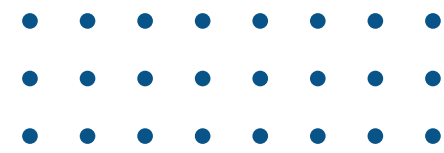


DCC

Danville Community College



2025 - 2030 STRATEGIC PLAN

Access & Opportunity



2025 - 2030 DCC'S STRATEGIC PLAN

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MESSAGE FROM THE PRESIDENT

Greetings DCC Students, Staff, Faculty, and Community Partners,

It is with great enthusiasm I present to you Danville Community College's Strategic Plan for 2025-2030. This formal strategy reflects the action plan of fulfilling our important mission: providing quality comprehensive higher education, workforce programs and services to promote student success and enhance business and community partnerships.

In drafting this framework, we engaged in a collaborative process that brought together voices from across our campus and from key stakeholders. Faculty, staff, and students shared their insights, challenges, and aspirations, ensuring this plan reflects the diverse perspectives and needs of all those we serve. This action plan is anchored by the guiding principles of Innovation, Accessibility, Momentum, Dignity, Courage, and Commitment. With these principles, we will continue to strengthen the academic and workforce preparation of our students and ensure their future success. This work and strategy will center around four key priorities:

- *Priority 1: Student Success*
- *Priority 2: Advancing Excellence*
- *Priority 3: Resource Development*
- *Priority 4: Reaching More Virginians*

These priorities will operationalize our shared vision for the future of Danville Community College and reaffirm our unwavering commitment to providing quality education, fostering innovation, and serving our community with excellence.

I want to extend sincere appreciation to everyone who engaged in our strategic planning process. Participation from the college community, especially our students, provided invaluable feedback, helping to ensure the development of focused and realistic goals that align to the needs of our institution.

A special thanks to the Center for Organizational Excellence & Data Analytics, participating faculty, classified professionals, administrators, and the Executive Council who provided critical participation and leadership during the strategic planning process. Your participation supports the college's vision and ensures our values are aligned to this plan. It is an honor to work alongside each of you as we bring this plan to life.

Go Knights!
With gratitude,
Cornelius Johnson
Interim President
Danville Community College



MISSION, VISION, & VALUES

Our Mission

Danville Community College is committed to providing quality comprehensive higher education and workforce programs and services to promote student success and enhance business and community partnerships.

Our Vision

DCC will be the college of choice in our region for exemplary educational programs and services while responding to the community's workforce and economic needs.

Our Values

I AM DCC.



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OUR VALUES

Innovation

We value innovative thinking, improving processes, and implementing new ideas for success.

Accessibility

We provide access to ensure that all students are able to participate in and benefit from learning opportunities.

Momentum

We meet people where they are, create a supportive learning and working environment, and help them to identify goals and develop a clear path to success.

Dignity

We foster a culture of diversity, equity, and inclusion that welcomes and respects everyone for who they are and who they will become.

Courage

We courageously take initiative and action to continuously improve and stand up for what's right with integrity.

Commitment

We are dedicated to assisting our students, partners, and employees to reach their full potential.

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OUR COLLEGE GOALS

Educational Programs:

The college will provide quality credit and non-credit educational programs and instruction.

Faculty and Staff:

The college will have an excellent and diverse faculty and staff.

Academic and Student Services:

The college will provide quality services to assist students in achieving their academic and personal goals.

Educational Environment:

The college will have facilities, equipment, and technology that enhance an effective learning environment.

Outreach Programs:

The college will have a comprehensive outreach program.

Community Relations:

The college will foster effective partnerships.

Resources:

The college will obtain and use resources to achieve its mission and goals.

STRATEGIC PLAN

2025 - 2030 Access & Opportunity

Our Strategic Priorities

Strategic Priority 1 Student Success



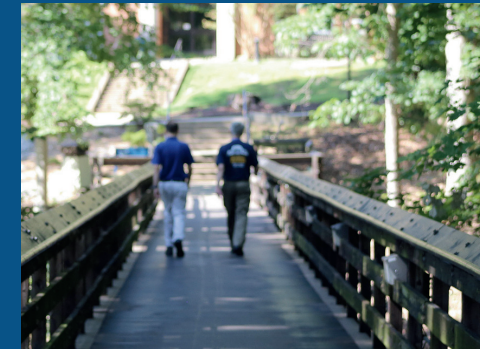
- **Goal 1:** Implement College Strategic Enrollment Management Plan & Framework
- **Goal 2:** Enhance Integrated Support Services
- **Goal 3:** Foster Student Learning and Success

Strategic Priority 2 Advancing Excellence



- **Goal 1:** Expand Workforce
- **Goal 2:** Build Comprehensive Policies & Procedures
- **Goal 3:** Enhance Professional Development

Strategic Priority 3 Resource Development



- **Goal 1:** Ensure Organizational Excellence Using Fiscal Responsibility and Data
- **Goal 2:** Continue to Cultivate Relationships with External Partners and Officials
- **Goal 3:** Maximize Effective Use of Technology to Provide Supportive Systems for Students & Employees

