**“Identifying the Key Cornerstones**

**of our Mission and Vision…to be further refined outside of this session”**

August 2-4, 2016

Location

City, State

**Designed and Facilitated by:**

The Compression Planning® Institute

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**Compression Planning Design/Agenda**

**Topic:**

* Identifying the Key Cornerstones of our Mission and Vision…to be further refined outside of this session

**Overall Purpose:**

1. To have a strategy to update and refine our Mission and Vision by August 31, 2016

**Purpose of this Session:**

1. To identify the key cornerstones of our Mission
2. To identify the key cornerstones of our Vision

**Non-Purpose of this Session:**

* To debate the need to do this – we are a new administrative team and we will clearly define our future together
* To get perfectly refined statements today – we are here to work on essence, not wordsmithing

**Key Session Deliverables**

**“Preliminary/Draft Mission & Vision Cornerstones”**

**Key Mission Cornerstones:**

* To support the diverse needs of our students and the community (5 dots)
  + Responds effectively to the diverse educational and economic needs of the community (7 dots)
  + To provide a quality post high school education that meets the needs of a rural community (8 dots)

* Gateway for access and opportunity (5 dots)
  + To plant seeds of change for improving ones life – socially, economically, personally (7 dots)
* Quality rigorous educational opportunities focused on student success (6 dots)

* Yuba College is committed to promoting a commitment to lifelong learning (6 dots)
* “Student First” philosophy (5 dots)
  + Student centered (7 dots)
* Long, rich history (8 dots)

**Key Session Deliverables**

**“Preliminary/Draft Mission & Vision Cornerstones”**

**Key Vision Cornerstones:**

* To inspire students to reach their greatest potential (4 dots)
  + To promote and encourage learning (6 dots)
* Have a fully engaged student body, staff and community focused on student success (8 dots)
* To be the college of choice (7 dots)
* Functional IT and data driven decision making (6 dots)
  + Data collection, accountability and focus on best practices (data driven) (7 dots)
* Innovative academic programs and student services to engage and motivate students (10 dots)
  + Athletic success (2 dots)
  + World class and nationally recognized CTE programs (3 dots)
  + Embrace risk-taking to provide a safe space for innovation (12 dots)
  + Capacity for growth! Instructionally, CTE program, athletic program, student services (8 dots)
* We must build the Yuba College spirit (9 dots)
  + Everyone needs to believe Yuba College is awesome! (7 dots)
  + Simple message, clear message, everyone on message, community goal (6 dots)
  + Culture of shared burden and responsibility (5 dots)
  + Be based on trust (3 dots)
* Be the hub where all community partners look to Yuba College – Arts, sports, industry, K-12, non-profits, government agencies (13 dots)
  + Responsive educational partner to K-12 and business (4 dots)

**Action Plans**

|  |  |  |  |
| --- | --- | --- | --- |
| **Tasks** | **Who Will Do**  **It/ Deadline** | **Expected**  **Results** | **Update/**  **Status** |
| Assign individuals who will conduct Compression Planning sessions to gather input | GH/ | The appropriate CP sessions to gather input from missing perspectives |  |
| Create talking points for management to take to constituency groups | Sonja/ | Draft to share |  |
| Expand input to include senate, college council, alumni, foundation, CS of Yuba college, student senate, community | GH and Sonja/  Intro by August 23 | Refined framework that can be distributed for input and discussion – hold open campus input sessions |  |
| Refine framework of key mission and vision cornerstones | Sonja and cabinet/  August 22 | Refined framework that can be distributed for input and discussion – look at staffing and identify a small team to work on the plan |  |
| GH to include emission/vision in campus communication | Gh/  August 3 |  |  |
| Identify opportunities to hold open forums | Sonja, Kristina, Francesca, Hulin, Zulema/  August 22 | Input gathered from missing audiences |  |

**Communication Plan**

**Specific Messages:**

1. Working to update Vision and Mission statements
2. Variety of methods to gather input from various constituencies
3. The administrative team held first forum on revisiting Mission and Vision on August 2
4. Why the team is doing this – reflective of today’s needs
5. Updating relevancy for current trends
6. There is a new administrative team
7. Updating Mission and Vision meets accreditation requirements
8. The timeline to update – includes time to gather missing input
9. We are committed to working on this during the fall semester ‘16
10. This is part of a larger Ed Plan

