



Lamar State College  
— Orange —

# STRATEGIC PLAN 2025-2029



# A MESSAGE FROM THE PRESIDENT

Benjamin Franklin once said, “without continual growth and progress, such words as improvement, achievement, and success have no meaning.” As I conclude my 6th year as president at Lamar State College Orange, I am honored to lead our College’s incredible group of staff, faculty, and students during this unprecedented time of expansion. We are continuing to see significant growth with more than 3,200 students enrolled in the Fall 2023 semester. In addition, between 2020 and 2024, LSCO awarded 1,800 graduates with more than 2,800 certificates and degrees.

LSCO serves as a cornerstone of our community, fostering an educated workforce that drives our region's economic strength and civic responsibility. It is essential to have a clear and strategic plan for the next five years to ensure our continued success and growth. This 2025 – 2029 strategic plan is based on feedback and recommendations from members of the LSCO community as well as members of the communities we serve. I am thrilled to see Lamar State College Orange pursue excellence, create opportunity, build partnerships, remain adaptable, and develop students, faculty, staff, and community members.

With the addition of 17 new programs of study, construction of a brand new 55,000 square foot academic center, and the renovation and conversion of the historic First Baptist Church into the Student Success Center, our beautiful college on the Sabine is primed for excellence for many years to come. This truly has become a place where hope meets opportunity.

Dr. Thomas A. Johnson  
President, Lamar State College Orange



Lamar State College  
— Orange —

# VISION:

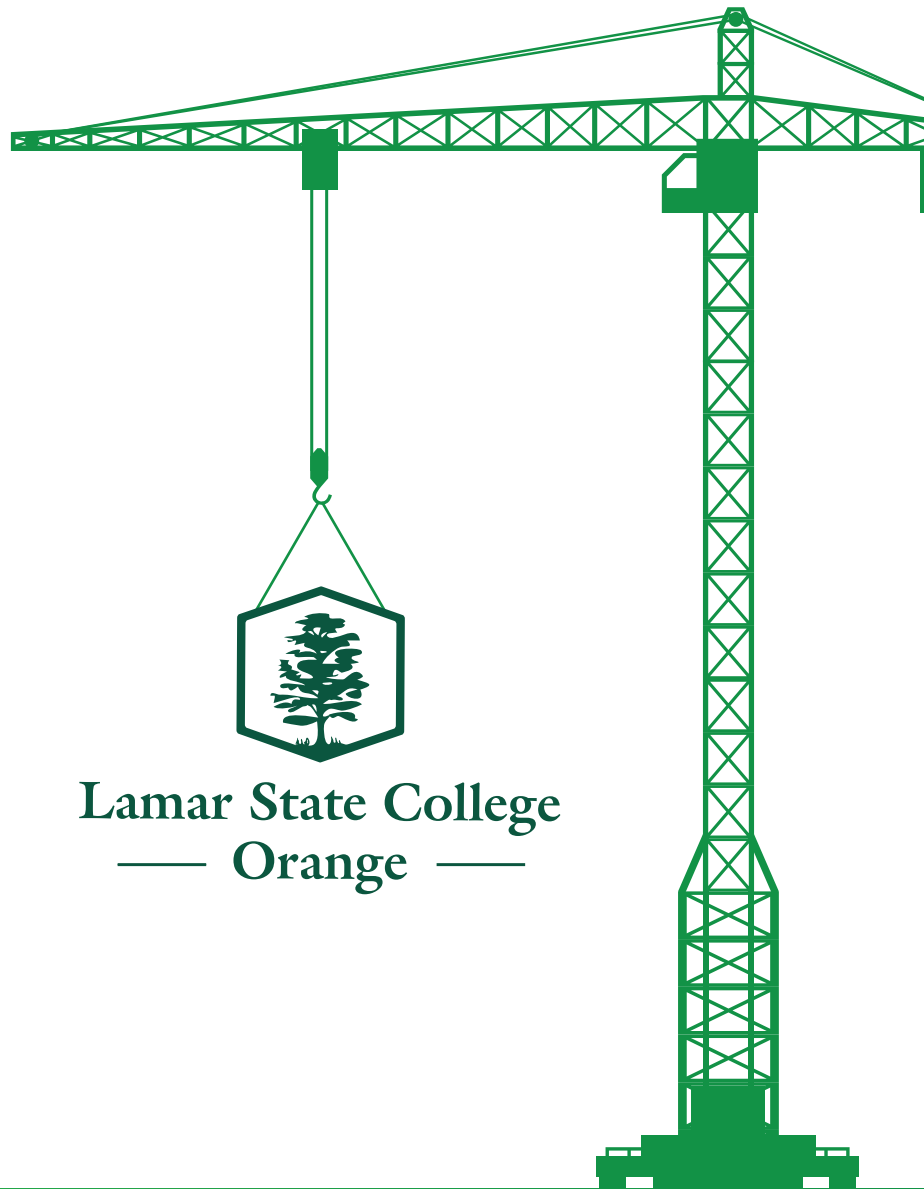
## Where Hope Meets Opportunity

Lamar State College Orange will prepare individuals for a changing world by creating a place where hope meets opportunity. Our students will arrive with the hope of a productive future and leave with the knowledge and opportunities for success that a Lamar State College Orange education provides.

