2024 LBHC Department Reflection Reports – Summary

Key accomplishments

Academics

1. Updated IS program of study (1.1.1)

2. Expanded by adding 2+2 education and business (MSUB Western) (4.2.2 and 1.1.7)

3. PLOSs, GELOs, program review and curriculum map. (1.1.2)

4. Dorcella Eastman completed her masters degree (mathematics). Levi Yellowmule, Vance Crooked Arm and Jacinta Stewart working on masters degrees. Neva Tall Bear accepted into a PhD program at MSU. (1.1.4)

5. Faculty self-evaluation completed and reviewed. (1.1.6)

6. Trades: CDL registered federally.

7. Trades (Building Trades) partnership with Northern.

8. Accreditation development. (1.1.9)

Administration

1. Unsure of goals that were set. Goals listed were goals under the new dean of administration that were recently completed

2. Security – making an accessible report for campus

3. Emergency exit plan

4. Management of Fleet

Assessment/data

1. Submitted the PRFR report on time and worked with all the departments to complete this report.

2. Worked on gathering information for the 7-year visit and we continue to work as a team to meet deadlines working towards the visit in fall 2024.

3. Worked on updating the catalog for the 2023-25 academic year.

Extension program

1. Established the Aaak Bacheeitchilewioosh UNITY (Crow Tribal Youth Leadership).

2. Maintained the family healing gardens/community garden.

3. Continued outreach to veterans.

4. Offered workshops and funding opportunities for farmers and ranchers.

Key accomplishments (continued)

Finance

1. Completed the audit for 2022.
2. Met deadlines in a timely manner.
3. Completed all reports in a timely manner.

Health and wellness center

1. Successfully completed partial MBB and WBB season and AIHEC participation.
2. Installation of exit door alarms.
3. Two seasons of volleyball leagues. (fundraising)
4. Inaugural season began for Native Basketball League (NBL).
5. Decreased number of theft, verbal and physical altercations in the building.

Information technology

1. Worked with the library to replace aging computers and other equipment.
2. As the covid emergency ended, we worked to get the computer labs ready for students.
3. Updated our reporting system with online forms for reporting incidents on campus, maintenance requests, and tech requests to be more efficient in responding to requests.
4. Established a pilot program for the helpdesk.

Library & archives

1. Provide improved library services to students, faculty, and community members.
2. Provide quality archival storage and accessibility for Crow artifacts.
3. Provide quality instruction through our cultural enrichment program every Thursday.
4. Provide quality library literacy instruction alongside college classes.

Student services

1. New student enrollment increased.
2. More outreach opportunities were completed.
3. Electronic admissions application created online.
4. Paid for student/employee breakfast and lunch both fall & spring semesters.
5. Created a graduation committee.

Strategic Initiative 1. Provide high quality access to educational training, programs, and opportunities

Objective	Goal
1.1.1 Offer students a curriculum that meets student needs and academic and industry standards through ongoing self-reflection and continuous improvement	Academics – Continued expansion of academic program of study. *Health and wellness center* – Increase variety and number of PE classes
1.1.2 Revise and update assessment plan.	*Assessment/data* – Continue to keep the score card updated, yearly. Keeping track of the attributes we used to compare our college to other peer colleges.
1.1.3 Revise and update faculty handbook.	*Academics* – Revise improved edition.
1.1.4 Increase faculty's knowledge, skills, and abilities	*Administration* – Training (develop/seek training for each member in various depts)
1.1.5 Improve faculty's teaching performance by offering professional development	*Academics* – Staff development
1.1.6 Refine and implement a faculty evaluation process.	
1.1.7 Develop partnerships with academic institutions to expand student transfer options.	
1.1.8 Expand the Trades Program	*Academics* – Continued development of Trades: Repurpose Grant to construct Trades facility.
1.1.9 Ensure that the college is in full compliance with all accreditation standards, requirements, and higher education expectations and best practices	*Administration* – Improve fleet (enhance management: vehicle maintenance, review performance) *Administration* – Improve management (improve communications throughout department) *Administration* – Develop security (continue to develop security measures for campus) *Assessment/data* – Continue to complete reports on time. *Finance* – To complete and be back on track with the 2023 and 2024 audits (be efficient and communicate). *Finance* – To receive more training about the finance department employees' duties and responsibilities (webinars and workshops). *Health and wellness center* – Secure athletics funding.

