



Northampton  
Community College

## ALL IN Challenge



# Democratic Engagement Action Plan

*Center for **Civic and Community** Engagement*

Northampton Community College

3835 Green Pond Road

Bethlehem, PA 18020

## EXECUTIVE SUMMARY

At the core of Northampton Community College's (NCC) commitment to democratic engagement is the Center for Civic and Community Engagement (CCCE). Founded in 2014, the CCCE's mission is to coordinate learning opportunities and mobilize resources that will foster the personal and professional development of our students and our community; democratic engagement is central to student and community development.

The CCCE builds on the college's long time commitment to engagement. The Center empowers students to be agents of change in their own lives and in their local and global communities; strengthens an NCC education as a transformative and deeply relevant force in students' lives; emphasizes the teaching and practice of advocacy and change; embraces the cultural and social contexts of our students with different ways of knowing and understanding; fosters a democratic environment for institutional change; and strengthens our community and improves the quality of life for its members.

The *Democratic Engagement Action Plan* was developed by the CCCE Director in conjunction with members of the college's Civic and Community Engagement Team, composed of students, faculty and administrative staff from each of the college's campuses. The plan formalizes NCC's commitment to:

- ✓ Helping students develop civic literacy as well as self-awareness as citizens;
- ✓ Promoting intentional service activities for college students to become democratically engaged in political processes;
- ✓ Enhancing dialogues about issues affecting students, the community, and the world; and
- ✓ Providing opportunities for students to effect positive change in their communities through knowledge, advocacy, and action.

Working to increase awareness of the political process, especially voter registration and voting, is the primary goal of this action plan. Education of our student voters is of paramount importance; the ability to make informed decisions when voting is critical to the functioning of our democracy.

NCC has a rich history in student democratic engagement practices. NCC joined the National Study of Learning, Voting and Engagement (NSLVE) in 2013. 2012 and 2016 student voter activity data from this group helped the college to improve civic learning and democratic engagement efforts on campus. During the 2016 election cycle, the Campus Election Engagement Project (CEEP) supported a student fellow who organized student engagement in conjunction with political science faculty and student clubs. In May 2018, NCC gained Voter Friendly Campus affiliation. These activities and the contents of this plan are directed toward increasing engagement and preparing civic-minded students to be able to address their world's most pressing challenges.

This plan, effective September 1, 2018 through December 31, 2019, provides time for the students, faculty and staff to implement the goals as the nation participates in the mid-term elections. The CCCE Director and support staff will collaborate with student clubs, faculty and staff to create and implement events and activities outlined in the plan.

# LEADERSHIP

The Democratic Engagement Action Plan was drafted by the members of the college's Civic and Community Engagement Team that is composed of students, faculty and administrative staff from all four of the college's campuses. This Team works to increase civic learning and democratic engagement by identifying programs and services that will increase student involvement with legislative processes; working to increase efforts to improve the social, economic, political and educational opportunities for students experiencing material needs; and/or providing services to improve the lives of citizens in the communities served by the college.

## Team Leadership & Responsibilities

CCCE staff member, Shannon Gardner will be coordinating the work outlined within this plan under the supervision of the Director, Debra Bohr. Ms. Gardner will chair the Team who will meet monthly for the purpose to brainstorm, create, develop, and support implementation of the plan, including all of its activities, events and collaborations.

## Team Selection

Team members will be selected by the CCCE director who will identify key partners both internal and external to NCC to serve. Team membership will originate from NCC administrative departments that include but are not limited to the CCCE, Grants Office, Department of Student Life, and the administrative advisor of the Political Science Club.

Faculty Service Learning Department Team representation may include:

- Political Science
- Global Studies
- English
- Geography
- Sociology
- Social Work
- Communication Studies
- Education
- Health
- Criminal Justice

Student Organization Team Representation:

- Student Senate
- Political Science Club
- Model UN

Community and/or National Organization Team Representation:

- American Association of University Women (AAUW)
- League of Women Voters
- Northampton County Office of Elections and Voter Registration

The AAUW and League of Women Voters regularly hold workshops and candidate forums on campus. The Northampton County Elections and Voter Registration Office

provides service learning opportunities such as poll workers, office assistants, and clerical support, especially during major elections.

