CHATTAHOOCHEE VALLEY COMMUNITY COLLEGE
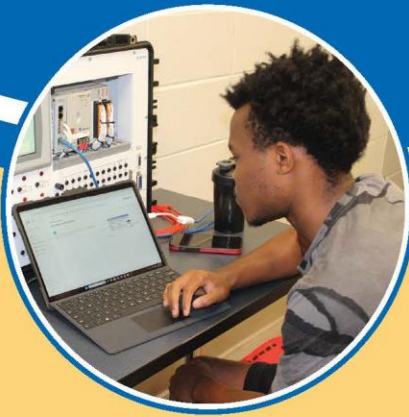Established 1973
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Excellence

CHATTAHOOCHEE VALLEY COMMUNITY COLLEGE
Strategic Planning Annual Report 2023-2024

Strategic Planning: 2023-2024 in Retrospect

Developing and executing a strategic plan for Chattahoochee Valley Community College is a crucial endeavor that engages all departments and activities of the College. This comprehensive plan sets the framework for the College's short-term and long-term goals, outlining actionable steps to achieve our vision and core mission. This endeavor, while challenging, is essential for the success of our students and the institution as a whole.

This year, we have celebrated numerous significant accomplishments. Our commitment to innovation has driven us to adopt new technologies and methodologies, enhancing both educational delivery and support services. The College has embraced a culture of continuous improvement, fostering a dynamic environment where creativity and forward-thinking flourish.

We have launched several groundbreaking initiatives, such as integrating cutting-edge digital tools into our curriculum, expanding our online learning platforms, and forging strategic partnerships with industry leaders to provide students with real-world experiences. These efforts have not only enriched our educational offerings but also positioned our students for success in an increasingly competitive job market.

In addition, we have reimagined our campus spaces to create more collaborative and engaging learning environments. By incorporating state-of-the-art facilities and resources, we are ensuring that our students and faculty have access to the best possible tools and opportunities.

As we look to the future, our trajectory is guided by a steadfast focus on our mission and an unwavering commitment to excellence. The information contained in this document provides a comprehensive overview of the strategic initiatives completed during the 2023-2024 academic year, highlighting our progress and the innovative approaches we have adopted.

We are proud of our achievements and dedicated to forging ahead with renewed vigor and creativity, continually striving to provide the highest quality services to the citizens of our region. Together, we are building a stronger, more resilient, and forward-thinking College.

Mission Statement

Chattahoochee Valley Community College promotes student success and is committed to enriching our community by offering accessible, quality, and engaging educational opportunities through academic transfer, career and technical education, workforce development, and adult education.

Vision Statement

Chattahoochee Valley Community College (CVCC) will be a dynamic, engaged institution of higher learning dedicated to serving the community and students by providing excellent educational, cultural and career opportunities allowing individuals to be successful and achieve their goals. CVCC will provide quality services through innovative practices, state-of-the-art facilities and an understanding of meeting individuals where they are. CVCC will enhance the   lives of its students, faculty, staff and the community by:

- Promoting instructional excellence in all program areas;
- Expanding and enhancing programs to meet the needs of the area's workforce;
- Strengthening partnerships to advance the mission of the College;
- Creating a supportive teaching and learning environment;
- Integrating technology to support all programs and services;
- Implementing the use of evidence-based decision-making and
- Providing exceptional student support services.

CVCC Institutional Goals

To achieve its purpose, the College has developed the following goals:

- To offer high-quality educational programs.
- To provide diverse educational and support programs that promote student success.
- To employ comprehensive planning and administration of the College's programs, services, and processes.
- To provide state-of-the art technology, infrastructure, and facilities to support the College mission.

Strategic Enrollment Management Plan

For 2023-2024, the Strategic Enrollment Management (SEM) Plan developed strategies in the areas of recruitment, enrollment, registration, persistence, retention, and completion, which resulted in, but not limited to, the following outcomes:

Enrollment Funnel Analysis for Fall 2023 (Source: TargetX)

- **83.4% of applicants were admitted.**
  - This represents the application-to-admission rate.
- **48.4% of admitted students were enrolled.**
  - This represents the admission-to-enrollment yield rate.
- **40.3% of applicants completed the enrollment process and officially became students.**
  - This represents the overall enrollment conversion rate.
- The target Fall 2023 enrollment for full-time, first-time freshmen (FTFT) was 270 students. The actual enrollment exceeded expectations, reaching 318 students, which is 118% of the target.
- The target unduplicated headcount for Fall 2023 enrollment was 1,675 students. The actual headcount was 1,712, representing a 2.21% increase over the target.

The Strategic Enrollment Management Committee will continue to focus on the development of strategies to increase enrollment and adjust retention and student success planning where applicable.

Term	Enrollment Target	Actual Head Count	Increase/ Decrease	Target met not met	Target CHP	Actual CHP	Target met not met	Full-Time Equivalent	Full-Time Status	Part-Time Status
Fall 2023	1,675	1,712	2.2%	Met	14245	14,654	Met	977	536	1,176
Fall 2024	1,708									
Fall 2025	1,743									
Fall 2026	1,778									
Fall 2027	1,813									
Fall 2028	1,849									

Chattahoochee Valley Community College Enrollment Projections Fall 2023 – Fall 2028 (SEM Committee)

Source: DAX Data

Institutional Benchmarks (Performance-Based Indicators)

Graduation Rates 150% (Completion within 3 Years)						
Graduation Rate Meets or Exceeds 20%	Cohort Fall 2020 Graduation by Spring 2023	Cohort Fall 2021 Graduation by Spring 2024	Cohort Fall 2022 Graduation by Spring 2026	Cohort Fall 2023 Graduation by Spring 2027	Cohort Fall 2024 Graduation by Spring 2028	Goal Met/Not Met
FTFT (First-time full--time students only)	36% FTFT	36% FTFT				**Goal Met**

Other Performance Indicators								
Performance-Based Indicators	Benchmark 22-23	Actual 23-24 Year 1 Outcomes	Actual 24-25 Year 2 Outcomes	Actual 25-26 Year 3 Outcomes	Actual 26-27 Year 4 Outcomes	Actual 27-28 Year 1 Outcomes	Increase/ Decrease	Goal Met/ Not Met
Increase FTFT degree seeking students Fall to Fall Retention by 2% annually (DAX Data)	55%	Projected 57% Actual 52%	Projected 59% Actual %	Projected 61% Actual %	Projected 63% Actual %	Projected 65% Actual %	-10%	**Goal not Met**
Increase FTFT degree seeking students Fall to Spring Persistence by 2% annually	55%	Projected 57% Actual 51%	Projected 59% Actual	Projected 61% Actual	Projected 63% Actual	Projected 65% Actual	-12%	**Goal not Met**
Increase the annual fall enrollment of student Full-time equivalents (FTE - taking 12 credit hours) by 2% annually	930.7	Projected 950 Actual 976.9	Projected 969 Actual	Projected 988 Actual	Projected 1008 Actual	Projected 1048 Actual	+3%	**Goal Met**
Increase the number of Associates degrees awarded by at least 7% annually	219	Projected 234 Actual 200	Projected 250 Actual	Projected 267 Actual	Projected 285 Actual	Projected 305 Actual	-17%	**Goal not Met**
At least 46 GEDs awarded each year	46	Projected 46 Actual 44	Projected 46 Actual	Projected 46 Actual	Projected 46 Actual	Projected 46 Actual	-5%	**Goal not Met**

Strategic Planning

Chattahoochee Valley Community College (CVCC) remains steadfast in its commitment to continuous improvement through meticulous planning and assessment. Our strategic planning process involves a comprehensive cycle of setting goals, defining expected outcomes, establishing assessment measures and schedules, recording actual results, and developing plans for improvement based on these results. This process is inclusive and collaborative, involving input from various College stakeholders.

