

Strategic Plan 2024-2025 Highlights

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.

Curriculum Committee

Program Reviews – 5 year cycle (Health of your program and how program relates to mission)

- Existing Program Review reports
 - Education (Associate, Bachelor, Master) – Elementary, Secondary Science, Early Childhood
 - Criminal Justice (Associate & Bachelor)
 - Environmental Science (Associate, Bachelor, Master)

Education Program Review Rubric

Date of Review: January 10, 2025

Criteria	Maintain a Program	Enhance a Program	Reconfigure a Program	Reduce or Phase-out a Program
Quality and Strength of the Program as Determined from Assessment Information	The program's quality is substantial and notable.	The program's quality is substantial but could be strengthened through curricular and/or other program enhancements, e.g. providing additional resources, adding or deleting courses.	The program's quality could be strengthened through reconfiguration, e.g., substantial curriculum modification and faculty reorganization.	The program's quality and/or contribution to the institution cannot justify its continuance.
Enrollment	The program's enrollment is strong.	The program's enrollment is adequate but could be strengthened.	The program's enrollment needs to be strengthened.	The program's enrollment does not meet the expectations for continuance.
Ability to Benefit and Positively Impact Sitting Bull College	Relationships, partnerships, and/or alliances are strong. This program benefits the college's overall mission.	Relationships, partnerships, and/or alliances could be developed to strengthen the program.	Relationships, partnerships, and/or alliances need to be reconfigured in order to impact the college positively.	Relationships, partnerships, and/or alliances are not positively impacting the college. The program's reduction or phase-out would not adversely impact other programs.
Cost Effectiveness	The program sustains itself and is a financial asset to the college.	The program could provide more financial gain with additional efforts.	The program's financial expenditures need to be reconfigured to be more cost-effective.	The program is not cost-effective.
Cultural Component	The program embeds Native culture throughout the entire curriculum.	The program embeds Native culture throughout the majority (greater than half) of the curriculum.	The program embeds Native culture throughout less than half (1/2) of the curriculum.	Evidence that the program embeds Native culture throughout the entire curriculum is absent or less than ¼ of the curriculum.

Criminal Justice Program Review Rubric & Recommendations

Curriculum Committee Recommendations: The committee strongly suggests that the program carefully evaluate any additional curriculum changes to this program, even with advisory committee approval. Student navigation through the program, availability of faculty, and student financial aid should be top concerns before changes are considered in the future.

Date of Review: February 14, 2025

Criteria	Maintain a Program	Enhance a Program	Reconfigure a Program	Reduce or Phase-out a Program
Quality and Strength of the Program as Determined from Assessment Information	The program's quality is substantial and notable.	The program's quality is substantial but could be strengthened through curricular and/or other program enhancements, e.g. providing additional resources, adding or deleting courses.	The program's quality could be strengthened through reconfiguration, e.g., substantial curriculum modification and faculty reorganization.	The program's quality and/or contribution to the institution cannot justify its continuance.
Enrollment	The program's enrollment is strong.	The program's enrollment is adequate but could be strengthened.	The program's enrollment needs to be strengthened.	The program's enrollment does not meet the expectations for continuance.
Ability to Benefit and Positively Impact Sitting Bull College	Relationships, partnerships, and/or alliances are strong. This program benefits the college's overall mission.	Relationships, partnerships, and/or alliances could be developed to strengthen the program.	Relationships, partnerships, and/or alliances need to be reconfigured in order to impact the college positively.	Relationships, partnerships, and/or alliances are not positively impacting the college. The program's reduction or phase-out would not adversely impact other programs.
Cost Effectiveness	The program sustains itself and is a financial asset to the college.	The program could provide more financial gain with additional efforts.	The program's financial expenditures need to be reconfigured to be more cost effective.	The program is not cost-effective.
Cultural Component	The program embeds Native culture throughout the entire curriculum.	The program embeds Native culture throughout the majority (greater than half) of the curriculum.	The program embeds Native culture throughout less than half (1/2) of the curriculum.	Evidence that the program embeds Native culture throughout the entire curriculum is absent or less than ¼ of the curriculum.

Environmental Science Program Review Rubric & Recommendations

Curriculum Committee Recommendations:

The curriculum across the Associate, Bachelor, and Master programs must remain consistent to ensure that students' progress through each level in a meaningful and purposeful manner. Each program shall include a clear mapping of student learning objectives and require faculty participation in all aspects of student learning assessment. Faculty within the Environmental Science degree program, in particular, must work collaboratively to strengthen alignment across courses and degree levels.

