Four Strategic Goals and Objectives Outcomes for 2025-2026

Sitting Bull College Strategic Plan 2021-2031				
Goal 1: Strengthen, develop, and implement a learning environment that portrays the Lakota, Dakota culture values and language within career and technical education and academic programs to ensure the success of SBC students through 2031.				
Objectives/Action Steps What will be done	Responsibilities Who will do it	Resources Funding/Time/ People/Material	Timeline By when	Results
1A: Assign programs to the annual review for each academic year, including cultural components in the classes. 1B: Review & revise curricular components of the college catalog. • Evaluate & review potential new courses. • Evaluate & review potential new programs. 1C: Explore, evaluate, and reinforce the inclusion of Lakota/Dakota history, culture, values, and language in current academic programs. 1D: Explore and support the development of offerings on Lakota/Dakota history, culture, values, and language and how to incorporate these into the academic environment and programs.	Curriculum Committee; Program Faculty	Funding is available in through grants for new program development.	Monthly meeting throughout the academic term – reporting quarterly to BOT	**August 2025 – June 2026** 1A. • **Existing Program Review reports due in 2025-2026 (5-year cycle)** • Program Review: pause/revise guidelines and data collection strategies • Committee reviewed several different formats to come up with a revised format. • General Education will pilot the new program review format and submit it in Fall 2026. 1B. • **Curriculum Changes/Additions** ▪ Course description change: BIOL 202 Microbiology ▪ Effective on syllabus Jan. 2026; effective in SBC Bulletin Fall 2026 ▪ SBC Bulletin 2026-2028 changes: Vet Assistant Certificate Program ▪ Effective Fall 2026 ▪ Made catalog revision to the Division of Education ▪ Credit change for Math 107 from 5 to 4 credits

				▪ New Course: EED 300/NAS 300 *Native American Education for Standing Rock and the Ocheti Sakowin* ▪ NAS Course description changes: NAS 112, NAS 270, NAS 309, NAS 419 ▪ Credit change: EED 497 ▪ Furlough CJ 202 & CJ 211 ▪ Furlough CIS 167; update BS:IT degree plan with addition of CIS 220 (moved from elective to required) ▪ Furlough Human Service courses: HS 101, HS 204, HS 220, HS 297 ▪ Furlough BADM 406 and replace with BADM 407 *Organizational Ethics and Fraud Prevention* ▪ Welding changes to increase certificate program to a one-year diploma program with changes to: WELD 103, WELD 104, WELD 105, WELD 106, WELD 107, WELD 151, WELD 152, WELD 153, WELD 154 and degree plan. ▪ Move year long certificate courses to diploma designation: Welding, Electrical, Vet Assistant, Building Trades, and Cybersecurity & Data Privacy ▪ Add diploma designation to *2026-2028 SBC Bulletin* 1C-D. • Committee discussed ways of reporting Ocheti Sakowin language, culture, values, and history lessons into Program Review Report

				• Programs will write how they infuse culture into courses or program in the 5-year report. • Committee will use the rubric to rate how programs infuse culture into their curriculum • Curriculum & Assessment Committees planned and hosted 2026 Diversity Week & Spring Student Summit
2A: Review program assessment data which supports the continued improvement of student learning. 2B: Review general education data which supports the continued improvement of student learning.	Assessment Committee; Program/ General Education Faculty	Committee assignments and assessment part of job duties for faculty & staff	Monthly meeting throughout the academic term – reporting quarterly to BOT	**August 2025 – June 2026** The Assessment Committee has met in September, October, November, February, April, and May. The Committee has proposed that programs select two outcomes in which to report on for 2025-2026. Outcomes that are reported on will rotate and must match the College Bulletin. Also, each program is required to complete an indirect measure to determine student comfort level in demonstrating program outcomes. General Education outcomes reporting requirement will remain the same. A subcommittee has been meeting to review program outcome measurement tools. In February, General Education course outcomes for Math, English, Computers, Science and Native American Studies were assessed. In our April meeting, the committee reviewed and approved the Criminal Justice Program Assessment Plans for both the Associate and Bachelor Programs.

				On Math 11th and 12th, two full days of reviewing and rating the Program Assessment Plans/reports except for the Gen. Ed. Courses that were reviewed in February.
3: Review and approve program review, curricular revisions, program assessment, general education assessment, and co-curricular assessment for continued improvement of student learning	Governance Committee	Committee assignments part of job duties for faculty & staff	Monthly meeting throughout the academic term – reporting quarterly to BOT	Committee Chairs report out at monthly meetings.
4: Assist Curriculum, Assessment and Governance Committees with decisions and approvals as it relates to academic and technical programs.	Dean of Academics/Dean of Students/Vice President	Part of job duties for Vice President and Deans	Monthly reporting to BOT	Attend monthly meetings
5: Review and approve curriculum and assessment data and policies as it relates to programs of study, general education and co-curricular	Board of Trustees	Part of BOT role and responsibility	Quarterly approval throughout the year during strategic planning reporting through June 30 of each fiscal year.	Approve through quarterly strategic planning updates
Goal 2: Recruit, enroll, and support a diverse student body that portrays the Lakota, Dakota Culture values and language to foster student retention, persistence, and completion through 2031.				
Objectives/Action Steps What will be done	Responsibilities Who will do it	Resources Funding/Time/People/ Material	Timeline By when	Results
1A: Develop strategies to increase student enrollment by 25 per year. 1B: Develop strategies to increase retention and persistence rates by 2% per year.	Student Life Committee	$15,000 is budgeted per year from the Title III Part F grant to fund retention strategies. $75,000 is budgeted annually in the	Monthly meeting throughout the academic term	**August 2025 – June 2026** • Implemented the Peer Mentoring Program. • Continue with Duel Credit program which serves as an enrollment from our feeder schools.