In developing the 2023-2028 Strategic Plan, CVCC has identified four key areas of strategic focus, each with specific strategies and measures to ensure progress and success.

2023-2028 Strategic Plan
Areas of Strategic Focus

With an eye to the future, a strong desire for excellence and a staunch dedication to student success, CVCC has embraced the following four Areas of Strategic Focus to guide our work.

Focus I: Instruction and Support Services

Focus Area Outcome

CVCC will enable students to succeed in accomplishing their goals by providing quality education and training as evidenced by data. We will provide a supportive teaching and learning environment, accompanied by an effective array of support services.

Strategies:

1. Provide excellent instruction, as evidenced by data, that meets the needs of our diverse student body and enables them to accomplish their goals.
2. Provide comprehensive support services to include advising, tutoring, coaching, testing, and extracurricular activities that enrich the cultural, social, physical, and intellectual lives of students.
3. Deliver student support services that enhance the onboarding, matriculation, retention, and graduation processes.
4. Implement Professional Development for faculty and staff.

Direct Measures

1. 75% of students will demonstrate mastery of individual Student Learning Outcomes (SLOs).
2. 50% of students will successfully progress through their program of study year over year.
3. Completion rates on annual Alabama Adult Education System for Accountability and Performance (AAESAP) greater than or equal to the current State average for MSG among AL community colleges.
4. At least 55% Fall/Spring Persistence Rates for first-time, full-time degree/certificate -seeking students.
5. At least 50% Fall to Fall Retention for first-time, full-time degree/certificate -seeking students.
6. At least 25% Graduation rates of first-time, full-time degree/certificate-seeking students.
7. 90% of students in orientation classes will complete Alabama Transfer agreements.

Indirect Measures

1. 90% of students agree that their needs are being met as indicated on campus surveys.
2. 85% of faculty and staff agree that professional development sessions enhance their instructional capabilities and support services.
3. Student engagement ratings regarding the quality of advising, tutoring, and other support services.
4. Feedback from students on the effectiveness of extracurricular activities in enriching their cultural, social, physical, and intellectual lives.

Focus II: Customer Service, Public Relations, and Community Engagement

Focus Area Outcome
CVCC will create a culture of excellence in professionalism and customer service delivery and broaden the College's footprint by strengthening community awareness of college programs and services.

Strategies:

1. Strategic market planning to increase and promote awareness of the College in the region through student success and branding.
2. Strengthen relationships with internal and external stakeholders including alumni.
3. Facilitate collaboration to address critical community issues.
4. Maintain a standard of professionalism and develop processes to enhance customer service.

Direct Measures

1. 90% of faculty and staff professional development needs are met as noted on campus surveys.
2. 90% of students indicated that their needs are met as noted on campus surveys.
3. Annual increased visibility for the college as indicated by social media analytics.
4. At least 2% increase in the number of completed admissions requirements each fall.
5. At least 2% increase in the number of first-time freshmen who matriculate each fall.
6. Evidence of enhanced community/alumni engagement annually.
7. A comprehensive marketing plan will be implemented.
8. Provide at least two College-sponsored professional development opportunities annually for faculty and staff

Indirect Measures

1. Community feedback on the awareness and perception of CVCC programs and services.
2. Alumni positive ratings regarding engagement opportunities and communication.
3. Stakeholder feedback on the College's responsiveness and professionalism.
4. Partner organizations' positive ratings regarding collaboration efforts to address community issues.

Focus III: Workforce and Resource Development

Focus Area Outcome
CVCC will provide effective workforce development and training to address current and future needs of business and industry in the region; and increase alternative sources of revenue by engaging alumni, collaborating with business and industry partners, and enhancing grant acquisitions. The College will also enhance institutional budgets by controlling expenditures.

Strategies:

1. Ensure that scholarship opportunities are available for students.
2. Promote the economic educational and cultural development of the service area.
3. Identify and secure external funding that advances the College's mission and vision.
4. Continue cost containment through sound fiscal management.

Direct Measures

1. Program Advisory Committees will agree that programs meet the needs of stakeholders, as indicated on feedback surveys.
2. Conduct at least two Advisory Committee meetings per year.
3. Evidence of enhanced community/alumni engagement annually.
4. Annually pursue external funding opportunities.
5. Increase the total dollars raised through private giving year over year.
6. At least 2% increase in Adult Education enrollment each year.
7. At least 2% increase in GEDs awarded annually.
8. Maintain a minimum of 2-months financial contingency.

Indirect Measures

1. Employer satisfaction with graduates' preparedness for the workforce.
2. Alumni positive feedback on the relevance and quality of workforce training received.
3. Community perception of the College's contribution to regional economic development.
4. Stakeholder feedback on the College's effectiveness in securing and utilizing external funding.

Focus IV: Technology and Infrastructure

Focus Area Outcome

CVCC will provide a safe and secure environment for all members of the campus community. The College will utilize technology to enhance and support educational programs, services, and other mission related activities. CVCC will enhance buildings and grounds.

Strategies:

1. Provide reliable and secure information systems campus-wide
2. Maintain quality facilities to support College programs, services, and the community
3. Ensure instructional technology, equipment, and furnishings meet industry standards
4. Utilize technology to enhance communication with students and employees
5. Improve the overall physical appearance of the facilities and grounds
6. Maintain safety and security on campus
7. Maintain reliable transportation to support the College's mission
8. Develop and implement a five-year Information Technology Plan

Direct Measures

1. At least 90% approval on Student Engagement Survey (IT, Facilities, Security).
2. At least 90% approval on Employee Evaluation of College Services (IT, Facilities, Security).
3. Target improvement for at least one building/infrastructure per year as noted in the Facilities Master Plan.
4. Implement at least 80% of the annual activities outlined in the IT Plan.
5. 100% of vehicles operable in Fleet Management Plan.
6. 80% of instructional technology, equipment, and furnishings meet industry standards as indicated on Advisory Committee surveys.

Indirect Measures

1. Student and faculty positive feedback on the availability and reliability of technology and facilities.
2. Feedback from campus community on the safety and security measures in place.
3. User feedback on the effectiveness of communication technologies used on campus.
4. Perceptions of the campus community regarding improvements in physical appearance and infrastructure quality.
5. Feedback from faculty and staff on the adequacy of technology and infrastructure to support their work.

Analysis and Summary of the 2023-2024 Strategic Plan Annual Report and Quality Enhancement Plan (QEP) COMPASS

Analysis and Summary of the 2023-2024 Strategic Plan Annual Report

The analysis evaluates institutional performance based on the Strategic Planning Annual Report, Report on Measures of Student Success, and survey results, in alignment with the 2023-2028 Strategic Plan goals.