Date of Review: April 11, 2025

Criteria	Maintain a Program	Enhance a Program	Reconfigure a Program	Reduce or Phase-out a Program
Quality and Strength of the Program as Determined from Assessment Information	The program's quality is substantial and notable.	The program's quality is substantial but could be strengthened through curricular and/or other program enhancements, e.g. providing additional resources, adding or deleting courses.	The program's quality could be strengthened through reconfiguration, e.g., substantial curriculum modification and faculty reorganization.	The program's quality and/or contribution to the institution cannot justify its continuance.
Enrollment	The program's enrollment is strong.	The program's enrollment is adequate but could be strengthened.	The program's enrollment needs to be strengthened.	The program's enrollment does not meet the expectations for continuance.
Ability to Benefit and Positively Impact Sitting Bull College	Relationships, partnerships, and/or alliances are strong. This program benefits the college's overall mission.	Relationships, partnerships, and/or alliances could be developed to strengthen the program.	Relationships, partnerships, and/or alliances need to be reconfigured in order to impact the college positively.	Relationships, partnerships, and/or alliances are not positively impacting the college. The program's reduction or phase-out would not adversely impact other programs.
Cost Effectiveness	The program sustains itself and is a financial asset to the college.	The program could provide more financial gain with additional efforts.	The program's financial expenditures need to be reconfigured to be more cost effective.	The program is not cost-effective.
Cultural Component	The program embeds Native culture throughout the entire curriculum.	The program embeds Native culture throughout the majority (greater than half) of the curriculum.	The program embeds Native culture throughout less than half (1/2) of the curriculum.	Evidence that the program embeds Native culture throughout the entire curriculum is

Additional Curriculum Committee Work/Motions September-May:

- Revised Graduation Requirements to meet transfer student needs
- Approved BADM 401 Tribal Enterprises course to reflect inclusion of Tribal business knowledge & teachings
- Approved IT 340 Syllabus for new IT Bachelor's degree
- Revised Dual Enrollment Policy

Assessment Committee:

- February , 7th, 2025: General Education courses: ENGL 110 &120, COMM 110, Math 102 &103, CSCI 101, & NAS 101 & 103 presented their ASSESSMENT Plan results

General Ed. Courses		Findings (Actual Results)	Analysis of the Results	Recommended Actions	Results of Last Year's Recommendations	Composite Average
CSCI 101 - Intro. to Comp. Apps.						
General Ed. Science		2	2	1	0	1.25
Gen. Ed. English/Communications		3	3	3	3	3
Gen. Ed. Mathematics		3	1	3	3	2.5
NAS 101 - Intro. To Ocheti Sakowin Language		3	2	3	3	2.75

- May 12th & 13th, 2025 The Faculty presented the End of Year Program Assessment Plan findings and recommendation for increasing student learning for the 2025-2026 Academic Year. The Assessment Committee rated the programs assessment reports as a group coming to a consensus rather than rating them individually. All Programs that did NOT report F2F in the Spring of 2025 will be required to report Spring 2026 as will all programs that had a COMPOSITE SCORE below 1.75. All Gen. Ed. Courses will be expected to report February 2026.

Program		Findings (Actual Results)	Analysis of the Results	Recommended Actions	Results of Last Year's Recommendations	Composite Average
Criminal Justice Asso.		2	2	1	1.5	1.63
Cybersecurity	Tabled for Fall					
Build Trades		3	1.5	1	1	1.63
Asso. Bus. Admin-Tabled	Tabled for Fall					

BS of Social Work	Tabled for Fall					
Welding		2	1.5	1	1	1.4
Environmental Science - Asso.		2	1.5	2.5	2	2
Env. Science Bachelors	To report Fall 2025					
Masters Env. Science	To report Fall 2025					
Inf. Technology Asso. & Bachelors	To report Fall 2025					
Criminal Justice Bachelors	To report Fall 2025					

Program	Composite Average
Gen. Ed. English	3
NAS 101	2.75
Gen. Ed. Mathematics	2.0
Env. Science Asso.	2
Building Trades	1.63
Criminal Justice Asso.	1.63
Welding	1.4
Gen. Ed. Science	1.25

- The Assessment Committee developed a new format for year-end program summary – see attached. It was implemented for 2024-2025 academic year and will continue for the 2025-2026 academic year.