## COMMITMENT

In 2012, NCC's newly inaugurated President, Dr. Mark Erickson led the campus through a comprehensive strategic planning process that identified Student Outreach and Community Engagement as strategic focus areas for NCC. This strategic planning process led to the creation of the college's Center for Civic and Community Engagement (CCCE) whose purpose is to coordinate learning opportunities and mobilize resources that will foster the personal and professional development of our students and our community in alignment with NCC's mission:

*Recognizing that students are the primary reason that Northampton Community College exists, we seek to provide excellent, accessible and comprehensive learning experiences in partnership with the dynamic, diverse communities we serve.*

NCC's mission keeps college initiatives future-focused on our commitment to meet the needs of our students through numerous programs and projects designed to achieve the goals outlined within the college's six Strategic Focus Areas.

### The Strategic Focus Areas of the College

- ✓ **Enhancing Student Access**  
Create multiple pathways and reduce barriers to college entry through collaborative work with our school district and workforce partners, while offering quality, affordable, and responsive educational opportunities for all of our student populations
- ✓ **Inspiring Academic Excellence**  
Engaging students with high-quality instruction delivered by experienced, professional, and dedicated faculty following best practices in a engaging, dynamic, and collaborative environment to support learning
- ✓ **Fostering Diversity & Global Engagement**  
Encourage and expand the vast diversity we celebrate at NCC and learn from our unique perspectives, while preparing our students to navigate the complexities and nuances of our world
- ✓ **Engaging with our Communities**  
Engage and develop the internal and external communities we serve in unique and collaborative ways, helping students to become better citizens and to further address the needs of our communities
- ✓ **Advancing Excellence in Technology**  
Supporting our students, by providing faculty and staff with technology that will empower and inspire them to deliver the most effective teaching and instructional support for all learners
- ✓ **Increasing Student Retention, Completion, & Transfer**  
Align the College's practices, strategies, policies, and procedures to provide a

comprehensive student experience that will promote students' success in attaining the degree, credential, or endeavor sought

As programs offered by the CCCE have grown, democratic engagement activities have become a core aspect of our student offerings and spurred campus-wide involvement in similar initiatives. Activities, programming and events are based on current issues that affect local, state, national and global communities.

The following information includes a summary of activities the CCCE has supported over the past three years. Included in this information are expected outcomes for future planning. Commitment to the expansion of these activities provides students, staff and faculty with sustainable service opportunities that will yield a strategically effective impact in the area of democratic engagement.

**INITIATIVES: STRATEGIC FOCUS AREA, *Engaging with our Communities***

Initiatives	Key Personnel	Status	Notes
Support the professional development & engagement of all members of the college community	President/Cabinet/HR/CTLT	↑	CTLT renovation on Bethlehem Campus, creation of site at Monroe, staffing planned
Increase the breadth and depth of community partnerships – school districts, strategic employer engagement, NCC community, Center for Civic Engagement	VPAA/VP-CMED&WF	↑	Trending toward goal
Increase student, faculty, and staff participation in service learning	Cabinet	↑	Successful "Day of Service" in April

**INDICATORS: STRATEGIC FOCUS AREA, *Engaging with our Communities***

	Success Indicators	Data Source	Actual (2016-17)	Status	1-Year Target (2018-19)	2-Year Target (2019-20)	Notes
4.1	# of faculty members engaged in service learning	CCCE	37	↑	46	50	Trending toward goal
4.2	# of students participating in service learning	CCCE	565	↑	587	600	Trending toward goal

Input and involvement in both the Strategic Focus Area and the CCCE's democratic engagement activities design, planning, and implementation process for NCC have been open and transparent, and published in formats that are accessible to the entire college community, such as the daily newsletters sent to all administrators, faculty, and students, CCCE newsletters published twice annually, public presentations, and college literature. These commitments are communicated outside the institution to alumni, donors, community partners, and external academic advisory boards through means such as NCC's printed magazine, social media and other specific, targeted communications.

Further evidence of NCC's commitment to civic and democratic engagement comes in the national recognition the college has received for its efforts. The U.S. Department of Education and the Corporation for the National Community Service has awarded NCC designation on the President's Higher Education Community Service Honor Roll for the past ten years. This award is granted to colleges like NCC for their extraordinary and exemplary community service contributions of its students, faculty, and staff in meeting critical community and national needs.

In addition, NCC is one of the 240 colleges and universities in the country to have earned the prestigious Carnegie Community Engagement Classification in 2008 and again in 2015. A copy of NCC's Carnegie Classification is provided as an attachment to this plan.