Goal 1: To Offer High-Quality Educational Programs

Related Focus Area: Instruction and Support Services

Successes:

- **Graduation Rate:** for FY 2023-2024 was 36%, exceeding the benchmark of 20%, and equal to the previous year's 36%.
- **Nursing Licensure Pass Rates:** Excellent licensure pass rates were achieved in Health Sciences programs, surpassing both state and national means:
    o ADN (Associate Degree in Nursing): 93%.
    o Mobility ADN: 100%.
    o LPN (Licensed Practical Nurse): 100%, maintaining the highest standard among peer institutions.
- **General Education Success Rates:** General education courses met or exceeded the benchmark 75% pass rate for most courses, with notable achievements in BIO 103 (91%) and HIS 201 (88%).

Challenges:

- **Retention rates** fell short of goals:
    o Full-time student retention decreased to 51% (benchmark: 60%).
    o Part-time retention was 23% below peer averages.
- **Distance learning** success rates were inconsistent. While some courses performed well, others, like MTH 110 in online formats, fell significantly below benchmarks.
- **Retention in High-Enrollment Courses:** Some general education courses (e.g., CIS 146) failed to meet the success benchmark, signaling areas for pedagogical improvement.

Continuous Improvement Directions:

- Enhance targeted strategies to improve retention, including proactive advising, peer mentoring, and supplemental instruction.
- Invest in professional development focused on online pedagogy and hybrid instructional strategies.

- Strengthen course-specific interventions in underperforming areas to ensure sustained academic success, e.g. Enhance tutoring and supplemental instruction for challenging courses.

Goal 2: To Provide Diverse Educational and Support Programs That Promote Student Success

Related Focus Areas: Instruction and Support Services; Customer Service, Public Relations, and Community Engagement

Successes:

- **The QEP, COMPASS**, demonstrated impactful results with enhanced onboarding and advising processes:
  - o 95% of students expressed satisfaction with academic advising.
  - o 97% reported adequate career awareness support.
- **Engagement with student services** was highly rated in the Spring 2024 Student Engagement Survey, with averages exceeding 90% in areas such as academic advising, library resources, and financial aid counseling.
- **Support for Non-Traditional Learners:** High engagement with targeted career planning and disability services at 94%-97% satisfaction.

Challenges:

- Retention and persistence rates highlight areas for targeted improvement.
- Limited support tailored to non-traditional students and adult learners.
- Uneven participation in extracurricular activities across departments.

Continuous Improvement Directions:

- Expand support services for non-traditional and adult learners by offering flexible scheduling, targeted advising, and additional workshops.
- Increase participation in extracurricular activities by creating centralized communication strategies and introducing diverse programming particularly for first year and part-time students.
- Incorporate feedback mechanisms into service offerings to address identified gaps.

Goal 3: To Employ Comprehensive Planning and Administration of the College's Programs, Services, and Processes

Related Focus Areas: All

Successes:

- The Strategic Enrollment Management Committee achieved a 2.2% increase in unduplicated headcount (1712), surpassing the enrollment target of 1,675.
- Employment rates for CTE alumni in their fields exceeded the 75% benchmark across all programs.
- Named scholarships and general fundraising efforts supported institutional priorities, albeit focused on annual events.

Challenges:

- Limited targeted fundraising efforts for named scholarships outside of major events.
- Inconsistent integration of departmental plans with strategic priorities.

Continuous Improvement Directions:

- Address graduation rate fluctuations by expanding targeted advising campaigns and cohort tracking.
- Develop fundraising campaigns targeting named scholarships to diversify funding sources and reduce reliance on general scholarships by establishing focused alumni engagement initiatives to grow named scholarship funds.
- Provide training to department leaders on aligning unit plans with the institutional strategic plan.
- Utilize data insights to drive planning and decision-making processes.

Goal 4: To Provide State-of-the-Art Technology, Infrastructure, and Facilities to Support the College Mission

Related Focus Area: Technology and Infrastructure

Successes:

- Facility upgrades included the Workforce Training Center and Learning Resource Center enhancements, achieving 90% satisfaction in the Spring 2024 surveys.
- The IT department implemented Office 365 and upgraded communication systems, significantly improving operational efficiency.
- 100% of instructional equipment in Health Sciences programs met industry standards.

Challenges:

- The 5-Year IT Plan remains incomplete, delaying long-term technological advancements, and limiting strategic technology alignment.
- Requests for expanded study spaces and improved campus maintenance are partially addressed.

Continuous Improvement Directions:

- Finalize and implement the 5-Year IT Plan to align technology with institutional goals and address long-term technological needs.
- Prioritize student-focused infrastructure improvements, such as creating collaborative learning spaces, leveraging feedback from students.
- Increase preventive maintenance schedules to enhance campus aesthetics and functionality. Ensure sustainability and accessibility in future infrastructure projects.

Analysis and Summary of the Quality Enhancement Plan (QEP): COMPASS

The QEP: COMPASS initiative is central to CVCC's efforts to enhance student onboarding and improve persistence and retention. Below is an analysis of its successes, challenges, and continuous improvement directions.

Successes:

1. **Onboarding and Advising:**

   o Increased touchpoints for new students through personalized communication channels, including email, text, and phone, contributed to an 82% Fall-to-Spring persistence rate.
   o Advising satisfaction reached 95%, with strong participation in New Student Experience sessions (415 students in Summer 2024).
   o Academic advising improvements included updated degree plans and better integration with Degree Works.

2. **Orientation Effectiveness:**

   o COMPASS orientation sessions provided clear pathways for students, reducing confusion and ensuring a smoother transition to college life.

3. **Career Awareness:**

   o Career services satisfaction reached 97%, demonstrating the program's ability to prepare students for academic and professional success.

Challenges:

1. **Consistency Across Departments:**

   o Variability in advising quality and onboarding services across departments led to inconsistencies in student experiences.

2. **Engagement with At-Risk Populations:**

   o Despite high overall satisfaction, feedback indicated that first-generation and non-traditional students require additional targeted support.

3. **Long-Term Impact Measurement:**

   o Limited longitudinal data on how COMPASS impacts graduation rates and long-term student success.

Continuous Improvement Directions:

1. **Standardize Training for Advisors:**

   o Standardized training for all advisors to ensure consistent delivery of onboarding and advising services.

2. **Targeted Support for At-Risk Students:**

   o Expand early alert systems to identify and assist first-generation, non-traditional, and academically at-risk students earlier in the semester.

3. **Data Collection and Analysis:**

   o Establish mechanisms to track longitudinal data on students who participated in COMPASS to evaluate its long-term effectiveness on retention and graduation rates.

4. **Student Feedback Integration:**

   o Regularly collect and analyze feedback from students to refine onboarding processes and ensure they meet evolving needs.

5. **Enhanced Communication:**

   o Strengthen the integration of communication platforms to ensure students receive timely updates about available resources and critical deadlines.

Summary:

The QEP: COMPASS has made significant strides in improving student onboarding, advising, and career awareness, with evidence of strong satisfaction and improved persistence. Addressing challenges like consistency in service delivery and targeting at-risk populations will enhance its effectiveness and long-term impact. Regular data-driven evaluations will ensure the program continues to adapt to student needs and institutional goals.

