



**2025**

**AT THE EDGE OF A NEW ERA: ADAPTING TO  
THRIVE IN A TRANSFORMATIVE ERA**

A word cloud featuring various terms related to education, technology, and online learning. The words are arranged in a dense, overlapping manner, with some appearing in larger fonts than others. The color palette is a mix of muted greens, blues, and greys. The background is a solid dark grey.

learn  
simplilearn  
amazon  
school  
ai  
springboard  
linkedin  
microsoft  
generated  
micro-credentials  
pluralsight  
skills  
thinkful  
peer  
general  
high  
skillshare  
le  
assembly  
ironhack  
careerfoundry  
tech  
open  
web  
youtube  
certificates  
academy  
masterclass  
flatiron  
meta  
edx  
aws  
datacamp  
futurelearn  
google  
online  
cole  
university  
education  
coursera  
ibm  
learning  
khan  
udemy  
wagon  
blueprint  
services  
career  
free  
openclassrooms



# PROFOUND TRANSFORMATION

Changing Demographics

Technological Advancements

Future-Ready Academic Program Mix

Evolving Student and Employer  
Requirements

Performance Based Funding



# CHANGING DEMOGRAPHICS

## Post-Traditional Learners

- Older (25+)
- Parenting
- Evening & Weekend
- Fully Online
- Academically Underprepared
- Lack Economic Mobility
- Require Acceleration
- Currently or Formerly Incarcerated

## High School Programs Learners

- Dual Credit
- Early College High School (ECHs)
- P-TECH (Pathways in Technology ECHs)

# SIGNIFICANT TECHNOLOGICAL, MACHINE, AND ARTIFICIAL INTELLIGENCE ADVANCEMENT

## Instruction

- Active & Collaborative
- Problem-Based
- Open Education Resources (OER)
- Artificial Intelligence (AI)
- Acceleration
- High Tech and Easy to Access (YouTube, LinkedIn, Coursera)

## Support Services

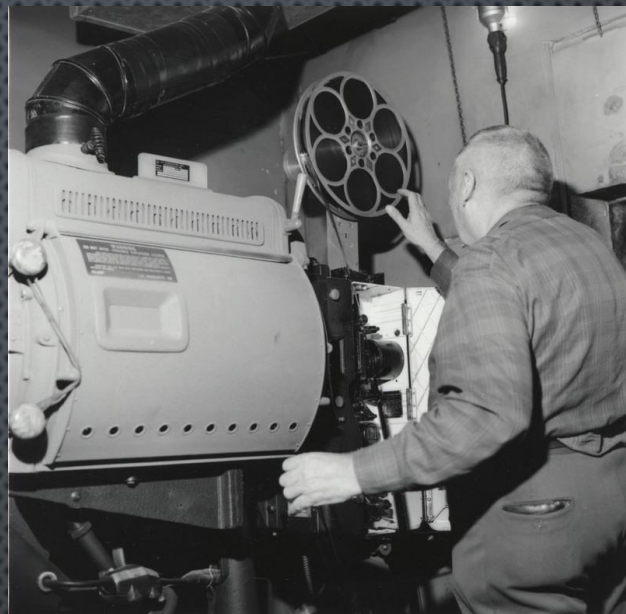
- Electronic (Software, Machine and AI enhanced)
  - application
  - advising
  - transcripts
  - payment
  - communication