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.

Student Life Committee

- January 2025-Created Spring 2025 Semester Registration radio ads, social media ads, newspaper ads, and Newsletter. Also assisted in the promotion of SBC Club activities/fundraisers, Created and promoted participation in the Sitting Bull Visitor Center workshops/created all promo calendars each month. Also advertised about the participation of SBC Degree Program groups that attended events throughout the Spring/Summer/Fall semester as well as on campus activities (hand game, volleyball etc that took place off campus).
- January 14, 2025- Crazy Horse High School SBC Campus Tour
- January 22, 2025-Selfridge High School
- January 30, 2025-Solen High School
- February 7, 2025- Wakpala High School
- February 20, 2025- North Dakota Indian Affairs Commission Inaugural Native Day at the Bismarck State Capitol (booth)
- February 26, 2025- Standing Rock High School
- March 8-11, 2025- AIHEC Student Conference in Rapid City, SD (booth)
- March 26, 2025- Standing Rock Community School Career Fair
- April 3, 2025- SBC Career Fair (booth)
- April 7, 2025- Lower Brule SBC Campus Tour
- April 16, 2025-McLaughlin High School SBC Campus Tour
- April 16, 2025- 11th Annual Tribal College Research Symposium, Gateway to Science, Bismarck, ND (booth)
- April 24, 2025- Walk for Wellness Health Fair at the Standing Rock High School (booth)
- April 30, 2025- UTTC Monarch Project MPAC Meeting at United Tribes, Bismarck, ND (booth)
- May 2025-Created radio ads, social media ads and newspaper ads for Summer 2025 Semester Registration
- May 3, 2025- SBC End of Year Celebration (took photos)
- June, 2025- Created ad campaign to encourage SBC Campus Tours for all students, this was meant to be a way for students to learn their way around campus and see where offices are located, took individual students on tours.
- Created surveys for student satisfaction, and transportation.
- July 2025- Created radio ads, social media ads and newspaper ads to promote Fall 2025 Semester Registration, also created 2025 Fall Newsletter.
- July 7, 2025- Attended the Youth Celebration at McLaughlin High School, McLaughlin, SD (booth)
- August 26, 2025- Mobridge High School
- August 28, 2025-North Dakota Tribal College System, SBC Campus Tour (and photos)
- September 2-4, 2025- UTTC Tribal Leaders Summit, Vendor booth, Bismarck Civic Center, Bismarck, ND
- September 2, 2025- Wakpala High School
- September 8, 2025- Timberlake High School
- October 7, 2025-CCASD College Fair Week, Mobridge Armory, Mobridge, SD (booth)

- Radio ads to air on KOLY, DRG Media, KLND, Townsquare Media and KIPi Radio for SBC Pre-registration event.
- Written ads Mobridge Tribune, Teton Times, Tribal College Journal, Oahe View Travel Guide, North Dakota American Legion for use in at their State Convention brochure, sponsored the graduation pages for McLaughlin/McIntosh, and Timber Lake/Wakpala, STAR Magazine, Council on College Admission in South Dakota
- Quarterly newsletters
- Television promotional ads

Goal 3: Create and implement culturally appropriate plans to ensure the integrity and stability of the college through 2031.

Activities Committee

July 2024:

- Monthly employee birthday party hosted on July 9th.

August 2024:

- Helped with Employee In-service at Prairie Knights Casino August 15th & 16th.
- Monthly employee birthday party hosted on August 30th.

September 2024:

- Monthly Activities meeting on September 27th.
- Monthly employee birthday party hosted on September 27th.

October 2024:

- Hosted Fall New Moon event on October 4th for SBC employees at SBC. Koreen Ressler had an overview of the SBC SOP. We had Active Shooter training. We had an Apple Bobbing contest for a team building activity.
- Monthly employee birthday party hosted on October 18th.

November 2024:

- Monthly employee birthday party hosted on November 15th.
- Monthly Activities meeting on November 22nd.

December 2024:

- Hosted Christmas New Moon event on December 6th for SBC employees in Bismarck ND. Played a Trivia game and has an Ugly Sweater Contest. Door prizes were given throughout the day.
- Monthly employee birthday party hosted on December 13th.