Additional Observations from the Report on Measures of Student Success

- Graduation rates and licensure pass rates remain key strengths, but opportunities exist to leverage these outcomes for marketing and recruitment.
- The College's focus on student engagement and satisfaction underscores its commitment to continuous improvement.
- Recommendations for improving distance learning success rates, remedial education outcomes, and general education performance are timely and essential for sustained success.

Missing Data and Recommendations

Identified Gaps:

- Detailed student feedback on specific barriers to persistence and retention was not reported, which could inform targeted interventions.
- Detailed long-term retention and graduation trend analysis by demographic group.
- Comparative employer feedback on program graduates' job performance.
- Comprehensive outcomes from student extracurricular engagement initiatives.
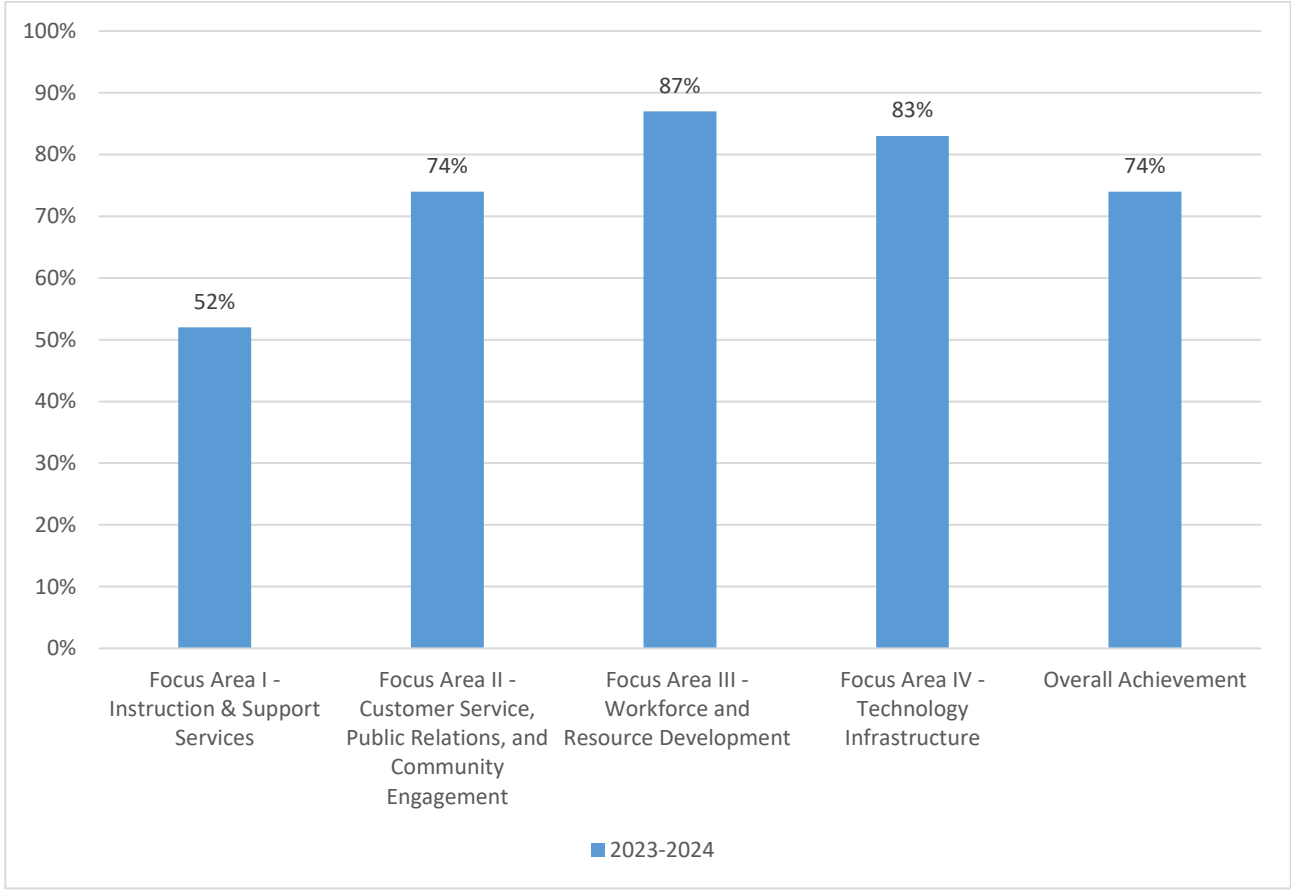
Recommendations:

- Address retention gaps through expanded student engagement strategies e.g. enhanced data collection for underserved populations to better target interventions.
- Develop mechanisms for systematic employer feedback.
- Publish an annual outcomes report on student participation and success in extracurricular programs.

Conclusion

Overall, CVCC has achieved significant successes across all four strategic goals, with strong outcomes in areas such as licensure pass rates. CVCC demonstrated strong alignment between performance indicators and strategic goals, excelling in areas like licensure pass rates, student engagement, and workforce readiness. However, challenges persist in retention and persistence rates, as well as in documenting long-term impacts of technology investments and administrative improvements.

While notable challenges such as retention variability and unmet IT planning persist, targeted interventions and robust planning frameworks are positioned to drive continuous improvement.

Summary: Overall Progress Toward Meeting the Strategic Planning Goals for the 2023-2024 year.

Bar chart titled "2023-2024"

Focus Area	Percentage
Focus Area I - Instruction & Support Services	52%
Focus Area II - Customer Service, Public Relations, and Community Engagement	74%
Focus Area III - Workforce and Resource Development	87%
Focus Area IV - Technology Infrastructure	83%
Overall Achievement	74%

STATUS OF WORK ON
AREAS OF STRATEGIC FOCUS

Focus Area I: Instruction and Support Services
52% of Units Achieved Expected Outcomes

Expected Outcome: CVCC will enable students to succeed in accomplishing their goals by providing quality education and training, as evidenced by data. We will provide a supportive teaching and learning environment, accompanied by an effective array of support services.

Strategies/Action Plan:

1. Provide excellent instruction, as evidenced by data, that meets the needs of our diverse student body and enables them to accomplish their goals

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
General Education	2		1
AS/AA English & Communication	3		2
AAS - Business	1		1
HVAC	3		2
Associate degree Nursing	2		1
Medical Lab Technician	3	3	
Welding	3		3
Industrial Maintenance	3		3
Adult Education	2		1
AS/AA – English & Communication	3		2
Business	1		1
LRC	1		1
Tutoring	1		1
AS/AA Fine Arts & Social Science	3		2
AS/AA Science	3		1
AAS Business	4		1
AAS – Computer Info Technology	7		3
Workforce Development	1		1
Health Sciences	10	2	4
Associate degree Nursing	3		1
Medical Assistant Program	7		3
Pharmacy Technician	3	1	0
EMS	4		2
Fire Science	3	1	0
Criminal Justice	4	1	0

Advising	1		1
Instruction	1	1	
Online Learning	2		0
General Education Program	9	1	1
AS/AA – English & Communication	3		2
AS/AA – Mathematics	1		1
AAS- Visual Communication	4		3
Child Development	4		2
QEP	1		1
Total	106	10	48
%			45%

Summary of actions or achievements during 2023-2024:

- **General Education:** Random sample of SPH 107 Informative speech rubrics indicated that 75% of the students met the benchmark for proficiency in the area of delivery verbal and non-verbal communication.
- **AS/AA English & Communication:** 80% of English 102 Essay 4 papers were free of citation errors; random sample of SPH 107 Informative speech rubrics indicated that 80% of the students met the benchmark for demonstrating proficiency in verbal citations.
- **AAS Business:** There was an increase of 2 graduates for 23/24 compared to 22/23. A total of 20 AAS degrees were awarded for 23/24 compared to 18 in the 22/23 academic year.
- **HVAC:** 100% of students in the ADM 100 Industrial Safety Class (Welding option) completed lift truck training; 90% of students in the ADM 100 Industrial Safety Class (welding) completed the 10 Hour OSHA Certification.
- **Associate Degree Nursing:** 0524 DRN Cohort: 25/29 (82.7%) met the goal of 94% Predictability of Passing (PIP) NCLEX on first attempt. 1223 Mobility Cohort: 25/32 (78.1%) met the goal of 94% Predictability of Passing (PIP) NCLEX on first attempt. Combined: 50/61 (81.9%) met the goal of 94% Predictability of Passing (PIP) NCLEX on first attempt.
- **Medical Lab Technician:** In progress – first class of students do not graduate until December 2024; outcomes will be accessed in December 2025.
- **Welding:** Students enrolled in 10 Hour OSHA in the ADM 100 Industrial Maintenance class. Completed with 100% proficiency; All students in the ADM 100 Industrial Maintenance class completed Lift Truck Certification with 100% proficiency; All students in the INT

101/103 AC/DC Fundamentals class successfully completed multi-meter training with 100% proficiency.

- **Adult Education:** Although the program year is not complete, last year's number of GEDs completed has been surpassed.
- **Business & Information Technology:** The BIT area held advisory meetings for both the Business and CIS committee. The meetings were held in the fall and the spring of the 23/24 academic year.
- **LRC:** The library has met its of 96.79% student satisfaction with library services. 280 students answered the question about the library.
- **Tutoring:** 93% of students agree that they benefit from the information provided in the lunch and learn meetings.
- **AS/AA Fine Arts & Social Science:** Out of 81 attempts made, 65 passed making an 80% passage rate for the research SLO; 95.9% of the students who completed the assignment passed.
- **AS/AA Science:** 61 out of 79 students passed question on final exam.
- **AAS – Business:** The 2% graduation rate was met for the 23/24 academic year. There was a net change of 2 graduates in the AAS degree programs.
- **AAS – Computer Info Technology:**
  Students demonstrated the skills in programming using Scratch. 80% students in the class achieved 80% or higher accuracy for the Final Project; The academy membership was renewed; The average score on the hands-on lab was 90%.
- **Medical Assistant Program**: In the 2023-2024 academic year, 15 out of 16 students successfully answered 85% of the exam questions pertaining to the Order of Draw for lab orders; 9 students answered 6 Health Insurance Portability Accountability Act (HIPAA) questions with 82% accuracy and were able to describe and differentiate between privacy and security as it relates to protected health information as evidence; 11 students took one of the MAT national certification exams. Out of those 11 students, 10 of them passed the exam on their first attempt.
- **EMS**: Summer 2023, 62 % successfully completed the EMT Exit Exam. Fall 2023, 67 % successfully completed the EMT Exit Exam. Spring 2024, 75 % successfully completed the EMT Exit Exam and 100 % successfully completed the Advanced Exit Exam; Summer 2023- First Attempt Given with a Median of 86. Second Attempt not given, as we were still establishing this SLO during that time period. Fall 2023- First Attempt given with a Median of 92. Second Attempt not given, as we were still establishing this SLO during that time period. Spring 2024- First Quiz Attempt given with a Median of 56. Second Attempt given with a Median of 94. Advanced EMT Program- Summer 2023 results were N/A. Fall 2023 Results were N/A. Spring 2024 Results: First Attempt was a Median of 96.

- **Advising**: Two professional development sessions were held for faculty advisors & success coaches. (Target X training and Advising & Degree Works training).
- **General Education Program**: The random sample of SPH 107 Informative speech rubrics indicated that 75% of the students met the benchmark for proficiency in the area of delivery verbal and non-verbal communication. CIS 146 (in progress).
- **AS/AA-English & Communication**: 80% of Eng 102 Essay 4 papers were free of citation errors; The random sample of SPH 107 Informative speech rubrics indicated that 80% of the students met the benchmark for demonstrating proficiency in verbal citations.
- **AS/AA-Mathematics:** Our mastery for Fall was 79.1% and Spring was 74.2% Overall mastery was 77%. We met out goal of 75%. See attached tally sheets with results for each question.
- **AAS-Visual Communications**: The students were able to modify their images using Photoshop with 79.8% accuracy; Students were able to assemble a portfolio of their best visual communications work with 78.9% accuracy; Students were able to operate photography studio equipment and produce a high-quality image file with 92.75% accuracy.
- **Child Development**: There were 21 students in CHD classes in the 22/23 year. There were 25 students in the 23/24 year; 100% of the students who completed the course, submitted a lesson plan that scored above the satisfactory level. Only students who did not submit the exercise scored less and all of those students dropped the class.
- **Fire Science**: Student outcome assessment resulted in 80% of students successfully learning the outcome for Spring 2023, Summer 2023 yielded 70% of students successfully completed this outcome, all of the students (100%) enrolled in the Summer 2023 FSC 101 course correctly met this outcome with at least 75% accuracy.
- **QEP**: 95% of students agree or strongly agree that their academic advising needs are being met.
- **Workforce**: 24 courses were offered in 2022-2023. 34 courses were offered in 2023-2024. This was a 42% increase.
- **Health Sciences**: 63.4% of ADN students completed the program in 100% of the time; 62.9% of PN students completed the program in 100% of the time; 92.98% of ADN graduates successfully passed the NCLEX-RN on the first attempt; 100% of graduates passed the NCLEX-PN on the first attempt.

2. Provide comprehensive services to include advising, tutoring, coaching, testing, and extracurricular activities that enrich the cultural, social, physical, and intellectual lives of students

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
Student Development	2		1
SENSE	1		0
Advising	1		1
Total	4		2
%			50%

Summary of actions or achievements during 2023-2024:
- **Student Development**: Students reported a decrease in food insecurity, increased awareness and usage of the pantry were noted by students utilizing the service weekly. Many students mentioned feeling more energetic and focused, attributing this to better nutrition. Volunteer opportunities at the pantry also promoted student engagement and leadership.
- **Advising**: Two professional development sessions were held for faculty advisors & success coaches. (Target X training and Advising & Degree Works training).

3. Deliver student support services that enhance the onboarding, matriculation, retention, and graduation processes.

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year1
LRC	1		1
EMS	1	1	
Fire Science	1		0
Criminal Justice	1		0
Student Services	2		1
SENSE	1	1	
Athletics	2		1
Advising	1		1
QEP	3	2	1
Total	13	4	5
%			38%

Summary of actions or achievements during 2023-2024:

- **LRC:** The Library director attended two association meetings, participated in about 30 workshops, and developed professional development records to maintain individual documentation on how they stayed current with information literacy and emerging technology. The Library staff also held an Informational Brunch for faculty and staff with a 99% approval.