Strategic Initiative 2. Commitment to student success

Objective	Goals
2.1.1 Increase the number of students attending LBHC	*Finance* – To increase enrollment (we're all recruiters of LBHC; volunteer at events to recruit). *Student services* – Increase enrollment by minimum 2%.
2.1.2 Increase the student retention rate at a minimum of two percent (2%) every year.	*Administration* – Increase support (encourage staff involvement in campus activities/recruitment) *Information technology* – Develop LBHC websites for online admissions, registration, printing transcripts, and viewing other relevant information. (this is a continuing development) *Student services* – Develop 3-year retention plan. *Student services* – Increase student retention rate by minimum of 2%.
2.1.3 Establish the Admissions and Registrar's Office online to facilitate enrollment and transcript access	*Student services* – Create internal procedure manual.
2.1.4 Develop and promote college-wide best practices that provide collaborative and innovative student engagement in and out of the classroom	*Extension program* – Youth leadership: Write a special emphasis grant to expand participation as well as activities. Commitment to cultural and tradition, Crow way of life. Cultural, spiritual and educational vision quest. Humanity today needs more connection to nature, less technology isolation with more human contact, mental health healing and substance abuse awareness while in the wilderness of our local environment. *Extension program* – community garden / healing garden expand community gardens and family healing gardens. Include educational classes for nutrition and canning. (Activity: Crow public school students, Pre-K through 5th grade, come to greenhouse early spring to plant seeds, learn how to water, transplant and harvest their produce. This not only builds connections between the classroom, cafeteria and community families. The students, Pre-K through 5th grade gain a better understanding of where food comes from, how it grows and most importantly, how to do good things for others in the community. Impact increased health and wellness, better health, awareness and education for our future producers and leaders. The garden activity is a tool for healing and garden therapy working toward a healthy wellbeing for our communities and our land.) *Extension program* – Veterans: Expand partnerships that assist veterans related to agriculture business. (Provide assistance for veterans to attend AgrAbilityconferences. Provide access to apply for veteran agriculture subsidies/funding for equipment.)

Objective	Goals
	Extension program – Farmers/ranchers: Expand on more workshops and T.A. for young farmers/ranchers. Partner with the Agra-program. Workshops/conferences Increased awareness of the importance of supporting private business development. All participants gained knowledge on agriculture subsides, livestock disaster programs, risk management, rainfall simulator, farm planning. Goal setting and skills assessment.
	Health and wellness center – Secure athletics funding.
	Health and wellness center – Full time custodian in HWC.
	Health and wellness center – Increase Variety and number of p.e. classes
	Student services – Additional tutor/academic support for students.
2.1.5 Increase graduation rates by a minimum of two percent (2%) annually	*Administration* – Increase support (encourage staff involvement in campus activities/recruitment)
2.1.6 Enhance and update IT student support systems	*Academics* – Improve technology infrastructure.
	Information technology – Continue to develop the helpdesk.

Strategic Initiative 3. Dedication to the enhancement of the Crow culture and language.

Objective	Goals
3.1.1 Secure resources required to create and sustain the Crow Cultural Center and Museum (CCCM)	
3.1.2 Engage the community and other stakeholders to guide in the implementation of appropriate displays, events, activities, and educational opportunities provided by the CCCM	
3.1.3 Define and adopt a governance structure for the CCCM to include Project Advisors, Project Teams, staff, and volunteers.	
3.2.1 The Crow language and culture will be infused throughout the curriculum	*Extension program* – Youth leadership: Write a special emphasis grant to expand participation as well as activities. Commitment to cultural and tradition, Crow way of life. Cultural, spiritual and educational vision quest. Humanity today needs more connection to nature, less technology isolation with more human contact, mental health healing and substance abuse awareness while in the wilderness of our local environment.
3.2.2 The Crow language and culture will be reflected throughout the college.	*Information technology* – Support the college's mission and Crow Language and culture. The IT department is always there to support activities with technology needs.

