Strategic Planning Session
Guadalupe Center

Challenge Initiatives/Goals

1. Strengthen Scholarship Program

- Offer phonics lessons/classes for all students. (Not just minorities.)
  - (WNCC private classes.)
- Offer specific scholarships to Native Americans; more non-traditional scholarships.
- Scholarships/loans/grants not based on grades/community service but rather their goal to attain an education.
- Community education for parents & students regarding scholarship availability. (En espanol.)
- Comprehensive education.
- Workshops for applying, completing apps, and paperwork.
- Scholarship information needs to become better publicized.
- Develop a multicultural scholarship committee to select scholarships and also implement selection criteria.

2. Gear Marketing Activities to Younger Students
   (Elementary & Middle School)

- WNCC students partnered with different age groups-at elementary level-discussions about college-start planting seeds about college.
- WNCC programs in direct connection to middle school students.
- WNCC faculty to work directly with students to help motivate them and instill confidence.
- Hold focus groups with these youth to ask them how WNCC can help prepare them for their future.
- Offer tours of the college facilities.
- Develop mentoring programs by/with WNCC students and elementary/middle school students.
- Regular visits from college officials to evaluate WNCC programs.
• Regular tours for elementary and middle school students to the college to encourage higher education.
• Culturally diverse representatives.
• Job fairs aimed at minorities.
• Career fairs aimed at minorities.
• WNCC students participate as middle school mentors.

3. Facilitate Workforce Development and Training Offerings to Address Specific Community Needs/Issues

• Identify culturally competent trainers to work with college in developing effective training programs.
• Bring in nationally-recognized inspirational speakers to talk about success, failure, and potential to motivate area youth.
• Promote career information and exploration to encourage individuals to consider challenging or nontraditional occupations.
• Mentoring – Job placement that is culturally competent and recruit individuals that are “trusted” (or former students) in the community to assist in this process.
• Provide wide training that includes all cultures and interests.
• Training for parents as a way to work with family interest and develop a family progress.
• College to train and offer careers so students remain in the local areas.
• WNCC students can continue working for this community as role models.
• Offer work-related training bilingually.
• Develop an outstanding “Diversity in the Workplace” series to include follow up component.

4. Develop “Bridge” Activities Between the Communities and The College At All Locations

• Have a fulltime college representative at the Guadalupe Center.
• Stronger/bigger/better advertised ELL-ESL availability?
• GED/ESL programs in other areas besides Scottsbluff/Gering.
• Work with INS and Mexican Consulate in educational programs.
• Get people to come to your facilities – give them a reason.
• Have an actual “multicultural” center with advisors, counselors, and recruiters to help students of color connect with the community, other students with similar background or language, and helping them realize it is possible to achieve/attain an education/degree.
• Start with parents ESL/GED motivation.
• Continue with children (student’s interests.)
• Require or promote WNCC staff-ALL WNCC staff to take on a program or involve themselves towards this end through an appropriate initiative – i.e. theater camp, art camp (w/ basketball camp.)
• Develop programs etc. to have the parents be active in the education of their child and provide information about college admissions, scholarships, FAFSA, etc.
• Diversity sensitivity training for WNCC staff.
• Sponsor and support cultural events (Cinco de Mayo & Powwows.)
• Bilingual training for interpreters (certified), law enforcement, courts, and medical.
• Computer training for adults.

5. Establish partnership Programs With K-12 To Meet Needs Of Students of Color

• Develop relationships with different age groups.
• Develop relationships with the parents.
• Develop programs for various age groups at WNCC facilities.
  o Summer programs.
  o Weekend “academies.”
• Diversify college staff.
  o More people who “look like me.”
• Develop specialized programs or visits in schools to target multicultural students.
• Expand dual credit opportunities for 9-12.
• Activities to promote educational continuum – “Stay in School” or “Get a GED But Don’t Just Dropout.”
• Use college resources to promote a culture of mentoring, volunteerism, sensitivity, and take a lead on this in the wider community.
• Use students to help in summer programs (like Summer Bridge.)
• Promote and recognize programs that seem to be working to gather attention from others.
  • Recognize area students who have potential similar to UNL’s "Rising Stars" Banquet.
• Recognize a partner with cultural organizations or groups to have career/degree targeted fairs focusing on minorities in the workforce.