



Transformation





Message from the President

Gillette Community College District is well on the way to becoming the 8th independent community college in Wyoming, and the first since 1968. As you might imagine, a lot of work is required to create a new college with a 50-year history of service. The Strategic Plan presented to you is an important example of the excellent work our administration, faculty, and staff have focused on since August of 2021, and I am pleased to present the very first Strategic Plan for Gillette Community College District that will guide us over the next five years.

The Strategic Plan presented provides the framework and goals during a transformative time for our college and community. At the center of our work are the students who will lead our industries into a new era as technology and innovation create new challenges and opportunities. We are intent on advancing Gillette College in a way that meets the needs of our current and future workforce, while intentionally remaining fiscally sustainable to ensure a strong foundation for the communities we serve now and in the coming years and decades.

The Gillette Community College Board of Trustees, administration, faculty, and staff created the Mission documents and, while doing so, envisioned an innovative and transformational college that provides all learners access to a unique learning environment. We will create such a college through our strengths that focus on the student experience while providing educational excellence through community partnerships that will advance our institution with integrity and innovation.

During the development of the Strategic Plan, many individuals were invited to give input and feedback as the strategic priorities took shape. We would not be launching the plan without the input from our internal and external stakeholders. Their guidance was necessary and appreciated as we navigated this important foundational document.

Gillette Community College District will continue to evolve in the coming years and with our strategic priorities now in place, we can create the synergy needed to meet our mission, vision, and values to create the newest community college district in the great state of Wyoming and provide access to our future workforce. Please accept my gratitude, and excitement, for all the efforts made to create a strong future for Gillette Community College District.

Dr. Janell L. Oberlander
President
Gillette Community College District

MISSION

Gillette College is dedicated to student and learner success by offering opportunities for academic, technical, and career excellence in a diverse and innovative environment that focuses on community partnerships to ensure access to lifelong quality education and training.

VISION

Gillette College is a transformative learning institution that leads with excellence to inspire individuals and strengthen our community with integrity and innovation.

VALUES

People

Recruiting, retaining, and mentoring students, staff, and faculty within an inclusive and safe environment

Community

Creating, strengthening, and sustaining opportunities through partnerships and service

Integrity

Trust, accountability, respect, transparency, and honest communication

Commitment

Student and learner success, quality education, and community engagement

Inspiration

Promote creativity, courage, problem solving, and lifelong learning



OUR STRATEGIC PRIORITIES

Student-Centered Experience

By expanding and enhancing student and educational support services, we will build pathways that lead students to timely completion of a workforce credential, transfer to a four-year college or university, or attainment of a family-sustaining career.

Educational Excellence

By focusing on innovative teaching and learning practices, Gillette College will expand faculty development through advanced teaching methods and modalities to create a learning environment where all learners are welcome.

Enhance Community Partnerships

By providing programs aligned with industry needs and experiences that enrich the community, we will positively impact our service region by focusing on career preparation for a transformative future.

Institutional Advancement

By focusing on fiscal stability and long-term sustainable viability, we will create a strong future focused on student, faculty, staff, and alumni development which will enhance campus and community partnerships.

Gillette Community College District will define clear steps to develop and measure strategic objectives and outcomes. Using defined metrics, Gillette Community College District will annually assess progress to establish institutional priorities to achieve greater accountability for ourselves and for the stakeholders we serve.



STEPS TO CREATING A STUDENT-CENTERED EXPERIENCE

Improve Student Success

GCCD will build pathways that lead students to timely completion of a workforce credential, transfer to a four-year college or university, or attainment of a family-sustaining career.

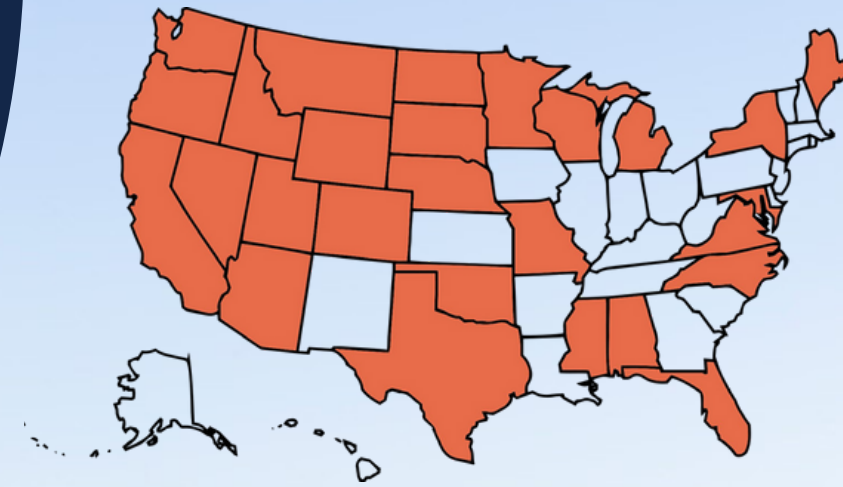
Expand Student & Educational Support Services

GCCD will reorganize the student affairs division and enhance the college infrastructure leading to increased student enrollment, retention, and completion.

Enhance & Strengthen Relationships with Students



GCCD will create a continuum of care within the advising model and create a campus wide and program advisor model.

OVER 27 STATES REPRESENTED AT GILLETTE COLLEGE



2,169
STUDENTS SERVED
IN FALL 2021

41%
PART-TIME
59%
FULL TIME

 43%
 57%

14
AVERAGE
CLASS SIZE



STEPS TO EDUCATIONAL EXCELLENCE

Expand and Enhance Innovative Teaching & Learning Practices

GCCD will scale up and remove barriers to academic engagements that qualify as high-impact practices, including initiatives that lead to significant cost savings for students.



Enhance Teaching Methods and Modalities

GCCD will increase evidence of enhanced teaching methods and pedagogy beyond traditional formats by committing resources to expand and promote innovation, creativity, cultural competency, inclusion, and equity.



Expand Faculty Development

GCCD will increase professional development sessions for faculty that address innovation, cultural awareness, civility, tolerance, and conflict management.

Develop Academic Programs That Allow Students to Stack & Transfer Credits

GCCD will increase non-degree seeking students matriculation into credit bearing programs by creating stackable pathways from noncredit to degree/certificate bearing programs.



STEPS TO ENHANCING COMMUNITY PARTNERSHIPS

Increase Workforce Partnerships

GCCD will increase industry and workforce partnerships by increasing reciprocal relationships and by inviting new board members to participate in program advisory boards.

Focus On Student Career Preparation for a Sustainable Family

GCCD will develop new non-credit programs by aligning training with regional industry partners and create new pathways for non-English speaking students.

Positively Impact the Service Region Through Programs Aligned With Labor Market Needs That Enrich the Community & Reflect Fiscal Stewardship

GCCD will create the division of Workforce and Community Education and expand online and hybrid offerings that align with the needs of our industry partners.



STEPS TO INSTITUTIONAL ADVANCEMENT

Achieve Institutional Accreditation

GCCD will achieve the mark of accreditation to advance the institution into a fully independent community college district.

Expand Professional Development Opportunities

GCCD will develop and implement a successful employee onboarding and career development plan for faculty and staff leading to the recruitment and retention of a high-caliber team that contributes to the overall success of the college.

Establish a Competitive Salary Structure for GGC Faculty & Staff

GCCD will attract and retain talented professionals by engaging in a compensation study that will establish a competitive salary structure for GCCD employees.

Achieve Fiscal Sustainability & Viability

GCCD will practice sound financial practices while efficiently maintaining a high-performing faculty and staff, modern facilities, and innovative technologies.