1C: Analyze SBC retention and persistence data annually. 1D: Review and maintain student policies as needed for Board of Trustees approval. 1E: Review feasibility of extra-curricular activities. 1F: Complete alumni surveys every five years.		student services general fund budget for student recruitment. Part of Student Service staff job descriptions to serve on assigned committee.	– reporting quarterly to BOT	• Chris Albert (Admission/Retention Coordinator), along with the Academic Counselor continue to monitor student attendance using the Student Academic Early Alert System. • Continue with Tuesday Topic, and other college functions such as Native American week, Fall Student Summit, Halloween Bash, Native American Heritage event. • Developed E-Sport eligibility policies. • Revised workout room policies • Continue with Peer Mentoring Program-making adjustments/revisions to program processes as needed. • Accuplacer testing dates for the local High Schools for dual enrollment. • Continue using the Student Academic Early Alert System. • AIHEC Student Conference • Continue with Tuesday Topic, Spring Student Summit, Student Government activities, Student End of the Year Bash • Revised Financial Aid Disbursement Policy
2. Review and approve student policies and procedures, systemic enrollment management plan, and co-curricular assessment for continued improvement of student learning.	Governance Committee	Committee assignments part of job duties for faculty & staff	Monthly meeting throughout the academic term – reporting quarterly to BOT.	Through the College AICF Cultivating Native Student Success grant, The STEM Committee has been working on Key Performance Indicators, with measurable outcomes. The committee has been collecting and establishing baseline data
3. Continue to increase the visibility and enhance the reputation of SBC through: • Quarterly distribution of the newsletter • Reviewing and updating SBC social media account • Reviewing an updating SBC website • Research and implement effective marketing strategies	Outreach Coordinator	$75,000 in general fund student services and $15,000 Title III F. Outreach Coordinator position roles and responsibilities per job description.	Quarterly reporting to BOT	• Continue to update website as needed. • Completed adverting for yearly preregistration and registration • Completed three newsletters to box holders • Post information to College social media sites and website. • Completed newspaper and radio advertisements.

• Attend district meetings twice a year to provide community updates on SBC				• Attended HS College Career Fairs
4. Assist Student Life, Assessment and Governance Committees with decisions and approvals as it relates to student support/life.	Dean of Students/Vice President	Part of job duties for Vice President and Dean	Monthly reporting to BOT	Attended monthly meetings
5A: Provide Student Life Committee with student concerns. 5B: Oversee current and new student clubs.	Student Government	Student Government is provided the student activities fees yearly to provide activities for students and to assist other clubs with activities. All students that enroll are members of Student Government and have a voice in the type of activities in which student fees are allocated to.	Monthly meetings through the academic year	Student Government hold monthly meetings. President of Student Government is a member of Student Life and Governance Committee and attends monthly meetings. Fall 2025-Spring 2026 active Student Clubs include: Two Spirt, Culture, American Indian Business Leaders, Education, Fitness, Geek, and DIY. Advisors have been holding informational sessions for the upcoming AIHEC student conference.
7A: Review and approve retention, persistence, and completion data presented at the beginning of each semester and during quarterly and yearend committee reporting.	Board of Trustees	Part of BOT role and responsibility	Quarterly approval throughout the year during strategic planning reporting through June 30 of each fiscal year.	**Fall 2025,** reviewed college statistics with BOT at October 2025 meeting. **Spring 2026**, reviewed college statistics with BOT at February 2026 meeting.

