**“Identifying the Key Cornerstones**

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

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Location

Marysville, CA

**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 an officially refined Mission and Vision we can all support…this is OURS…By\_\_\_\_\_\_\_.

**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:**

* We need to strengthen our outreach in the community (5 dots)
* To be responsive to student’s needs (13 dots)
* Welcoming & Inclusive (8 dots)
* To prepare the students to be global citizens (6 dots)
* Strong CTE Programs (1 dots)
* Provide the students a way to accomplish their goals in education & career (11 dots)
* “Students First” as an action (7 dots)
* To enrich the community intellectually, culturally, & economically (10 dots)
* To assist students in transferring to a 4-year institution (8 dots)
* Meet the educational needs of the community (9 dots)
* To help bridge the gap for disadvantaged students – As a bridge to 4-year schools (7 dots)
* Provide career and technical education (7 dots)
* Knowledgeable and helpful staff (8 dots)
* Faculty and Staff care for our students (5 dots)
* Student First (11 dots)
* There is nothing about teaching or instruction in the mission statement
* There is nothing about distance education in our mission

**Key Session Deliverables**

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

**Key Vision Cornerstones:**

* Excellence in teaching and learning (12 dots)
* Lifelong learning (5 dots)
* A great place for faculty, staff, and students (12 dots)
* High rates of graduation, transfer, & job placement (6 dots)
* A community that fosters diversity (6 dots)
* Commitment to students (8 dots)
* To be a source of pride to the community (6 dots)
* Update facilities – better technology (17 dots)
* Updated facility & technology (15 dots)
* More full time staff and faculty (13 dots)
* We would have an engaging campus life (6 dots)
* More engagement in the college:
  + Staff
  + Students
  + Faculty
  + Administration
* YC values an education that encourages self-improvement and enables students to contribute to their families and the community (4 dots)
* Proactive in seeking out support for students instead of waiting (4 dots)
* To inspire people to continue education (11 dots)
* Providing students with degrees & certificates to get careers (7 dots)
* Top choice for students (8 dots)
* Technologically up to date (12 dots)
* Vision statement #3 (9 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…**

* A community culture which is interconnected by students, staff, and faculty (10 dots)
* Open & Inclusive (0 dots)
* Collaborative & communicative (3 dots)
* All need to be on same team – interconnected (4 dots)
* To be as flexible as possible (4 dots)
* To be a culture of honor (2 dots)
* To be welcoming (1 dot)
* Creative (2 dots)
* To be accepting of all (2 dots)
* To be accepting (0 dots)
* To be dynamic & innovative –DYI- (1 dot)
* Open (1 dot)
* Diverse (0 dots)
* To be professional & friendly (3 dots)
* Optimistic (3 dots)
* Proficient at outreach (1 dot)
* Embraced and shared (1 dot)
* Collaborative (0 dots)
* Welcoming (0 dots)
* Malleable to the needs of the community (7 dots)
* Be more collaborative (2 dots)
* Open to new ideas (2 dots)

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

* All of it! (1 dot)
* Students first culture (1 dot)
* Prepare students for transfer (5 dots)
* Excellence in student learning & success (4 dots)
* Open access (1 dot)
* Steward of community’s educational & cultural well-being (4 dots)
* YC provides an educational self-improvement and enables students to contribute to their family and the community (2 dots)
* To prepare students for transfer and/or further career development (11 dots)
* A student first philosophy that emphasizes excellence in student learning (1 dot)
* Responds effectively to the diverse educational needs of the community (1 dot)
* Embraces diversity (0 dots)
* Diversity (1 dot)
* Career development (1 dot)
* Lifelong learning (8 dots)
* Economic needs of the community (1 dot)
* Related student services in area which develop basic skills and student success (1 dot)
* Yuba College is committed to promoting leadership and responsibility, encouraging, a commitment to lifelong learning in all member of the college community and regularly reviewing its mission and its effectiveness (4 dots)
* Prepares students to transfer (0 dots)
* Open access institution of higher education (2 dots)
* Promoting leadership & responsibility (2 dots)
* Responds effectively to the diverse educational and economic needs (3 dots)
* The importance of thinking clearly, creatively, critically, and objectively (1 dot)
* Promoting leadership, responsibility & commitment to lifelong learning (1 dot)
* “Student first” philosophy (0 dots)
* Yuba College offers general education, vocational education, and degree and certificate programs at the lower division level (2 dots)

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

* Campus appearance – source of pride [for out learning environment] (1 dot)
* Premier CTE programs (0 dots)
* Updated facilities (0 dots)
* Raise the socio-economic environment [around us] (2 dots)
* A fun place to work (1 dot)
* Faculty & Staff live locally and fully staffed (0 dots)
* A center for academic excellence (3 dots)
* Up student population & retention (5 dots)
* Up the percentage of students that transfer and/or graduate (0 dots)
* Better all-around customer service (0 dots)
* Improved facilities (1 dot)
* More technology support (1 dot)
* High transfer rates and completion of 4-year degree (1 dot)
* Available resources:
  + Dorms, food bank, technology, psychological help (7 dots)
* Innovation:
  + Subject matter, technology (4 dots)
* More transferable classes (0 dots)
* More full time faculty (3 dots)
* Community surrounding the college to become more vibrant socially, economically & culturally (1 dot)
* Students come to a place where they are valued & nurtured (2 dots)
* Yuba College is a first choice destination (1 dot)
* Train students to be agents of change (3 dots)
* To be a hub of innovation & leadership (3 dots)
* To have facilities and technology that support student services (3 dots)
* Seamless path from beginning to end (2 dots)
* To align education programs to careers. Tech education. Completion by design. (1 dot)
* More veteran students! (2 dots)
* High success rates! (2 dots)