- **Advising:** Students agree or strongly agree that they received information on scholarships 92%, career awareness 97%, and transfer information 95% (Per the Student Engagement Survey 2024).
- **Student Services**: All measures were met.
- **Athletics**: The overall grade point average of the athletic department at the end of the 2023-2024 academic year was 2.76 which exceeded the goal.
- **QEP**: Applicants are contacted via email, text, or phone at least three times between completing the admissions application.

4. Implement Professional Development for faculty and staff.

College Areas	Unit Plans Focused Action 2023-2024	*In Progress* Goal Year 1	Achieved Goal Year1
LRC	1		1
SENSE	1		1
Financial Aid	1		1
Online Learning	1		0
Total	4		3
%			75%

Summary of actions or achievements during 2023-2024:
- **LRC:** The Faculty Survey of Library Resources and Services as conducted in Spring 2024 with a 100% satisfaction.
- **SENSE:** Five professional development opportunities were provided for faculty and staff. The Campus Wide Annual Professional Development (August 2023), Alabama Community College Association Conference (November 2023), Transfer Student Success Conference (March 2024), Ruffalo Noel Levitz Enrollment, Student Success, and Fundraising Conference (July 2024), NACADA Institute for Academic Advising (July 2024). Approximately 85% participation.
- **Financial Aid:** The FA and SCO is constantly attending webinars and conferences. The SCO is currently attending the AVAA conference.

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Focus Area II: Customer Service, Public Relations, and Community Engagement
74% of Units Achieved Expected Outcomes

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Expected Outcomes: CVCC will create a culture of excellence in professionalism and customer service delivery. And broaden the College's footprint by strengthening community awareness of college programs and services.

Strategy/Action Plan:

1. Strategic market planning to increase and promote awareness of the College in the region through student success stories and branding

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
Adult Education	1		1
Marketing	3		3
Fire Science	1	1	
Athletics	1		1
Recruiting	4		3
AAS-Visual Communication	1		0
Total	11	1	8
%			72%

Summary of actions or achievements during 2023-2024:
- **Adult Education:** Increase in enrollment over last year through marketing efforts.
- **Marketing:** CVCC received significant media coverage in 2023-24. All ceremonies, including graduation and pinning ceremonies were highlighted in the Citizen. Community involvement and College events such as the Fall Kick-off and WTC ribbon-cutting got media coverage; The PR/Marketing standing committee meeting met in the Fall and Spring; AMP agency has been instrumental in marketing efforts this year; Sponsored advertising through AMP has allowed us to reach a larger audience and get a greater number of likes and shares. CVCC has also grown its organic social media presence.
- **Athletics:** All Athletic Teams exceeded the 5-hour minimum for service hours. Men's and Women's Basketball participated in the Chris Patterson Track or Treat fundraiser for college scholarships, campus cleanup project, and assisted with carpool at several elementary schools in the local area. Softball and Baseball participated in the Chris Patterson Track or Treat fundraiser for college scholarships, campus clean up and Read Across America at Ridgecrest Elementary.
- **Recruiting:** Enrollment continuing students increased by 3% from 495 to 510; Enrollment for returning students increased by 1.23% from 101 to 125; Enrollment for transfer students increased by 1% from 157 to 163.

2. Strengthen relationships with internal and external stakeholders, including alumni.

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
President's Office	2		1
Institutional Advancement	1	1	
Financial Aid	1		1
Total	4	1	2
%			50%

Summary of actions or achievements during 2023-2024:
- **President's Office:** Hosted 5 grand opening events on campus, hosted over 10 campus exposure and community events.
- **Financial Aid:** The Counselors workshop was held in the Fall 2023 semester. The workshop saw 23 counselors from local area high schools attend.

3. Facilitate collaboration to address critical community issues

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
Workforce Development	1		1
Total	1		1
%			100%

Summary of actions or achievements during 2023-2024:
- **Workforce Development:** Student surveys showed that they enjoyed the class, thought the setting was appropriate, the time spent was appropriate and the content was helpful.

4. Maintain a standard of professionalism and develop processes to enhance customer service.

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
Human Resources	2		1
Institutional Effectiveness	1		1
Institutional Research	2		2
Testing	2		2
Tutoring	1		1
Business Services	1		
CVPD	1		1
Admissions	2		1
Financial Aid	1		1
Advising	1		
Business Office	1		1
Recruiting	1		1
Total	16		12
%			75%

Summary of actions or achievements during 2023-2024:
- **Human Resources:** designed training to better equip supervisors with skills to lead, communicate, and support their teams more effectively and to create a work environment where employees feel valued.
- **Institutional Effectiveness:** The evaluation forms indicated that 96% of attendees felt well-prepared to develop, implement, and close out unit plans.
- **Institutional Research:** The IR department created and established a comprehensive plan for growth and development across the college to support the mission of the college; A dynamic data request form was created and the link to the form was emailed to all employees letting them know where to find the data request form on the intranet.
- **Testing:** CVCC's Spring 2024 Student Engagement Survey shows that those students that answered the question about the Testing Center services either agreed or strongly agreed by 97.54%. The percentage rating of 97.54% demonstrates that the Testing Center services were delivered in a manner that appropriately met the students' educational needs. CVCC's 2024 Employee Evaluation of college services shows a 97.06%. This percentage rating demonstrates that the Testing Center services were sufficient enough to meet the needs of the campus and the community. Per Pearson VUE's Site Report Card, the testing candidates for external testing vendors demonstrated an overall satisfaction rating of 96%. The 2,273 exams administered during 2023-

2024 increased by 5.48% (118 additional exams) from the 2022-2023 exam results.

- **Tutoring:** 98% of students agree that the tutoring center meets their educational needs on the Student Engagement Survey.
- **Admissions:** The Graduation Survey reflects 95.46% of students were satisfied with the services received from the Admissions Office and 98.87% were satisfied with the registration process. The Student Satisfaction Survey shows that 98.30% were satisfied with the services received from the Admissions Office and 98.32% were satisfied with the registration process, which includes processing transcripts and application of transfer credits to the student's transcript. The Employee Survey shows that 94.12% of employees were satisfied with the services the Admissions Office delivers and 91.43% of employees were satisfied with the information received about enrollment and registration.
- **Business Office:** Employee Survey Results = 91.18%, Student Survey Results = 97.18%
- **CVPD:** The CVPD staff members participated in all professional development opportunities offered on campus as well as systemwide training sessions with other colleges in the Alabama Community College System ACCS.
- **Financial Aid:** The paper award letter idea was removed as students are able to get real time updates on financial aid through the Pirate Portal instead. Students do not check mail as often and the letters would be a waste of time and resources.
- **Recruiting:** Enrollment for first-time freshman increased by 1.16% from 273 to 318.

Focus Area III: Workforce and Resource Development
87% of Units Achieved Expected Outcomes

Expected Outcome: Strategy/Action Plan: CVCC will provide effective workforce development and training to address current and future needs of business and industry in the region.