The college retains this classification through 2025 which was conferred after NCC underwent a rigorous submission and evaluation process, similar to an accreditation review of documented materials describing the nature and extent of our engagement with the community, be it local or beyond. The Carnegie Community Engagement Classification recognizes a college's commitment to community engagement. Drawing its criteria heavily from Campus Compact's Indicators of Engagement Project, the classification reaffirms institutional commitment to deepen the practice of service and to further strengthen bonds between campus and community. Achieving the Carnegie Classification signifies that NCC is a campus where community engagement is not just a priority, but also a practice that is demonstrated in outstanding, meaningful ways.

Educating for civic learning and democratic engagement is a hallmark of NCC's institutional culture. The creation of CCCE and its work are a manifestation of NCC's commitment to integrating the ideals of democratic engagement into both the academic disciplines and the co-curricular activities of students. The pursuit of these ideals, and the participation of all stakeholders, show the institution's desire to create sustainable and systemic policies that are responsive to the important topics that will impact the lives of our students and entire college community.

Civic learning and democratic engagement is included in the general education curriculum through the following courses:

✓ **SOCIAL SCIENCE**

**Goal:** Students will demonstrate knowledge of Societies and Institutions Over Time (SIT) and the Scientific Study of Human Behavior (SSHB).

Learning Outcomes:

- Students will identify and apply social science theories and concepts to behavioral or societal issues. (SIT & SSHB)
- Students will explain how a social science discipline describes and analyzes social change or human behavior.
- Students will describe how people's experiences and perspectives are shaped by sex, gender, ethnicity, class, age, race, culture and other factors.

### ✓ DIVERSITY AND GLOBAL AWARENESS

**Goal:** Students will demonstrate an understanding of human diversity and an awareness of global issues through analysis of arts, histories, cultures, geographies, economics, medicine, scientific data and/or institutions.

Learning Outcomes:

- Students will discuss and explain how the diverse range of human differences influences the historical and current formation of artistic, economic, social, scientific, cultural or political institutions.
- Students will examine how the range of human differences influences each individual's experience of equality and inequality within a society, its institutions, or its cultures.
- Students will analyze how individuals and institutions have addressed persistent global challenges.

Service and community engagement are integral to the following co-curricular activities:

- Student clubs
- Athletics
- Phi Theta Kappa (national community college honor society)
- NCC Leadership Class
- Student Senate
- Presidential Ambassadors
- Student Life Leadership Program



## LANDSCAPE

Through the Center for Civic and Community Engagement (CCCE), NCC currently participates in a number of activities and events related to civic learning and democratic engagement throughout the College including, but not limited to, activities as follows:

### ✓ **ELECTION/GOVERNMENTAL RELATED EVENTS**

CCCE has supported voter registration drives and Get out the Vote tabling; hosted congressional representatives for deliberative dialogue events as well as debate watches; supervised a Campus Election Engagement Project (CEEP) student fellow who supported election activities during the fall 2016 semester; facilitated a dorm event that brought leaders of the local political parties together to discuss their presidential candidates; and organized activities that recognized Constitution Day, based on the federal mandate.

In 2017, NCC was part of the All IN Campus Challenge and received the Bronze Seal for our voter engagement rate – 52% based on the 2016 NSLVE report. Today, the CCCE actively collaborates with the American Association of University Women, the League of Women Voters (LWV), the local Democratic, Republican, Libertarian, Constitutional, and Green parties. Internally, the CCCE works closely with administrators and faculty, student clubs such as Next Gen and the Political Science Club, (where the CCCE director is the advisor) to host a variety of events and activities such as campus voter registration drives and candidate debates. Prior to the Pennsylvania Primary in May 2018, the League of Women Voters held a congressional candidate's forum on campus in which seven candidates presented their platforms to a large audience from the college and local communities. A workshop also to be hosted by the League of Women Voters, entitled "How to Run for Public Office" is planned for November.

In May 2018, NCC was designated a "Voter Friendly Campus" through a partnership between Fair Elections Center's Campus Vote Project and NASPA - Student Affairs Administrators in Higher Education. Through participation in the Voter Friendly Campus process, NCC will:

1. Create a strategic plan for meaningful, non-partisan student learning and participation in the democratic electoral process.
2. Develop clear and coherent non-partisan voter information in a variety of formats to improve student voter knowledge.
3. Provide positive political engagement experiences using campus and community resources where students may explore and form their political beliefs.

