

Goal	Initiating Unit	Outcome	Method	Benchmark	Results	Improvement
ACCESS: LFCC will increase enrollment, especially focusing on the number of underserved students						
Access	President's goal to VCCS	LFCC will Increase Enrollment from Underserved Populations	Increase enrollment from underserved populations by 3% over 2012-13.	Numeric goal		
Access	President's goal to VCCS	LFCC will increase enrollment in Middle College	LFCC will increase enrollment by 5% in the third year of our Middle College Program for the fall semester 2013.	Numeric goal		
Access	President's goal to VCCS	LFCC will increase enrollment and FTE	LFCC will increase enrollment and FTE by 1%	Numeric goal		
Access	President's goal to VCCS	LFCC will develop educational programs	Develop at least two new academic program (degree, certificate, or career studies certificate) that respond to emerging, critical workforce needs.	Numeric goal		
ACCESS	Academic & Student Affairs - Fauquier Campus	LFCC will expand the availability of selected academic programs throughout the college's service area	LFCC will develop course offerings and promote at least one selected existing or new academic program at all campuses.	Increased number of courses related to a program offering expanded to the Fauquier campus located in the southeastern portion of the college's service area		
Access	President's goal to VCCS	LFCC will begin the third year of the Great Expectations Program.	LFCC will increase participation in Great Expectations Program by 4% over the fall semester 2012.	Numeric goal		
Access	Academic & Student Affairs - Instruction	LFCC will optimize AA&S degrees for transfer	Research two primary transfer institutions to see what courses are required & evaluate degrees in light of requirements.	Document requirements from 2 primary transfer insitutions and revised AA&S degrees, if necessary		
Access	Academic & Student Affairs - Student Services	LFCC will increase enrollment of military and veterans	Revise enrollment plan to develop goals and strategies to increase the enrollment and graduation rates of military and veteran students	Document revised enrollment plan		
Access	Academic & Student Affairs - Student Services	LFCC will increase enrollment of online students	Refine the New Student Registration Process for the LFCC online population so that students are able to have access to advising resources without a face to face meeting with an advisor.	Document revised process		
Access	Academic & Student Affairs - Student Services	LFCC will increase enrollment of online students	Create Admissions forms that are online for students to access and submit for processing.	Document online admissions forms		
AFFORDABILITY: LFCC will reduce costs and increase the amount of financial aid awarded to students						
Affordability	President's goal to VCCS	LFCC will increase Financial Aid Applicants and Recipients	Increase the number of students who apply for and who receive financial aid and scholarships by 3% over 2012-13	Numeric goal		
Affordability	President's goal to VCCS	Increase the number of students who apply for and who receive financial aid and scholarships	Monitor the results of the financial aid shared services model and compare LFCC's performance to the performance benchmarks to determine our participation status.	Compare performance to benchmarks		

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Affordability	Academic & Student Affairs - Instruction & ITO	Reduce costs to students by providing less expensive textbooks and other course resources.	Provide new, cheaper eBook or open source material options by providing administrative support to move one program or sequence of courses to OER	Document administrative support for OER options and adoption of OER in one program or sequence of courses.		
STUDENT SUCCESS: Increase the number of students graduating, transferring or completing a workforce credential, including increasing the success of students from underserved populations. LFCC will improve retention and provide more						
Student success	President's goal to VCCS	LFCC will enhance veteran services	LFCC will develop a plan to expand and enhance services for veterans and active duty military personnel with attention to prior learning. This plan will be submitted to the Chancellor by October 1, 2013.	Document activity		
Student success	President's goal to VCCS	LFCC will increase the number of full-time faculty positions.	LFCC will increase the number of full-time faculty positions by a minimum of 2 new positions for the 2013-14 academic year.	Numeric goal		
Student success	Chancellor's goal	LFCC will Increase the Number of Students Completing Career Pathways Programs	Increase the number of Career Readiness Certificates by 15%.	Document completion using ACT database. Counts and changes in annual numbers		?????
