

# SHAPING DREAMS BUILDING FUTURES

2024 - 2029 ACADEMIC PLAN



**Lambton**  
College



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“Employers appreciated the invitation to contribute their perspectives and are eager to engage with students through co-ops, work-integrated learning (WIL) projects, and other collaborative opportunities.”

— Industry Think Tank Engagement Session



## LAND ACKNOWLEDGEMENT

**Lambton College campuses are located on the traditional territory of the Ojibwe, Potawatomi, and Odawa Nations.**

**These three individual Nations make up the traditional Three Fires Confederacy. We acknowledge the grace and the welcome they have offered to all students, staff and guests at Lambton College.**

# Message from the Senior Vice President, Academic & Student Success

**A**s the Senior Vice President, Academic and Student Success, I am very excited to support Lambton College's academic plan for 2024-2029 and implement it with enthusiasm and integrity. This plan is the result of extensive consultation and collaboration with our students, clients, employees, and communities and reflects our shared vision and goals for the next five years.

I would like to thank Mary Vaughan, the former Senior Vice President, Academic and Student Success, for her leadership and dedication in facilitating the development of this plan. She worked closely with the strategic planning committee, composed of representatives from faculty, staff, students, alumni, industry partners, and community organizations, to ensure that the plan aligns with the needs and expectations of our diverse and dynamic college community.

This plan is a roadmap for our college to achieve excellence in teaching and learning, and to support our students in reaching their academic and personal goals. Through implementation of this plan, we will foster a culture of scholarship, training, innovation and entrepreneurship that will prepare our students for the challenges and opportunities of the future. I look forward to fulfilling our promise of providing transformative education and training opportunities for our learners, and to contribute to the social and economic development of our region and beyond.

I invite you to explore the Academic Plan and learn more about how it will shape our future as a first-choice college for students and clients. I also encourage you to share your feedback and suggestions on how we can work together to realize our potential and continue to create an inclusive, prosperous, and sustainable world.

Thank you for your continued support and collaboration.



**“THIS PLAN IS A ROADMAP FOR OUR COLLEGE TO ACHIEVE EXCELLENCE IN TEACHING AND LEARNING, AND TO SUPPORT OUR STUDENTS IN REACHING THEIR ACADEMIC AND PERSONAL GOALS.”**

Dave Machacek  
Senior Vice President,  
Academic and Student Success





LAMBTON'S VISION, MISSION, AND VALUES

# EMPOWERING TODAY, SHAPING TOMORROW

## Our Vision

Leader in education and applied research, challenging boundaries in a world shaped by the Fourth Industrial Revolution.

## Our Mission

Student and community success.

## Our Values

### Innovation

For an institution of its size, Lambton is unparalleled in its applied research output, impact, and industry partnerships. Lambton's research facilitates new solutions for community and industry partners. Close relationships with industry and business mean curriculum stays current and relevant.

### Inclusive

Lambton is accessible and inclusive and welcomes people from diverse backgrounds. People know you at Lambton, creating a close-knit atmosphere. Learners of all types, no matter their age, nationality, ethnicity, or background are welcome and supported as members of the Lambton community. People from diverse backgrounds are empowered to use their unique talents, abilities, and mindsets to lead us forward.

