



Growing Together for the Future

Strategic Plan

2025-2031

CLC CENTRAL
LAKES COLLEGE

Strategic Plan

Mission, Vision and Values

Central Lakes College Strategic Plan 2025-2031

Mission:

We build futures.

At Central Lakes College, together we:

- Provide lifelong learning opportunities in the arts, sciences, technical education, and customized training
- Create opportunities for cultural enrichment, civic responsibility, and community engagement
- Nurture a caring and respectful culture to support the success of a diverse community of students and colleagues

Vision:

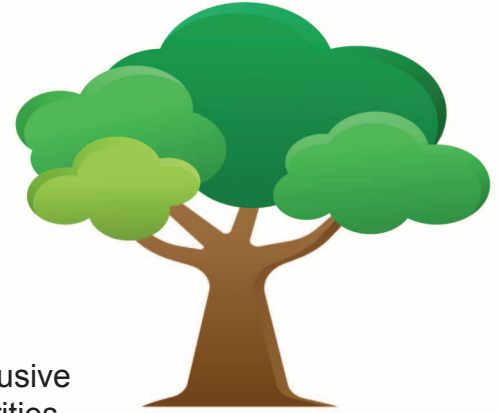
Central Lakes College will be known as the college that builds futures: removes barriers, inspires learning, and grows community.

Values:

Excellence, Community, Innovation, Inclusion



Strategic Plan Overview



Overview

This strategic plan was co-created through a collaborative and inclusive process to identify and memorialize the most important goals, priorities, and measures of success for Central Lakes College (CLC) over the next six years. Broad input was gathered during the 2024–2025 academic year, including:

- 14 one-on-one discovery interviews
- Two large-scale all-staff events with over 100 participants each
- An employee survey (36 respondents)
- Three student open forums and survey (165 participants)
- An industry survey (56 respondents)
- A community survey (58 respondents)

This qualitative data was analyzed, categorized, and refined through iterative feedback loops at three critical points: the Discovery Report, Emerging Themes and Opportunities Report, and multiple drafts of the Strategic Plan. Plan development was guided by the Executive Team, Strategic Planning Team, and Lily Lane Consulting LLC to ensure it reflects broad input and positions CLC for growth and prosperity.

This plan represents the commitments of CLC administration, faculty, and staff, guiding decision-making, departmental planning, and resource allocation through 2031. Recognizing the uncertainty of the future, we will regularly monitor its validity and relevance, modifying it as warranted.

Broad Goals and Commitments

At CLC, we believe that relationships are at the heart of our work. Together, we “build futures” by creating a personalized and supportive environment to ensure students grow academically, personally, and achieve upward economic and social mobility.

Key Student Success 2025–2031 Targets:

- All students enter high post-completion value pathways.
- All completers earn a living wage and are ensured upward economic mobility.
- Minnesota State Student Success metric reaches 80%.
- Three-year completion rates for all groups reach 65%.
- Six-year baccalaureate completion rate reaches 35%.
- Equity gaps for first-generation, low-income, and students of color are closed.
- Full year equivalent enrollment grows to over 3,000 FYE.

Strategic Plan

Strategic Priorities



Priority 1: Advancing Student Success

Important Priority Metrics

- Minnesota State Student Success Rate (retention, completion, transfer)
- Academic Credit Momentum
- Post-Completion Metrics
 - Transfer and Baccalaureate Completion Rate
 - Placement Rate
 - Upward Economic Mobility Indicator

Advancing Student Success: Dramatically increase the success of our students now and far beyond graduation.

1.a Drive Enrollment in High-Value Pathways

Ensure all students enter clearly defined, high-opportunity programs with comprehensive, individualized plans that extend from enrollment to career and transfer success.

1.b Deliver Holistic, High-Impact Student Support

Strengthen wraparound services that address academic, personal, and financial barriers—strengthen the case management advising process and address housing and food insecurities.

1.c Enhance the Student Onboarding Experience

Redesign new student onboarding to instill confidence, clarify pathways, and prepare students to navigate college and life with purpose.

1.d Transform Completion and Post-completion Outcomes for all Students

Implement bold strategies to dramatically improve transfer and baccalaureate attainment and technical wage and advancement outcomes—especially for historically underserved students.

1.e Foster Innovation in Teaching and Technology

Champion cutting-edge pedagogy and technology that meets today's learners where they are and elevates student engagement and inspires learning.