Student success	President's goal to VCCS	LFCC will Increase the Number of Students Completing Career Pathways Programs	Increase the number of career and technical education awards by 1.5% overall.	Numeric goal		
Student success	President's goal to VCCS	LFCC will Increase the Number of Students Completing Career Pathways Programs	Increase the number of career and technical education awards for underserved students by 3%.	Numeric goal		
Student success	President's goal to VCCS	LFCC will increase enrollment from underserved populations.	LFCC will increase enrollment from underserved populations by 3% over 2012-13.	Numeric goal		
Student success	President's goal to VCCS	Developmental Education Redesign	LFCC will monitor the initial results of the implementation of the redesign of developmental English that took place in Spring 2013.	Document activity		
Student success	President's goal to VCCS	Developmental Education Redesign	LFCC will continue to monitor the performance of developmental mathematics students under the redesigned curriculum that was implemented in the spring 2012 semester.	Document activity		??? Did not monitor last year
Student success	President's goal to VCCS	LFCC will support employment attainment	We will increase job placement rates by On Ramp participants by 5% and provide job placement services via TAA-funded adult career coaches and job placement coordinators.	Numeric goal		Who? Jeanian or Transition Services?
Student success	President's goal to VCCS	LFCC representative will continue to participate in the development of digital textbook study for high volume courses.	Document activity	Document activity		
Student success	President's goal to VCCS	LFCC will encourage college readiness	A plan to strengthen college readiness initiatives between colleges and K-12 partners will be submitted to the Chancellor by November 1, 2013.	Document activity		

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Student Success	Academic & Student Affairs	LFCC will improve retention	Increase participation in tutoring and student support services by providing additional walk-in tutoring times for math, writing, English, foreign languages, and sciences	Document number of walk-in hours available and student participation in these specific tutoring areas		
Student Success	Academic & Student Affairs	LFCC will improve retention	Evaluate and revise college-wide retention plan to include strategies for underprepared, part-time, military and veterans, and online students.	Document the revised and updated retention plan		No 1% goal increase per year for five years?
Student Success	Academic & Student Affairs	LFCC will improve retention	LFCC will revise AA&S transfer degrees by reducing the total number of credits required and making the degrees more streamlined.	Document changes to AA&S degrees		
Student Success	Academic & Student Affairs	LFCC will increase the number of students graduating by identifying critical points in students' academic career and providing interventions	LFCC will implement a new college-wide early alert program, SAILS	Document the implementation of SAILS		
Student Success	Academic & Student Affairs	LFCC will increase the number of students graduating by identifying critical points in students' academic career and providing interventions	Develop student peer mentoring program	Document development of peer mentoring program		
Student Success	Academic & Student Affairs	LFCC will increase the number of students graduating by identifying critical points in students' academic career and providing interventions	Refine a course-level module for orientation to the online learning environment and structuring a web portal to provide online students efficient access to LFCC services.	Document activity		
Student Success	Academic & Student Affairs	LFCC will increase the number of students graduating by identifying critical points in student's academic career and providing interventions	Review data on students who attend part-time and are over the age of 25 and determine goals and strategies that need to be developed to increase their retention and graduation rates.	Document activity		
Student Success	Academic & Student Affairs - Fauquier campus	LFCC will increase the number of students graduating by identifying critical points in student's academic career and providing interventions	Develop a modified academic advising plan to utilize the facilities and resources unique to the Fauquier campus. Enhance and build upon comprehensive training activities established for assigned faculty advisors, participate in college-wide training activities and utilize widely available resources.	Document student participation in academic advising. Document faculty participation in training activities and resource use.		
WORKFORCE: Double the annual number of employers provided training and services to 10,000, with a particular focus on high-demand occupational fields. LFCC will develop new programs and partnerships for career readiness and career						
Workforce	President's goal to VCCS	LFCC will Serve Employers through College courses and programs	Document number of employers with Lumens, PeopleSoft, and Admin tools using VCCS employer served definition and reporting method	Increase the number of employers served through college noncredit workforce programs to 1,175 - an aggressive 12% increase. .		
