



Strategic Plan Update 2023 to 2026

www.sheridan.edu/strategic-plan

Mission

NWCCD welcomes all learners, empowers student success, and encourages and strengthens community development.



Vision

NWCCD will be the premier higher education institution in the region; we will provide all students with a diverse range of experiences to prepare for a dynamic future.

FOREWORD

The Northern Wyoming Community College District, dba Sheridan College, has long served the residents of Campbell, Johnson, and Sheridan counties in northern Wyoming. Guiding the District’s efforts was the NWCCD Strategic Plan, most recently adopted in 2018. Since the adoption of that plan, two significant changes have occurred making it prudent to revisit and amend the plan, while anticipating a more comprehensive planning process in the near future.

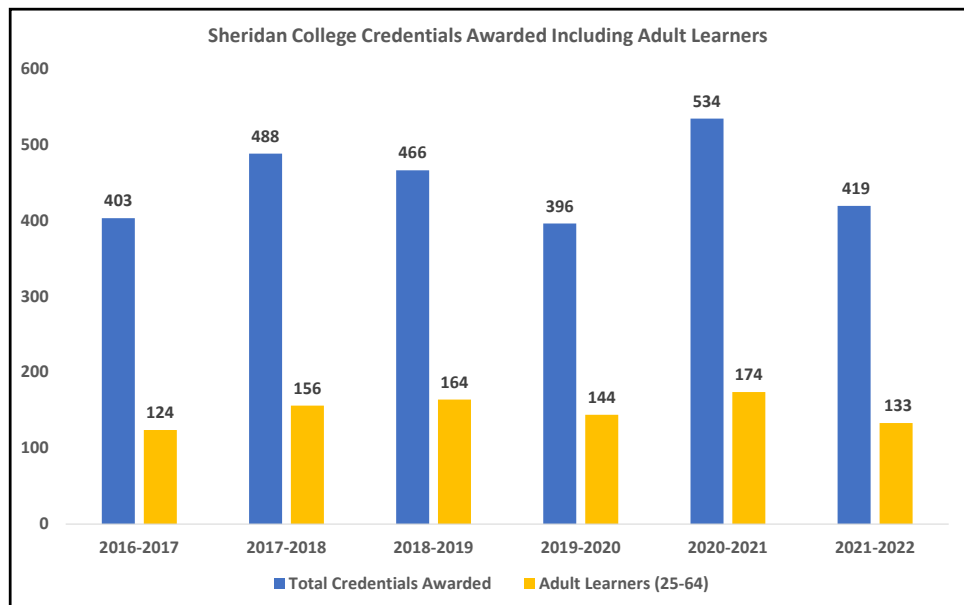
Statewide Post-Secondary Education Strategic Plan

The first significant change occurred in May of 2020 when the Educational Attainment Executive Council adopted the Post-Secondary Educational Attainment 5- and 10- Year Strategic Plan. The Plan established goals and metrics through 2030, comprising four key focus areas for higher education efforts:

1. Alignment of Workforce, Workplace, and Post-Secondary Programs
2. Access and Infrastructure for Recruitment, Retention, and Completion
3. Funding and Affordability
4. College-Going Culture K-12, Adults, and Business/Industry

OF DEGREES & CERTIFICATES AWARDED AT SHERIDAN COLLEGE

Source: WCCC Data Management and Reporting System (DMARS) frozen and unfrozen data retrieved by the Sheridan College IR Dept. 4/12/2023.



Separation of Gillette College from SC Operations

The second significant change occurred on Aug. 17, 2021, when electors from Campbell County voted, as required by Wyoming statute, to form an independent district, Gillette Community College District (GCCD). This newly formed district services all of Campbell County, but does not yet operate an accredited institution. GCCD must earn accreditation through the Higher Learning Commission, the accrediting body of the Wyoming community colleges. The process to earn accreditation will likely take several years to complete.

While GCCD works to earn accreditation, it is the intent of Sheridan College (SC) to continue to allow the teaching of SC accredited courses and programs in Gillette. This is possible through cooperation and agreements between SC and GCCD.

Given that the eventual separation of Campbell County from the SC service area will have significant effects on SC, its Board of Trustees directed their President to take the proper steps to amend the *NWCCD Strategic Plan 2018 to 2023* document to appropriately represent the transitional period during which GCCD works toward accreditation. SC continues to have its courses offered in Gillette, and SC is taking necessary steps to ensure success beyond the separation. The amended plan *Sheridan College Strategic Plan 2023 to 2026* does not include any shift in the overall strategic direction of the institution, but it does acknowledge new state-level goals and the transitional period due to the creation of GCCD.

