

*Creating A World of Opportunities*



# Strategic Plan

2019-2024

Turtle Mountain Community College is a tribal community college with obligations of direct community service to the Turtle Mountain Chippewa Tribe. Under this unifying principle, the college seeks to maintain, seek out, and provide comprehensive higher education services in fields needed for true Indian self-determination.



**Turtle Mountain**  
Community College

# Strategic Plan

Approved by the TMCC Board of Directors on 7/18/19

Goal 1: Expansion and Growth for the Future	Goal 2: Expand Language and Cultural Preservation Programs	Goal 3: Advance, Expand, Increase TMCC Effectiveness/Assessment
Objective 1.1: Build human capital by developing recruitment and retention strategies to obtain a high quality staff and faculty	Objective 2.1: Increase knowledge of sovereignty and self-determination by increasing number of faculty, staff, students and boards that are proficient in tribal knowledge, self-determination, and decolonization	Objective 3.1: Data driven decision-making by expanding the Office of Research, Assessment & Accreditation and by increasing data use at the program/department level
Objective 1.2: Increase facilities infrastructure by assessing the long range facility master plan and establish phase I priorities	Objective 2.2: Increase number of Ojibwa and/or Michif (Metis) fluent speakers by offering language courses: Focusing on TMCC employees as well as assessing a Master's Degree program in Anishinaabemowin	Objective 3.2: Communication across department heads regarding roles and responsibilities for strategic plan by regular agenda item for strategic plan update semi-annually at Administrative Council meetings and providing Annual report to Board of Directors, Board of Trustees, TMBCI Council
Objective 1.3: IT infrastructure expansion by upgrading Wi-Fi across all campuses and Increasing student access to technology off campus	Objective 2.3: Preserve Native Languages by recording and digitizing fluent language speakers	Objective 3.3: Recruitment and retention of students by creating and implementing an enrollment management plan as well as implementing of early alerts and retention module
Objective 1.4: Expand revenue and resources by reviewing and possibly revising tuition and fees as well as increasing advocacy efforts at the state and national levels		Objective 3.4: Assess for organizational growth by studying staffing needs, patterns, and structure across all departments
Objective 1.5: Strengthen Tribal, State, and Federal partnerships by establishing a communication plan and process for disseminating information to constituents		Objective 3.5: Employee evaluations for assessment purposes by reviewing evaluation tools and process for staff and faculty
Objective 1.6: Community needs driven programming by conducting/reviewing community needs assessment		