Strategic Priority 4 Reaching More Virginians



- **Goal 1:** Continue to facilitate Comprehensive College Diversity, Equity, & Inclusion Plan & Framework
- **Goal 2:** Improve Recruitment & Retention of Underrepresented Faculty and Staff
- **Goal 3:** Increase Credential Attainment & Close Gaps for Underrepresented Students at DCC

KEY PERFORMANCE INDICATORS

Strategic Priority 1: Student Success

Goal 1 KPIS

- Increase the number of admission applications converted to enrollees by 1% each AY
- Increase enrollment by 1% each AY
- Increase retention by 1% each AY
- Increase graduation rates by 1% each AY

Goal 2 KPIS

- Develop 1 added service in alignment with the student life cycle each AY

Goal 3 KPI'S

- Increase course success rates by 1% each AY



Strategic Priority 3: Resource Development

Goal 1 KPIS

- Review and update the financial accounting processes and procedures each year so they are current for Danville Community College, VCCS, and state.

Goal 2 KPIS

- Increase the number of sources for Funding and Revenue Generation by 1% each FY

Goal 3 KPIS

- Increase the utilization of technology per service area by %1 each AY

Strategic Priority 2: Advancing Excellence

Goal 1 KPIS

- Increase enrollment in non-credit programs by 1% each AY
- Increase non-credit Workforce offerings by adding 1 program each AY
- Increase the percentage of FastForward completers by 5% each AY.
- Increase the percentage of FastForward credential awards by 5% each AY

Goal 2 KPIS

- Create and maintain a college policy update process & timeline

Goal 3 KPIS

- Increase Professional Development completion rates for Faculty & Staff by 1% each AY

Strategic Priority 4: Reaching More Virginians

Goal 1 KPIS

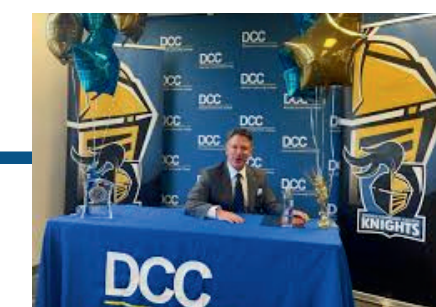
- Update comprehensive college diversity, equity, and inclusion plan & framework each AY

Goal 2 KPIS

- Increase # of faculty and staff of diverse populations by 1% each AY

Goal 3 KPIS

- Increase percentage of underrepresented students graduating by 1%



KEY PERFORMANCE INDICATORS



Strategic Priority 1: Student Success

Goal 1 KPIS

- Increase the number of admission applications converted to enrollees by 1% each AY.
- Increase enrollment by 1% each AY.
- Increase retention by 1% each AY.
- Increase graduation rates by 1% each AY.
- Increase the percentage of FastForward completers by 5% annually each AY.
- Increase the percentage of FastForward credential awards by 5% annually by each AY.

Goal 2 KPIS

- Develop 1 added service in alignment with the student life cycle each AY.
- **Supporting Today's Learners – Objective 4**
- Increase usage of student wrap-around support services by 1% by each AY – **Metric 4.5**

Goal 3 KPIS

- Increase course success rates by 1% each AY.



Strategic Priority 2: Advancing Excellence

Goal 1 KPIS

- Increase enrollment in non-credit programs by 1% each AY.
- Increase non-credit Workforce offerings by adding 1 program each AY.
- **Reaching More Virginians – Objective 2**
- Increase the annual number of working-age adults enrolled by 14,000 by 2030 – **Metric 2.4**
- Increase the percentage of FastForward completers by 5% each AY.
- Increase the percentage of FastForward credential awards by 5% each AY.
- **Developing Virginia's Talent – Objective 1**
- Increase the percentage of FastForward completers to 95% annually by 2030 – **Metric 1.2**
- Increase the percentage of FastForward credential awards to 75% annually by 2030 – **Metric 1.3**

Goal 2 KPIS

- Create and maintain a college policy update process & timeline.

Goal 3 KPIS

- Increase Professional Development completion rates for Faculty & Staff by 1% each AY.
- **Developing Education to Today's Learners – Objective 3**
- Increase the number of full-time faculty engaged in professional development opportunities to broaden understanding of relevant emerging topics for student success by 50% by 2030 – **Metric 3.2**

Strategic Priority 3: Resource Development

Goal 1 KPIS

- Review and update the financial accounting processes and procedures each year so they are current for Danville Community College, VCCS, and state.

Goal 2 KPIS

- Increase the number of sources for Funding and Revenue Generation by 1% each FY.
- **Investing in Virginia's Workforce – Objective #5**
- Seek additional FastForward funding investments from the Commonwealth to address the ongoing annual growth of the programs by 2030 – **Metric 5.2**
- Seek additional annual funding for capacity-building efforts in regionally identified high demand programs – **Metric 5.3**
- Increase funds available for student emergency needs at all VCCS institutions Metric 5.4
- Complete assessment of facilities and make recommendations for renovation or replacement by 2030 – **Metric 5.5**
- Seek funding support for renovation and replacement of facilities exceeding useful life by 2030 – **Metric 5.6**
- Review current student fee structures and identify opportunities for modifications by 2030 – **Metric 5.7**
- Review the current pay-for-performance model and current funding model by 2030 – **Metric 5.8**

Goal 3 KPIS

- Increase the utilization of technology per service area by %1 each AY.