Workforce	President's goal to VCCS	Increased customized and Open Enrollment Training	LFCC Workforce Training will increase the numbers of businesses returning for customized and open enrollment training by 3%.	Document number of students enrolled with Lumens, PeopleSoft, and Admin tools using VCCS students served definition and reporting method		

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Workforce	President's goal to VCCS	Implement Workforce Enterprise System	LFCC piloted the WES system in 2009 with excellent results. LFCC staff will serve as a resource for the expansion of this pilot system wide.	Document activity		
Workforce	President's goal to VCCS	LFCC will support employment attainment	Increase job placement rates by On Ramp participants by 5% and provide job placement services via TAA-funded adult career coaches and job placement coordinators.	Numeric goal		
Workforce	President's goal to VCCS	Rebuild the W.I.B. partnership	Continue to have a representative on the WIB board and executive board. Reframe the WIB partnership with the new Onestop contractor.	Document activity		
Workforce	WSCE	LFCC will increase the number of credentials attained by individuals served through Onramp and the Adult Career Coaches	Monitor Onramp participant credential attainment and completion	Document activity through VaWC and the VCCS.		
Workforce	WSCE	Execute the HEETF Pilot Project for Noncredit programs in the VCCS	Coordinate, procure, and launch the programs and equipment associated with the HEETF Noncredit Pilot Project for the VCCS	VCCS established outcomes		
RESOURCES: Raise at least \$2 million in cumulative gifts and grants to support the mission of Virginia's Community Colleges. LFCC will be transparent, build relationships and seek grants:						
Resources	President's goal to VCCS	LFCC will increase LFCC Fundraising	LFCC will increase LFCC Fundraising by 10% from 2012-13.	Funds accounting & numeric goal		
Resources	President's goal to VCCS	LFCC will submit new grant/contract proposals and receive additional contracts or grants.	LFCC will submit a minimum of 3 grant/contract proposals from new funding sources and will receive \$200,000 in additional contracts or grants	Numeric goal		
Resources	Advancement	LFCC will successfully cultivate new donor relationships that result in financial support of the college.	The foundation will secure gifts of \$1,000 or more from 20 new donors.	Numeric goal		
Resources	President's goal to VCCS	LFCC will implement a planned giving program.	Create web and print marketing materials, offer board member training sessions, establish a donor society.	Document activity		
Resources	President's goal to VCCS	Host a fundraiser in each of the 3 jurisdictions where it has a campus (Fauquier, Luray and Middletown).	These fundraisers will net \$50,000 in unrestricted funding to support the Foundation.	Numeric goal & document activity.		
Resources	President's goal to VCCS	LFCC will research the possibility of entering into a major gifts campaign.		Document activity		
Resources	Academic & Student Affairs - Instruction	Address space and facilities needs by maximizing alternative forms of instructional delivery	Review and revise class and room schedule based on facilities use strategies and block schedules, and create a new schedule planning committee to review schedules. Set aside rooms for 12 week classes on a different block	Document changes to room and class schedule.		
INFRASTRUCTURE: LFCC will address space and facilities needs and implement ways to become greener						

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Infrastructure	President's goal to VCCS	LFCC FAS area will successfully manage the design and construction of a major renovation to Fairfax Hall in order to update the 1970 structure and better organize student and staff movement throughout the building.	Document Project Progress and Budget	Document Project Progress and Budget		
Infrastructure	President's goal to VCCS	LFCC FAS area will successfully manage the design and construction of a major renovation to the Barn at the Fauquier campus in order to improve the functionality and appearance of the this iconic campus structure.	Document Project Progress and Budget	Document Project Progress and Budget		
Infrastructure	VPFAS	Due to a major software upgrade by Valley Health, LFCC will need to find alternative nursing clinical locations for the spring/summer 2014 sessions. A new nursing simulation lab will be constructed to provide simulation hours for our nursing students in the Smith Building at Middletown.	Document Project Progress and Budget	Document Project Progress and Budget		
Infrastructure	VPFAS	Page County is a geographically and economically isolated area in the LFCC service region. In order to provide educational opportunities in this area LFCC will work to extend the current lease of space for the Luray-Page County Center through June of 2017.	Document Activity	Lease extension is signed by all parties		
Infrastructure	VPFAS	Eastern Fauquier County is a population center that is expected to grow substantially over the next couple decades. Higher education offerings in this area are limited and the potential for a successful LFCC center is high. LFCC will open a new center in the Vint Hill area of Fauquier County and offer a variety of course offerings at this location.	Document Activity	Course offerings are provided in a quality classroom environment for the fall of 2014.		