While GCCD works to earn accreditation, it is the intent of SC to continue to allow the teaching of SC accredited courses and programs in Gillette.

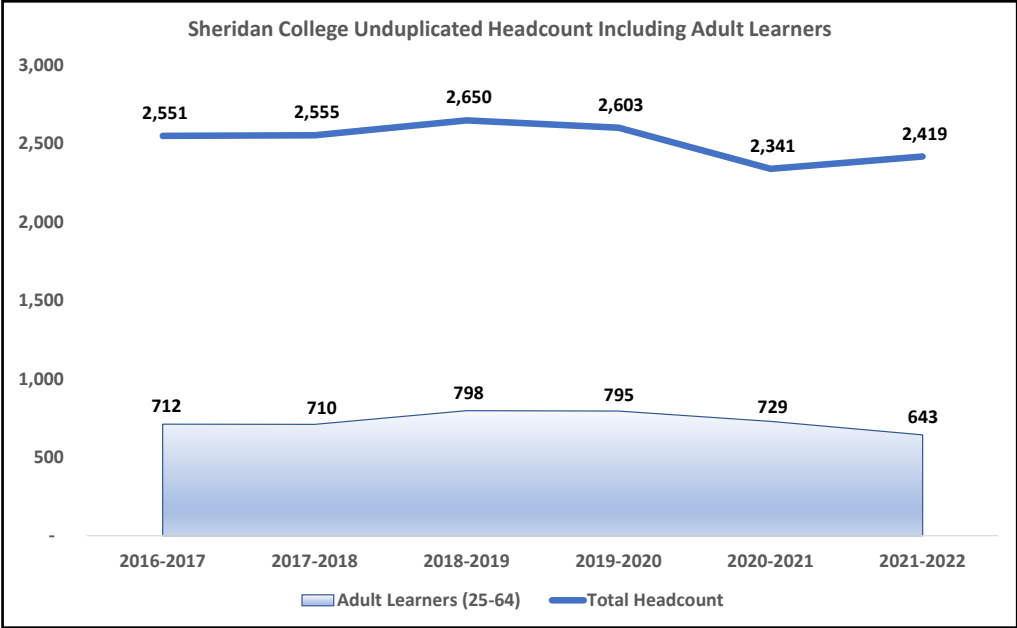
This amended plan was approved by the Board of Trustees on July 18, 2023 and will remain in place while Sheridan College works toward a more comprehensive strategic planning process.



Strategic Plan Update 2023 to 2026

OF STUDENTS SERVED BY SHERIDAN COLLEGE

Source: WCCC Data Management and Reporting System (DMARS) frozen and unfrozen data retrieved by the Sheridan College IR Dept. 4/12/2023. SC Johnson is included in Sheridan College.



