

DMACC Collegewide Plan

Planning Year: FY 2026–2027

Purpose:

The Collegewide Plan operationalizes DMACC’s Strategic Pillars by identifying high-impact, institution-level goals and the targeted objective the College will pursue over the coming year. These goals advance excellence and innovation, strength and sustainability, and success and engagement, while positioning the College to continuing to improve student success and long-term responsiveness to environmental changes.



Goal 1 : Velocity and Affordability

DMACC will modernize degree requirements and learning pathways to reduce unnecessary structural barriers while preserving academic quality. By aligning credit requirements with national norms, expanding competency-based education, streamlining Credit for Prior Learning (CPL), and reducing residency credit thresholds, the college lowers cost, shortens time to completion, and increases momentum toward credentials. These reforms particularly support adult learners and workforce-engaged students by recognizing validated prior learning, enabling faster progression, and improving transfer and re-entry outcomes. Collectively, these strategies increase student success, equity, and completion velocity without compromising learning outcomes, positioning DMACC as a responsive, workforce-aligned institution.

Targeted Objective 1.1: By the end of the 2027–28 academic year, revise all AA and AS degree programs will reduce the minimum requirement from 64 to 60 credits, ensuring full compliance with accreditation and state guidelines,

Targeted Objective 1.2: By Fall 2028, implement a fully streamlined and publicly accessible Credit-for-Prior-Learning (CPL) policy and set of procedures that reduce student time-to-completion by at least 10% and increase the number of students receiving CPL credits by 20%, ensuring consistent application across all academic departments and improving students' transition into the workforce.

Targeted Objective 1.3: By Fall 2027, DMACC will reduce the minimum residency credit requirement for all awards from its current level to no more than 25% of total degree credits, while maintaining academic integrity.

Targeted Objective 1.4: By the end of the 2027–28 academic year, DMACC will expand and fully implement competency-based education (CBE) in at least two additional academic programs, resulting in a minimum 15% improvement in student progression efficiency.

Targeted Objective 1.5: By Fall 2028, adopt Open Educational Resources (OER) or other low-cost learning materials in at least 50% of all credit-bearing courses, reducing average course material costs by a minimum of 30%, and establish a tracking system to monitor adoption rates, student cost savings, and faculty participation.

Goal 2 : Adult Learner Expansion

Rationale:

DMACC will advance a coordinated, adult-learner strategy that expands access to both credit degree programs and noncredit workforce training, recognizing that adult learners pursue multiple, equally valid educational pathways. By delivering noncredit training in underserved areas and aligning it with local labor-market needs, the college increases access to short-term credentials, strengthens employer partnerships, and supports immediate workforce advancement. Simultaneously, by expanding flexible, accessible credit-bearing options for adult degree-seeking students, DMACC improves persistence, completion, and long-term economic mobility. Delivering programs closer to where adults live and work reduces transportation and scheduling barriers, while intentional alignment between noncredit and credit offerings creates clear, supported pathways for adults to upskill, reskill, and pursue degrees over time. A coordinated, collegewide approach ensures adult learners, whether seeking rapid workforce entry or degree completion, are served through integrated, demand-driven programs that advance individual opportunity and regional economic development.

Targeted Objective 2.1: Launch and scale an adult college opportunity in order to reduce barriers and increase access for adult learners with the goal of a 5% increase in degree-seeking 25+ year olds by Fall 2027 through both retention and new recruits.

Targeted Objective 2.2: By June 2027, Continuing Education and DMACC Business Resources will collectively expand the delivery of non-credit training programs to at least three additional locations across the district outside the Des Moines metro area and increase enrollment from these areas by 20%, by developing targeted outreach, partnering with local employers and community organizations, and offering flexible scheduling or hybrid options to support access.

Targeted Objective 2.3: By Fall 2028 establish clear, consistent pathways that map noncredit workforce training to aligned credit-bearing programs, enabling adult learners to apply validated learning toward certificates and degrees.

Goal 3: Build an Aligned and Engaged Institution

Rationale:

DMACC's long-term effectiveness depends on intentional alignment between its physical resources, organizational structures, and institutional culture. As enrollment patterns, instructional delivery, and workforce needs evolve, the college must responsibly steward its facilities to ensure space is right-sized, sustainable, and aligned with current and projected demand. At the same time, institutional change of this magnitude requires transparent communication, visible leadership, and meaningful employee engagement to build trust, clarity, and shared ownership of the college's direction.

By simultaneously optimizing the college's physical footprint and institutionalizing a strong employee voice strategy, DMACC strengthens alignment between place and people. Thoughtful facilities decisions supported by consistent two-way communication ensure that employees understand the rationale for change, see leadership accountability, and are actively engaged in shaping implementation. Together, these efforts promote organizational clarity, trust, and sustainability, positioning the college to respond nimbly to future challenges while maintaining a cohesive, engaged workforce and responsible stewardship of resources.

Targeted Objective 3.1: Employee Voice Strategy (2026–2029). By June 2029, build and institutionalize an employee voice strategy that increases leadership visibility, strengthens two-way communication, and improves trust, clarity, and alignment across the College by establishing communication norms, feedback systems, leadership communication processes, and evidence-based practices that achieve at least 85% employee awareness and engagement.

Targeted Objective 3.2: By June 2029, DMACC will strategically reduce its physical footprint across the district by decommissioning or repurposing underutilized facilities, consolidating academic and support programs, and expanding greenspace, in alignment with current and projected enrollment, workforce, and instructional needs, as identified in the Facilities Master Plan.

Targeted Objective 3.3: Successfully Complete HLC Reaccreditation by Spring 2027 and incorporate feedback into new targeted objectives over the coming years.