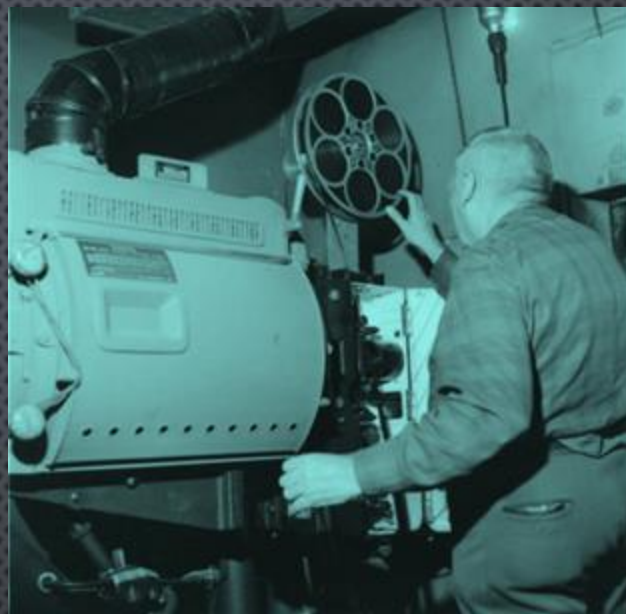


# THE EVOLUTION OF MECHANIZATION, TECHNOLOGY, AND OTHER INVENTIONS AND INNOVATIONS

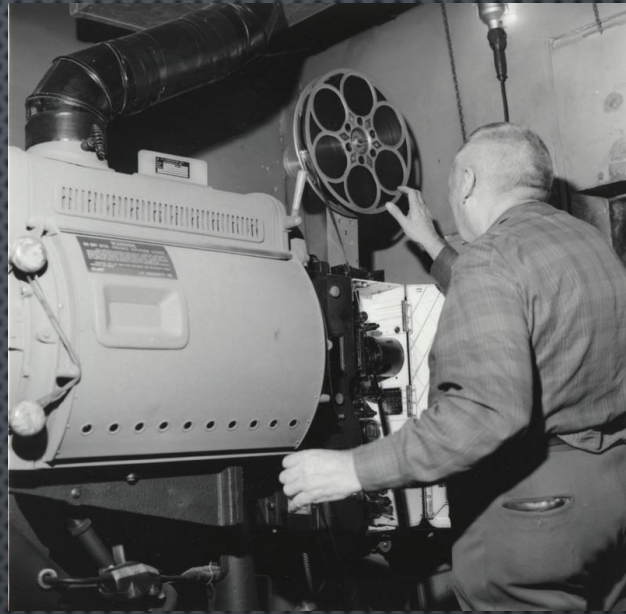




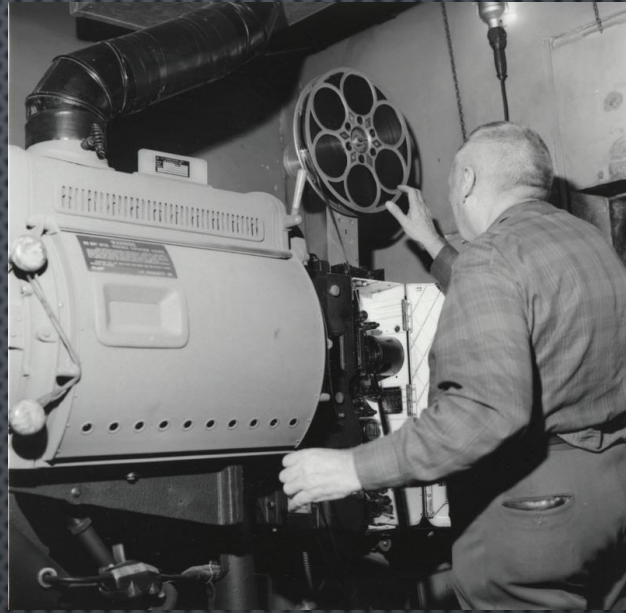




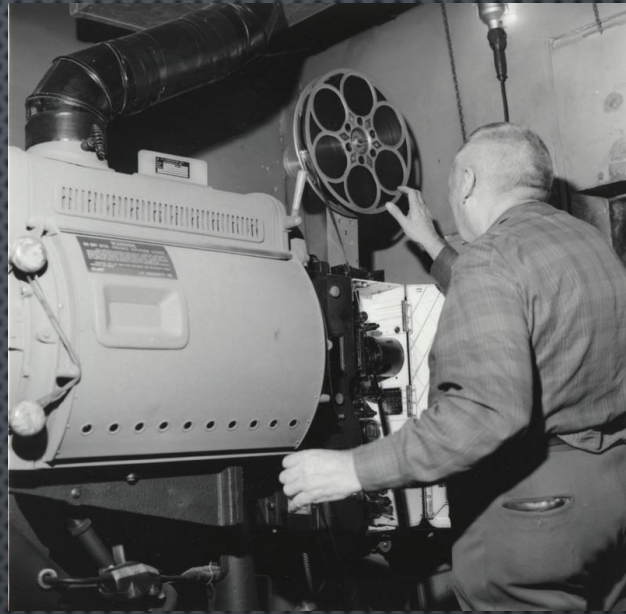




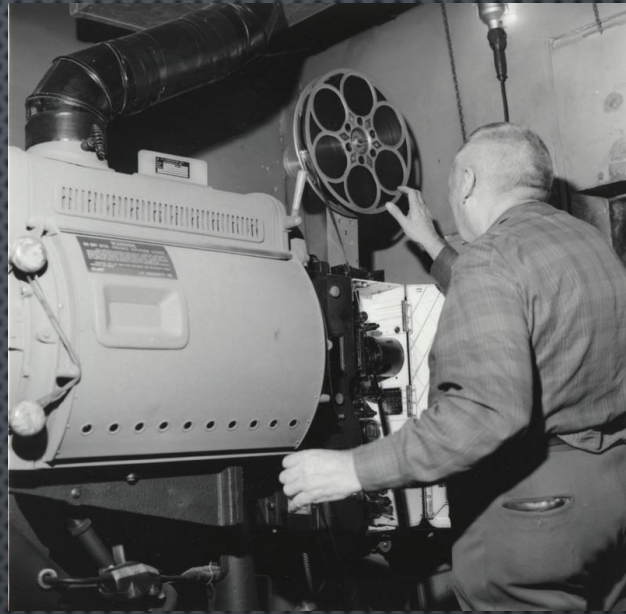
















**WHAT ABOUT JOBS  
A LITTLE CLOSER TO  
US?**







































# FUTURE READY ACADEMIC PROGRAM MIX

## Instruction

- Highly Digital
- Highly Global
- Higher Education & Hire Education
- Credentials Leading to Family Sustaining Wages
- Micro-Credentials and Badges

## Support Services

- Wrap-Around Support Services
- Guided Pathways
- Comprehensive Advising
- Broad Advocacy Support



# EVOLVING STUDENT AND EMPLOYER REQUIREMENTS

## THINK SCRATCH LINE

### Student

- Quality Programs
- Quality Instruction
- Affordable
- Accessible (time, day, modality)
- No Technology Divide
- Relevant
- Accelerated
- Online

### Support Services

- Easy to Navigate
- Just-In-time and in the Manner Student Req
- High Quality Student (Customer) Service
- Knowledgeable Staff





SCRATCH LINE



# PERFORMANCE BASED FUNDING

## House Bill (HB) 8

- Credentials of Value
- Credentials of Value in High-Demand Fields
- Successful Transfer to Four-Year Universities
- Completion of 15 Sequenced Dual Credit Hours
- Financial Aid for Swift Transfer (FAST) – Free Dual Credit For Eligible Students
- 25+ Years of Age
- Economically Disadvantaged
- Academically Disadvantaged



# QUESTIONS TO CONSIDER

What is Laredo College's **UNIQUE** value proposition for the changing environment?

How must **you** adapt to meet future demand?

What systems **ensure** Laredo College stays on course?





# LAREDO COLLEGE'S FORWARD-THINKING STRATEGIC PLAN

INSTRUCTION AND  
STUDENT  
ACHIEVEMENT

ACADEMIC AND  
STUDENT SUPPORT

SAFE AND CARING  
ENVIRONMENT

COMMUNICATION  
AND TECHNOLOGY







# CYCLES OF IMPROVEMENT

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Regular Evaluation

---

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Transparent Metrics

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Shared Responsibility

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Fully Engaged Workforce





# THE 4 DISCIPLINES OF EXECUTION (4DX)

1

Select

- Discipline 1:  
Select one (1)  
Wildly  
Important  
Goal (**WIG**)