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Who Needs to Know** | **What They Need to Know** | **Who Will Tell them** | **How Will We Tell Them** | **Deadline** |
| Yuba College council | 1,2,3,4,5,6,7,8,9,10 | Sonja | In person at first meeting of semester | August 23 |
| Chancellor | 1,2,3,4,5,7,8,9,10 | GH | Verbal | August 17 |
| Academic Senate | 1-10 | Elena | By email | August 11 |
| ASYC | 1,7,8,9,10 | Sonja | In person at the first meeting in September | September 20 |
| Classified staff | 1-10 | GH | Verbal to CSEA leadership | August 9 |
| Part time faculty | 1-10 | Elena | By email | August 11 |
| Community – CCPT consortia | 1,4,5,8,9 | Daren | In person at meetings | CCPT 8/24  NCCC Board 8/18 |
| Advisory committees | 1,2,3,4,5,6,7,8,9,10 | Daren/Cris | At meeting | 9/30 or 10/30 |
| Other community – foundation, alumni, chamber | 1,2,3,4,5,7,8,9,10 | GH | Written communication | By 9/30 |

**Debrief**

**What went well**

* We ended with deadlines and tasks
* All had input and could speak freely
* No spinning our wheels
* Had norms and expectations
* Able to move around and work with different people
* Good use of time
* Nobody fell asleep

**What would we change for our next session**

* Bring in more constituent groups
* Ice breaker to get us going

**Lessons learned**

* Have a lot of commonalities as a group
* Design on front end is critical
* This is a duplicatable process
* Seems like same people are leads – how do other help?
* Appreciate the method to allow others to talk
* Gives a collective message – we have overarching goals

**Remainder of Ideas Generated During Session**

**In order for us to meet the needs of our community and students, the culture we need must…**

* We must lead by example (6 dots)
* Acknowledge existing conditions in order to improve them (4 dots)
* Be inclusive – internal and external (2 dots)
* Allow us to have the hard conversations – placement, resources, academic standards, race/culture/equity (2 dots)
* Create a culture of school spirit, belonging, student lounge, cafeteria services (2 dots)
* Redefine “The Yuba Way” (1 dot)
* Serve with a servant heart (1 dot)
* Must be shared and actively demonstrated at all levels in the organization (1 dot)
* Must never again hear “that is just Yuba College” (1 dot)
* Clearly identify what is acceptable and unacceptable behaviors
* Team of teams
* Must have a positive and united culture
* Allow us to embrace changes – explore new ideas to innovate
* Be fluid and willing to change
* The change from caterpillar to cocoon to butterfly
* Understand who we are, where we are – transparent – define it
* Create a culture of strategic planning and stop being reactive
* Assume best intentions from our colleagues’ actions – be more trusting
* Strive to be better – changing agents
* Be courteous and be professional with our colleagues and students

**What about our current Mission and Vision are still applicable?**

* Quality programs and services (5 dots)
* Embraces diversity (5 dots)
* Excellence in student learning and success (2 dot)
* Promote leadership and life long learning in the community (2 dots)
* Sentence #1: Yuba College values “student first” philosophy that emphasizes excellence in student learning and successes (1 dot)
* Last sentence: mission – Yuba College committed to promoting leadership and responsibility encouraging a commitment to lifelong learning in all members of the community college (1 dot)
* “Life long learning” (1 dot)
* Embraces diversity
* “Student first”
* Yuba College values a “student first” philosophy that emphasizes excellence in student learning and success; develops individual potential; and responds effectively to the diverse educational and economic needs of the community
* Responds effectively to the diverse educational and economic needs of the community
* Exemplify educational excellence, fiscal responsibility, cultural awareness and civic engagement for our communities and region

**What have we dreamed about for the future of Yuba College?**

* Be a dynamic institution for learning and transformational change – non-stagnant (3 dots)
* Be flexible and responsive to students’ needs (3 dots)
* A Heritage Center – so we always remember where we came from – to know where we are going (2 dots)
* Institution that cares about its community and employees (2 dots)
* Community that’s more engaged with programs and events (2 dots)
* Community that’s more engaged with programs and events (2 dots)
* High functioning foundation – engaged with community, responsive to college needs, investment in future (2 dots)
* To be the first choice for education in our community (2 dots)
* To create a connection between high school and community college (2 dots)
* Appropriately staffed college and district service (1 dot)
* Appropriately staffed college and district service (1 dot)
* State of the art science building including equipment (1 dot)
* To be nationally known for a program (1 dot)
* The community knows and respects us (1 dot)
* Facilities, technology and on-demand service – customer needs would be forward thinking for future students
* Faculty, staff and students are unified and role model a cohesive community
* Partnering with four year universities to provide a four year degree option at Yuba college
* To be the shining star in the community
* Be the first choice for students – over UC Davis, Chico, Berkley
* To be excellent in whatever we do
* To be economically viable/stable at the college level
* To create modern up to date facilities
* To secure bus service to SCC
* To create well known CTE programs that are valued and sought after