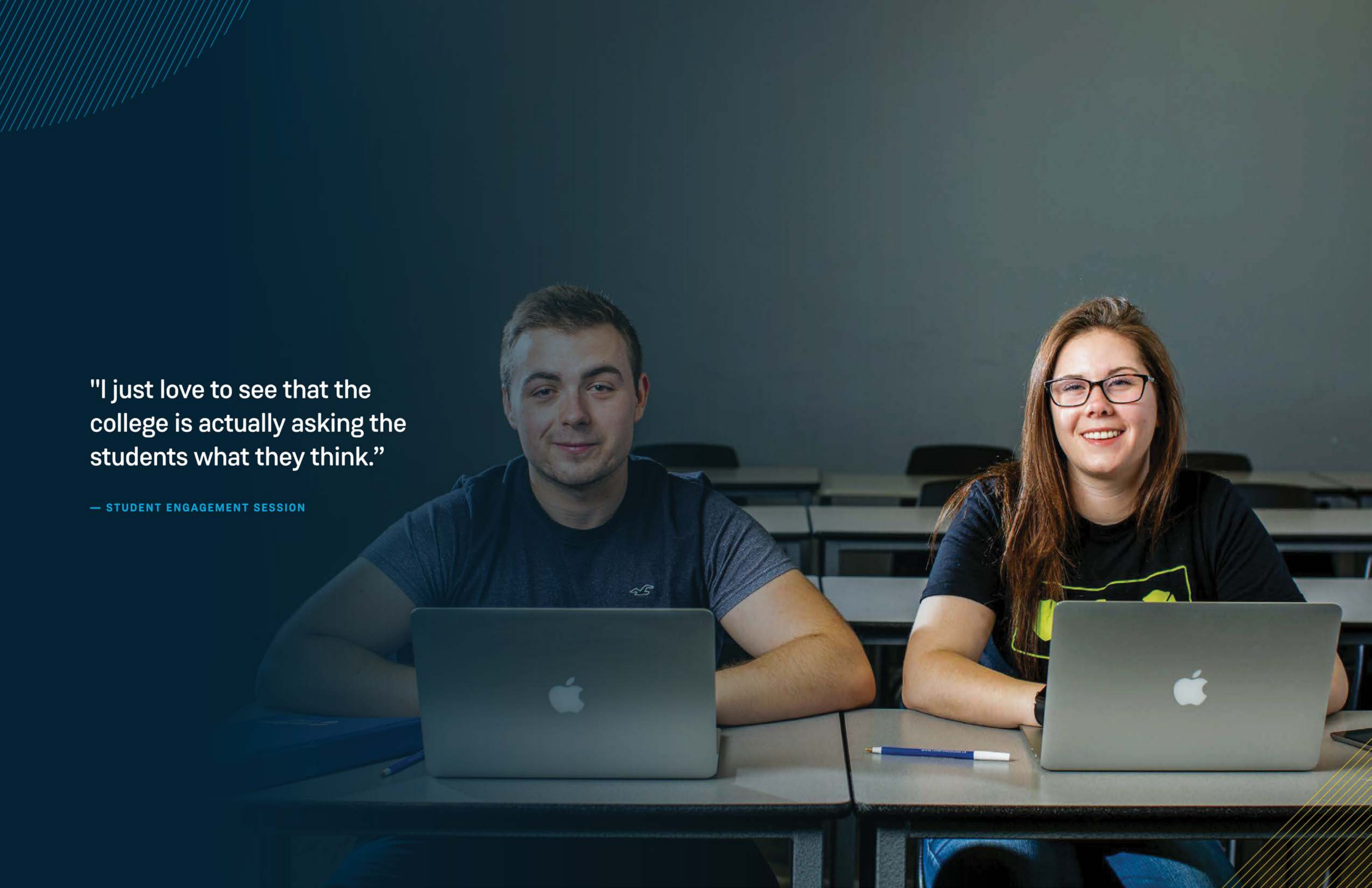
### Caring

Lambton puts people first to support personal, professional, and civic growth. The Lambton Way is personal, safe, supportive, and helpful.

### Dynamic

Lambton is a catalyst for positive change and a symbol of community progress. Lambton grads are leaders of, and contributors to, the social, cultural, and economic development of the region and the province.



A young man and a young woman are sitting at a desk in a classroom, each with a laptop in front of them. The man is on the left, wearing a dark blue t-shirt, and the woman is on the right, wearing a black t-shirt with a yellow graphic and glasses. They are both smiling at the camera. The background shows rows of empty desks and chairs in a dimly lit room. The overall tone is professional and educational.

"I just love to see that the college is actually asking the students what they think."

— STUDENT ENGAGEMENT SESSION



# Intersection with Other College Plans and Reports

## ALIGNING OUR GOALS

The Academic Plan builds upon the [Strategic Plan](#) and aligns with the Vision, Mission and Goals of the College. These and other internal documents will continue to inform the Academic Planning process and guide us as we develop the key priorities, strategies and initiatives that set the foundation for a dynamic and inclusive learning environment for the next five years.

## PLANS & REPORTS

- Equity, Diversity and Inclusion Strategy
- Ontario College Student Experience Survey
- Strategic Enrolment Management Plan
- Indigenous Education Plan
- Teaching and Learning Plan
- Flexible Education Plan
- Experiential Learning Framework
- Academic and Student Success Plan
- Lambton College Annual Report 2021-2022
- Lambton College Annual Report 2022-2023
- Lambton College Business Plan and Budget 2022-2023
- Lambton College Strategic Plan 2019-2024
- Strategic Mandate Agreement 2020-2025
- Academic Plan Faculty Survey Report 2023
- Academic Plan Student Survey Report 2023

## GUIDING PRINCIPLES



### Our Students

Prepare students to succeed in a world of constant economic, environmental, and social changes.



### Our People

Our people are highly valued and at the centre of a vibrant culture.



### Our Local & Global Community

Promote inclusion, fairness, and understanding to prepare students for a complex and interdependent world.





# Academic Plan Steering Committee

We extend our heartfelt thanks to everyone involved for their valuable contributions, which greatly influenced the Academic Plan's formation, and to the students, faculty, staff, College Management Team, and Lambton College's Indigenous Education Council, who played a crucial role in supporting the Academic Planning process.

## Alyssa Bak

Alumni Representative

## Amruta Prathamesh Pawar

Student Representative

## Angela Zigras

Dean, Academic Planning,  
Co-Chair, Steering  
Committee

## Ben Black

Student Representative

## Catharine Dishke

Dean, Centre of Academic  
Excellence & Teaching  
Innovation

## Christine Smith

EA, Senior Vice-President  
Academic  
& Student Success

## Connie Beck

Acting Associate Dean,  
School of Business,  
Information Technology  
English, and Liberal Studies

## Dave Machacek

Dean, School of Applied  
Science, Engineering  
Technology & Trades

## Heather Torres

Associate Director, Reporting,  
Quality Assurance & Decision  
Support

## Jami Kloet

Corporate Communications  
Coordinator

## Kurtis Gray

Associate Vice-President,  
Student Success

## Ky Nahmabin

Indigenous Student  
Coordinator

## Mary Vaughan

Senior Vice-President,  
Academic & Student Success,  
Co-Chair, Steering  
Committee