1. Ensure that scholarship opportunities are available for students

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
N/A			
Total			
%			

Summary of actions or achievements during 2023-2024: Not selected.
-

2. Promote the economic, educational, and cultural development of the service area

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
HVAC	1		1
Instruction	1	1	
Criminal Justice Program	1		0
Fire Science	1		0
Total	4	1	1
%			75%

Summary of actions or achievements during 2023-2024:
- **HVAC:** 92% of the students in the ADM100 Industrial Safety Class completed NC3 and MSSC Basic Safety.
- **Instruction:** In Progress - The EAMC site will be up and running tentatively in August, 2024 (pending SACSCOC and ACHE approval in June, 2024)

3. Identify and secure external funding that advances the College's mission and vision

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
Institutional Effectiveness	1		1
Institutional Advancement	2		2
HVAC	1		1
Workforce Development	1		1
Total	4		4
%			100%

Summary of actions or achievements during 2023-2024:

- **Institutional Effectiveness** - DSI provided representatives from five departments a workshop on securing Federal Grants; evaluation forms showed that 100% of attendees felt the training was effective and beneficial for their grant writing efforts.
- **Institutional Advancement:** 5 grants requested in the amount of $3,613,540, 4 grants awarded at $1,337340; Foundation supported CVCC Students throughout the year and raised a record total of $19,035, up $1,635 or 9.4 percent from the prior year.
- **HVAC:** The instructor completed CEUs to advance knowledge in the HVAC field.
- **Workforce Development:** $2,0006,268.00 in grant funding was applied for through the workforce development department. $1,038,593.00 were awarded.

4. Continue cost containment through sound fiscal management

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
N/A			
Total			
%			

Summary of actions or achievements during 2023-2024: Not selected.

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Focus Area IV: Technology and Infrastructure
83% of Units Achieved Expected Outcomes

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Expected Outcome: CVCC will provide a safe and secure environment for all members of the campus community. The College will utilize technology to enhance and support educational programs, services, and other mission related activities.

Strategies/Action Steps:

1. Provide reliable and secure information systems campus-wide.

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
Information Services	3		2
Total	3		2
%			66%

Summary of actions or achievements during 2023-2024:
- **Information Services:** All users have been upgraded to Office 365 A5 licenses which allow better encryption than the A3 licenses. We are also using Multi-Factor Authentication to access all Office 365 components now; Phone system has been fully upgraded to WebEx Cloud System.

2. Maintain quality facilities to support College programs, services, and the community.

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
President's Office	1	1	
Facilities and Maintenance	1		1
Total	2	1	1
%			50%

Summary of actions or achievements during 2023-2024:
- **President's Office:** The College is experiencing great success with its facilities plan. Assistance from the Alabama Legislature and the /Alabama Community College System has enabled the college to remain on track with facilities plans.
- **Facilities and Maintenance:** The ITC renovation project was completed in June 2024.

3. Ensure instructional technology, equipment, and furnishings meet industry standards

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
Workforce Development	1		1
Total	1		1
%			100%

Summary of actions or achievements during 2023-2024:
- **Workforce Development:** The grant and bid process for the CVCC welding upgrade was a success. The new facility is state-of-the-art.

4. Utilize technology to enhance communication with students and employees

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
N/A			
Total			
%			

Summary of actions or achievements during 2023-2024:
- Not selected.

5. Improve the overall physical appearance of the facilities and grounds

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
Facilities and Maintenance	1		1
Total	1		1
%			100%

Summary of actions or achievements during 2023-2024:
- **Facilities and Maintenance**: The new softball facility renovation was completed in May 2024

6. Maintain safety and security on campus

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
CVPD	2		2
Student Services	1		1
Total	3		3
%			100%

Summary of actions or achievements during 2023-2024:

- **CVPD:** Employee Survey 100% and Student Survey 96.72%; all employees attended the fall professional development, which includes a session on safety and security, and All employees participated in annual safety drills. All employees indicated that they have reviewed the Annual Security Report and the Emergency Operation Plan.
- **Student Services:** The CVCC Police and Campus Safety Department is fully operational and has been consolidated to meet the needs of the college community. All action items were completed.

7. Maintain reliable transportation to support the College's mission

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
N/A			
Total			
%			

Summary of actions or achievements during 2023-2024:
- Not selected.

8. Develop and implement a five-year Information Technology Plan

College Areas	Unit Plans Focused Action 2023-2024	In Progress Goal Year 1	Achieved Goal Year 1
N/A			
Total			
%			

Summary of actions and achievements during 2023-2024:
- Not selected.

Chattahoochee Valley Community College

Summary of 2023-2024 Major Accomplishments

August 1, 2023 – July 31, 2024

The following is an outline of major accomplishments that may or may not have been noted in Unit Planning Reports but are integral to the attainment of the College's *Strategic Plan*:

- **College Milestones:**
  - The College was successful in completing or substantially completing the following major renovation projects:
    - Workforce Training Center, Grand Opening and Ribbon Cutting Ceremony conducted in November 2023
    - Industry Training Center, Welding Shop
    - Student Center, housed in the CVCC Bookstore
    - Softball complex.
  - Achieved 100% licensure pass rates for LPN program graduates and 100% job placement rate.
  - Achieved 93% licensure pass rates for ADN program graduates and 100% job placement rate.
  - Entered into an agreement with East Alabama Medical Center to implement an LPN program at their facility in Auburn to begin in Fall 2024
  - Established the First CVCC Police Department and hired a full-time police chief
  - Celebrated the College's 50th Anniversary with events occurring in 2023 and 2024.
  - Conducted the College's first Dual Enrollment Graduate Recognition Program.
  - 44 GED's were awarded through the Adult Education Program, enabling the College to meet its benchmark for the program year and attain the status of being number 1 in the state in GED awards by percentage of students.

- **Faculty and Staff Recognition:**
  - Employees recognized as Chancellor's Awards Recipients in various categories:
    - Sanquita Alexander—Administrator Category
    - Michelle McGuire--Faculty Winner
    - Taylor Dempsy--CTE Faculty Winner
    - Nanyail Smoke—Support
    - Dr. Robin McCoy—Adult Education Instructor of the Year for CVCC

- **College Sponsored Professional Development for Faculty and Staff:**
  - All personnel had an opportunity to participate in required training through college sponsored professional development activities.
    - Learning Management System Fluency
    - Artificial Intelligence and its Impact on Education
    - Scaling up Student Support Services
    - Professional Pirate Processes
    - SharePoint Overview
    - Refresher-Travel, Requisitions, and Budgets
    - Comprehensive Campus Safety provided by ACCS
    - Dynamics of Student Engagement
    - COMPASS (Quality Enhancement Plan) Where are we now?
    - Embracing a Compassionate Approach in Higher Education
    - Student Services Annual Retreat
    - President's Cabinet Annual Retreat
    - Advisement and Degree Works
    - Closed Caption Videos for Instruction
    - Americans with Disabilities and Accommodations
    - A Strategic Approach to Course Scheduling
    - Incorporating Artificial Intelligence in Instruction
    - Unit Planning and Assessment
    - Perkins Budget Process
    - Workforce Grant Process
    - Alabama Community College Association Annual Conference
    - Emergency Operations Planning Training
    - Ruffalo Noel Levitz National Conference for Enrollment and Student Success
    - Target X for Newbies Training
    - Fentanyl Facts ACCS Training
    - Integrating Degree Maps, Advising and Smart Scheduling
    - Achieve: Transfer Student Success Conference
    - Using Pronto to Engage and Retain More Students
    - Chronical Festival Training
    - Back to School Webinar
    - Teaching Strategies for Today's First Year Students
    - Benchmarking Student Progress and Completion
    - Holistic Student Support
    - Student Success and Better FAFSA
    - Professional Goals for Succeeding in the Workplace
    - Target X Training for Admissions/Recruitment
    - ACCS Student Success-Maximizing your Yield
    - Target X Best Practices
    - Regional College Attainment Network
    - Brightdot Fundraising Training
    - PIO Training, Media Skills Tune Up (ACCSPRA)
    - ADSAA Fall, Winter, Spring Meetings
    - ADSAA Summer Conference
    - Alabama Community College System Police Officer Training Sessions
    - Alabama Community College System Police Chief Training Sessions
    - State of Alabama Chief Police Annual Training
    - Complete College America