### ✓ **STUDENT GRANT PROJECT**

Funding from the CCCE supported two student service grant projects. The grant opportunity was created by 3 students who were mentored by the NCC Grants Office. The RFP (Request for Proposal) was modeled after the State Farm Youth Advisory Board grant. The grant was disseminated to all NCC students. Serving as readers for the proposals, the students ultimately chose two projects, awarding each \$400.



✓ **DAY OF SERVICE**

NCC held its third annual day of service. Students, staff and faculty participated in service opportunities in the Lehigh Valley and Monroe County areas. Prior to the Day of Service, projects offered by local non-profits are posted and the NCC community is encouraged to sign up based on their interest. In April 2017, 168 students, staff and faculty participated; 16 non-profits were served; over 700 hours of service was provided.

✓ **REFUGEE RESETTLEMENT INITIATIVE**

Committee collaborated with Bethany Christian Services to support the resettlement of two families from Eritrea. Panels, information sessions and a presentation by Diya Abdo (founder of *Every Campus a Refuge*) to the college community laid the foundation for this initiative. Extensive fundraising over the past year and student, staff, faculty support has made this project the highlight of the CCCE's year of activities.

✓ **COMMUNITY PARTNER FAIR/QUADFEST**

At the beginning of each fall/spring, the CCCE collaborates with student life to host a "Welcome Back/Community Partner Fair." Fall 2017 saw 30 community partners providing information to students/staff/faculty about service opportunities.

✓ **THANKSGIVING TURKEY DRIVE**

The CCCE actively supported the collection of turkeys for the Hispanic Center of the Lehigh Valley by collecting 40 turkeys that were distributed to low-income families.

✓ **THE GOOD PROJECT**

The CCCE is in discussion with David Good, NCC Adjunct Professor and Dr. Christine Pense, Dean Humanities and Social Sciences, to explore service opportunities for his non-profit, ***The Good Project***, which is dedicated to the education, health care, and cultural preservation of indigenous groups in South and Central America. David is a member of one of these indigenous tribes, the Yanomami and has presented his story to the college community previously. His non-profit is housed in the Center for Civic and Community Engagement.

✓ **CCCE-MONROE**

Ad hoc committee composed of students, staff, faculty, community partners, and state representatives that provides guidance and support to student(s) that present a "passion project."

✓ **NARRATIVE – 4**

CCCE engaged students, faculty, and staff in Narrative-4, a national program that encourages open dialogue, listening, and improved engagement by participating in the process of "story exchanges." This practice was introduced to the college for the purposes of increasing and promoting better communication

and understanding among our students/staff/faculty. Recipients of the Student Grant Project presented the Narrative-4 process at the NCC Student Leadership Conference in March 2018.

✓ **INTERNATIONAL STUDENTS**

CCCE provided for meaningful community service needs of over 22 international students by facilitating their placements.

✓ **REFLECTION SESSIONS**

CCCE has hosted timely topic discussions during the 2017-2018 academic year that addressed DACA (Deferred Action for Childhood Arrivals), addiction, the “Me too” movement, and gun violence. These sessions were facilitated by a psychology professor and encouraged students, staff, and faculty to bring their concerns to the group in a safe, caring, non-judgmental environment.

✓ **COMMUNITY SCHOOLS**

NCC serves as the lead partner for the United Way Community School model at Fountain Hill Elementary School and the Bangor Area School District. This commitment includes financial support as well as providing resources that assist in the various programs at the schools. The college employs two community school directors (CSD) who are embedded in the schools and are supervised by NCC’s CCCE Director. The CSDs coordinate all aspects of community support that is funneled into the school through the United Way. Through the CCCE, NCC students volunteer for after school programs and service learning students provide tutoring support.

NCC has not encountered any external barriers (election laws, voter ID laws, lack of proximity to polling location) that have prevented the college from being successful in their civic learning and democratic engagement efforts. Within NCC, civic learning and democratic engagement initiatives have been fully supported by all levels of administration in terms of leadership, funding, and staff or faculty assistance.

Through NCC’s service learning program, faculty offer opportunities for students to engage in civic learning and democratic engagement. Students serve at diverse organizations throughout the community. Students are required to complete a “reflection” paper, journal, or a presentation/report on their experiences describing lessons learned as well as how they have made a difference through their experiences in their communities.