## Nishit Samji

Student Representative

## Patrick Bennett

Director, Institutional  
Intelligence  
and Registrar

## Robyn Gray

Student Representative

## Shashank Naik

IT Service Desk Technician  
and Alumni  
Representative

## Shelly Ikert

Faculty, Centre of Academic  
Excellence & Teaching  
Innovation  
Steering Committee

## SUPPORT TEAM

## Dave Mitton

Director, Information  
Technology

## Jeanne Frenette

Coordinator, Quality  
Assurance

## Jonathan Lawrence

IT Service Desk Technician

## Lauren Ward

Administrative and  
Communications  
Specialist

## Matt Rose

Student Life Coordinator

## Sebastien Lozano-Forero

Data Analyst

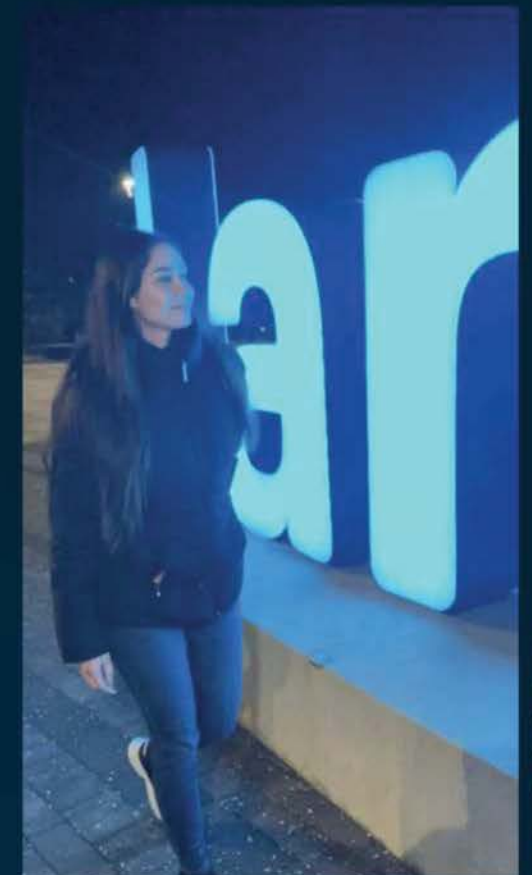
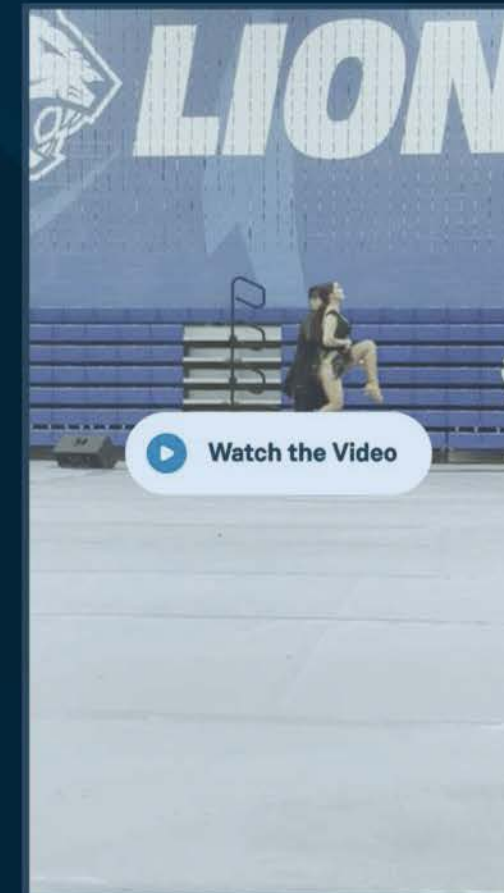


# DREAMERS. CREATORS. VISIONARIES.


We called on our students to share their creative vision for the future of Lambton.

The winning creations are showcased within the pages of our Academic Plan.

**America Soto (Finalist)**  
Creative Vision for the Future  
of Lambton Art Contest







THE ACADEMIC PLAN PROCESS

# PLANNING & ENGAGEMENT PROCESS

## Overview

The Academic Plan at Lambton College represents a strategic and integrative initiative, executed over an eight-month period through a structured, multi-phased approach. This approach demonstrates our commitment to inclusivity, collaborative engagement, and transparency. It incorporates a wide range of perspectives, including those of students, faculty, administrators, alumni, staff, and key external stakeholders from various industries and community sectors. By doing so, we have ensured the creation of a comprehensive and progressive Plan that aligns with the current educational landscape, anticipates future trends and needs, and effectively meets the expectations and goals of our diverse stakeholders.



# Our Planning Process

## PHASE 1

### Discovery

📅 May - June 2023

The Discovery phase established a solid foundation for Lambton College's Academic Plan. This phase provided us with a detailed understanding of our educational context and future challenges, preparing us for the effective development and implementation of the subsequent phases of the planning process.

## PHASE 2

### Planning

📅 June - August 2023

The Planning phase played a crucial role in shaping the Academic Plan. It involved integrating extensive feedback from stakeholders and a variety of insights, which established a solid foundation for the following stages of the planning process.

