-22	College Relations: Implement increased use of in-house video production	Equipment and staffing upgrades have been accomplished	Marketing will work with Video Production to create promotional videos in short and long formats to be used for social media and broadcast
IV.A.4. Increase use of video and social-media	Marketing Plan, 2018-22	College Relations: Implement online media to reach non-traditional & traditional students, assist	Working with multiple vendors, we explored geo-fencing and site retargeting	With the advent of COVID-19, many of our geo-fencing targets are no longer viable

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<p>marketing to boost enrollment.</p>		<p>with recruitment, and support retention efforts.</p>		<p>“meeting places.” We’ve added website conquering to capture local residents & visiting summer students accessing high school and university URLs for online courses, Google Adwords. In an effort to promote the “new normal” we are increasing planned ad budgets to explore these new outlets</p>
<p>IV.A.5. Increase enrollment in markets for potential “growth,” including southern Vermilion County, Hoopston, Danville Correctional Center, Indiana, “Second Chance,” and online.</p>	<p>Academic MP: Increase Enrollments and Net Revenue; Student Services MP: Increase Enrollment</p>	<p>Student Services: Increase dual credit expansion in Indiana 7 County High Schools</p>	<p>In Progress – Working with Indiana, Covington, Attica and others trying to expand Dual Credit of the 7 county area</p>	<p>Spring 2020, DACC changed Dual Enrollment Students prices to be the same prices for Illinois and Indiana 7 County Schools.</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>IV.A.5. Increase enrollment in markets for potential “growth,” including southern Vermillion County, Hoopeston, Danville Correctional Center, Indiana, “Second Chance,” and online.</p>	<p>Academic MP: Increase Enrollments and Net Revenue; Student Services MP: Increase Enrollment</p>	<p>Student Services: Recruit students from all over Vermillion County and the seven counties in Indiana. This is to also assist in international and Veteran recruitment. Related to the Student Services Master Plan</p>	<p>Has visited the seven counties in Indiana, Presented to GED students. Became a member of both, Illinois and Indiana's Association of College Admissions Counselors.</p>	<p>This has been incorporated into work tasks.</p>
<p>IV.A.5. Increase enrollment in markets for potential “growth,” including southern Vermillion County, Hoopeston, Danville Correctional Center, Indiana, “Second Chance,” and online.</p>	<p>Marketing Plan, 2018-22</p>	<p>College Relations: Implement advertising to Indiana residents</p>	<p>This effort continues to evolve. New offerings are available to Indiana students.</p>	<p>New course/tuition “deals” are being made available to Indiana students. With this evolution, the marketing effort is also changed. We will with this effort in the Implementation stage in recognition of the new opportunities</p>
<p>IV.A.5. Increase enrollment in markets for</p>	<p>Academic MP: Increase Enrollments and</p>	<p>Finance: Scaling up Second Chance Program</p>	<p>Second Chance committee extended invitations to more than 2,000 former students owing</p>	<p>Assess reasons for a relatively low return on advertising “Second</p>

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<p>potential “growth,” including southern Vermilion County, Hoopeston, Danville Correctional Center, Indiana, “Second Chance,” and online.</p>	<p>Net Revenue; Student Services MP: Increase Enrollment</p>		<p>balances on their accounts. Six new students returned to DACC and pledged to complete in exchange for having their debt forgiven.</p>	<p>Chance” and implement ways of generating greater response and participation.</p>
<p>IV.A.5. Increase enrollment in markets for potential “growth,” including southern Vermilion County, Hoopeston, Danville Correctional Center, Indiana, “Second Chance,” and online.</p>	<p>Academic MP: Increase Enrollments and Net Revenue; Student Services MP: Increase Enrollment</p>	<p>Student Services: Officially increase the number of scholarships offered to teams based on NJCAA limits</p>	<p>Flexibility for all coaches can help with recruiting more students and additional waivers can increase support that will improve retention and graduations rates</p>	<p>Board action needed.</p>
<p>IV.B.1. Hire and retain more faculty and staff from underrepresented groups.</p>	<p>Human Resources Master Plan 2019-24</p>	<p>Human Resources and Chief Diversity Officer: Implement strategies for recruiting more faculty and staff from underrepresented groups.</p>	<p>Human Resources was able to hire four minority staff members by advertising full-time vacancies in area churches and organizations with predominantly minority membership.</p>	<p>Launch a full year of advertising directly to local and regional minority populations.</p>