January 2025

- Monthly employee birthday party hosted on January 24th.

February 2025

- Monthly employee birthday party hosted on February 21st.
- Hosted Winter New Moon. Dave West Jr Spoke about the “Wakiyan Aglipi “Returning of the Thunders Ceremony. We played BINGO as a group and door prizes were given throughout the day.

March 2025

- Monthly employee birthday party hosted on March 14th.

April 2025

- Monthly employee birthday party hosted on April 12th.

- Monthly Activities meeting on April 23rd.
- Monthly employee birthday party hosted on April 25th.

May 2025

- Hosted Employee Appreciation on May 16th at SBC. Service awards were handed out to 6 employees for 5 years of service, 2 employees for 10 years of service, and two employees for 25 years of service. Faculty and Staff of the Year were given out. To end the day everyone enjoyed playing yard games and card games. Door prizes were given throughout the day.
- Monthly employee birthday party hosted on May 28th.

June 2025

- Monthly employee birthday party hosted on June 25th.

Policy Revision – Governance Committee and BOT

- a. Revisions to Transit Drug & Alcohol policy
- b. Revisions to Emergency Action Guide and Standard Operations Procedures
- c. Revisions to Travel policy
- d. Revisions to Grant Manual Policies and Procedures
- e. Revisions to Health Benefits policy
- f. Approval of new Limited English Proficiency policy
- g. Approval of rental rates policy
- h. Revisions to the Grievance Procedures for the employee's policies and procedures manual and faculty handbook
- i. Approval of new Reasonable Accommodations policy – USDA compliance
- j. Approval of Civil Rights Violation Complaint form – USDA compliance
- k. Approval of new Policy for Recruitment & Outreach: Title IX, Civil Rights (Section 504), and Non-Discrimination Compliance – USDA compliance
- l. Approval of new Privacy policy
- m. Approval of new Threat Assessment policy
- n. Revisions to Grievance policy
- o. Revisions to Harassment policy
- p. Revisions to Gramm-Leach-Bliley policies
 - i. Cybersecurity policy
 - ii. Data policy
 - iii. Data Handling Standards policy
 - iv. Incident Management policy
- q. Revisions to Property Management policy
- r. Revisions to Library policies
- s. Revisions to Housing Policies
- t. Revisions to Fund Raising Policies
- u. Revisions to Student Tuition & Fees Structure
- v. Revisions to Dual Credit policy
- w. Approval of new Hazing policy
- x. Approval of new Peer Mentor Program Handbook
- y. Approval of new Mentor & Mentee Descriptions & Contracts

- z. Approval of new Dual Credit/Dual Enrolled Handbook
- aa. Approval of new MOU Dual Credit

2024-2025 new grants submissions information as of April 25 31, 2025

Submitter	Grant Agency	Grant Description	Grant Period	Amount	Status
Deborah Leatherman	American Indian College Fund	To address a critical gap in the education pathway, empowering our students to gain the foundational literacy skills needed to prepare for and obtain their GED and pursue post-secondary education and meaningful career pathways. This grant will be used to evolve and adapt supports for students and expand program impact by addressing systemic challenges and alleviating obstacles our students face. Funds gained through this grant will measurably increase enrollment, retention, graduation rates and build program capacity.	6 months	\$20,000	Funded
Juliana Taken Alive & Jessie Talley	AICF	To analyze and enhance Pre-education strategies, education program strategies, and teacher licensure strategies for the Elementary Education program.	3 years	\$200,000	Funded
Dan Buresh	National Science Foundation	The purpose of the grant is to explore the potential of infusing Native American culture into Science, Technology, Engineering, and Mathematics (STEM) curriculum at levels that have not yet been done at Sitting Bull College (SBC). In addition, we are proposing an innovative method of cross-disciplinary education by incorporating STEM into the Native American Studies (NAS) Department at SBC.	3 years	\$500,000	Pending
Koreen Ressler	Dept of Ed Career & Tech Ed	to provide career and technical education training during the project period of October 1, 2026 through September 30, 2031, to a minimum of 60 students per year. The College is opting to start the project in 2026 instead of 2025 in order to complete our current NACTEP grant objectives. The students will be trained in one or more of the following programs: Associate degree in Nursing, Associate and Bachelor's degrees in Criminal Justice, two semester Certificate in Electrical, one semester Certificate in Commercial Driver's Licensure (CDL), Heavy Equipment Operator, and Welding programs and to place a minimum of 80% of completers in gainful employment.	5 years	\$2.5 million	Funding pulled
Chris Fried	Dept of Ed Office of Indian Education	The purpose of this grant is to train Native American teachers in Early Childhood Education, Elementary Ed, Secondary Science, Special Education, and Lakota Language and placing these teachers in K-12 schools with a significant number of Native American students.	5 years	\$1.4 million	Pending
Joe Dunn	Native American Agriculture Fund	Recruit and Employ a qualified professional and provide salary for the continued delivery of Veterinary Science programming.	2 years	\$150,000	Not funded
Austin Kasto	Bush Foundation	To revitalize the language to strengthen cultural pride and reconnect youth to their roots.	1 year	\$250,000	Not funded