- Ad Astra
- Avoiding Plagiarism
- Advising vs. Success Coaching
- Information Security Awareness Training
- Business Email Compromise
- Creating Strong Passwords
- Safe Web Browsing
- Security Awareness Training
- QR Codes - Safe Scanning
- AVAA Enrollment Manager
- AVAA Conference
- Institutions of Higher Learning AVAA Work Study
- ACCA Conference
- DMC
- Logging into Enrollment Manager
- Enrollment Manager 101, 102, and Final Assessment
- Virtual ADA Conference
- Enrollment Manager Anniversary Workshop 85/15 Webinars
- VA Study Abroad Virtual National ADA Symposium
- EDU Fireside Chat
- New Aid Officer Workshop
- EM Updates/DGIB Updates
- SCOOP IHL Session
- NASFAA Credentials:
- 2024 Virtual NASFAA Conference

- **Increased External Resources for the College:**
  - Awarded $2,224,554 grant from the US Department of Education Fund for the Improvement of Postsecondary Education Rural Postsecondary & Economic Development (RPED) Program
  - Dillie Elliott Collaboration Room was dedicated in honor of the gift Mr. Elliott donated to the school in memory of his wife.
  - The CVCC Foundation generated a total of $157,927 in this period. The Foundation raised $115,500 for scholarships through the Annual Hall of Fame Recognition program. Awarded $124,582 in scholarships to 109 students.
  - Hosted the Chris Patterson Memorial Track or Treat 5K Run/Walk. Generated $6,510 for the Student Support Fund. Awarded $3,323 in assistance to five students.

- o The Workforce Development Office secured approximately $1.5 million in grant funds.

Description	Allocation Amount
Dual Enrollment	$789,926
Advanced Manufacturing Equip - Welding	$426,740
Success Coach	$74,500
ACHE AI Grant	$5,000
Medication Aid – EIPT Grant	$9,485
Equipment for Night Nursing Program	$102,791
Alabama Career Essentials	$10,000.00
Perkins	$114,568.61
Total	**$1,533,010.61**

- **Community Support and Outreach Connections:**
  - o CVCC Faculty and staff contributed $11,642.00 to United Way of the Chattahoochee Valley
  - o 27 members joined the revitalized CVCC Alumni Association. We have a total of 727 Members.
  - o Increased the number of Workforce and CTE MOUs with business and industry, from 23 in 2022-23 to 24 in 2023-2024
  - o Athletic Teams participated in the Thanksgiving Food Drive as a Community Service Project.
  - o Associate Dean of Workforce and Technical Education, member of Chamber of Commerce WF Targeted Action Group
  - o President, member of the following community/Civic Organizations
    - o East Alabama Chamber of Commerce Board of Directors
    - o East Alabama Chamber of Commerce Workforce and Education Committee
    - o Board of Directors for the United Way of the Chattahoochee Valley
    - o Synovus Bank Board of Directors
    - o Phenix City Rotary Club
  - o Staff participation in East Alabama Chamber of Commerce Leadership Program
  - o Sponsored a CVCC table (recruiting) at Crawford Market Days
  - o Hosted the Annual SENSE Pirate Prep Summer Program
  - o Facilitated FAFSA completion workshops at service area high schools, public libraries, and Goodwill
  - o Hosted Goodwill Career Fair on Campus
  - o Hosted high school senior career fair in partnership with AlabamaWorks
  - o Established a Literacy initiative with Knowledge Works Academy—Pre-school Partners in Education
  - o Ambassadors engaged in community service for the local Humane Society and participated in Story and Craft time at the city library.
  - o The Athletic department joined forces with the Alabama Community College Conference (ACCC) and sponsored a child via Friends of Jaclyn.
  - o Student-athletes participated in Read Across America week at Ridgecrest Elementary.
  - o Student-athletes participated in the annual Chris Patterson Track or Treat 5k.
  - o Student-athletes participated in food drives at area churches.

- o Captain Sea V and CVPD visited Lakewood Primary School on Pirate Day.
- o Goodwill Resource Fair
- o Help the Hooch Clean Up Day (Ambassadors)
- o United Day of the Woman (Ambassadors)
- o Community Health Fair (Ambassadors)
- o Adopted Family for Christmas (Ambassadors)
- o Pine Hill Missionary Church Community Service Project
- o Goodwill HYPE Summer Outreach Program (Ambassadors)
- o Community Blood Drives-Ambassadors

- **Workforce Development/Short-term Training:**
  - o The Workforce Development Office secured approximately $1.5 million in grant funding, to fund programs workforce and career technical education programs
  - o Increased WF course enrollment by 49% over 2021-22.
  - o Increased Adult Ed graduation rate by 10% over 2023-2024.
  - o Ranked first in the state for both GED completion rates and NCRC (National Career Readiness) rates by percentage enrolled.
  - o Redesigned the Medical Billing and Coding course to increase completion and certification rates.
  - o Purchased and installed the equipment that enables us to offer the NC3 Curriculum in Applied Technology to enhance the number of short-term certificates. Mr. Clint Langley, Applied Technology Division Director, is certified to teach the NC3 curriculum.
  - o Developed a new non-credit phlebotomy program.
  - o Ran our first Skills for Success Skid Steer, Food and Beverage, and Fiberoptics labs
  - o Medication Aid Training resulted in a 100% pass rate
  - o Workforce and Adult Education collaborated to offer a basic computer skills course

- **Student Activities and Campus Events:**
  - o Executed initiatives aligned with the Strategies to Enhance New Student Engagement (SENSE) Program under the Title III Grant.
  - o Completed activities in support of the Center of Excellence for Veteran Student Success (CVESS) funded by the DOE Grant.
  - o Maintained the pilot program and activities for the Quality Enhancement Plan (QEP), focused on Comprehensive Onboarding through the COMPASS initiative—Mapping a Pathway for Advising and Student Success.
  - o Honored students and college veterans at the Annual Veterans Banquet.
  - o Organized Santa's Workshop event for students and the local community.
  - o Hosted the Annual Fall Kickoff to welcome and celebrate new and returning students.
  - o Ongoing usage of the Target X Retention Application
  - o Planned and coordinated a variety of student activities throughout the year.

- **Athletic Achievements:**
  - o Women's Basketball was 7-3 in the ACCC Conference.
  - o Thirty-nine athletes made the ACCC Commissioners Spring Semester Honor Roll.
  - o Eighteen student-athletes had a 3.5 or better in the Fall Semester and twenty-one student-athletes had a 3.5 or better in the Spring Semester.
  - o Head Softball Coach Steve O'Steen was inducted into the CVCC Hall of Fame.