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IV.B.1. Hire and retain more faculty and staff from underrepresented groups.	Human Resources Master Plan 2019-24	Chief Diversity Officer: Finalize Chief Diversity Officer job description and duties and responsibilities.	Developed, Reviewed, and submitted to Human Resources.	Implementation of activities
IV.B.2. Increase outreach to community groups in underrepresented populations, especially low-income and disenfranchised residents.	Academic MP: Advance a culture of inclusion	Chief Diversity Officer: Increase engagement with key civic groups to advance DACC’s commitment to welcoming students and staff from underrepresented groups.	Internally, the CDO has provided support for the efforts of employee volunteer on the Diversity Team and the Equity and Inclusion Team. Externally, the CDO has also expanded participation from community members on the Access, Equity, and Diversity Committee and is holding well-attended bimonthly meetings.	With help as needed from the Governance Umbrella Committee, the Diversity Team needs to define its purpose and commitment as well as its leadership.
IV.B.2. Increase outreach to community groups in underrepresented populations, especially low-income and disenfranchised residents.	Academic MP: Advance a culture of inclusion	Chief Diversity Officer: Attend State/National Diversity Conference/Institute to increase contacts with leaders and bring back successful initiatives and resources	Joined the National Association of Diversity Officers in Higher Education. Joined/attended meeting for ICCDC.	Research and implement Standards of Practice.
IV.B.2. Increase outreach to community groups in underrepresented	Academic MP: Advance a culture of inclusion	Business & Technology: Outreach to elementary schools.	Computing Professor Kathy Hunter hosted 50 North Ridge Elementary school students for a free class in the Python computer programming.	Explore similar outreach to other Danville elementary schools.

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<p>populations, especially low-income and disenfranchised residents.</p> <p>IV.B.2. Increase outreach to community groups in underrepresented populations, especially low-income and disenfranchised residents.</p>	<p>Academic MP: Advance a culture of inclusion</p>	<p>Small Business Development Center: Increase client utilization of the SBDC.</p>	<ul style="list-style-type: none"> • Unfortunately, as a result of the order for non-essential businesses to close and fear created by the COVID-19 pandemic, we have seen a dramatic increase in client usage as small businesses seek financial alternatives and general support serving nearly 100 clients in the first 4 months, a 56% increase over prior year. • Utilization of email marketing, social media and traditional advertising has reminded inactive clients of our services. • Maintaining relationships with banks and government representatives has resulted in referrals from those sources during this difficult time. 	<ul style="list-style-type: none"> • Post-COVID our goal will be to maintain contact with these clients so they continue to see value in turning to our center for support, not just in times of crisis. • Develop a strong team of consultants to offer in-depth one-on-one assistance in key areas: accounting, tax planning, online marketing, online sales, disaster planning, business planning for existing businesses and other topics. • Continue utilization of video conferencing to allow access to a

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>IV.B.2. Increase outreach to community groups in underrepresented populations, especially low-income and disenfranchised residents.</p>	<p>Academic MP: Advance a culture of inclusion</p>	<p>Achieving the Dream Leadership Team: Pursue continued recognition as a Leader College.</p>	<p>Under Chair and TRIO Director Shanay Wright, DACC submitted an annual reflection that emphasized the College’s continued commitment to improve the success of the College’s underrepresented groups, including the African-American males in the Toolbox cohort.</p>	<p>greater geographical region. With the overall graduation rate increasing to 43 percent and increases experienced in all major cohorts, ATD has once again conferred “Leader College” status to DACC.</p>
<p>IV.B.2. Increase outreach to community groups in underrepresented populations, especially low-income and disenfranchised residents.</p>	<p>Academic MP: Advance a culture of inclusion</p>	<p>Small Business Development Center: Partner with other area organizations to provide shared workspace opportunities with on-site counseling/training opportunities for small businesses.</p>	<p>Our efforts have encouraged private ownership of co-workspaces. Monkey Minds opened in spring 2020 offering shared workspaces. Others are being considered Co-work paces continue to be utilized fully at the Willdon Building in Hoopeston and Lift Off Downtown in Danville.</p>	<p>1. The aftermath of COVID-19 will have an impact on co-workspace usage. Until we are back to some semblance of normal it is difficult to assess if that means more people working from home but needing a separate location occasionally or more people being comfortable working from home without that option. We will evaluate the impact in the</p>