Goal 3: Create and implement culturally appropriate plans to ensure the integrity and stability of the college through 2031.				
Objectives/Action Steps What will be done	Responsibilities Who will do it	Resources Funding/Time/People/ Material	Timeline By when	Results
1A: Assist with the implementation of Staff development plan. 1B: Identify areas of need within Standing Rock in order to organize an activity which will promote the spirit of generosity. 1C: Host all New Moon events to include an underlying set of values with an emphasis on generosity to promote team-building achievement amongst all faculty and staff members. 1D: Assist other programs by utilizing the New Moons and other events as the venue to ensure training and awareness is achieved, and/or assists with the scheduling and event planning of the training. 1E: Assist other programs when there is a gap in event planning to ensure event success.	Activities Committee	Funding for New Moon Activities is included in the President's budget yearly. Funding for Professional is provided in the Title III Part F along with other grant programs yearly.	Monthly meeting throughout the academic term – reporting quarterly to BOT	August 2025 • In-service at SBC October 2025 • Fall New Moon hosted at SBC on October 10th. December 2026 • Hosted staff and faculty Christmas Party February 2026 • Host Spring new Moon for staff and faculty May 2026 • Host Employee Appreciation event for staff and faculty • Graduation 2026 • Work on organizing an event with elders for 2027 to promote generosity on Standing Rock.
2. Continue to review and revise SBC Policies and Procedures as the need arises, with a complete review of all policies every five years.	Governance Committee	Committee assignments part of job duties for faculty & staff	Monthly meeting throughout the academic term – reporting quarterly to BOT	Committee continues to work on review of the current employee's policies and procedures throughout the year.
3. Develop and implement a Fund-Raising Plan.	President	Funding as part of President's budget to hire a consultant to assist with fund raising.	Monthly reporting to the BOT	• Continue setting up meetings with potential donors for the President to meet • Working on direct mail campaign • Concentration on Scholarship Endowment • Acknowledging current donors

4. Continue to implement, review, and revise the Enrollment Management Plan as the need arises.	Dean of Students/Vice President	Part of job duties for Vice President and Dean of Students	Quarterly approval throughout the year during strategic planning reporting through June 30 of each fiscal year.	The Vice President, Admissions/Retention Coordinator, General Education Faculty, and Registrar attended a Strategic Enrollment Management Conference in Tulsa, OK. Recruitment and retention strategies were the topics for the conference. SBC continues to revise our systemic enrollment management plan as part of the objectives of the grant.
5A. Develop and monitor a yearly budget, with consideration of five-year projections. 5B: Oversee the yearly Audit.	Vice President	Funding is budgeted yearly in the general fund Business Office for completion of the annual audit.	Monthly reporting of the general fund budget to the BOT	BOT receives monthly general fund revenue and expenditure reports, along with updates on all bank accounts. Quarterly, the BOT receives grant financial reports. Work for the audit began in December 2025. Audit completed and approved by BOT at January 29, 2026 meeting.
6A: Develop and implement a comprehensive communications plan to enable more effective communication. 6B: Develop and implement a Facilities Plan.	Administration Vice President; Facilities Director	Part of job duties for President, Vice President, Deans, and designated staff	Communication Plan developed and approved by Governance and BOT, May 2022. Implemented and maintained upon approval Facilities Plan developed and approved by Governance and BOT, May 2022. Implemented and maintained upon approval.	Continue working on draft to present to Governance.

7. Reviews and approves policies & procedures, annual budget, enrollment management, communication, and facilities plans.	Board of Trustees	Part of BOT role and responsibility	Quarterly approval throughout the year during strategic planning reporting through June 30 of each fiscal year.	2025-2026 Annual General Fund budget was approved by the BOT in June 2025 and is reviewed monthly. **August 2025-June 2026** policies approved include: • Revisions to GLBA Information Security Program policy – based on auditors' feedback. • Feedback on Disciplinary, Grievance, and Termination Appeals policies • Approval of revision to performance evaluation policy • E-Sport Student Eligibility Requirement policy • Civil Rights Compliance Checklist • Approval of revisions to the College's Disciplinary policy • Approval of revisions to the College' Grievance policy • Approval of revisions to the payout of excess financial aid for student • Approval of revision to policy change to #6 of the Criminal Background Check and Disqualifying Offenses
Goal 4: Collaborate and partner with communities, districts, and other entities, with a focus on Standing Rock, to provide oversight for the development and implementation of culturally appropriate research projects through 2031.				
Objectives/Action Steps What will be done	Responsibilities Who will do it	Resources Funding/Time/ People/Material	Timeline By when	Results
1A: Review policies and procedures for the current IRB process, in addition to other research protocol such as animals etc. 1B: Maintain a database of all research conducted on Standing Rock.	Institutional Review Board	Chair of committee is an extra contract through the College, some faculty members serve as part of their job responsibility and other members are volunteers from Tribal	Monthly meeting throughout the academic term – reporting quarterly to BOT.	There has been a total of six new projects. There are a number of extensions and modification requests waiting for approval. There was one IRB submission from SBC.

		entities or the community. Purchased Cayuse $5,000 per year as a research data base		
2: Maintain and hold program Advisory Committee with community and tribal agencies participation as required for CTE and other accrediting purposes.	Faculty and Staff	Funding for food for the CTE advisory committees is budgeted in the general fund Academics department.	Hold a minimum of two meetings per year, one in the fall and one in the spring.	**Fall 2025 programs** held meetings, in November and December. **Spring 2026 programs** – held meetings in April & May Program required to have Advisory Committee Meetings include all Business, Criminal Justice, Information Technology, Environmental Science, Nursing, Vet Assistant, all Trade programs, and Counseling.