Student Success Strategy – GOAL #1

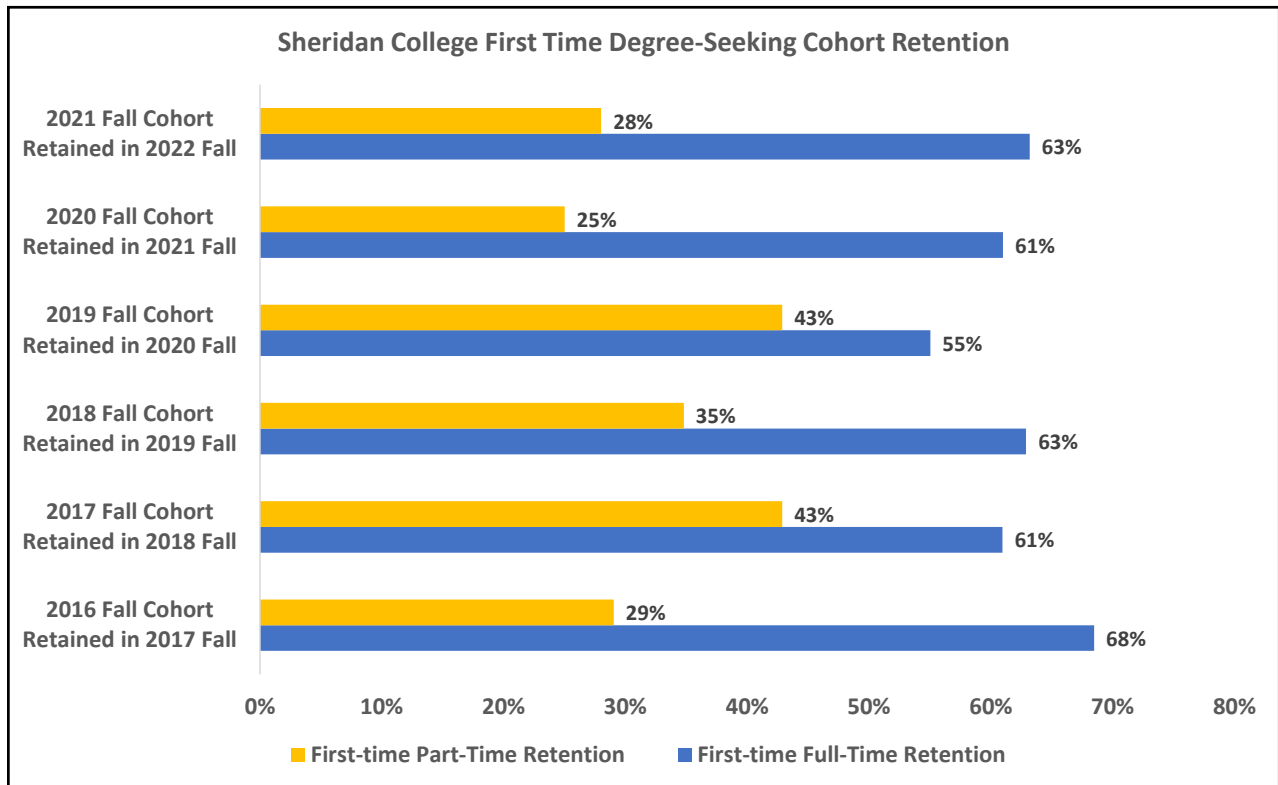
GOAL ONE Improve student retention by reducing obstacles to completion.

Initiatives:

- Improve enrollment services’ processes and communications to ensure students understand program requirements and status of their progress toward completion.
- Continue to build varied class scheduling (online, evenings, weekends, summer, short-term, etc.) to increase flexibility for students.
- Develop a robust and supportive online-course community and resources to attract online learners and provide access for all students.
- Continue to implement student placement practices based on multiple inputs that are student success focused and flexible to meet student needs.
- Offer Bachelor of Applied Science degree opportunities.

METRICS

STUDENT RETENTION



Source: WCCC Data Management and Reporting System (DMARS) frozen and unfrozen data retrieved by the Sheridan College IR Dept. 4/26/2023.
Notes: Campus determined using frozen home location as of the cohort’s fall term. SC Johnson is included in Sheridan College.

Student Success Strategy – GOAL #1

METRICS (CONT'D)

STUDENT SATISFACTION

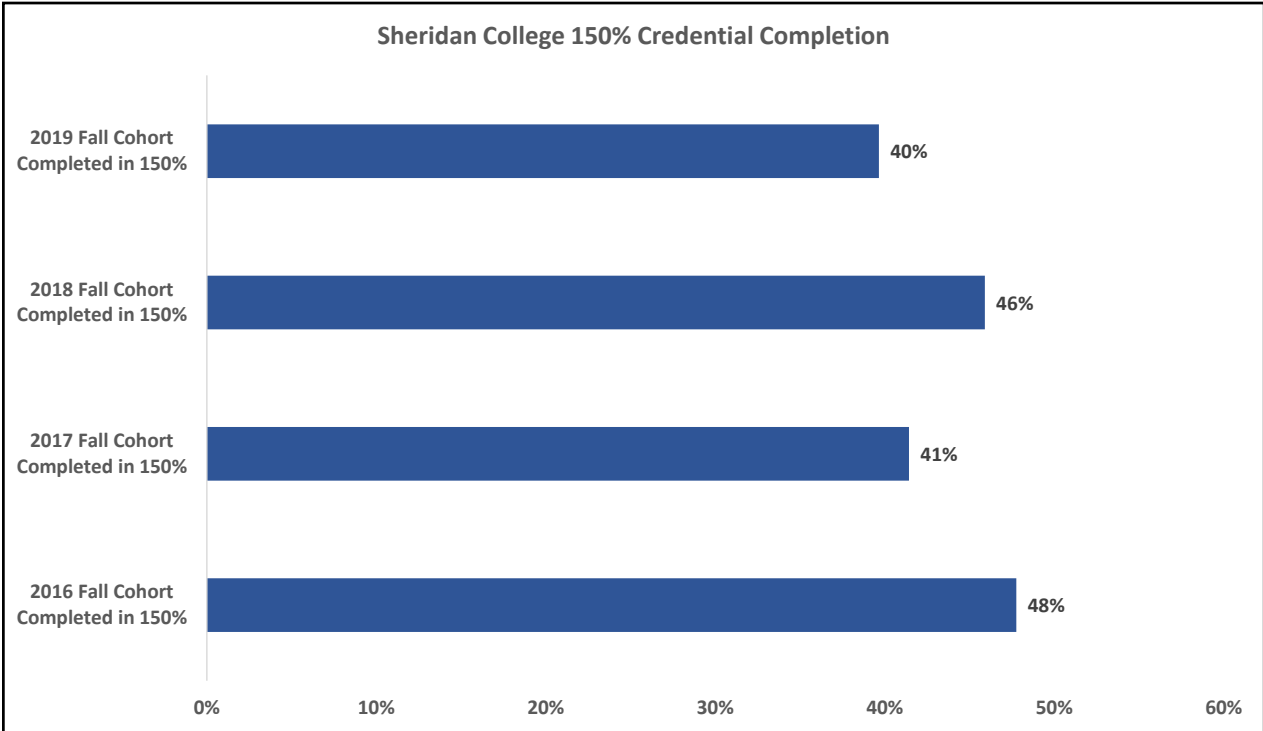
Performance Indicators	Result	Target
Student satisfaction: academic advising	2022 SC mean: 5.91 2022 national mean: 5.69	Continue to meet or exceed national mean
Student satisfaction: registration effectiveness	2022 SC mean: 5.99 2022 national mean: 5.83	Continue to meet or exceed national mean