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<p>IV.B.2. Increase outreach to community groups in underrepresented populations, especially low-income and disenfranchised residents.</p>	<p>Academic MP: Advance a culture of inclusion</p>	<p>Adult Education: Lead DACC outreach to local elementary school, Meade Park, as DACC’s “sister school.”</p>	<p>Outreach included a Family Reading Night in November, when children and the families visited DACC. The College also frequently sends speakers to Meade Park for reading events.</p>	<p>coming year and adapt as needed. 2. Utilize existing co-work spaces as a way to nurture minority owned start-ups who may benefit from the low-cost start up option and the mentoring and support of the group environment. DACC needs to continue to explore the “sister school” concept with our neighbors, the</p>
<p>IV.B.3. Review and refresh all advisory groups for career programs.</p>	<p>Academic MP: Revise curriculum to ensure teaching excellence</p>	<p>Liberal Arts, Assessment, and Library: Develop new CTE programs that enhance current programs.</p>	<p>With guidance from their respective advisory committees, the Criminal Justice faculty and the Early Childhood Education faculty and deans developed new CTE certificates that were approved for ICCB submission.</p>	<p>With ICCB approval in Spring 2020, certificates will be offered in the Fall for College and College Express students.</p>

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<p>IV.B.3. Review and refresh all advisory groups for career programs.</p>	<p>Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.</p>	<p>Student Services: Enhance the skillsets of Counseling staff.</p>	<p>Advisors attended Health Information Technology, nursing, agriculture, manufacturing, personal training and marketing advisory committee meetings throughout FY 20.</p>	<p>With front-line staff increasing their knowledge of CTE programs offered at DACC, they will be able to demonstrate that they are able to improve the quality of information they provide for students.</p>
<p>IV.B.3. Review and refresh all advisory groups for career programs.</p>	<p>Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.</p>	<p>Student Services: Engage the community and to inform them about DACC. Related to the Student Services Master Plan and the Academic Services Master Plan</p>	<p>Attended 10 fairs and events through-out Vermilion County. Some were canceled due to COVID -19.</p>	<p>A focus will be put on the Wind Energy Program this fall with the Illinois Association of College Admissions Counselor fairs. Work with the Dean of Technology and the Wind program Instructor.</p>
<p>IV.B.3. Review and refresh all advisory groups for career programs.</p>	<p>Student Services MP: Maximize resource and improve Student Services' infrastructures to meet stakeholders' needs.</p>	<p>Business & Technology: Assess levels of community interest and engagement in programs and facilities.</p>	<p>Department has recommended changes in the annual Ag Day event and is reviewing the future use of the Daisy Lane Sustainability Farm. The Department is also anticipating a conversion of the cluttered and unproductive greenhouse into a facility focusing more strictly on agriculture and aquaponics.</p>	<p>The COVID-19 crisis precluded the planned unveiling in August of a new format for Ag Day. The Sustainability Farm and the Greenhouse require further investigation into how to implement change to benefit students.</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>IV.B.3. Review and refresh all advisory groups for career programs.</p>	<p>Student Services MP: Maximize resource and improve Student Services’ infrastructures to meet stakeholders’ needs.</p>	<p>President’s Office: Annual outreach to local manufacturers.</p>	<p>Along with the annual outreach “breakfast meeting”—in which more than 20 local businesses expressed their ideas about how DACC can support their activities—the College unveiled a new concept for the former “Manufacturers’ Guide”—as a “Career Guide” that includes several businesses that are seeking employees in fields that are in retail.</p>	<p>With input from 34 local manufacturers and more than 15 other local businesses, continue to produce and distribute the newly christened “Career Guide” to DACC students, job seekers, and high-school students.</p>
<p>IV.B.4. Strengthen relationships with key elected officials, school superintendents, donors, and business leaders.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Student Services: Through counseling, recruitment, and a partnership with school superintendents, address regional shortage of K-12 teachers.</p>	<p>Completed nearly two years of negotiations with Eastern Illinois University for the return of bachelor’s level education courses—taught and administered by EIU faculty—on the DACC campus. The first of these classes at DACC began in Spring 2020</p>	<p>With the door open for elementary-education classes, DACC and the superintendents will be pursuing a secondary-education pathway with EIU.</p>
<p>IV.B.4. Strengthen relationships with key elected officials, school superintendents, donors, and business leaders.</p>	<p>MP: Maximize resource and improve Student Services’ infrastructures to meet stakeholders’ needs.</p>	<p>Student Services: Create events on DACC’s campuses to draw in prospective students to learn about DACC. Related to Student Services Master Plan and the Strategic Plan</p>	<p>Assisted other departments with their on-campus activities but none were solely hosted by the Recruiter.</p>	<p>Implement in the next two years an Open House event for DACC</p>
<p>IV.B.4. Strengthen relationships with key elected officials, school</p>	<p>President’s Institutional Vision: Revenue,</p>	<p>Student Services: Bring H.S. County Basketball Tournaments back to DACC</p>	<p>Modifications above will help this process, not to mention the A/C for additional summer activities and camps</p>	<p>Survey principals/schools</p>