## PHASE 3

### Reporting & Implementation

📅 September - November 2023

In the Reporting & Implementation phase, we translated data and feedback into actionable goals, ensuring that the Academic Plan aligns with real-world needs and institutional objectives.

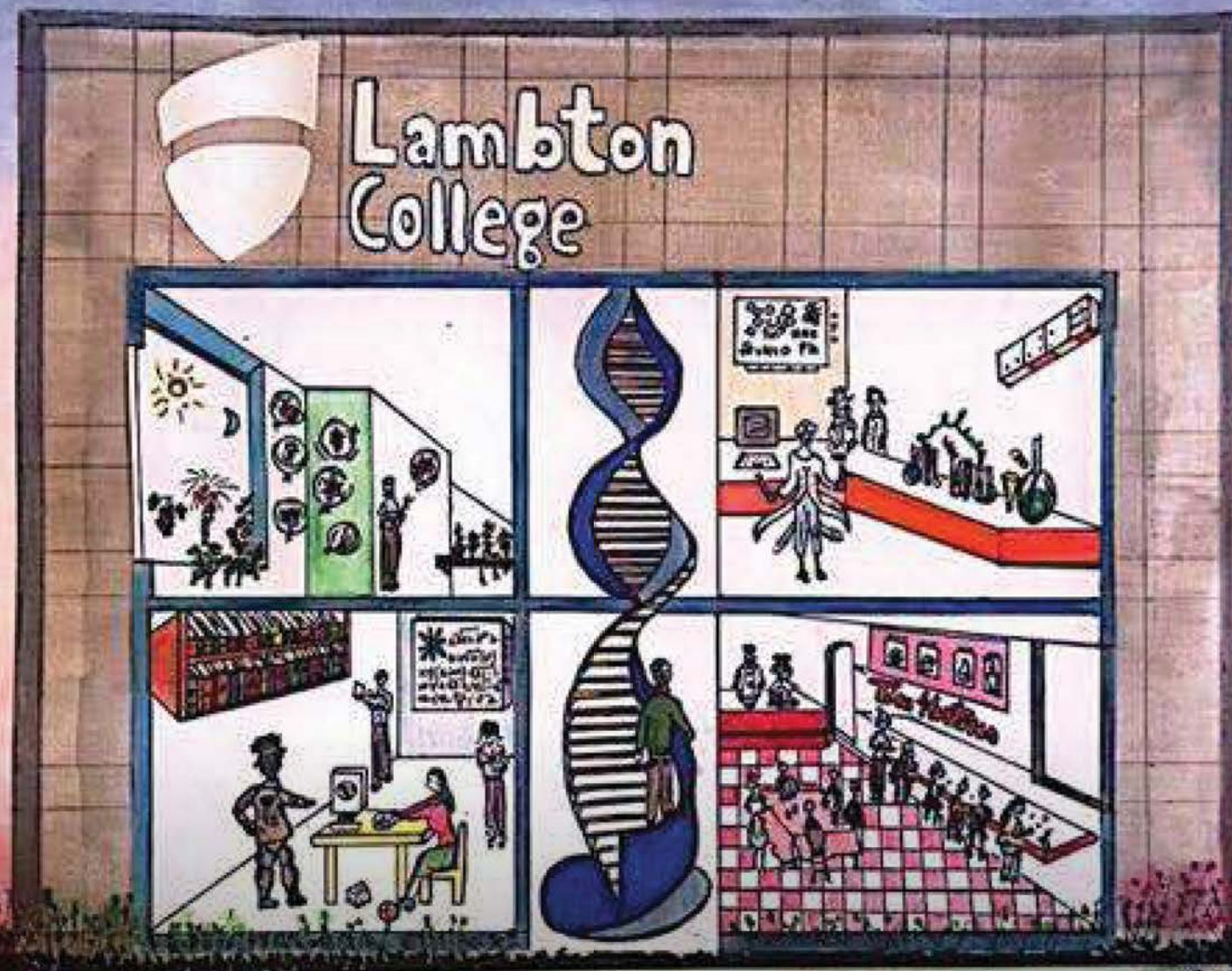
## PHASE 4

### Evaluation

📅 November 2023 - January 2024

The Evaluation phase marks the culmination of our efforts, with the Academic Plan's finalization and approval. This phase sets the stage for practical implementation, ensuring the Plan's alignment with strategic goals and long-term vision of Lambton College.





Christina Balseca  
Creative Vision for the Future of Lambton Art Contest



# Stakeholder Engagement & Collaboration

**16**

Faculty, Staff & Management Consultation Sessions

**1**

Industry & Community Stakeholder Engagement Session

**34**

Student Group Engagement Sessions

**2140**

Student Engagement Responses

**1098**

Faculty, Staff & Management Engagement Responses

**3238**

Individual Engagement Responses

“Experiential learning and real-world experiences with co-op are our strength. We have a large number of programs offering field placement, co-op or work integrated learning opportunities.”

— Faculty Engagement Session





**Dhruvit Prajapati**  
Creative Vision for the Future of Lambton Art Contest





ACADEMIC PLAN

# SHAPING DREAMS, BUILDING FUTURES.

## To the Future Shapers, Community Builders, and Visionary Leaders of Tomorrow.

As we stand at the precipice of a new era in education, Lambton College embarks on a transformative journey, one illuminated by our ambitious and forward-thinking Academic Plan.