# MISSION:

## Transforming Lives

Lamar State College Orange transforms lives and communities through the continual pursuit of academic, professional, and personal excellence. We provide new and unique opportunities for growth and success. We are the bridge connecting those we serve to a bright, Orange future.



Lamar State College  
— Orange —

## Core Values



### QUALITY

Providing access to educational excellence



### GROWTH

Building a shared vision of opportunity and advancement



### SERVICE

Addressing and serving the needs of the community and beyond



### INNOVATION

Pursuing and creating an array of unique educational opportunities



### SUCCESS

Achieving personal and professional goals



# 2025-2029 STRATEGIC PLAN

The 2025 - 2029 Strategic Planning process began in the Fall of 2023 with the formation of a 20-member committee representing a cross section of LSCO faculty and staff to develop a new Strategic Plan for the college. The committee reviewed and revised LSCO's mission and vision statements and core values as well as identified key strategic goals and actions that the college should focus on over the next five years.

**1,800+**

**Total Graduates**

2020-2024



## DEVELOPMENT

Guide, support, and develop our students, faculty, staff, and community members to achieving their educational and professional goals.

## ADAPTABILITY

Create and continually adapt educational opportunities to help students and communities respond to the challenges posed by a changing world.

## PARTNERSHIPS

Continually strive to meet the growing and changing needs of our students, faculty, staff, businesses, industries, and high school partners.

## OPPORTUNITY

Engage our students and communities to build and foster a shared vision of opportunity and advancement.

## EXCELLENCE

Provide access to programs and services that meet the highest standards of excellence.

### LEVEL 05

#### DEVELOPMENT



LEVEL 05

### LEVEL 04

#### ADAPTABILITY



LEVEL 04

### LEVEL 03

#### PARTNERSHIPS



LEVEL 03

### LEVEL 02

#### OPPORTUNITY



LEVEL 02

### LEVEL 01

#### EXCELLENCE



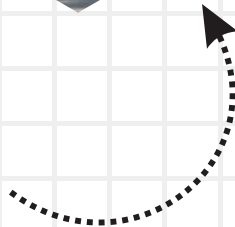
LEVEL 01

# 1 EXCELLENCE

Provide access to programs and services that meet the highest standards of **excellence**.

## LSCO WILL:

- Provide access to professional development activities.
- Conduct institutional and locally developed research to determine student needs and challenges and use results to improve access to services.
- Conduct surveys and other evaluations to determine the needs of our campus and communities we serve.
- Maintain accreditation and compliance in areas regulated or monitored by outside agencies.
- Attract, hire, retain, and invest in excellent faculty, staff, and administrators.
- Ensure the safety and security of our faculty, staff, students, and community.





# 2 OPPORTUNITY

Engage our students and communities to build and foster a shared vision of **opportunity** and advancement.

## LSCO WILL:

- Monitor emerging trends and collaborate with business and industry to identify workforce training needs and curricular guidelines to create or redesign course offerings and programs.
- Grow the community's college-bound culture and increase the college's enrollment by communicating with potential students regarding opportunities for employment or advancement that college can open to graduates.
- Collaborate with high school partners to create pathways that bridge a seamless transition to LSCO.
- Collaborate with four-year institutions to create pathways that bridge a seamless transition from LSCO.
- Facilitate efficient admission, advising, and registration services at LSCO.

**66%**  
First-Generation  
Students



**LEVEL 02**  
OPPORTUNITY

**LEVEL 01**  
EXCELLENCE

LEVEL 02

LEVEL 01

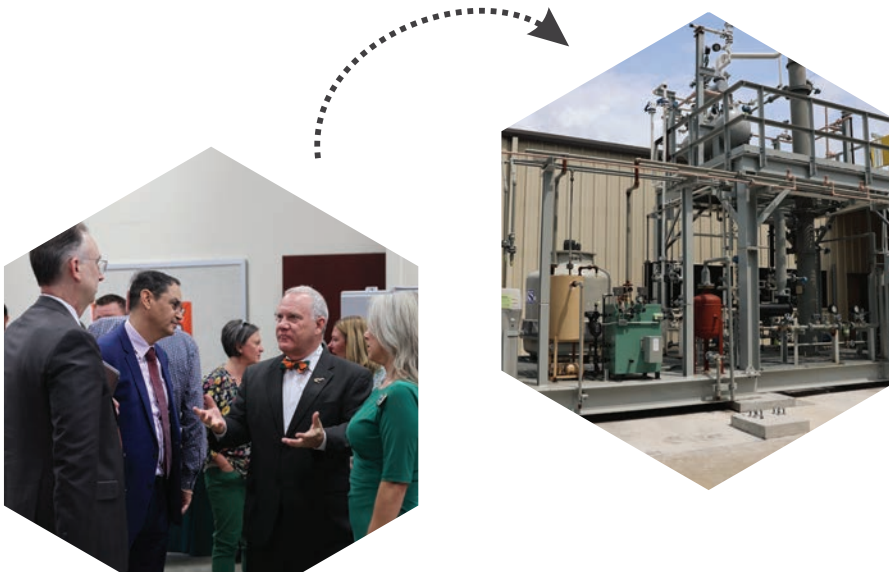


# 3 PARTNERSHIPS

Continually strive to meet the growing and changing needs of our students, faculty, staff, businesses, industries, and high school **partners**.