The following courses offered service learning components during spring 2018:

Global Studies, Intro to Political Science, 20<sup>th</sup> Century Women in Literature, Principles of Sociology, Education (Early childhood and mid-level), Intercultural Communications, Small Group Communications, Dental Hygiene, Social Work, Welding, Architecture, Health, Radiography, Criminal Justice.

**Data Analysis: Campus Political Climate and Democratic Engagement**

NCC will assess campus political climate and democratic engagement through evaluation of the *National Study of Learning, Voting, and Engagement* report and findings from the *Community College Survey of Student Engagement* analysis.

According to the *National Study of Learning, Voting, and Engagement's (NSLVE) 2012 & 2016 Campus Report* published in August 2017, NCC students' democratic engagement activities improved:

Year	Registration Rate	Voting Rate of Registered Students	Overall Student Voting Rate
2012	63.0%	70.0%	44.0%
2016	68.9%	76.4%	52.6%
% Change	+5.9%	+6.4%	+8.6%

The NSLVE report shows student voting performance in presidential elections in comparison to all higher education institutions (two-year, public, and private) evaluated, improved 3.5% from 46.9% in 2012 to 50.4% in 2016. More female students voted in the 2012 (57.6% women versus 54.9% men) and in 2016 (72.6% women versus 70.6% men) in presidential elections. While more women voted than men at NCC, the percentage of men voting from 2012 to 2016 saw the largest percentage increase at 15.7%.

NCC Student Voting by Gender								
2012				2016				% Change
Gender	Enrolled	Voted	Rate	Gender	Enrolled	Voted	Rate	
Women	4,623	2,662	57.6%	Women	3,829	2,778	72.6%	+15.0%
Men	2,960	1,625	54.9%	Men	2,569	1,814	70.6%	+15.7%

The report also assesses student voter participation by field of study. At NCC library science majors were responsible for the highest level of voter participation in both 2012 at 61.1% and also in 2016 at 76.9%. Family and Consumer/Human Sciences majors were the second highest student voters at 60.4% in 2012 and 63.5% in 2016. Students studying Parks, Recreation, Leisure, and Fitness has the lowest voter turnout in 2012 at 33.7% and again in 2016 at 37.8%.

In terms of voting methods, an overwhelming majority of students - 98.4%, opted to vote in-person on Election Day as opposed to 1.3% who cast absentee ballots.

NCC Student Voting by Age								
2012				2016				% Change
Age	Enrolled	Voted	Rate	Age	Enrolled	Voted	Rate	
18-21	5,113	1,881	36.8%	18-21	4,659	2,291	49.2%	+12.4%
22-24	1,488	657	44.2%	22-24	1,419	679	47.9%	+3.7%

25-29	1,202	544	45.3%	25-29	1,188	585	49.2%	+4.0%
30-39	1,230	617	50.2%	30-39	1,033	606	58.7%	+8.5%
40-49	749	466	62.2%	40-49	557	376	67.5%	+5.3%
50+	364	262	72.0%	50+	267	197	73.8%	+1.8%

NCC's greatest level of student participation was seen in students 50 years or older, and the biggest increase in age group participation was seen in students between the ages of 18 and 24 years old at 12.4%. However, NCC student voting participation rates improved in every age category.

It is noted that the college's Center for Civic and Community Engagement was created in 2014 in the midst of these two election comparisons. The CCCE helped to formalize civic learning and democratic engagement efforts on campus which likely attributed to improvements in student voter participation rates in each age group.

Information from the *Community College Survey of Student Engagement (CCSSE)* will also be used to assess civic engagement. The CCSSE is administered every three years with the last administration being in 2016. The responses from the 2018 Survey on the questions, such as those below, will be compared to those from 2016 to see if the students are more engaged.

4. In your experiences at this college during the current school year, about how often have you done each of the following?