This Plan is a blueprint for academic excellence; it is a beacon of hope, inspiration, and innovation that guides us towards a brighter future.

In crafting this Plan, we recognize that the world we live in is ever-changing, pulsating with new ideas, challenges, and opportunities. Our response to this dynamic landscape is rooted in a deep commitment to empowering each student with the knowledge, skills, and vision to thrive in this evolving world.

As we unveil this Academic Plan, we invite you to join us in this exhilarating journey of growth, discovery, and innovation. Together, let us pave the way for a future that is rich in knowledge, steeped in diversity, and brimming with opportunities for all.

The Academic Plan outlines specific priorities that are clearly defined and achievable. The methods for accomplishing these will be formulated in collaboration with faculty and staff during the implementation of the Plan.

We aim to foster a comprehensive and adaptable educational environment that excels across the following seven priority areas.

**Let's inspire, let's innovate, let's lead!**



# SEVEN KEY PRIORITIES

- ① Delivering Career-Ready Programs for Professional and Personal Growth
- ② Fostering Sustainable and Responsible Global Stewardship
- ③ Empowering Learners through Transformative Experiences
- ④ Developing Digital Literacy by Enhancing Technological Proficiency and Ethical Awareness
- ⑤ Embracing Diversity by Cultivating Inclusive and Accessible Learning for All
- ⑥ Supporting Indigenization and Decolonization in the Curriculum
- ⑦ Advancing Academic Excellence through Faculty and Staff Development



PRIORITY #1

# DELIVERING CAREER-READY PROGRAMS FOR PROFESSIONAL AND PERSONAL GROWTH

## Aligning Programs with Evolving Industry Needs

As the requirements of industries rapidly change, we are dedicated to proactively meeting current and evolving employment needs, graduating students who are ready to drive the future of work.

We commit to preparing students for dynamic career paths by designing industry-aligned programs that focus on tangible skills and competencies tailored to meet both current and emerging employer demands. We ensure job-ready graduates who are well-equipped for the challenges of a fast-paced global environment as we establish the foundation for lifelong career growth and adaptability.



# Delivering Career-Ready Programs for Professional and Personal Growth

“Some of the most impactful and meaningful learning experiences that I've had has been through my placements at the hospital. That was where the marriage of theory and practical skills came into play. It was like fireworks going off in my head and everything came together for me.”

— Student Engagement Session

## Actions

- 1 Develop programs to match industry trends and technological advances with a focus on flexibility, upskilling, reskilling, and pathways.
- 2 Expand local and global partnerships to deepen student learning and increase student-industry connections.
- 3 Create interdisciplinary academic programs and projects that foster student engagement and regular exposure to cross-disciplinary problem-solving.
- 4 Integrate employability competencies for all students into program design and academic program review, ensuring the curriculum is aligned with the skills crucial for career success and personal development such as communications, digital literacy, global mindset, environmental stewardship, resilience, critical thinking, safety, and leadership.
- 5 Enhance our expertise in degree programs with additional 3 and 4-year degrees and build our capacity to offer Applied Masters programs.
- 6 Collaborate with the Applied Research Department to develop and deliver academic programs informed by the latest industry trends and research.





NICOLAY 2023  
Nicoy Delos Reyes  
Creative Vision for the Future of Lambton Art Contest



PRIORITY #2

# FOSTERING SUSTAINABLE AND RESPONSIBLE GLOBAL STEWARDSHIP

## Building Global Citizens for Leadership in a Sustainable and Responsible World

In a world characterized by its vast interconnectivity and complex challenges, our priority lies in preparing future global leaders who are knowledgeable and responsive to the principles of economic, environmental, and social sustainability.

By integrating the essential principles of United Nations Sustainable Development Goals (SDG's) into our academic framework, we actively nurture a sense of social good, global responsibility and a spirit of innovation, empowering students to emerge as global citizens who are equipped to lead and drive positive change across various industries and communities.

We are committed to developing global citizens capable of leading in a sustainable, responsible, and ethical manner. To this end, we are committing to deliver a dynamic and enriching curriculum cultivating global competencies, ethical leadership, a deep understanding of sustainability, and innovative problem solving. By doing so, we will equip our graduates with the essential tools and insights they need to positively impact our interconnected global landscape.