1.f Cultivate Student Agency

Intentionally build student/learner agency with the mindset, skills, and strategies to take ownership of their education and build their desired futures.

1.g Embrace a Poverty-Informed Approach

Transform our practices and mindsets to become a fully poverty-informed institution that understands and meets the realities our students face.



Strategic Plan

Strategic Priorities



Priority 2: Investing in Institutional Strength

Important Priority Metrics

- Enrollment
- New program development
- Non-tuition revenue/grants
- Sustainability
- Philanthropic and community support
- Composite Financial Index
- Reserves
- Facilities Condition Index

Investing in Institutional Strength: Grow enrollment, deepen community partnerships, develop resources and expand economic influence to ensure long-term financial resilience.

2.a Position CLC as the Region's Premier Choice

Boldly brand and promote CLC as the top-tier, affordable destination for quality education and career preparation.

2.b Enhance College Supports to Ensure Program Growth and Continued Relevance

Strengthen internal systems and resources to support the ongoing strength and alignment of academic programs with community and industry needs.

2.c Launch High-Demand, Workforce-Aligned Programs

Strategically invest in new academic offerings that meet employer and future workforce needs.

2.d Position CLC as the Region's Premier Post-Secondary Enrollment Partner

Stabilize and strategically expand College in the Schools and PSEO programs to create intentional pathways, strengthen partnerships, and build early college momentum.

2.e Expand the Partnership with the CLC Foundation

Intentionally expand financial support for student success, academic programs and services and college operations.

2.f Advance Institutional Performance

Target and improve key performance indicators—ensuring accountability, excellence, and long-term sustainability.



Strategic Plan

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Priority 3 – Nurturing College Culture

Important Priority Metrics

- Great College Survey results
- Graduate follow-up results
- Student culture data

Nurturing College Culture: Create a vibrant, inclusive environment where every employee is valued, empowered, and inspired—knowing that when our people thrive, our students succeed.

3.a Define and Live the “Culture of Caring”

Establish a shared understanding of what our Culture of Caring means—with clearly articulated values and behaviors that guide our daily work.

3.b Champion Transparency and Voice

Foster a culture rooted in open communication, inclusive dialogue, and meaningful participation in college-wide decisions.

3.c Prioritize Collaboration and Cross-Campus Learning

Break down silos by expanding opportunities for interdisciplinary collaboration, peer learning, and shared innovation.

3.d Ensure Students Feel the CLC Culture of Caring

Ensure that students not only hear about our Culture of Caring—but genuinely feel it in every interaction and experience on campus.

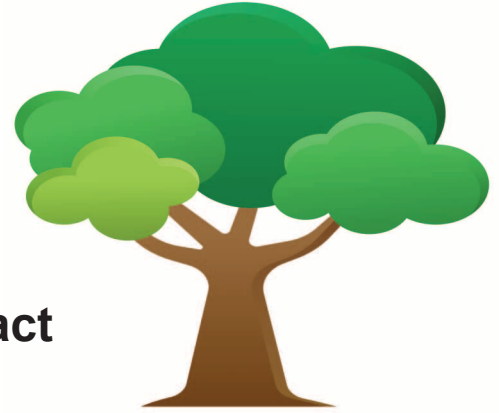
3.e Grow Leadership at Every Level

Develop leadership capacity across the college—equipping all employees to lead with purpose, courage, and compassion.



Strategic Plan

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Priority 4 – Accelerating Community Impact

Important Priority Metrics

- Community impact metric

Accelerating Community Impact: Expand CLC's role as a regional catalyst for economic growth, social mobility, and community vitality through strategic partnerships, workforce innovation, and alumni engagement.

4.a Strengthen Community Partnerships

Deepen collaboration with local organizations, schools, and civic leaders to drive collective impact.

4.b Enhance Industry Relationships for Regional Growth

Enhance and expand strategic alliances with industry partners to ensure programs align with real-time workforce needs.

4.c Elevate Workforce Solutions as a Regional Resource

Grow awareness, access, and use of Workforce Solutions to meet employer demands and advance economic opportunity.

4.d Ignite Alumni Engagement

Activate alumni as champions, mentors, and contributors to student success and institutional growth.

4.e Align Programs with Economic Mobility

Ensure every academic program leads to a living wage and real upward mobility.





For more details on Strategic Plan outcomes, details and updates, please use the QR code > > > >



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Central Lakes College is accredited by the Higher Learning Commission, a regional accreditation agency recognized by the U.S. Department of Education.