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<p>superintendents, donors, and business leaders.</p>	<p>Relationships, and Reputation</p>			
<p>IV.B.4. Strengthen relationships with key elected officials, school superintendents, donors, and business leaders.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Foundation: Cultivating partnerships with the community to develop innovative and vital solutions to meet changing academic and economic needs</p>	<p>Planned Annual Honors Program to celebrate donor giving and student success will be held every September. The Honors Program has been reduced to provide more time for donor & scholarship recipient interaction. Also planned Donor Recognition dinner</p>	<p>Due to the COVID-19 pandemic, donor Recognition was postponed indefinitely, while the date for the Honors Program is also uncertain.</p>
<p>IV.B.4. Strengthen relationships with key elected officials, school superintendents, donors, and business leaders.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Foundation: Develop and create awareness of Mary Miller Society and opportunity for estate gifts to College</p>	<p>Estate planning has been implemented into our Futures Campaign. Redesigned Planned Giving Brochure with highlight for Mary Miller Society.</p>	<p>Even with the Futures Campaign canceled, the Foundation will continue its momentum in promoting estate planning.</p>
<p>IV.B.4. Strengthen relationships with key elected officials, school superintendents, donors, and business leaders.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>President: Support local elected officials’ use of DACC to showcase community events.</p>	<p>Per the request of Illinois Supreme Court Justice Rita Garman, the DACC Library hosted the Illinois Law Exhibit in honor of the Illinois State Bicentennial. The exhibit remained at DACC for a month before traveling to its next destination.</p>	<p>The Supreme Court Justice has indicated that some of the exhibit may be returned to DACC at a future date to become a permanent exhibit.</p>
<p>IV.C.1. Implement strategies to build a revitalized Alumni Association</p>	<p>Marketing Plan, 2018-22</p>	<p>College Relations: Implement strategies to revitalize autonomous alumni association</p>	<p>The Alumni Board made a good start in the Summer of ’19, but stalled over the fall/winter. This effort continues to evolve.</p>	<p>With the end of social distancing in question, this group will need to investigate new ways to</p>