**In order for us to most effectively serve our community and students, we must work to strengthen the following?**

* “Strengthen the catalogue” and curriculum (4 dots)
* Our image both internally and externally (4 dots)
* Campus life – student activities and engagement, morale (3 dots)
* Right size the staffing in all categories (2 dot)
* Build trust among employees (everyone) (2 dots)
* Build the communal culture of the campus/college (2 dots)
* True commitment from faculty to go beyond just teaching (2 dots)
* Professional development (2 dots)
* To fully understand the student, who they are and their needs (1 dot)
* Technological resources/equipment (1 dot)
* To create an implement processes and data collection (1 dot)
* Marketing – image (1 dot)
* Improved data warehouse systems and ability to harvest data (1 dot)
* Articulation between high school and community college classes – standards, SLO (1 dot)
* Provide opportunities for staff to interact with one another – interdepartmental meetings (1 dot)
* Strengthen cooperation among various college constituents – various unions, senate and administration (1 dot)
* Adequate support from district services
* Ability to access data – set measurable goals
* Learn how to make dust
* Hours of operation – i.e. evening, weekend, online degrees
* Deliver of messages of communication – top to bottom
* Improve the condition of the facilities
* Be willing to be flexible and embrace change
* Data driven decision making
* Improved integrated planning
* Orchestrated effort to connect with the community

**What are the strengths of Yuba College as an institution/organization?**

* Some new facilities – nursing lab, LRC, athletic facilities, theatre, Sutter Center, etc.
* Receptive and appreciative student body (respectful) (1 dot)
* “Really awesome” staff and faculty (1 dot)
* History – connection to community – 88 years (1 dot)
* We come together in hard times regardless of prior dysfunction (1 dot)
* A captive audience that we need to attract
* State of the art facilities (although limited)
* Well known for some of our CTE programs – VetTec, nursing (1 dot)
* Yuba college has dedicated faculty and staff that do their best, with limited resources, to serve students and the community (2 dots)
* Institutional knowledge – longevity of the college – history
* It’s people – fresh ideas from new administration – committed faculty and staff (3 dots)
* Island in the community – importance to community (5 dots)
* Alumni coming to work – retirees returning to work
* Response to the challenges – i.e. staff, procedures, district, contracts, class offerings
* Promotions within institution – working your way up!
* Interconnection with community leadership – opportunity to make real change
* Geographic location of the college to the population centers (4 dots)
* People – dedication, commitment to providing service to the community

**What is our role in the community?**

* How can I serve you (4 dots)
* A community leader not just in education (4 dots)
* To be willing to change and to lead change (4 dots)
* To be fully engaged with the community (3 dots)
* Train/educate future leaders in the community in their own discipline (3 dots)
* To provide open access to education regardless of social or economic status (3 dots)
* To exemplify a fluid model that drives change – innovation (1 dot)
* Leadership (1 dot)
* Responsible steward for resources (1 dot)
* Meet the non-credit obligations of the regional employers for contract education (1 dot)
* Visual drawing: target with arrow moving outwards with Yuba being the center
* Financial stability – economic development, Financial Aid/Grants
* To be the force to role model change – noted in the “why” we exist
* How can I inspire you
* Affordable access to high quality education
* To be the community heritage center
* To be a people that always asks: How can I help/serve you?
* To enlighten and to inspire

**Why does Yuba College exist?**

* To contribute to economic development of community (5 dots)
* To be a change agent and leadership role for cultural resources (3 dots)
* To provide job training (3 dots)
* To provide opportunities for a well-rounded quality of life (1 dot)
* Provide economic security through job/workforce training and regional alignment (1 dot)
* To provide multiple opportunities for career development (1 dot)
* To educate our community
* Passionate student centered staff that provide students an opportunity to recognize strengths and career interests and opportunities to connect those interest with higher education that lead to career options
* Because someone who cared felt the need to higher education in the community
* To improve status of student lives in their worlds
* To provide a cost-effective way to a pathway of transferability
* To promote the understanding of diversity in our community
* To create a learning and supportive workplace
* To extend the community by providing resources which include a vision of hope for future possibilities
* Enriching personal interests
* Allow student to get better paying jobs
* Teaching life-long health habits

**For what will we be known?**

* Catalyst for community improvement (5 dots)
* Quality of our education, faculty and staff (4 dots)
* Positive effect on the community (3 dots)
* An institute that is focused on best practices and is data driven (2 dots)
* Alumni (2 dots)
* A center for cultural exchange and events – the place to go! (2 dots)
* Unconditional support (1 dot)
* We care about community, student success, staff success (1 dot)
* Modern facilities for transfer and CTE (1 dot)
* Premier employer in the community (1 dot)
* Quality of our transfer education programs known by four year colleges and universities (1 dot)
* Workforce alignment
* Great place to work
* Intellectual and arts center in our region
* Institution that respects and honors cultural diversity
* Quality/desirable athletic program – sought out for
* Dynamic faculty and staff – the people that work for us
* Educational and training resource for education – for our community to come to us – first always!
* Diversity – staff, programs, students
* Life long learning – transformational change
* Provide best practices institutional wide
* State of the art – child development lab program
* Based on doctorial research
* Provide professional development to inspire and engage all employees
* A place where employees want to go to work