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.

- IRB will handle all outside – not college related research projects

Program Assessment Summary

Name of Program:

Academic Year: 2024-2025

I. Enrollment Trends Data: *Fall data will be emailed to you – Fall 2024 will be used for this section.*

YR_CDE	TRM_CDE	CRS_CDE	Style	Instructor	Original Enrolled	Still Enrolled 4 th week	Midterm ABCP	Completed did not withdraw	Final ABCP
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1. Was there a significant difference in student learning (grades, performance, and persistence) between different modes of course delivery?
Please briefly describe any similarities or differences.
2. Are there any patterns you see in student success based on this data?

II. Program Assessment Plan: *Use your completed program assessment plan to help you answer these questions.*

1. What primary assignments/exercises/projects, etc. did you use to evaluate student program outcomes learning? How beneficial were these assignments/exercises/projects, etc.?
2. Describe areas of strength in reference to student program outcomes learning. How were the strengths measured?
3. Describe areas in need of improvement in reference to student program outcomes learning. How were the weaknesses measured?
4. Textbook/supplemental materials recommendations:
5. Other recommendations/proposed changes:
6. What changes were implemented based on the **prior** year's recommendations?
7. If your department has adjunct instructor(s), what can the department do to help them become more engaged in student learning?

8. How was the Lakota/Dakota culture infused within your program coursework and program learning outcomes? *Feel free to bullet list assignments or to explain in paragraph format.*

III. Program Data: *Find this information on the sittingbull.com website under About - Statistics*

1. Program Enrollment for the past three years: (add a row for each degree within your program)

Program Enrollment	FA22	SP23	FA23	SP24	FA24	SP25

2. Graduate Data for the past three years: (add a row for each degree within your program)

Graduation Data	FA22	SP23	FA23	SP24	FA24	SP25

3. What are your plans for recruitment/retention activities for the next academic year?

Four Strategic Goals and Objectives 2024-2025 – Final Report

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
<p>1A:Assign programs to the annual review for each academic year, including cultural components in the classes.</p> <p>1B:Review & revise curricular components of the college catalog.</p> <ul style="list-style-type: none"> Evaluate & review potential new courses. Evaluate & review potential new programs. <p>1C:Explore, evaluate, and reinforce the inclusion of Lakota/Dakota history, culture, values, and language in current academic programs.</p> <p>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.</p>	Curriculum Committee; Program Faculty	Funding is available in through grants for new program development.	Monthly meeting throughout the academic term – reporting quarterly to BOT	See result for 2024-2025 above
<p>2A:Review program assessment data which supports the continued improvement of student learning.</p> <p>2B:Review general education data which supports the continued improvement of student learning.</p>	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	See result for 2024-2025 above

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	Approved as part of Committee reporting process at Governance 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. 1C:Analyze SBC retention and persistence data annually.	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 student services general fund budget for student recruitment. Part of Student Service staff job descriptions to	Monthly meeting throughout the academic term – reporting quarterly to BOT	See result for 2024-2025 above

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.		serve on assigned committee.		
2.Review and approve student policies and procedures, 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.	See result for 2024-2025 above
3A: Review and analyze co-curricular and enrollment management data which supports the continued improvement of student learning.	Assessment Committee	Committee assignments part of job duties for faculty & staff	Monthly meeting throughout the academic term – reporting quarterly to BOT.	Survey results are listed on College website: https://sittingbull.edu/uploads/12/24-25-outcomes.pdf
4A:Continue to increase the visibility and enhance the reputation of SBC through: <ul style="list-style-type: none"> Quarterly distribution of the newsletter Reviewing and updating SBC social media account Reviewing an updating SBC website Research and implement effective marketing strategies Attend district meetings twice a year to provide community updates on SBC 	Outreach Coordinator	\$75,000 in general fund student services and 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 newsletter to box holders Post information to College Facebook Snap, twitter, and website. Completed newspaper and radio advertisements. Attended HS College Career Fairs
5A: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