# Fostering Sustainable and Responsible Global Stewardship

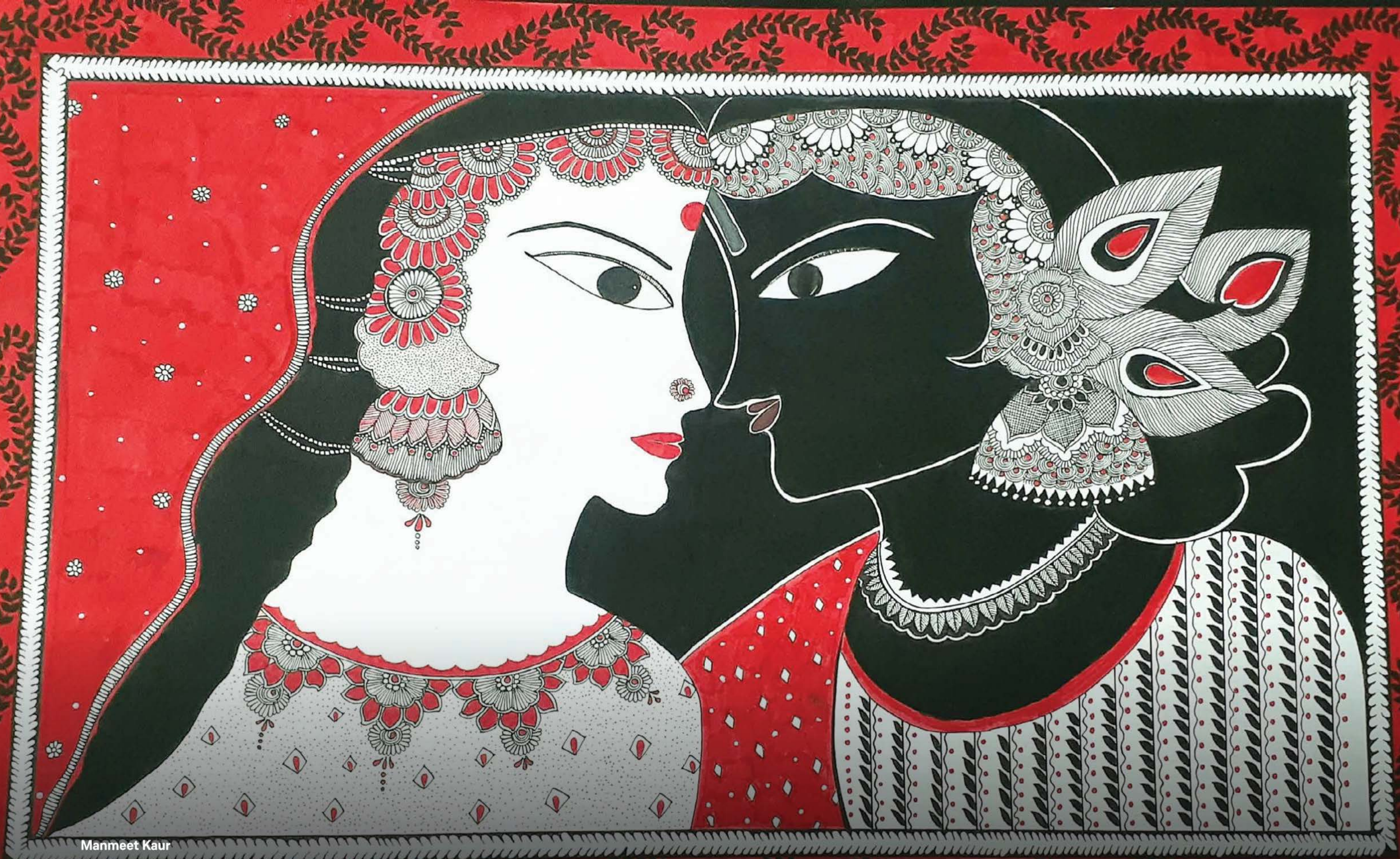
“We’re always thinking ahead and that’s why we continue to succeed. We’re continually adapting and being proactive in our community and for our students.”

— College Management Team Engagement Session

## Actions

- 1 Cultivate an academic environment that nurtures future global leaders by offering a curriculum that promotes global competencies, ethical leadership, and innovative problem-solving skills.
- 2 Create global engagement experiences that expose students to diverse cultures, enhancing their international knowledge and fostering a deep understanding of global perspectives.
- 3 Integrate the United Nations Sustainable Development Goals (SDGs) into curriculum to develop student competencies that contribute to solving challenges like poverty, inequity, and climate change.
- 4 Establish digitally enhanced global classrooms in partnership with other educational institutions to internationalize the curriculum, promote cross-cultural collaboration, and broaden students' global knowledge.





Manmeet Kaur

Creative Vision for the Future of Lambton Art Contest



PRIORITY #3

# EMPOWERING LEARNERS THROUGH TRANSFORMATIVE EXPERIENCES

## Advancing Career Readiness through Experiential Learning

As the nature of work undergoes profound changes, our responsibility extends beyond the curriculum. We recognize the pressing need to create environments where learning is immersive, replicating the complexities and opportunities of the workplace through experiential learning opportunities.

We prioritize experiential learning as a cornerstone of our teaching philosophy. We recognize the immense value of learning through experience that goes beyond traditional classroom settings, immersing students in real-world situations. By prioritizing this dynamic method of learning, we empower every student to engage actively and meaningfully in their learning journey.

Our commitment emphasizes the development of employability skills, interpersonal competencies, and a seamless transition into the workforce directly contributing to the students' academic and professional growth.



# Empowering Learners through Transformative Experiences

## Actions

- 1 Implement an Experiential Learning Model that will generate positive, impactful experiences for students, community, and industry.
- 2 Establish an entrepreneurship program, including a dedicated incubator and makerspace, to nurture entrepreneurial activity and creativity while developing an entrepreneurial mindset in students.
- 3 Integrate authentic assessments and real-world simulations into courses.
- 4 Expand social innovation and projects in partnership with non-profit organizations, community groups, and equity-deserving groups to create dynamic, real-world learning environments that advance societal progress.
- 5 Broaden our industry and community partnerships to ensure access to high quality experiential learning opportunities.