Source: Ruffalo Noel Levitz Student Satisfaction Inventory, Spring 2016 administration.

Notes: Factor analysis is a statistical tool that is useful to examine complex constructs or items. Survey factors are a collection of questions that are designed and have been psychometrically determined to assess opinions a participant's feelings regarding a particular function or organizational attribute.

COMPLETION RATE

This metric looks at the percentage of students who complete their degree within 150% of the time in which it is designed to be completed. This typically means the individual completed a two-year degree within three years.



Source: WCCC Data Management and Reporting System (DMARS) frozen and unfrozen data retrieved by the Sheridan College IR Dept. 4/26/2023.

Notes: Campus determined using frozen home location as of the cohort's fall term. SC Johnson is included in Sheridan College.

Student Success Strategy – GOAL #2

GOAL TWO Support retention and completion through student out-of-the-classroom engagement.

Initiatives:

- Continue to provide and enhance scalable student support services to holistically address student challenges and increase academic success.
- Continue to provide scalable events and activities to promote school spirit engagement.
- Utilize student activities to attract, retain, and graduate students.

METRICS

Performance Indicators	Result	Target
Increase size of cohort and corresponding success factors for College Success Program students	2021–22 Cohort Size: 224 Persistence/retention: 84% Transfer Rate: 26%	Cohort Size: 250 Persistence/retention: 80% Transfer Rate: 40%
Student satisfaction: “Most students feel a sense of belonging here.”	2022 SC mean: 5.66 2022 national mean: 5.65	Continue to meet or exceed national mean
Student satisfaction: “It is an enjoyable experience to be a student on this campus.”	2022 SC mean: 5.95 2022 national mean: 5.85	Continue to meet or exceed national mean

Source: Ruffalo Noel Levitz Student Satisfaction Inventory, Spring 2016 administration.

Notes: Factor analysis is a statistical tool that is useful to examine complex constructs or items. Survey factors are a collection of questions that are designed and have been psychometrically determined to assess opinions a participant’s feelings regarding a particular function or organizational attribute.