Strategic Initiative 4. Commitment to community education and outreach

Objective	Goals
4.1.1 Revise and enhance website	*Information technology* – Develop LBHC websites for online admissions, registration, printing transcripts, and viewing other relevant information. (this is a continuing development)
4.1.2 Increase promotional literature & outreach	
4.2.1 Develop community partnerships with each of the communities served by LBHC	*Extension program* – Youth leadership: Write a special emphasis grant to expand participation as well as activities. Commitment to cultural and tradition, Crow way of life. Cultural, spiritual and educational vision quest. Humanity today needs more connection to nature, less technology isolation with more human contact, mental health healing and substance abuse awareness while in the wilderness of our local environment.
	Extension program – community garden / healing garden expand community gardens and family healing gardens. Include educational classes for nutrition and canning. (Activity: Crow public school students, Pre-K through 5th grade, come to greenhouse early spring to plant seeds, learn how to water, transplant and harvest their produce. This not only builds connections between the classroom, cafeteria and community families. The students, Pre-K through 5th grade gain a better understanding of where food comes from, how it grows and most importantly, how to do good things for others in the community. Impact increased health and wellness, better health, awareness and education for our future producers and leaders. The garden activity is a tool for healing and garden therapy working toward a healthy wellbeing for our communities and our land.)
	Extension program – Veterans: Expand partnerships that assist veterans related to agriculture business. (Provide assistance for veterans to attend AgrAbilityconferences. Provide access to apply for veteran agriculture subsidies/funding for equipment.)
	Extension program – Farmers/ranchers: Expand on more workshops and T.A. for young farmers/ranchers. Partner with the Agra-program. Workshops/conferences Increased awareness of the importance of supporting private business development. All participants gained knowledge on agriculture subsides, livestock disaster programs, risk management, rainfall simulator, farm planning. Goal setting and skills assessment.
	Health and wellness center – Increase Variety and number of PE. classes

Objective	Goals
4.2.2 Develop a youth leadership program	*Extension program* – Youth leadership: Write a special emphasis grant to expand participation as well as activities. Commitment to cultural and tradition, Crow way of life. Cultural, spiritual and educational vision quest. Humanity today needs more connection to nature, less technology isolation with more human contact, mental health healing and substance abuse awareness while in the wilderness of our local environment.

Extension program – community garden / healing garden expand community gardens and family healing gardens. Include educational classes for nutrition and canning. (Activity: Crow public school students, Pre-K through 5th grade, come to greenhouse early spring to plant seeds, learn how to water, transplant and harvest their produce. This not only builds connections between the classroom, cafeteria and community families. The students, Pre-K through 5th grade gain a better understanding of where food comes from, how it grows and most importantly, how to do good things for others in the community. Impact increased health and wellness, better health, awareness and education for our future producers and leaders. The garden activity is a tool for healing and garden therapy working toward a healthy wellbeing for our communities and our land.)

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| 4.2.3 Increase access to health and wellness opportunities | *Extension program* – Youth leadership: Write a special emphasis grant to expand participation as well as activities. Commitment to cultural and tradition, Crow way of life. Cultural, spiritual and educational vision quest. Humanity today needs more connection to nature, less technology isolation with more human contact, mental health healing and substance abuse awareness while in the wilderness of our local environment.

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Health and wellness center – Secure athletics funding.

Health and wellness center – Full time custodian in HWC.

Health and wellness center – Year round student staff.

Health and wellness center – Increase Variety and number of PE classes |

Reflections on data

Enrollment data

Academics – Continue consistent expansion of academic programs of studies and trades. Encourage recruitment consolidation and development. Social media campaign for recruitment.

Administration – Assist in reaching out to community to enroll

Assessment/data – Assist Student Services in recruiting students

Extension program – Extension program provides back packs and school supplies for all students. Most students don't have the funds to buy supplies when they start classes. Extension program provides snacks and much needed personal hygiene items to promote good health. Pampers, paper towels, toilet paper, cleaning supplies for students who have children.