“There is significant community support from industry leaders, affirming that the college's curriculum is robust and effective.”

— Industry Think Tank Engagement Session





Kalven Perry Agustin  
Creative Vision for the Future of Lambton Art Contest



# DEVELOPING DIGITAL LITERACY BY ENHANCING TECHNOLOGICAL PROFICIENCY AND ETHICAL AWARENESS

# PRIORITY FOUR

## Navigating the Digital Future and Advancing Digital Literacy in Higher Education

The evolving digital landscape profoundly influences the global economy and human interaction, requiring the acquisition of critically important, advanced digital literacy skills.

We commit to embedding a robust digital literacy framework within our curriculum, ensuring students can proficiently leverage digital technologies to adapt to an ever-changing digital world.

By embedding digital literacy throughout our academic programs, we are ensuring that our students are equipped with the necessary skills to navigate and excel in a technology-driven world, while also understanding the ethical, social, and economic dimensions of digital technologies.



# Developing Digital Literacy by Enhancing Technological Proficiency and Ethical Awareness

## Actions

- 1 Develop students' abilities to interact effectively and ethically with Artificial Intelligence (AI) by emphasizing the critical role of human input and decision-making, as well as enhancing students' critical thinking skills, to understand and navigate the unique dynamics of AI integration.
- 2 Integrate technology appropriately into the learning environment to educate students in digital literacy, with a focus on digital safety and responsibility.
- 3 Incorporate advanced technologies like simulations, augmented reality (AR), and virtual reality (VR) into relevant courses to deepen student learning and enhance educational experiences.
- 4 Establish flexible and dynamic learning spaces, that drive collaboration, knowledge creation and actively engage students in cultivating vibrant and digitally connected communities.



“Everyone is passionate about what they do and how they contribute to the College. Our students and making sure they’re successful is a priority that we all share.”

— COLLEGE MANAGEMENT TEAM ENGAGEMENT SESSION



PRIORITY #5

# EMBRACING DIVERSITY BY CULTIVATING INCLUSIVE AND ACCESSIBLE LEARNING FOR ALL

## Inclusive and Accessible Learning Supporting Equity, Diversity, and Inclusion (EDI)

We are dedicated to fostering an academic environment that emphasizes inclusivity, equity, and accessibility as we prepare students to be responsible and culturally responsive citizens in a diverse and globally connected world.

As we look towards shaping the future of education, our commitment is unwavering in creating a learning environment where inclusivity, equity, and accessibility are paramount.

We recognize the rich diversity of our students and are committed to fostering a community where every student has access to the necessary supports for success and feels connected to the Lambton community.

We are dedicated to preparing our students to be culturally responsive and responsible global citizens in a world that values diversity as a strength.



# Embracing Diversity by Cultivating Inclusive and Accessible Learning for All

"I know it will be a good interview when someone from Lambton comes in."

— Industry Think Tank Engagement Session

## Actions

- 1 Implement Universal Design for Learning (UDL) principles across all academic programs to improve academic and student success, by reshaping curriculum, teaching methods, and learning environments to support different learning styles, foster diverse forms of engagement and expression, and ensure equitable participation for each student.
- 2 Integrate adaptive technology into educational offerings to enhance inclusivity and accessibility, in response to the diverse needs and abilities of students, to ensure equitable access to educational resources that support the success of every student.
- 3 Create a Flexible Campus that will enhance student choice and access to educational offerings that are inclusive and engaging.
- 4 Strengthen our Prior Learning Practices (PLAR) to recognize the diverse learning and experiential backgrounds of students.
- 5 Uphold the College's commitment to EDI, safeguarding against discrimination in all forms, including, but not limited to, those based on culture, race, religion, ability, gender, and sexual identity, to create inclusive learning environments that will allow students, faculty, and staff to engage fully and authentically through an equity-based and anti-racist lens.





Minu Patel (Finalist)  
Creative Vision for the Future of Lambton Art Contest



PRIORITY #6

# SUPPORTING INDIGENIZATION & DECOLONIZATION IN THE CURRICULUM

# PRIORITY SIX

## Embracing and Celebrating the Rich Tapestry of Indigenous Knowledge and Perspectives Across the Community

Lambton College is committed to embracing and celebrating the rich tapestry of Indigenous knowledge and perspectives. We acknowledge the historical and on-going impacts of colonialism on Indigenous communities and are dedicated to the Indigenization and Decolonization of the curriculum and institutional spaces.

This involves integrating meaningful opportunities for all members of our college community to engage with Indigenous ways of knowing, being, and doing, which includes an understanding of Canada's history, particularly the cultural genocide of Indigenous peoples.

This priority, aligned with the Truth and Reconciliation Task Force's recommendations, is a conscious step towards integrating Indigenous perspectives into the curriculum and educational practices. The approach includes enriching the curriculum with Indigenous intellectual and cultural traditions where appropriate, enhancing support for Indigenous students through tailored services, and collaborating with the Indigenous Education Council. This effort is our commitment to an inclusive, respectful, and holistic educational journey for all.