<p>6A:Provide Student Life Committee with student concerns.</p> <p>6B:Oversee current and new student clubs.</p>	Student Government	<p>Student Government is provided the student activities fees yearly to provide activities for students and to assist other clubs with activities.</p> <p>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.</p>	Monthly meetings through the academic year	<p>Student Government hold monthly meetings. President of Student Government is a member of Student Life and Governance Committee and attends monthly meetings.</p> <p>Fall 2024 active Student Clubs include: Two Spirt, Culture, American Indian Business Leaders, American Indians in Science, Education, Fitness, Geek, and DIY.</p> <p>Spring 2025 active Student Clubs include: Two Spirt, Culture, American Indian Business Leaders, American Indians in Science, Fitness, Geek, and DIY.</p>
7A.Reviews and approves 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.	September 2024 and February 2025 reviewed all college statistics for the spring and fall semesters.
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

<p>1A: Assist with the implementation of Staff development plan.</p> <p>1B: Identify areas of need within Standing Rock in order to organize an activity which will promote the spirit of generosity.</p> <p>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.</p> <p>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.</p> <p>1E: Assist other programs when there is a gap in event planning to ensure event success.</p>	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	See result for 2024-2025 above
2A: 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.
3A: 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	Fund raising policies were combined with the financial policies in spring 2023.
4A: 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	Working with consultant on finalizing the goals and objectives of the systemic enrollment management plan through the Cultivating Native Student Success grant from the American Indian College Fund.

			30 of each fiscal year.	
<p>5A: Develop and monitor a yearly budget, with consideration of five year projections.</p> <p>5B: Oversee the yearly Audit.</p>	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	<p>BOT receives monthly general fund revenue and expenditure reports, along with updates on all bank accounts. Quarterly, the BOT receives grant financial reports.</p> <p>Work for the audit was completed and approved at the January 2025 meeting.</p>
<p>6A: Develop and implement a comprehensive communications plan to enable more effective communication.</p> <p>6B: Develop and implement a Facilities Plan.</p> <p>6C: Develop and implement a Professional Development Plan.</p>	<p>Administration</p> <p>Vice President; Facilities Director</p> <p>Administration; Human Resources Director</p>	Part of job duties for President, Vice President, Deans, and designated staff	<p>Communication Plan developed and approved by Governance and BOT, May 2022. Implemented and maintained upon approval</p> <p>Facilities Plan developed and approved by Governance and BOT, May 2022. Implemented and maintained upon approval.</p> <p>Professional Development Plan developed and approved by BOT, August 2022. Implemented</p>	<p>Continue working on draft to present to Governance.</p> <p>March 2023 Approved by BOT December 2022</p>

6D:Develop and implement a Succession Plan.	Administration		and maintained upon approval. Succession Plan developed and approved by BOT, February 2022. Implemented and maintained upon approval.	March 2022 Completed and approve by BOT
7. Reviews and approves policies & procedures, annual budget, and fund raising, enrollment management, communication, facilities, professional development and succession 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.	See result for 2024-2025 above
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: Make recommendations for all research projects at SBC. 1B: Develop a list of areas in which there is a need for research on the Standing Rock Nation. 1C: Review and approve policies as it relates to research within SBC.	Research Committee	Committee assignments part of job duties for faculty & staff	Monthly meeting throughout the academic term – reporting quarterly to BOT	Research Committee was dissolved in 24-25, due procedures in place for IRB process.

1D: Maintain database of all research conducted at SBC.				
2A: Review policies and procedures for the current IRB process, in addition to other research protocol such as animals etc. 2B: 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 entities or the community.	Monthly meeting throughout the academic term – reporting quarterly to BOT.	IRB committee implement the software program Cayuse for tracking of IRB proposals.
3. 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 2024 and Spring 25 programs held meetings, others are planning to hold their meeting in December.
4. Continue to approve new and revised policies that relate to research.	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.	None
Partners – Standing Rock Sioux Tribe				