Finance – All employees should be recruiters assisting where needed.

Health and wellness center – Provide unique and exciting physical education options.

Information technology – In IT we see gaps in the data and urge that a process be put in place for data entry to be complete and correct.

Library – Encourage walk-ins to sign up for the new semester and cheer them on as they progress.

Student services – More outreach and recruiting efforts.

Retention rate data

Academics – Continued development and use of experiential learning. Providing data from student evaluations to faculty.

Administration – Encourage students, keep campus clean and safe.

Assessment/data – Keep the student success center and faculty up to date on retention rates from fall to fall.

Extension program – The students can attend classes without having to worry about where they are going to get necessities need for family. They are able to stay in class.

Finance – Data should be shared with all employees so they can reach out to students or reach out to those who withdrew.

Health and wellness center – Build investment and interest in prolonged commitment.

Information technology – Allow students to continue to access classes through an online option.

Library – Offer to help with homework and make connections with follow up conversations.

Student services – Enhanced student activities/engagement.

Graduation rate data

Academics – Advisor training to improve completion.

Administration – Encourage students, keep campus safe and clean.

Assessment/data – Assist keeping faculty up to date with the graduation rates yearly.

Extension program – Our outreach/ assistance and providing much needs necessities keeps them in class and as a result the graduation rate is better.

Finance – Encourage every student to be successful.

Health and wellness center – Scholarship for continued TA students with HWC.

Information technology – Allow for tutors to be available online or virtual for students to access remotely.

Library – Make library and library resources available with expanded hours at midterm and finals weeks.

Student services – Engage student support systems; minimum of one event per semester.

Strengths

Academics – Committed to student success and learning. Collegiality of faculty. Meeting the mission of the College through curriculum.

Administration – Longevity of staff and being visible to all.

Assessment/data – We work well together as a team and look for ways to increase how we report to faculty and staff.

Extension program – Our department strengths are very broad. Our staff is part of the recruitment team that canvass all high schools within a 100-mile radius to recruit students to the Youth Leadership Program, then bridge the student with our outreach resources to enter the higher level of education. One of our most powerful strengths is the ability to manage, organize and sustain activities for the community and local general public on awareness and prevention. We further have made strong strengths with surrounding foundations and private entities to complete tasks such as fundraising to meet outside-program needs. The LBHC Extension has continually sustained retention with students who participate in youth leadership.

Finance – Work well together and great communication.

Health and wellness center – Communication. Teamwork. Commitment. Energy. Resourceful.

Information technology – The IT personnel continue to develop its skill in trouble shooting, researching technologies, and enhancing database skills along with webpage developments. Customer service skills are also a strength.

Library – Personal connections with many students, faculty, and staff.

Student services – Great communication; department works well together at all events.

Challenges and/or areas of improvement

Academics – LMLS improvement needed. Classroom technology needing to be updated and consistent in all classrooms. The challenges of AI use. How to identify appropriate and inappropriate use of AI.

Administration – Lack of training.

Assessment/data – Department needs to communicate on the progress of the reports we work on.

Extension program – The Extension Program provides a lot of outreach for the communities and needs more space. The access to more funding, basically the Extension program needs direct access to Grants.gov to research and locate funds to fulfill services.

Finance – Short on staff. 1-2 more staff would be beneficial.

Health and wellness center – Lack of support in salient areas, resources, wide scope (custodial).

Information technology – Lack of communication with users on resolutions of IT challenges. Need for additional IT techs.

Library – Staff tardiness

Student services – Financial aid needs more outreach/applicants.

Suggestions to improve this department reflection report or process

Academics – Not at this point. Questions provoked discussion and refection.

Administration – Encourage training, unification, and communication.

Assessment/data – None

Extension program – No suggestion needed. The current department reflection report and its process seems to work very adequately.

Finance – None.

Health and wellness center – None

Information technology – Maybe be a little more open-ended for idea development.

Library – Get more staff and administrative input on this report.

Student services – None