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

* Focus on counseling department & increase staff-connect (1 dot)
  + A process to monitor what needs to be improved (0 dots)
* Interconnect all department faculty-staff for counseling (2 dots)
* Faculty & staff have more support & feel free to share ideas thoughts freely (0 dots)
* A dedicated facility to proctor tests etc. (0 dots)
* Job shadow day – to evaluate career opportunity (3 dots)
* Better – improved meal opportunities on campus (2 dots)
* More student activities (1 dot)
* Strengthening of our institution (0 dots)
* Increase educational opportunities for staff (3 dots)
* Having all departments staffed to capacity – fully (9 dots)
* Interconnectedness of all departments & staff (2 dots)
* To be fully transparent in our communities (0 dots)
* Communication in every department (2 dots)

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

* Welcoming atmosphere (6 dots)
* Location (2 dots)
* We understand the community needs (1 dot)
* Fine arts programs that are connected to community (1 dot)
* We put students first (3 dots)
* Diverse staff & students (2 dots)
* We have faculty/staff that care (0 dots)
* College Success Center (1 dot)
* We provide hope! (8 dots)
* Well established institution in the community (0 dots)
* We have caring & dedicated faculty (2 dots)
* Dedicated to our students’ success (8 dots)
* Welcoming environment (2 dots)
* Great student programs that are accessible (1 dot)
* Diversity in staff, faculty, and students (8 dots)
* Promote matriculation from application to graduation (3 dots)
* Professionalism quality counseling, awesome student services (2 dots)
* Desire to improve (2 dots)
* Provide large, diverse programs to students – numerous pathways (0 dots)
* Customer services student services (1 dot)
* Faculty and staff safe (0 dots)
* Diversity in students & staff (2 dots)
* Arts & culture (2 dots)
* Faculty, students, EOP&S, student services, employ stdt, diversity (1 dot)
* Cost-effective (7 dots)
* Accessibility through various areas of instruction (2 dots)
* Flexible faculty/staff etc. (0 dots)
* Great faculty & staff (3 dots)

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

* To teach/educate (4 dots)
* To help students have opportunities for community employment and outreach (1 dot)
* To help students find employment (0 dots)
* To be a stepping stone for students in their education (5 dots)
* To provide the community opportunity to enrich/grow (0 dots)
* To provide jobs (0 dots)
* To foster education (1 dot)
* To connect schools to community (2 dots)
* Provide resources, culture, motivation to help build a better community (4 dots)
* We change students’ life by providing a pathway to success (7 dots)
* Provide for the educational needs of our community (0 dots)
* To inspire students to achieve (7 dots)
* Provide a culture for student success (2 dots)
* To serve as a gateway to the global community (1 dot)
* To “open doors” (7 dots)
* Provide strong programs (2 dots)
* To create leaders (1 dot)
* To uplift the community (1 dot)
* To provide benefit and educate our students (0 dots)
* To provide resources and information (1 dot)
* To educate (0 dots)
* To ensure transition from ESL to be successful in their education (1 dot)
* To be a community leader & resource (9 dots)
* To challenge students’ to initial assumptions (1 dot)
* To meet students’ needs (1 dot)
* To provide educational and advancement opportunities (1 dot)
* To provide opportunities for cultural enrichment (2 dots)
* To help develop the local work force (4 dots)
* To provide a link to employment & higher education (2 dots)
* To provide an environment to share ideas (1 dot)
* To expose our students to different cultures (1 dot)
* To provide accessibility to our students (0 dots)

**Why does Yuba College exist?**

* To promote leaders & leadership skills in our students to effect positive change (2 dots)
* To provide students and the community art & culture (1 dot)
* To be think tank for the community (1 dot)
* We empower students to share ideas (0 dots)
* Promote active citizenship (1 dot)
* To be a center to acquire concenses in the community (0 dots)
* To provide opportunity (3 dots)
* Be a catalyst for change (3 dots)
* Help students & the community discover who they are (8 dots)
* To meet the educational goals as defined by the students (5 dots)
* Help students get jobs (1 dot)
* Promote equity among students (1 dot)

**For what will we be known?**

* A partner in the community (1 dot)
* Involvement in the community (3 dots)
* A link to employment (3 dots)
* Equality of opportunity & accessability (2 dots)
* Student centered community and campus (0 dots)
* Supportive environment for faculty (0 dots)
* Outstanding CTE programs (1 dot)
* Helping people achieve their goals (3 dots)
* Great customer service (1 dot)
* Clearly defined pathways (7 dots)
* Nine decades of excellence (0 dots)
* A center of community support & high standards (1 dot)
* Faculty-Staff come to stay a long time (3 dots)