## LSCO WILL:

- Engage civic, workforce, and school partners to determine the needs of the community and develop plans in response.
- Host, support, and participate in local nonprofit and community initiatives and projects.
- Continually improve student and interdepartmental support services
- Maintain transparency and facilitate public access to information pertaining to college policies, programs, and practices.





# 4 ADAPTABILITY

Create and continually **adapt** educational opportunities to help students and communities respond to the challenges posed by a changing world.

## LSCO WILL:

- Adapt courses and programs to use Open Educational Resources or texts and instructional materials created by LSCO faculty.
- Network with other institutions and vendors to learn about new technology and implement best practices for technology demonstration.
- Use results of ongoing research to identify emerging careers and fields of study for designing new courses and programs.
- Periodically redesign courses and realign programs in fields of study where rapid advance is occurring.
- Encourage faculty to systematically incorporate emerging research, facilitated by library services, into course and program development to assure that curricula are current, and that faculty are adhering to best practices in teaching and student engagement.

LEVEL 04  
ADAPTABILITY

LEVEL 03  
PARTNERSHIPS

LEVEL 02  
OPPORTUNITY

LEVEL 01  
EXCELLENCE



# 5 DEVELOPMENT

Guide, support, and **develop** our students, faculty, staff, and community members to achieving their educational and professional goals.

## LSCO WILL:

- Identify and remove barriers or obstacles to completion, graduation, and/or transfer.
- Provide support for faculty and staff to increase their skills and knowledge in order to create advancement opportunities.
- Be responsive to the local needs of our community members and industry partners.





**17**

**New Programs  
of Study**  
2020-2024

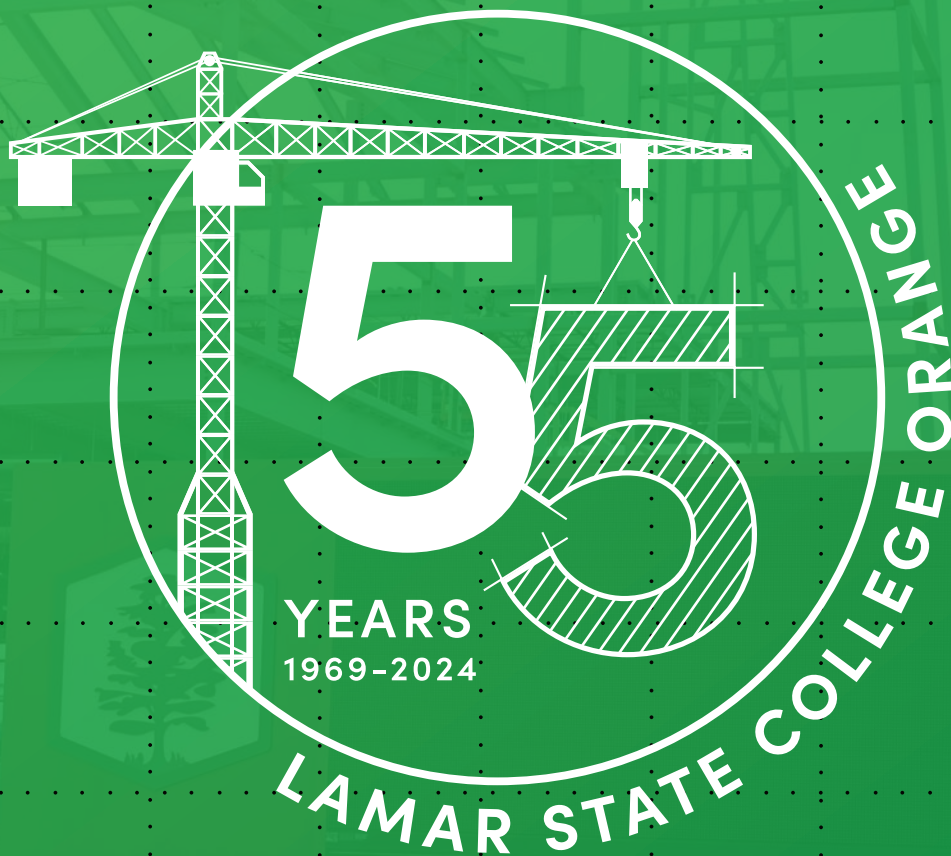


**2,800+**

**Total Degrees &  
Certificates Awarded**

2020-2024





Lamar State College Orange (LSCO) is an equal opportunity, educational institution and does not discriminate against any person regardless of race, sex, color, religion, national origin or ancestry, age, marital status, disability, sexual orientation, gender identity, or veteran status, in admissions, educational programs, student activities or employment. For further information about this policy, contact the Accessibility Coordinator at (409) 882-3393.