Student Success Strategy – GOAL #3

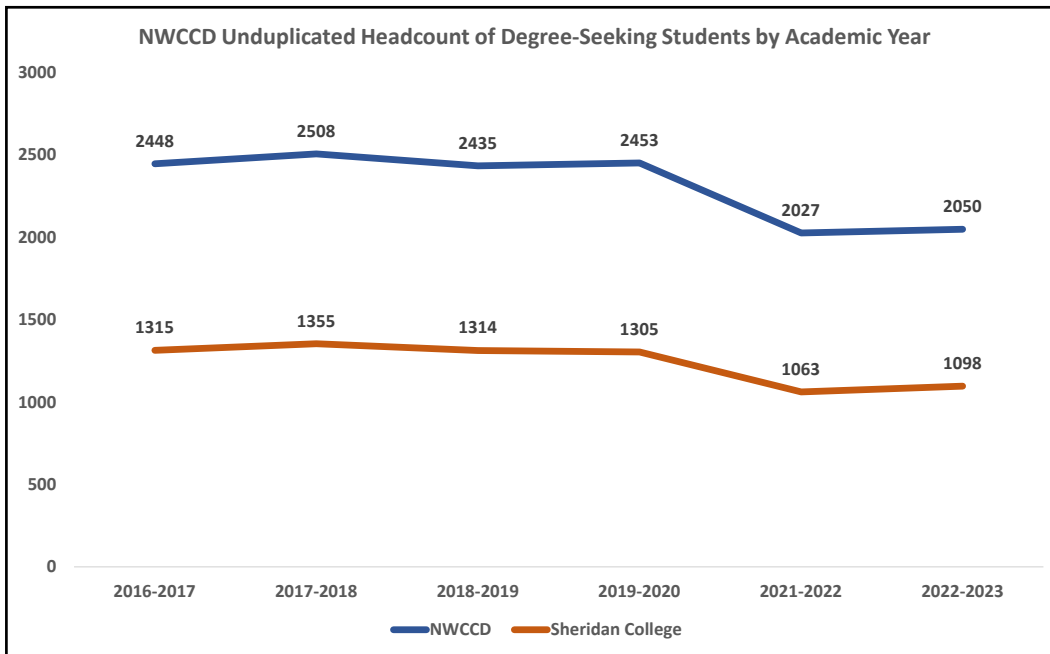
GOAL THREE Align programs, capacity, and enrollment strategies with local, statewide, and regional demands.

Initiatives:

- Continue to add new programs that are responsive to local business and industry needs.
- Create courses and opportunities to engage our community and invite residents to come to campus to learn about a topic of interest.

METRICS

OF DEGREE-SEEKING STUDENTS



Source: WCCC Data Management and Reporting System (DMARS) frozen and unfrozen data retrieved by the Sheridan College IR Dept. 4/26/2023.
Notes: Campus determined using frozen home location as of the cohort's fall term. SC Johnson is included in Sheridan College.



Organizational Health Strategy – GOAL #1

GOAL ONE Promote an environment where employees feel valued and supported as contributors to the organization.

Initiatives:

- Continue to prioritize providing competitive compensation for employees at Sheridan College.
- Foster a culture of participatory engagement.

METRICS

Performance Indicators	Results
Survey Item: “The work I do is valuable to the institution.”	2022 SC mean: 4.04 (SC, Satisfaction)
Survey Item: “Rate your overall satisfaction with your employment so far.”	2022 SC mean: 4.01 (SC, Satisfaction)

Source: Ruffalo Noel Levitz College Employee Satisfaction Survey, Fall 2022 administration.



Organizational Health Strategy – GOAL #2

GOAL TWO Develop leadership capacity across the organization.

Initiatives:

- Support supervisors in being highly effective in their roles.
- Provide ongoing career advancement through access to professional development and personal enrichment opportunities.

METRICS

Performance Indicators	Results
Survey Item: "I have adequate opportunities to improve my skills."	2022 SC mean: 3.40 (SC, Satisfaction)
Survey Item: "I have adequate opportunities for professional development."	2022 SC mean: 3.34 (SC, Satisfaction)

Source: Ruffalo Noel Levitz College Employee Satisfaction Survey, Fall 2022 administration.



Organizational Health Strategy – GOAL #3

GOAL THREE Build the Sheridan College brand as an independent institution serving Sheridan County, the state of Wyoming, and the region.

Initiatives:

- Engage in a comprehensive review of institutional policies and procedures.
- Prepare to engage in a comprehensive strategic planning process for Sheridan College.

METRICS

Performance Indicators	Results
Survey Item: “The reputation of this institution continues to improve.”	2022 SC mean: 3.43 (SC, Satisfaction)
Survey Item: “This institution is well-respected in the community.”	2022 SC mean: 3.49 (SC, Satisfaction)

Source: Ruffalo Noel Levitz College Employee Satisfaction Survey, Fall 2022 administration.





Fast Facts

FOUNDED
1948

EMPLOYEES (*Fall 2022*)
212 Full-Time, 148 Part-Time

ENROLLMENT (*Academic Year 2021–22*)
Unduplicated Headcount: 2,422
Credential Seeking: 1,062
Non-credential seeking: 1,385

STUDENT DEMOGRAPHICS (*Fall 2021*)
From Wyoming: 88.8%
Average Age, full-time: 21.4
Average Age, part-time: 22.9

AVERAGE STUDENT COST (*2022–23*)
\$4,830 for one Academic Year (full-time, tuition & fees)

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