2

Act on

- Discipline 2:  
Act on the  
Lead  
Measures

3

Keep

- Discipline 3:  
Keep a  
Compelling  
Scoreboard

4

Create

- Discipline 4:  
Create a  
Cadence of  
Accountability



# THE 4 DISCIPLINES OF EXECUTION

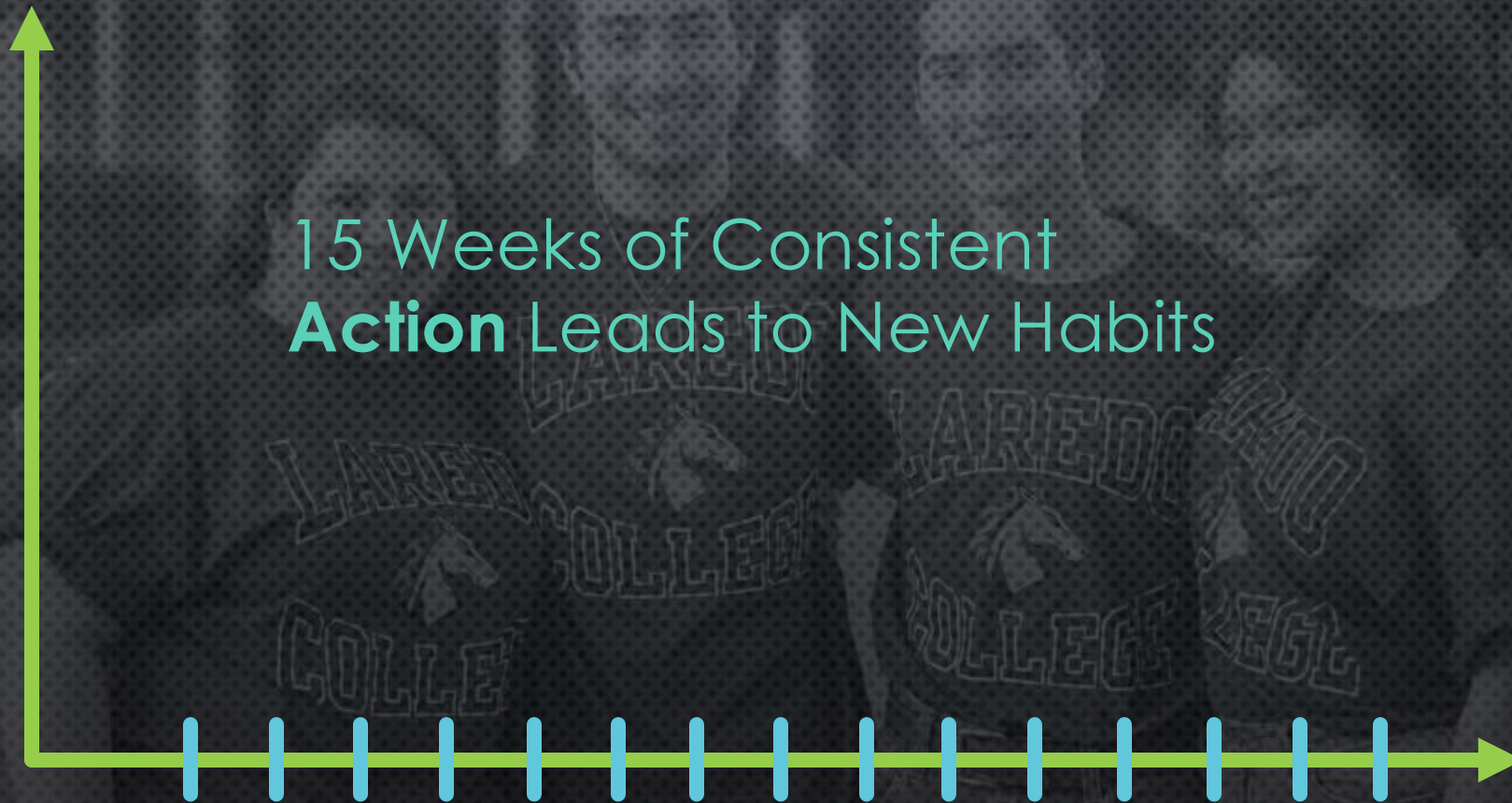
## FROM X TO Y BY

X  
20%

15 Weeks of Consistent  
**Action** Leads to New Habits

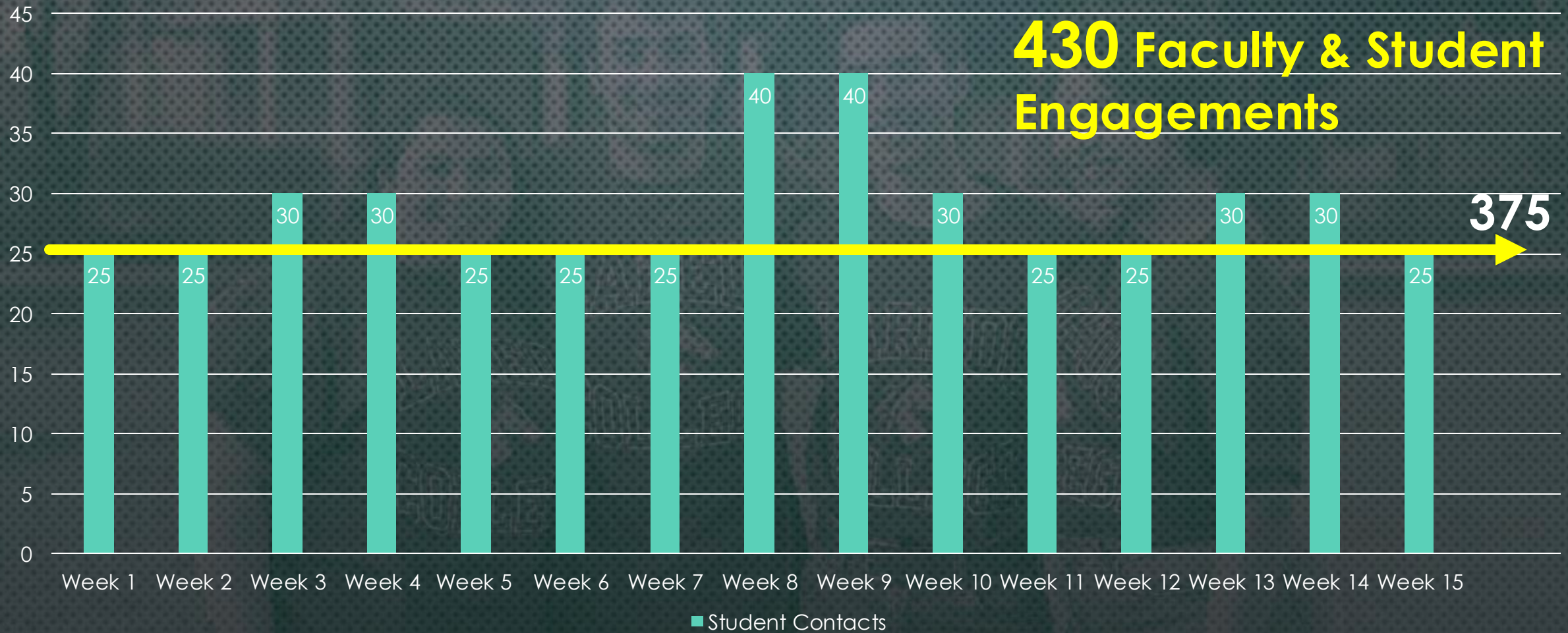
WIG: INCREASE  
STUDENT  
PARTICIPATION  
IN COLLEGE  
SPONSORED  
EVENTs **FROM**  
**20% to 35% By**  
**(Enter a Date)**

Y  
35%





# FACULTY ENGAGEMENT STRATEGY





# ACCOUNTABILITY FRAMEWORK FOCUS-PDCA



**FIND:** OPPORTUNITY TO IMPROVE

**ORGANIZE:** ASSEMBLE A TEAM

**CLARIFY:** CURRENT STATUS

**UNDERSTAND:** CAUSE

**SELECT:** IMPROVEMENT STRATEGY

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**PLAN:** DEVELOP ACTION PLAN

**Do:** EXECUTE THE PLAN

**CHECK:** STUDY THE RESULTS

**Act:** IF EFFECTIVE, STANDARDIZE





**ALIVE AND DYNAMIC STRATEGIC PLAN**





**CHANGE IS NOT AN OBSTACLE – IT IS AN OPPORTUNITY**





**CHANGE IS NOT  
AN OBSTACLE –  
IT IS AN  
OPPORTUNITY**

**THE ART OF THE  
“PIVOT”**



# Auld Lang Syne

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SHOULD OLD ACQUAINTANCE BE FORGOT AND NEVER BROUGHT TO MIND?  
SHOULD OLD ACQUAINTANCE BE FORGOT IN THE DAYS OF AULD LANG SYNE?

FOR AULD LANG SYNE, MY DEAR, FOR AULD LANG SYNE  
WE'LL DRINK A CUP OF KINDNESS YET FOR THE SAKE OF AULD LANG SYNE





**THANK YOU!**

DEBI GAITAN, VICE CHANCELLOR FOR STUDENT SUCCESS (INTERIM)

ALAMO COLLEGES

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