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	Master Plan	Department Goal	2019-20 Outcome	Next Steps
<p>IV.C.1. Implement strategies to build a revitalized Alumni Association</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Foundation: Offering affordable and convenient education for students. Cultivating partnerships with the community to develop innovative and vital solutions to meet changing academic and economic needs</p>	<p>Attend Alumni meetings and engage with Alumni Board with activities on campus. Continue to look for opportunities to reach alumni. Promote giving opportunities through social media and marketing. Incorporate alumni stories in bi-annual newsletter.</p>	<p>“congregate” and engage alumni. We would like to have input in a 75th anniversary event in 2021.</p> <p>Volunteer at community events such as Rotary and NJCAA to cultivate partnerships with community members</p>
<p>IV.C.1. Implement strategies to build a revitalized Alumni Association</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Student Services: Utilize current DACC students to deliver promotional messages to prospective students. Related to the Marketing plan and the Student Services Master Plan</p>	<p>Will recruit second year students for training.</p>	<p>Contact Second Year students. Develop training sessions for student recruitment ambassadors.</p>
<p>IV.C.2. Continue to improve the quality of the experience for participants and attendees of the NJCAA basketball championship tournament.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Student Services: Gym Improvements - *Paint the gym *2 Video Panels *Trophy Cases *Remove obsolete training equipment *Graphics *Viewing area above the south side of gym</p>	<p>Evaluated all aspects</p>	<p>Determine costs and find funding</p>

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<p>IV.C.3. Build new alliances and strengthen existing alliances with legislative, State-and-local, and community groups.</p>	<p>Student Services MP: Improve student awareness of college services, information, activities and programs.</p>	<p>Business & Technology: Respond to manufacturer input on improving the College’s and College Express’s annual manufacturing day</p>	<p>The Dean of Business & Technology worked with Career Services, VVEDS, and the Manufacturing instructor to coordinate manufacturing day activities.</p>	<p>Due to the spread of the coronavirus, the unveiling of the new manufacturing day was canceled.</p>
<p>IV.C.3. Build new alliances and strengthen existing alliances with legislative, State-and-local, and community groups.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Operations: Develop a video series for broadcast that memorializes people who were instrumental in the development of DACC.</p>	<p>The Video Production group produced two “Legends” shows—each with three interview subjects—for broadcast on channel 5 and YouTube.</p>	<p>The 2020-21 plan is to produce at least six 28-minute shows, each with three iconic interview subjects.</p>
<p>IV.C.4. Continue to improve the safety and security of students, employees, and visitors.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Security: Collaborate with other departments and community to keep campus safe with customer service as a focus</p>	<p>Partnership with Danville Police Department continues to be a success. Involved in Threat Assessment and Emergency Management Team. Building a strong working relationship with VA police.</p>	<p>Implement revisions to DPD and G4S agreements if needed and financially feasible. Assist with Title IX compliance mandates as needed. Serve on community-wide Sexual Assault Response Team</p>

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<p>IV.C.4. Continue to improve the safety and security of students, employees, and visitors.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Security: Improve student/staff awareness of college services, information, activities and programs;</p>	<p>Purchased new campus wide alert system</p>	<p>Install over the summer of 2020</p>
<p>IV.C.4. Continue to improve the safety and security of students, employees, and visitors.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Security: Review, Evaluate, and modify the Emergency Operations Plan</p>	<p>Use what we have learned to guide revisions.</p>	<p>Focus on use of incident command and key personnel during a significant emergency.</p>
<p>IV.C.4. Continue to improve the safety and security of students, employees, and visitors.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Security: Audit current camera systems to ensure complete coverage</p>	<p>Monitored coverage and completed the report</p>	<p>Installation of additional cameras in several “Dark” areas- 2nd floor Cannon Hall, 2nd floor Lincoln Hall (nook), etc.</p>
<p>IV.C.4. Continue to improve the safety and security of students, employees, and visitors.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Security: Creation of a through security reporting system including an robust annual report</p>	<p>Reporting Clery stats monthly to DACC Board of Trustees. Complete reporting to ensure state and federal compliance</p>	<p>Expand all reporting done monthly, posted on new website and app Develop an annual report outline Expand usage of Maxient by all DACC employees for filing incidents and backend</p>

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<p>IV.C.4. Continue to improve the safety and security of students, employees, and visitors.</p>	<p>President’s Institutional Vision: Revenue, Relationships, and Reputation</p>	<p>Security: Increase the visibility of the Security office</p>	<p>Security office moved from lower level of Vermilion Hall to the first floor, in proximity to the Student Union.</p>	<p>usage including trends and patterns of reports Clery Training Title IX & VAWA Training Ensure that camera coverage is regularly monitored by security staff and contractors from this more prominent location.</p>

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