Learner Development
“Big Rocks”

Deliver flexible programs, services and classes that reflect diverse learner needs. *(Addresses College Goal #2 – Opportunities and options for learning reflect the needs of students and clients - Primary drivers: Agility and diversity)*

- Conduct comprehensive assessment of learner preparedness and needs
- Compare programs, services and class offerings to learner needs
- Offer programs, services, and classes in multiple and flexible delivery options
- Provide virtual support services to students and the community
- Address information and technology literacy that support successful student use of flexible virtual programs and services
- Implement universal design principles across all environments (instructional, physical, and virtual)
- Promote bi-lingual approach to programs and services to Spanish, Hmong, and other non-English speaking groups

Design secure, safe, accessible, and welcoming social, cultural and learning environments that will enhance student success. *(Addresses College Goal #3 – All who interacts with Madison College has positive experiences - Primary drivers: Physical and virtual)*

- Create physical spaces to support and enhance the student-learning environment
- Develop physical and virtual environments to foster a sense of community
- Create comprehensive achievement centers designed to provide academic support to students
- Educate students on campus safety protocols for virtual and physical environments

Offer programs and services which foster a meaningful college experience. *(Addresses College Goal #1 – All students will succeed - Primary drivers: College experience and holistic approach)*

- Continuously refine the first-year experience to strengthen the learner’s ability to succeed.
- Develop a process that integrates career exploration and employment opportunities into the student’s college experience.
- Implement consistent and accurate college wide academic advising services for all students.
- Develop services that support the college readiness of transitioning students and enable their career growth through meaningful pathways.
- Educate faculty and staff on student development needs and services.
• Effectively connect students to specific programs and services.

Provide health and wellness programs and services which support the retention and success of students. *(Addresses College Goal #1 - All students will succeed and #3 All who interact with Madison College have positive experiences. - Primary drivers: Health and wellness)*

• Host an annual college summit to discuss student health and wellness trends and needs.
• Engage students in health and wellness education activities throughout the district.
• Provide the most current information on student health insurance options.
• Cultivate community partnerships that support health and dental clinics for Madison College students.
• Continuously enhance prevention and intervention programs and services to address the health and wellness needs of this population.

Cultivate a culture of innovation and continuous improvement through professional development opportunities for staff. *(Addresses College Goal #5 – Madison College staffs are innovative and seek continuous improvement - Primary driver: Staff resources)*

• Collaborate with CETL on training opportunities for Learner Development staff, including technology and continuous improvement principles.
• Require staff to be current on best practices that reflect cutting-edge trends in their area of responsibility.

Implement retention plan and strategies to facilitate student success. *(Addresses College Goal #1 – All students will succeed - Primary drivers: Retention and completion)*

• Conduct comprehensive assessment of learner preparedness and needs.
• Catalog retention resources and services.
• Identify resources and services to meet students’ preparedness and needs.
• Engineer identified resource and service gaps as needed.
• Refer students to services based on need.
• Collect data regarding the effectiveness of the referral/service on student success.
• Improve retention systems, processes and services based on data analysis.

Plan diversity initiatives that position Learner Development to meet the needs of our changing demographics. *(Addresses College Goal #1 - All students will succeed and #3 All who interact with Madison College have positive experiences. - Primary drivers: diversity and inclusion)*

• Develop programs and services to reduce the academic achievement gaps of specific populations of students such as minority, gender, socioeconomic, etc.
• Develop a comprehensive staffing plan designed to reflect the diversity of student populations.
• Develop programs, services and classes that support the cultural and linguistic needs of changing demographics.
• Establish physical and virtual environments that reflect the diversity of the college community.
• Define knowledge, skills, and abilities related to cultural competency of staff within each service area.
• Require staff to strive towards cultural competency.