Very often, Often, Sometimes or Never ...

i. Participated in a community-based project as a part of a regular course ...

s. Had serious conversations with students of a different race or ethnicity other than your own

t. Had serious conversations with students who differ from you in terms of their religious beliefs, political opinions, or personal values

# GOALS

NCC believes that learning thrives when there is a sense of curiosity and excitement about the world in which we live. As such, we value:

## ✓ Excellence

Quality in the educational and training experiences that we provide, which is based on our dedication to teaching and learning

## ✓ Innovation

Creative problem solving, responsiveness, entrepreneurship and our ability to adapt quickly to a changing world

## ✓ Sustainability

Commitment to the long term health of the institution, the community, the economy and the environment

## ✓ Accountability

Institutional and individual responsibility for our actions, growth and development

## ✓ Integrity

Academic and personal honesty, fairness, ethical conduct and respect for others in our learning and working environments

## ✓ Engagement

Involvement in and collaboration with the college, local and global communities

## DEMOCRATIC ENGAGEMENT GOALS

NCC commits to the following civic and democratic engagement goals set to be achieved as part of this plan:

- ✓ **Voting Goal:** Increase student voting rates by five percent (5.0%) from 2016 to 2020.
- ✓ **Voter Registration:** Register 50 NCC students who are not registered to vote.
- ✓ **Voter Education:** Create opportunities for 100 NCC students to become better informed about voting.
- ✓ **Civic & Community Engagement:** Evaluate and strengthen NCC's community and civic engagement on-going activities.

## DEMOCRATIC ENGAGEMENT GOAL STRATEGY:

The strategy to achieve NCC's democratic engagement goal was developed by the CCCE through the establishment of its approved *CCCE Civic Action Plan* (attached for

reference) that evaluates former and current achievements and sets forth future goals. The following is an excerpt from the plan's section related to democratic engagement:

Former & Current Achievements:

CCCE has supported voter registration drives and Get out the Vote tabling; hosted congressional representatives for deliberative dialogue events as well as debate watches; supervised a Campus Election Engagement Project (CEEP) student fellow during the fall 2016 semester that supported election activities; facilitated a dorm event that brought leaders of the local political parties together to discuss their presidential candidates; organized activities that recognized Constitution Day, based on the federal mandate. The CCCE is committed to increase the level of all of these activities/events.

Future Goals (CCCE Civic Action Plan):

- ✓ **Create NCC First Year Experience**  
Civic and community engagement will be incorporated as one of three focal points in the college's new First Year Experience program that will be implemented in fall 2018.
- ✓ **Voter registration drives will be held each year supporting the primary and general elections.**
  - **Inputs:** American Association of University Women, League of Women Voters, Lehigh Valley Women's Advocacy Coalition, student clubs, "Next Generation," political science faculty and students.
  - **Activities:** A minimum of 3 voter registration drives to be held each semester prior to the elections, with follow up *Get out the Vote* events to encourage voting on election-day.
  - **Outcomes:** an increase in voter registration on campus comparing primary to primary elections and general to general elections. Information regarding location of polling places will be provided.
  - **Assessment:** Data will be collected to determine the number of people who register.
- ✓ **Increase the number of candidates coming to campus to discuss local issues.**
  - **Inputs:** American Association of University Women, League of Women Voters.
  - **Activities:** Schedule 1-2 open candidate forums/debates on campus in the fall/spring semesters prior to election-day.
  - **Outcomes:** A more educated public going to the polls.
  - **Assessment:** Satisfaction surveys to determine whether information was beneficial to their upcoming voting experience.
- ✓ **Market Constitution Day in a more relevant, interactive manner.**

- **Inputs:** NCC Marketing and Communications department; flyers; Political Science Professors/Club; American Association of University Women.
- **Activity:** creative, interactive event developed to message the importance and relevance of the Constitution.
- **Outcomes:** increase in awareness and relevance of the constitution and how it impacts our present day lives.
- **Assessment:** Student survey to be completed after event.

## REPORTING

In keeping with NCC's strategic planning process, the strategies outlined in this *All IN Challenge Democratic Engagement Action Plan* will be reviewed annually by the CCCE staff. The results of the annual review will be available for public review at NCC and provided to all members of the Civic and Community Engagement Team. If any activities are behind in implementation, a remediation plan may be developed in an effort to attempt to have the activity remain on schedule.

After completion of the annual review, goals and activities for the next plan will be updated, as necessary and appropriate. The plan and annual review will be available for public review in the office of the CCCE. In addition, any formal reports used to implement the Plan will be made public such as the *NSLVE* and *CCSSE* Report.

## EVALUATION

The annual review for 2018-2019 academic year will serve as the evaluation for the over-all Plan. This information will be assessed by the College's Civic and Community Engagement Team.

By evaluating this eighteen month Plan, the strengths and challenges faced by the college in increasing overall community and civic engagement should be identified so that necessary adjustments in the allocation of resources, program priorities, etc. can be reviewed and considered to enhance student involvement in these vital areas.