Infrastructure	VPFAS	Campus security continues to be an area of national and state focus. LFCC has made numerous improvements in the areas of campus police and security. LFCC will continue to implement measures aimed at protecting our students and staff including the installation of panic buttons in critical offices, an automatic door locking system, and continued training for the Emergency Response Team.	Document Activity	Installation of panic buttons, installation of an automatic door locking system, and documented training activities attended by the Emergency Response Team.		
Infrastructure	President's goal to VCCS	LFCC will ensure the student union building opens for the spring semester 2014 and is properly outfitted for operations (furniture, technology, security, etc.).	Document Activity	Document Activity		
Infrastructure	President's goal to VCCS	Successfully procure quality vending and food services for the Middletown campus.	Document Activity	Document Activity		

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Infrastructure	President's goal to VCCS	Manage the new fitness center in the student union including developing standard operating procedures, liability forms, staffing schedules, cleaning schedules, and other associated administrative tasks related to running this new facility.	Document Activity	Document Activity		
Infrastructure	President's goal to VCCS	LFCC will continue a classroom redesign project where faculty input will drive classroom set up and technology improvements. This builds on a classroom inspection checklist that was started three years ago.	Document Activity	Document Activity		
Infrastructure	President's goal to VCCS	LFCC will implement the technology project management standards and guidelines relative to Level 2.	By March 1, 2014, LFCC will submit a report on our current status for implementation of these standards and guidelines.	Document Activity		
Infrastructure	Human Resources	LFCC will promote safety awareness at all College locations.	Decrease the # of recordable work-related injuries by 5% over 2012-13.	Fiscal to fiscal year comparisons.		
ORGANIZATIONAL DEVELOPMENT: LFCC will streamline, improve decision-making and promote one college						
Organizational development	President's goal to VCCS	LFCC will continue to promote a one-college climate	Hold three professional development events for SS staff that promote a coherent, consistent college-wide philosophy	Document Activity		
Organizational development	President's goal to VCCS	LFCC will continue to promote a one-college climate	Promote a successful event to celebrate commencement in a common location	Document Activity		
Organizational development	President's goal to VCCS	LFCC will pursue the Chronicle of Higher Education's Great Colleges to Work For designation.	Document Activity	Document Activity		
Organizational development	Human Resources	Develop operational strategies to enhance HR services and processes to improve effectiveness, efficiencies, and customer service delivery.	Expand technology capabilities.	Implementation of software/programs.		
Organizational development	Human Resources	Promote diversity at LFCC.	Develop a new diversity initiative.	Document Activity		
Organizational development	Human Resources	LFCC will expand and support continuous learning opportunities for employees.	Increase the # of employees served by PD events/activities over 2012-13.	Fiscal to fiscal year comparisons.		
OTHER GOALS (not listed elsewhere)						
Other goals	President's goal to VCCS	Complete preparations for a successful SACS-COC 5th year visit, work with faculty and staff in preparing substantive change procedures, program reviews, outcome assessments, faculty rosters, and the QEP. The five year visit is scheduled for mid-September 2013.	Document Activity	Document Activity		
Other goals	President's goal to VCCS	Complete development of the new faculty evaluation system	Document Activity	Document Activity		