Strategic Priority 4: Reaching More Virginians

Goal 1 KPIS

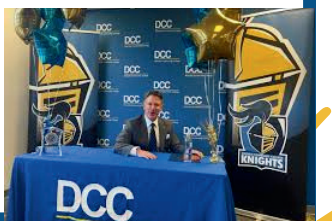
- Update comprehensive college diversity, equity, and inclusion plan & framework each AY.
- **Reaching More Virginians – Objective #2**
- Increase annual application yield for Black, Hispanic, and Indigenous students to 66% by 2030 – **Metric 2.3**

Goal 2 KPIS

- Increase # of faculty and staff of diverse populations by 1% each AY.
- **Delivering Education to Today's Learners – Objective 3**
- Increase the diversity of full-time faculty and staff by 5% by 2030 – **Metric 3.1**

Goal 3 KPIS

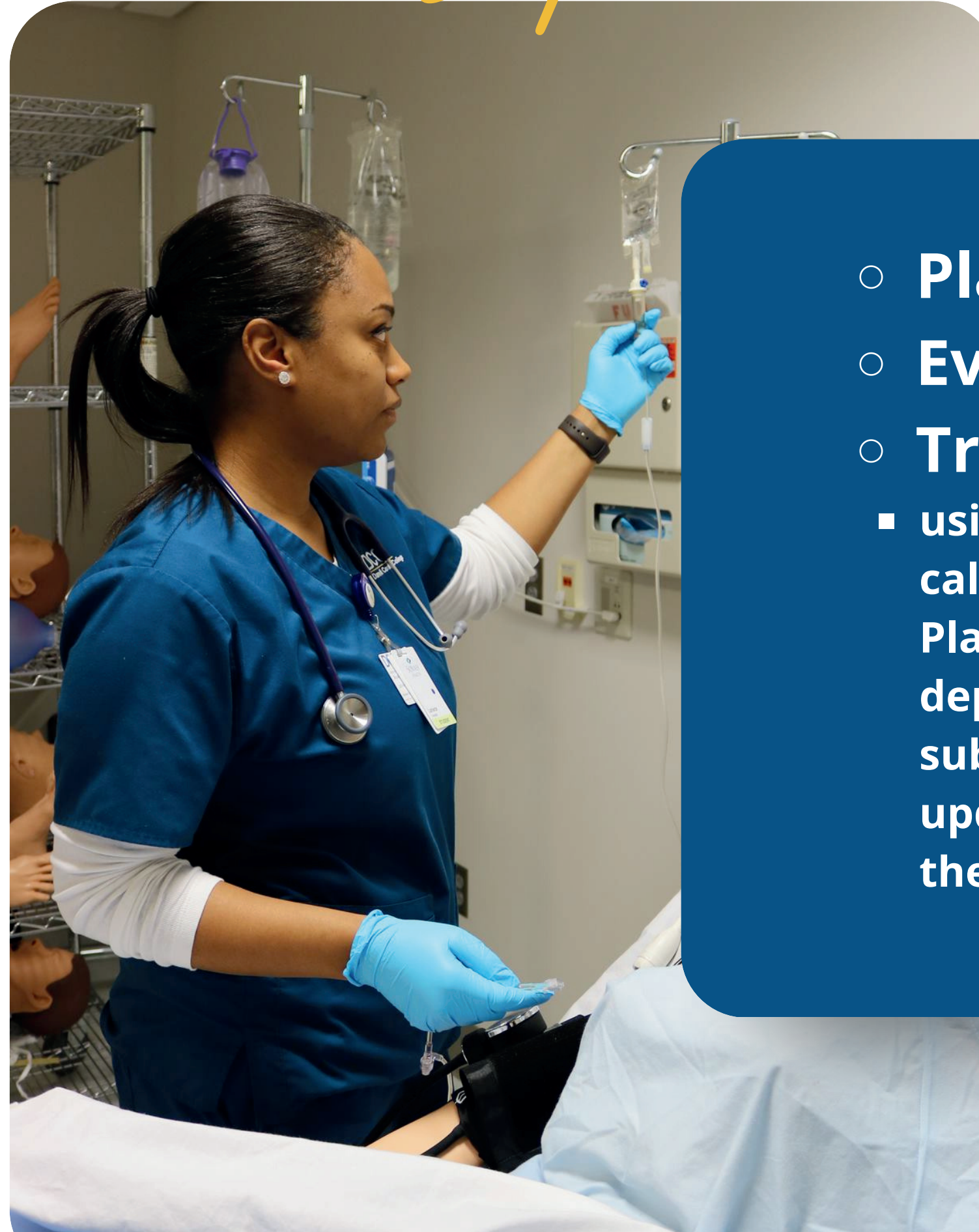
- Increase percentage of underrepresented students graduating by 1%.



NEXT STEPS



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- Plan
- Evaluate
- Track -
 - using a platform called Anthology Planning, departments will submit goals & updates regarding the strategic plan.