

Red Rocks Community College

2024-2028 Strategic Plan



RED ROCKS
COMMUNITY COLLEGE

LAKWOOD | ARVADA | ONLINE

RRCC Strategic Plan

Academic Years 2024-2028

About Red Rocks Community College

Since 1969, Red Rocks Community College has assisted students in meeting ambitious career and educational goals in an exciting, collaborative environment with multiple pathways to success. We deliver career-enhancing courses, certificate programs, and degrees that represent a solid investment in each student's goals and career success. Red Rocks Community College embraces the leadership role of providing education firmly rooted in real-world applicability.

Through academic excellence and the breadth of our student population, we provide a pathway true to our local, state, national, and international communities and support changing trends as they impact the success of our student's career and educational goals. Our high value and academic rigor, combined with dedicated faculty, outstanding student life, and a strong learning support system, make Red Rocks the smart choice for meeting educational goals.

Introduction

The Red Rocks Community College Strategic Plan aims to set a clear direction for the future, ensuring that we align our efforts and resources toward achieving meaningful and measurable goals. It is a roadmap to guide decision-making, foster innovation, and enhance the educational experience. Through this plan, we aim to strengthen our community, support student success, and expand our impact both locally and beyond. By committing to this strategic vision, Red Rocks Community College seeks to meet the evolving needs of our students and employees and contribute positively to the broader community and workforce development.

Land Acknowledgment

In the spirit of healing, Red Rocks Community College acknowledges and honors the Arapaho, Cheyenne, Kiowa, and Ute Tribes, recognizing that the land occupied by RRCC is located in the traditional territories and ancestral homelands of these Indigenous peoples. We also acknowledge and honor the forty-eight known tribal nations that have lived, traded, and traveled this land throughout history. RRCC recognizes the significant contribution of Indigenous cultures in our State, within our communities, and within the land on which we are privileged to gather, live, learn, and work today. We recognize the vital importance of honoring these beginnings and the dedication and importance of Indigenous voices who courageously bring the truth of our history as a state.

The theft of Indigenous land occurred alongside vicious brutalities that were inflicted on Indigenous Americans, and culminated in a senseless atrocity, known as the Sand Creek Massacre in November of 1864 (site located in Eads, Colorado). This massacre resulted in the deaths and bodily mutilations of upwards of 200 innocent Arapaho and Cheyenne people, two-thirds of whom were women and children. RRCC acknowledges that the racist aggressions, systemic injustices, and blatant murders committed by the US government and settlers against the Cheyenne, Arapaho, Kiowa, Ute, and all peoples of the Americas have yet to be satisfactorily addressed or acknowledged through adequate actions of restorative justice. RRCC stands in solidarity with the Indigenous peoples of Colorado as they seek equity and reparation in their ancestral homelands.

Vision

We envision Red Rocks as a national and international leader in community college education that is recognized for accomplishments of our students' goals, engagement with our community, empowerment in our workplace, and commitment to our values.

Mission

Our mission is to provide students with opportunities for growth and development that set the foundation for self-directed learning, academic achievement, and career accomplishment. We do this through high-quality, innovative educational programs that convey our passion for learning, our commitment to excellence, and our dedication to our students and the communities we serve.

Values

Red Rocks Community College (RRCC) values Integrity, Collaboration, Learning, Inclusiveness, and Communication.

Goals

Goal 1: Prioritize institutional access and support to ensure impactful and relevant learning experiences for students.

By prioritizing institutional access and support, RRCC provides students with resources, opportunities, and environments that foster high-quality education. This ensures that students receive the necessary tools and support to engage in meaningful learning experiences that have a lasting impact on their academic and personal development. It creates an inclusive and supportive learning environment that empowers students to thrive academically, resulting in higher retention rates, improved graduation rates, and increased overall student success.

Key Strategies:

- Develop and maintain programs that are relevant and in demand
- Review existing resources and practices
- Expand educational reach

Goal 2: Provide individualized support to help students achieve their goals.

Every student has unique strengths, weaknesses, learning preferences, and goals. By providing individualized support, RRCC will tailor services to meet the specific needs of each student. This personalized learning experience enhances engagement, motivation, and overall academic success. With personalized guidance and assistance, students gain confidence, develop self-advocacy skills, and become active participants in their own learning journey, fostering a sense of responsibility and accountability and increasing goal attainment. In addition to being more likely to succeed academically, students will pursue further education or career advancement and become engaged alumni.

Key Strategies:

- Improve equity in the classroom, educational awareness, and a sense of belonging
- Create a college-wide network of services to provide individualized support for students
- Integrate the Pathways philosophy into all areas of the college

Goal 3: Foster a community of excellence, demonstrating respect, inclusion, and accountability.

Creating a community of excellence based on respect, inclusion, and accountability establishes a positive and supportive learning environment. When students, faculty, and staff treat each other with respect and value diverse perspectives, it fosters a sense of belonging, encourages open dialogue, and enhances collaboration, which facilitates effective learning and personal growth. A community of excellence that upholds respect, inclusion, and accountability contributes to academic and professional success. When students feel respected and supported, they are more likely to actively engage in their studies, seek assistance when needed, and pursue opportunities for growth.

Key Strategies

- Provide authentic and culturally respectful support to our Latinx and Hispanic students as we transition to Hispanic Serving Institution (HSI) status
- Refine orientation, first-year experience, and co-curricular programs to introduce students to the college's culture and expectations of mutual respect as well as the RRCC Common Learning Competencies (CLC)
- Host educational and professional development opportunities for employees and students to expand their capacity and knowledge around Diversity, Equity, Inclusion principles
- Utilize consistent metrics to evaluate DEIBJ work at the college
- Build a strong sense of partnership, teamwork, and professional collegiality

Goal 4: Attract and retain employees who represent the RRCC student body.

Having employees who represent the student body helps create a more diverse and inclusive environment. Employees representing similar backgrounds, experiences, and perspectives as the students they serve fosters a sense of connection, understanding, and relatability. This promotes a welcoming and supportive atmosphere, valuing the diversity of the student body. Employees who represent the student body bring valuable cultural competence to the college with an understanding of the unique needs, challenges, and strengths of the students they serve. This understanding leads to the development of tailored programs, services, and initiatives that support student engagement and success.

Key Strategies

- Support student success by hiring and retaining qualified, diverse employees
- Refine orientation program and onboarding for incoming employees to focus on introducing employees to the college's mission, vision, values, expectations of mutual respect, and accountability
- Increase employee engagement to improve employee retention and effectiveness
- Maintain competitive compensation for RRCC faculty and staff
- Utilize consistent metrics to evaluate human resource processes

Goal 5: Provide an inclusive student experience unparalleled in access to support, growth opportunities, and a sense of belonging within our community.

Providing an inclusive student experience ensures all students have equal opportunities to access the necessary support and resources to succeed academically and personally. This commitment to equity and access promotes fairness, reduces barriers, and helps level the playing field for students from diverse backgrounds and circumstances. RRCC empowers students to explore their interests, pursue their passions, and develop the necessary competencies for personal and professional growth by offering a wide range of academic, leadership, extracurricular, and career development opportunities.

Key Strategies

- Create an environment where all students have access to resources and assistance
- Provide diverse learning opportunities and growth experiences that foster a sense of belonging
- Provide a safe and welcoming space that encourages collaboration, support, and respect for all students to express themselves and feel comfortable