# Supporting Indigenization & Decolonization in the Curriculum

## Actions

- 1 Integrate meaningful opportunities for students, faculty and staff to learn about and embrace Indigenous ways of knowing, being and doing.
- 2 Implement the recommendations of the Truth and Reconciliation Task Force to ensure our educational practices align with these guiding principles.
- 3 Incorporate the intellectual and cultural traditions of Indigenous Peoples into the curriculum and teaching methodologies where relevant to enrich the learning experience.
- 4 Increase support for Indigenous students by providing Indigenous-centered holistic services and creating learning tailored to their needs.
- 5 Collaborate with the Indigenous Education Council in the development of curriculum that incorporate Indigenous knowledge and history.

"I'm very grateful for how the College has been adapting to create a more inclusive environment."

— Student Engagement Session



“The quality of staff is exceptional, connected with the industry that we have, and students agree with that. Both full time and adjunct faculty bring the real world to the classroom.”

— FACULTY ENGAGEMENT SESSION



# ADVANCING ACADEMIC EXCELLENCE THROUGH FACULTY AND STAFF DEVELOPMENT

## Cultivating a Dynamic Academic Community

The professional development of Lambton's faculty and staff is at the forefront of academic excellence. We are committed to offering impactful opportunities to enhance faculty teaching methods, ensuring disciplinary relevance and digital fluency.

Celebrating the diversity and backgrounds of faculty and staff, we will emphasize professional development in inclusive teaching practices and cultural competency.

We will create a dynamic environment that encourages faculty to engage in interdisciplinary collaborations and contribute meaningfully to both expand knowledge and enhance teaching methodologies. We are dedicated to establishing a long-term strategy aimed at achieving high standards in academic excellence. This will be achieved through the development of faculty and staff, grounded in innovative teaching and learning practices, as well as digital fluency. Our goal is to ensure that our educators are adaptable, collaborative, and proficient in creating both inclusive and effective learning environments.



# Advancing Academic Excellence through Faculty and Staff Development

## Actions

- 1 Enhance faculty and staff development and growth in teaching diverse student groups in alignment with the EDI Plan.
- 2 Offer professional development for faculty focused on inclusive teaching in collaboration with the Accessibility Department, enabling faculty to design academic environments tailored to diverse student needs.
- 3 Establish communities of practice to foster collaborative skill development and knowledge sharing, further strengthening faculty and staff proficiency in technology-enhanced course delivery modes, digital fluency, and artificial intelligence.
- 4 Advance the Scholarship of Teaching and Learning across all program levels to support an interdisciplinary and evidence-informed teaching culture.
- 5 Initiate professional development programs to enhance faculty and staff to proactively support Indigenous Students, promoting cultural competence awareness, inclusivity, and progress towards the Truth and Reconciliation Commission of Canada (TRC) - Calls to Action in our educational environment.
- 6 Optimize the onboarding and orientation process for faculty and staff, ensuring they are well-equipped with the knowledge and skills required for their roles and welcomed into Lambton's academic environment.



# Lambton College



Pwandeep Singh (Finalist)  
Creative Vision for the Future of Lambton Art Contest



# NEXT » STEPS

The Planning and Engagement Process for Lambton College's Academic Plan reflects our commitment to academic excellence, inclusivity, and a responsive, dynamic educational environment.

This comprehensive approach, developed through collaboration with our internal and external stakeholders, ensures alignment with both current and future academic and industry needs. It sets Lambton College on a path of sustained growth and innovation, honouring the voices of the College community in shaping the next five academic years and beyond.

## Next Steps

- 1 Development of Operational Plans**  
The Deans will create detailed Operational Plans. These plans will be aligned with the overarching Academic Plan.
- 2 Implementation Plan**  
This will entail developing a detailed implementation plan to achieve the operational plan's objectives efficiently and effectively within the set timeline. The Plan and progress will be made public to ensure transparency.
- 3 Measurement and Evaluation**  
Establishing clear metrics and regular evaluation processes to measure the progress and effectiveness of the operational plans, ensuring alignment with the Academic Plan's Priorities and Actions and evolving goals.



"The student art competition hosted by Lambton has proven to be a great success in showcasing the unique perspectives and artistic talents of Lambton College students. The diverse demographic that has acted as the wellspring of knowledge and inspiration for Lambton College continues to grow as we lean forward into the future of academic excellence and student enrichment. Encouraging students to delve into their talents, express their aspirations, and share their pluralistic cultural perspectives, creatively is a major part of what makes Lambton College exceptional. Including the student art contest as part of Lambton College's Academic Plan has allowed us to view and appreciate the full spectrum of Lambton College's student body, providing us with insights that will continue to be valued and appreciated as we look to excel in the transformation educational experiences of each student. The insights gained through the variety of artistic expressions that were received during student art competitions will be cherished and considered through each step of the Academic Plan as Lambton College resumes flourishing in the time ahead. As we envision the future of Lambton College, incorporating the intrinsic motivation of students, sharing their unique perspectives, and providing a space for provoking individual excellence Lambton College stands united. As a student of Lambton College, I have been proud to be able to contribute to the development of the Academic Plan and support the Art Competition."

— BEN BLACK, STUDENT, INSTRUMENTATION & CONTROL  
ENGINEERING TECHNOLOGY - INDUSTRIAL AUTOMATION



