



Institutional Effectiveness & Planning – July 2026

This update provides an overview of Richland Community College's ongoing efforts to build a robust institutional effectiveness framework, work that lays the foundation for improving student learning outcomes and other key results as identified in the Board Ends Statements.

Guided by our mission to empower individuals through learning and to forge partnerships that grow communities, we are aligning our systems, data structures, and planning processes to better support student achievement.

The Office of Institutional Effectiveness and Planning was formally established in June 2026 with the transition of the Institutional Researcher role to the Executive Director of Institutional Effectiveness and Planning position. The mission-aligned work continues to be carried out by faculty, staff, and standing committees.

With our core values as our foundation, we are not only building for compliance, we are building for transformation. This update outlines the systems-thinking approach guiding our work, highlights key accomplishments from the past year, and previews the strategies now underway to support long-term, measurable improvements in student learning. Systems thinking recognizes that student success is not the result of any single initiative, but rather the outcome of many interconnected efforts, all working together in alignment. Equally important, it is the people (faculty, staff, and administrators) whose collaboration and shared purpose bring these systems to life.

CliftonStrengths Initiative

In Fall 2025, Gallup's CliftonStrengths initiative launched on campus. This approach supports a culture of collaboration and continuous improvement by helping individuals and teams recognize and apply their natural strengths in ways that align with institutional goals.

- 100% of supervisors have completed the assessment and in-person Strengths Discovery Session with a Gallup coach
- 72.1% of all full-time staff and faculty have completed the assessment
- Additional in-person sessions will be offered during Fall 2026 Convocation Week
- We continue to incorporate Strengths activities in supervisor training, standing committees, and departmental team meetings

Good to Great Framework



Over the past few months, Cabinet began a structured study of Jim Collins' *Good to Great* framework as a tool to strengthen institutional leadership, decision-making, and long-term visioning. Cabinet members have participated in weekly chapter discussions focused on applying the framework within our college context. Discussions have emphasized the importance of disciplined people, disciplined thought, and disciplined action.

In July 2026, this opportunity is being expanded through a college-wide group read. In Fall 2026, structured discussions will be offered for each chapter. Participation is required for the President's Cabinet and the College Council, which includes all Deans, Committee Co-Chairs and other key staff members of the college. Together, this work positions the College to build a more disciplined, aligned, and sustained approach to advancing institutional priorities and achieving long-term mission impact.

AchieveIt & Next Phase of Strategic Planning

In November 2025, Richland began implementing **AchieveIt**, a centralized planning and performance tracking platform that will serve as the digital hub for strategic goal monitoring. Improvements with AchieveIt:

- **Campuswide integration** of ancillary plans (e.g., Equity, Facilities, Retention), supporting a more unified planning ecosystem
- **Custom dashboards and reports**, allowing departments to visualize progress and identify gaps at a glance
- **Streamlined reporting**, reducing manual efforts and improving consistency
- **Built-in accountability tools**, including task assignments, reminders, and progress alerts to keep initiatives on track

These improvements will help us better evaluate initiatives and programs (like New Student Orientation, student engagement efforts, non-academic supports, and more), particularly those whose data sources live outside our traditional academic data systems.

Standing Committees and Sustained Institutional Efforts

Richland Community College's commitment to institutional effectiveness is grounded in active, campuswide participation. Our standing committees play a vital role in advancing this work, serving as hubs of collaboration, reflection, and action. These groups foster cross-functional communication and provide a structured environment for evaluating what's working, identifying areas for growth, and implementing meaningful change.

- **Retention, Persistence, & Completion Committee**



Focuses on student success across the academic journey, identifying barriers and recommending strategies to support completion and credential attainment.

- **Student Learning Outcomes & Assessment Committee (SLOA)**
Guides the development and implementation of student learning assessment practices, supporting continuous improvement in academic and co-curricular programs.
- **Diversity, Equity, Inclusion, and Belonging/Accessibility Committee (DEIB/A)**
Promotes inclusive, equitable practices across the College, ensuring all students have access to a welcoming and supportive learning environment.
- **Academic Standards Committee**
Oversees curriculum, academic policy, and instructional quality, aligning academic expectations with institutional goals and student success
- **College Council**
Serves as a representative body supporting cross-campus communication, planning, and shared governance. It helps ensure that strategic priorities are communicated and coordinated across departments.

Accreditation

Accreditation is another ongoing college-wide activity that promotes accountability, continuous improvement, and institutional integrity.

In June 2026, we submitted Interim Reports to the Higher Learning Commission for two focus areas: Assessment and Retention, Persistence, and Completion.

In February 2028, Richland will complete our Year 4: Mid-cycle Comprehensive Evaluation. A work group is established, and focused activities will begin in Spring 2027.

Looking Forward

As we complete the final year of the 2024-2026 Strategic Plan, Richland is focused on advancing alignment, visibility, and impact.

Key institutional effectiveness priorities include:

- Fall 2026: Continue AchieveIt implementation



- September 2026: Launch the Retention, Persistence, and Completion Plan
- Late Fall: Launch the Equity Plan under the leadership of DEIB/A
- Throughout 2026-2027: Continued development of institutional dashboards and data visualizations to support transparency and decision-making
- Late 2026: Prioritize the 2024-2026 Strategic Plan implementation strategies, rolling key initiative to 2027 to re-align institutional plans with the fiscal year
- Ongoing development of the Visioning Plan
- July 2027: Begin new Tactical Strategic Plan
- Reinforcement of campuswide alignment with mission, vision, and values
- Remaining flexible and responsive to evolving student, workforce, and community needs

All of these efforts, from collaborative planning to strengths-based leadership, are grounded in mission-based purpose: to support student success through institutional alignment, accountability, and shared vision.